



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

Multiple Award Schedule (MAS)

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: GSAAdvantage.gov.

Contract Number: GS-35F-0285W

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Contract Period: March 1, 2010 through February 28, 2030
FSC Group: MAS, Professional Services, Miscellaneous
FSC/PSC Class: D399, 7030, 0000, R425, R408
Contractor Name: **Technical and Project Engineering, LLC**

Address: 6363 Walker Lane, Suite 300
Alexandria, VA 22310

Phone Number: (703) 924-7362

Fax Number: (703) 971-3673

E-mail: dgallop@tape-llc.com

Website: <http://www.tape-llc.com>

Contract Administrator: Debbie Gallop, Chief Financial Officer

Business Size: Women-owned Small Business (WOSB), Service-disabled
Veteran-owned Small Business (SDVOSB)

Prices Shown Herein are Net (discount deducted)

Pricelist current through modification PO-0042 effective November 13, 2024



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Customer Information

1a. Table of Awarded Special Item Numbers with appropriate cross-reference to page numbers:

Special Item Number	Special Item Description	Service Description Page	Awarded Price Page
511210/RC/STLOC	Software Licenses	6	7
54151S/RC/STLOC	Information Technology Professional Services	8 - 21	22 - 26
541611/RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services	32 - 40	41 - 42
541330ENG/RC	Engineering Services	43 - 47	48 - 49
OLM/RC/STLOC	Order-Level Materials (OLM)	Defined at Order Level	Defined at Order Level

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. See page 7

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. See pages 8 – 21, pages 32 – 40, and pages 43 – 47.

2. Maximum Order:

Special Item Number	Maximum Order
511210/RC/STLOC	\$500,000
54151S/RC/STLOC	
541611/RC	\$1,000,000
541330ENG/RC	\$1,000,000
OLM/RC/STLOC	\$250,000

3. Minimum Order: \$100

4. Geographic Coverage: 511210/54151S Domestic Only; 541611/541330ENG Worldwide



5. Point of production: US

6. Discount from list prices or statement of net price: Prices shown herein are net prices

7. Quantity discounts: None

8. Prompt payment terms: 1% in 10 days, Net 30 days from receipt of invoice or date of acceptance, whichever is later. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign items: None

10a. Time of Delivery: As negotiated between the ordering agency and TAPE at the task order level.

11b. Expedited Delivery: Items available for expedited delivery are noted in this price list and contact contractor.

10c. Overnight and 2-day delivery: Contact Contractor

10d. Urgent Requirements: Contact Contractor

11. F.O.B Points: Destination

12a. Ordering Address: Technical and Project Engineering (TAPE)
Debbie Gallop, Chief Financial Officer
6363 Walker Lane, Suite 300
Alexandria, VA 22310-326
Phone: (703) 924-7362
Fax: (703) 971-3673
Email: dgallop@tape-llc.com

12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (gsa.gov/schedules).

13. Payment address: Same as Contractor

14. Warranty provision: Standard Commercial Warranty

15. Export Packing Charges: N/A

16. Terms and conditions of rental, maintenance, and repair: N/A

17. Terms and conditions of installation: N/A

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: N/A

18b. Terms and conditions for any other services: N/A

19. List of service and distribution points: N/A



20. List of participating dealers: N/A

21. Preventive maintenance: N/A

22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at:
www.Section508.gov/ - N/A

23. Unique Entity Identifier (UEI) number : QZ8JHPAH38J3

24. Notification regarding registration in System for Award Management (SAM) database:
Technical and Project Engineering, LLC is registered in the SAM Database and has an active registration in SAM.



GSA Approved Software Packages – SIN 511210

CYF-001 Cyberforge Cauldron™ 90-day Vulnerability Visualization Solution

This package solution includes a single perpetual license for the use of Cauldron™ with one year of software maintenance. TAPE personnel will install and configure the software on a quad processor, 8GB high end laptop. Included in the package is on sight support for 90 days to assist the client in source data integration of the system into an enclave of their network behind the firewall. Activities will include project planning and timeline, data integration, customer training in use of the tool, and generation and analysis of visualization reports on a recurring monthly or quarterly basis. Post analysis of Cauldron reports, TAPE on-site staff will assist in the creation and mitigation strategy of the Plan of Action and Milestones (POA&M) Report. TAPE on-site personnel can be extended via CY-003 to continue to support and or/run the Vulnerability Visualization Analysis reports and post report activity. On Project Closeout TAPE will follow its Quality Management standard processes to assess project performance and successful outcomes.

CYF-002 Cyberforge Cauldron™ One Year Vulnerability Visualization Solution

This package solution includes a single perpetual license for the use of Cauldron™ with one year of software maintenance. TAPE personnel will install and configure the software on a quad processor, 8GB high end laptop. Included in the package is on sight support for one year from date of contract execution.

TAPE will assist the client in source data integration of the system into an enclave of their network behind the firewall. Activities will include project planning and timeline, data integration, customer training in use of the tool, and generation and analysis of visualization reports on a recurring monthly or quarterly basis. Post analysis of Cauldron reports, TAPE on-site staff will assist in the creation and mitigation strategy of the Plan of Action and Milestones (POA&M) Report. TAPE on-site personnel can be extended via CY-003 to continue to support and or/run the Vulnerability Visualization Analysis reports and post report activity. On Project Closeout TAPE will follow its Quality Management standard processes to assess project performance and document successful outcomes.

CYF-003 Cyberforge Cauldron™ One Year support Extension

TAPE personnel will continue to support the client on-site for one year from date of contract execution.

TAPE will continue to assist the client in source data integration and maintenance of the system within an enclave of the clients network behind the firewall. Activities will include data integration, customer training in use of the tool, and generation and analysis of visualization reports on a recurring monthly or quarterly basis. Post analysis of Cauldron reports, TAPE on-site staff will assist in the creation and mitigation strategy of the Plan of Action and Milestones (POA&M) Report. TAPE on-site personnel can be extended to continue to support and or/run the Vulnerability Visualization Analysis reports and post report activity. On Project Closeout TAPE will follow its Quality Management standard processes to assess project performance and document successful outcomes.



GSA Approved Pricing – SIN 511210

MFR Part #	Product Name	GSA Price
CYF-001	Cyberforge CauldronTM 90-day Vulnerability Visualization Solution	\$118,882.24
CYF-002	Cyberforge CauldronTM One Year Vulnerability Visualization Solution	\$337,490.50
CYF-003	Cyberforge CauldronTM One Year support Extension	\$279,821.29



Labor Category Descriptions – SIN 54151S

The following Substitutions Methodology is hereby added to this contract and made a part of it:

- A Bachelor's Degree + 4 additional years of experience equal a Master's Degree.
- An Associate's Degree + 4 additional years of experience equal a Bachelor's Degree.
- High School Diploma + 4 additional years of experience equal an Associate's Degree.
- 4 additional years of relevant experience may be substituted for the required degree.

Sr. System Security/Info Assurance Specialist III	
Minimum Experience:	Twelve (12) years
Minimum Education:	Bachelor's Degree in a related field is required. Master's Degree is preferred. DOD/DON Information Assurance Certification/Training is preferred. CISCO Certification/ MCSE/Unix training is preferred.
Functional Requirements:	Provides security architecture, policy and design guidance for business systems and networks. Also provides Information Security Certification and Accreditation Support for applications, systems and networks in accordance with appropriate customer policies and processes. Demonstrates analytical skills and experience to include the translating security policy statements into an understanding of security tool implementation. Understanding of FIPs compliance issues and familiarity with the DOD Public Key Infrastructure required.

Sr. System Security/Info Assurance Specialist II	
Minimum Experience:	Ten (10) years
Minimum Education:	Bachelor's Degree in a related field is required. Master's Degree is preferred. DOD/DON Information Assurance Certification/Training is preferred. CISCO Certification/ MCSE/Unix training is preferred.
Functional Requirements:	Provides technical design guidance and/or system administration and trouble call resolution in support of security issues particularly network security products. Also manages firewalls, routers, and intrusion detection equipment. Demonstrates a detailed understanding of IP and advanced networking to include hands-on networking and system administration tasking. Demonstrates the ability to translate security policy statements and customer requirements into a functional security tool implementation.

Sr. System Security/Info Assurance Specialist I	
Minimum Experience:	Six (6) years
Minimum Education:	Bachelor's Degree in a related field is required. DOD/DON Information Assurance Certification/Training is preferred.
Functional Requirements:	Provides security architecture, policy and design guidance for business systems and networks. Also provides Information Security Certification and Accreditation Support for applications, systems, and networks in accordance with appropriate customer policies and processes. Demonstrates analytical skills and experience to include the ability to translate security policy statements into an understanding of security tool implementation is required.



	An understanding of FIPs compliance issues and familiarity with the DOD Public Key Infrastructure is required.
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Security Specialist	
Minimum Experience:	Two (2) years
Minimum Education:	Associates Degree in a related field is required. Bachelor's Degree in a related field is preferred. DOD Information Assurance Certification/Training is preferred.
Functional Requirements:	Individual will provide security architecture, policy and design guidance for business systems and networks. Individual will also provide Information Security Certification and Accreditation Support for applications, systems and networks in accordance with appropriate customer policies and processes. Demonstrates analytical skills and experience to include the ability to translate security policy statements into an understanding of security tool implementation. An understanding of FIPs compliance issues and familiarity with the DOD Public Key Infrastructure is required.

Senior Analyst III	
Minimum Experience:	Ten (10) years
Minimum Education:	Bachelor's Degree in a related field is required. Master Degree is preferred.
Functional Requirements:	Oversees assignments, including those employing novel approaches to conducting high-level studies and resolving complex management problems. Individually, or with assistants, develops, analyzes, evaluates, and advises on methods and techniques to improve organizational work processes, procedures, resources, management controls, information systems, documentation, and similar management functions. Conducts management and organizational studies involving analysis of broad programs, functions, and organizations of government agencies at multiple locations and including controversial relationships. Based upon study findings, develops detailed recommendations on methods, procedures to apply, alternative ways to organize efficiently and generate staffing and dollar savings. Develops project plans and determines resource needs and allocates them. Determines information needed to perform in-depth analysis. Devises methods for securing the required information and develops survey data sources, on-site investigations, discussions with managers or specialist at the work site. Identifies problems and develops recommendations. Participates in procurement process, and conducts or coordinates related training. Coordinates actions with government and corporate headquarters staff. Keeps government program authorities, and management aware of status, problems, and solutions. Experience demonstrating IT-related program, deliverables, and staff management to including experience in the management of government business and technical operations.

Senior Analyst II	
Minimum Experience:	Seven (7) years
Minimum Education:	Bachelor's Degree in a related field is required.
Functional Requirements:	Serves as an analytical responsible for the assessment of relevant systems, technical products and/or applicable procedures government standards.

	Manages completion of work within the time frame specified by the government ensuring that all system requirements are met. Prepares milestone status reports and presentations for colleagues, subordinates, and end-user representatives. Experience demonstrating IT-related program, deliverables, and staff management including experience with increasing responsibilities as a team leader or first level supervisor. Possesses a thorough knowledge of relevant systems requirements. Must be able to grasp interrelationships between relevant subject matter and automated solutions, considering the current system environment and the potential integration of added systems.
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Senior Analyst I	
Minimum Experience:	Five (5) years
Minimum Education:	Bachelor's Degree in a related field is required.
Functional Requirements:	Successfully integrates business concepts and processes into technical solutions and systems. Responsible for assessing technical products and/or procedures for compliance with government standards and principles. Assists in ensuring that completion of technical requirements are within the time frame specified by the client and that business objectives are met. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives. Experience working with a technical team and/or group of analysts to develop technical solutions. Possess knowledge of Federal policies, practices, regulation, and systems related to the subject technical requirements. Must be able to grasp the objectives of relevant system requirements and automated solutions, considering the current system environment and the potential integration of added systems.

Scientist Engineer/Systems Analyst I	
Minimum Experience:	Ten (10) years
Minimum Education:	Bachelor's Degree in a related field is required.
Functional Requirements:	Performs a variety of technical tasks particularly in the area of network engineering that require the design and implementation of integrated networks, including personnel, hardware, software, and support facilities and/or equipment. May perform technical responsibilities that are broad in nature and require working independently and/or under supervision. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Plans and performs network-engineering research, design development, and other assignments in conformance with network design, engineering and customer specifications. Supervises team of engineers through project completion. Experience in coordinating technical and system activities particularly in the area of network engineering including experience supervising teams through completion of specific network/system engineering projects.

Senior Business/Financial/Management Analyst V	
Minimum Experience:	Ten (10) years

Minimum Education:	Master's Degree in a related field is required. Relevant professional certifications/training is preferred.
Functional Requirements:	Leads technical staff and analysts in defining system requirements and desired outcomes. Uses scientific and engineering processes and process improvement tools to identify conceptual or theoretical solutions to problems of computer process control. Analyzes information/systems requirements. Evaluates analytically and systematically problems of workflow, organization, and planning and develops appropriate corrective action. Applies business process improvement practices, to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies organization wide information models for use in designing and building integrated, shared software and database management systems. Constructs sound, logical business improvement opportunities consistent with the configuration information management guiding principles, cost savings, and open architecture objectives. Experience applying knowledge of computer science quality assurance and methodology concepts and techniques to develop and apply automated solutions to business processes and problems including experience performing as a team lead or project lead in the functions stated above.

Senior Business/Financial/Management Analyst III	
Minimum Experience:	Eight (8) years
Minimum Education:	Bachelor's Degree in a related field is required. Master's Degrees in a related field and/or relevant professional certifications are preferred.
Functional Requirements:	Responsible for advanced performance metrics analyses. These may include resource planning and allocation, analysis of trends, research, analysis and presentation of program status and resource reports, and market analysis. Supports the technical staff in developing, implementing, and documenting best business practices related to the subject matter. Evaluates requirements for the execution of IT performance strategies and procedures and performs analysis of external market factors affecting performance management. Ensures that technical solutions align with business objectives. Experience in business systems analysis to including experience in management, program performance issues, and performance metric.

Senior Business/Financial/Management Analyst II	
Minimum Experience:	Six (6) years
Minimum Education:	Bachelor's Degree in a related field is required. Master's Degree in a related field and/or relevant professional certifications is preferred.
Functional Requirements:	Analyzes information/systems requirements. Evaluates analytically and systematically problems of workflow, organization, and planning and develops appropriate corrective action. Applies business process improvement practices, to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques. Assists in establishing standards for information systems procedures.

	<p>Develops and applies organization wide information models for use in designing and building integrated, shared software and database management systems. Constructs sound, logical business improvement opportunities consistent with the configuration information management guiding principles, cost savings, and open architecture objectives. Experience in the business of information resources management including experience in business process improvement related to the relevant project subject matter.</p>
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Program Manager II	
Minimum Experience:	Twelve (12) years
Minimum Education:	Bachelor's Degree in a related field is required. Master's Degree is preferred. PMP Certification is preferred.
Functional Requirements:	<p>Acts as the overall lead, manager and administrator for the contract effort. Serves as the primary interface and point of contact with government program authorities and representatives on technical and program/project issues. Supervises program/project operations by developing procedures, planning and directing execution of the technical, programming, maintenance and administrative support effort and monitoring and reporting progress. Manages acquisition and allocation of program/project resources. Manages and controls financial and administrative aspects of the program/project with respect to contract requirements. Program management and supervisory experience including Government IT project experience.</p>

Project Manager III	
Minimum Experience:	Ten (10) years
Minimum Education:	Bachelor's Degree in a related field is required. Master's Degree is preferred. PMP Certification is preferred.
Functional Requirements:	<p>Acts as the overall lead, manager and administrator for the contract effort. Serves as the primary interface and point of contact with government program authorities and representatives on technical and program/project issues. Supervises program/project operations by developing procedures, planning and directing execution of the technical, programming, maintenance and administrative support effort and monitoring and reporting progress. Manages acquisition and employment of program/project resources. Manages and controls financial and administrative aspects of the program/project with respect to contract requirements. Project management and supervisory experience including Government IT project experience.</p>

Project Manager I	
Minimum Experience:	Six (6) years
Minimum Education:	Bachelor's Degree in a related field is required. Master's Degree is preferred. PMP Certification is preferred.
Functional Requirements:	<p>Acts as overall system engineer, technical manager, and administrator for one or more delivery orders; serves as the primary interface and point of contact with the Program Manager, on technical program/project issues. Supervises program/project operations by developing system engineering and management procedures, planning and execution of the engineering and</p>

	technical effort. Responsible for monitoring and reporting progress, management of acquisition and employment of the program/project resources management and control of financial and administrative aspects of the program/project with respect to delivery order requirements. Managing and supervising experience related to engineering program/projects including experience as a team leader investigating large and complex problems. Demonstrated ability to make sound recommendations relevant to computing, quality control, analysis, and testing systems.
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Task Leader III	
Minimum Experience:	Eight (8) years
Minimum Education:	Bachelor's Degree in a related field is required. Master's Degree is preferred. PMP Certification is preferred.
Functional Requirements:	Demonstrates expertise and accomplishments in a relevant technical/business area. Ensures that project/task meets the contract objectives within budget, on schedule, and to the clients' expectation. Leads staff to include allocating resources and managing schedule and assignments. Facilitates the development of needs analyses, coordinates research and development of solutions, oversees development of solution planning and implementation from a technical perspective. Recommends, establishes, and monitors the development and implementation methodologies. Often serves as the primary point of contact with onsite client staff and project representatives. General experience in a specialization relevant to job requirements and experience leading government IT contract teams and/or projects/tasks.

Quality Assurance Manager	
Minimum Experience:	Eight (8) years
Minimum Education:	Bachelor's Degree in a related field is required.
Functional Requirements:	Establishes and maintains a process for evaluating software and associated documentation. Determines the resources required for quality control. Maintains the level of quality throughout the software life cycle. Conducts formal and informal reviews at pre-determined points throughout the development life cycle. General experience in configuration management, verification and validation, software testing and integration, software metrics and their application to software quality assessment. General experience includes increasing responsibilities in quality assurance and quality control.

Quality Assurance Analyst	
Minimum Experience:	Five (5) years
Minimum Education:	Bachelor's Degree in a related field is required.
Functional Requirements:	Works independently or under only general direction on complex application problems involving all phases of systems analysis. Provides technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Coordinates with the Program and/or Project Manager to ensure problem solution and user satisfaction. Makes recommendations, if

	needed, for approval of major systems installations. Prepares milestone status reports and deliveries/presentations on the system concept to colleagues, subordinates, and end user representatives. Ensures project/task objectives are met as scheduled and within budget. Experience in the specialized areas of analysis and design of business applications on complex systems for large-scale computers and/or data base management systems using programming languages such as ADA, Cobol, 4GL, and/or DBMS. Has knowledge of current storage and retrieval methods and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs.
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Senior Technical Writer III	
Minimum Experience:	Eight (8) years
Minimum Education:	Bachelor's Degree in a related field is required. Additional training and/or certifications in a related field are preferred.
Functional Requirements:	Develops, drafts, revises, and edits scientific and/or management reports, articles, manuals, specifications, presentation materials, and other technical documents, using rough outlines and materials. Interprets information obtained through research and provided by technical specialists. Applies knowledge of documentation content and format standards to prepare, edit, and publish technical materials. Experience performing technical writing/editing functions including experience performing scientific and/or management technical writing/editing functions with respect to data collection, data reduction, engineering analysis, mathematics, or digital systems.

Sr. Technical Writer II	
Minimum Experience:	Five (5) years
Minimum Education:	Bachelor's Degree is required. Additional training and/or certifications in a related field are preferred.
Functional Requirements:	Develops, drafts, revises, and edits reports, articles, manuals, specifications, presentation materials, and other technical documents, using rough outlines and materials. Interprets information obtained through research and provided by technical specialists. Applies knowledge of documentation content and format standards to prepare, edit, and publish technical materials. Experience performing technical writing/editing functions including experience in performing technical writing/editing functions with respect to data collection, data reduction, engineering analysis, mathematics, or digital systems.

Sr. Technical Writer I	
Minimum Experience:	Five (5) years
Minimum Education:	High School Diploma or equivalent is required. Additional training and/or certifications in a related field are preferred
Functional Requirements:	Develops, drafts, revises, and edits reports, articles, manuals, specifications, presentation materials, and other technical documents, using rough outlines and materials. Interprets information obtained through research and provided by technical specialists. Applies knowledge of military documentation content

	and format standards to prepare, edit, and publish technical materials. Experience performing technical writing/editing functions including experience in performing technical writing/editing functions with respect to data collection, data reduction, engineering analysis, mathematics, or digital systems.
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Technical Support II	
Minimum Experience:	Three (3) years
Minimum Education:	High School Diploma or equivalent is required. Additional training and/or certifications in a related field are preferred.
Functional Requirements:	Supports the Program Manager, Project Manager, Task Leaders and/or project/task in the development and preparation of documentation, correspondence, and presentations. Supports the development of contract deliverables and reports by developing and updating graphic presentations to improve the quality and enhance the usability of these documents. Responsible for integrating the graphics generated with automated tools and the deliverable documents. Experience in providing publication support and developing graphic/artistic presentations for publications and documents including specialized experience using commercial automated graphics systems, and desktop publishing systems. Demonstrated ability to work independently or under only general direction.

Lead Programmer	
Minimum Experience:	Five (5) years
Minimum Education:	Bachelor's Degree in a related field is required. Additional training and/or certifications in a related field are preferred.
Functional Requirements:	Takes the lead in analyzing and studying complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, other accepted design techniques and Computer Aided Software Engineering (CASE) tools. Estimates software development costs and schedule. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management. Experience managing or performing software engineering activities including specialized programming/development experience. Specialized experience includes leading technical teams working with ADA, SQL, and third/fourth generation languages in the design and implementation of systems and using database management systems and knowledgeable of applicable standards and supervisory skills.

Programmer III	
Minimum Experience:	Seven (7) years.
Minimum Education:	Bachelor's Degree in a related field is required.
Functional Requirements:	Analyzes and studies complex system requirements and prepares recommendations for change. Designs software tools and subsystems to support software reuse and domain analyses and manages their

	implementation. Manages software development and support using formal specifications, data flow diagrams, other accepted design techniques and Computer Aided Software Engineering (CASE) tools. Estimates software development costs and schedule. Prepares existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management. Experience managing or performing software engineering activities, including specialized programming/development experience. Specialized experience includes demonstrated experience working with modern Languages, SQL, and third/fourth generation languages in the design and implementation of systems and using database management systems. General experience includes increasing responsibilities in software engineering activities and knowledge of applicable standards.
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Programmer II	
Minimum Experience:	Five (5) years
Minimum Education:	Bachelor's Degree in a related field is required.
Functional Requirements:	Consults with clients to learn and define their business requirements or problem areas and use technical expertise to provide solutions to clients' needs. Prepares program specifications, and helps with preparation of user documentation and with system implementation. Analyzes designs, develops, implements and maintains client/server applications over distributed networks and related protocols for various systems. Converts and/or ports fully developed code over to other platforms using different processor architectures or operating systems. May guide programmer/analysts at a lower level and other technical personnel on assigned work. Develops program specifications for application software development under general supervision. Defines the logic, performs the coding, tests, and debugs the programs. Prepares system and program specifications and documentation that includes designing report formats, record layouts, screen layouts, and algorithms. Implements modifications to existing systems. Documents program and system logic. Defines and designs data capture forms, data conversion procedures, data validation/correction steps, and database definition tables. Typically leads complex software design/development initiatives. Experience in building programs with a specific emphasis on internet applications

Programmer I	
Minimum Experience:	One (1) year
Minimum Education:	A Bachelor's Degree in a related field is required.
Functional Requirements:	Prepares program specifications, and helps with preparation of user documentation and with system implementation. Analyzes designs, develops, implements and maintains client/server applications over distributed networks and related protocols for various systems. Converts and/or ports fully developed code over to other platforms using different processor architectures or operating systems. Performs system analysis and design techniques for Internet or Intranet development and distribution to remote sites using various technologies, which may include HyperText Markup Language (HTML), HyperText Transfer Protocol (HTTP), and Common Gateway Interface (CGI), Visual Studio or equivalent. Develops and

	applies organization-wide information models for use in designing and building integrated, shared software, and database management systems. Constructs sound, logical business improvement opportunities consistent with corporate Information Management guiding principles, cost savings, and open system architecture objectives. Programming experience with an emphasis in building Internet applications with high level development languages such as VisualStudio.net or equivalent.
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Senior Computer Scientist II	
Minimum Experience:	Ten (10) years
Minimum Education:	Bachelor's Degree in a related field is required. Master Degree is preferred. Related professional certification(s) and training are preferred.
Functional Requirements:	Manages high-level databases. Directs the entire software development process, from the establishment and definition of requirements to implementation, acceptance, and maintenance. Participates in the design and development of database management systems (DBMS) at the highest level, and in defining system and subsystems. Provides leadership in problem solving, implementation practices, and selection of DBMS theory. Manages the software development process based on cost and personnel factors. Provides technical guidance to systems and applications programmers. Directs and participates in the conceptual system design and specification. Ensures that software design promotes modularity and portability is reliable, serviceable, and maintainable has demonstrable accuracy, privacy, and security, and is sufficient within the parameters of the system. Assists in reviewing computer database information software support systems and data requirements, as well as communication and response needs, and recommends operating systems and languages to support them. Develops test plans and test data for operating systems and support software. Assists with the design and documentation of data requirements, system test and implementation plans, and system demonstrations. IT experience in database management, development, and systems analysis. Must have demonstrated program management, deliverables, and technical staff management experience.

Senior Computer Scientist I	
Minimum Experience:	Eight (8) years
Minimum Education:	Bachelor's Degree in a related field is required. Related professional certification(s) and training are preferred.
Functional Requirements:	Uses scientific and engineering logic to independently identify conceptual or theoretical solutions to problems of computer hardware or software design and operation. Develops alternative approaches to design, test and evaluation techniques for solving automation problems, evaluates and recommends that which will provide the optimum solution balancing specific project needs with economic constraints. Interfaces with and uses micro, mini and mainframe computer systems in addressing project objectives. Formulates architectural design, functional specification, interfaces and documentation of computer systems considering system interrelationships, operating modes, and equipment configurations. Develops project plans, justifications, guidelines, and controls. Experience applying knowledge of computer science/information technology concepts and techniques to

	develop and apply automated solutions to engineering, scientific, or business processes and management problems including experience performing as a team lead or project lead.
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Computer Scientist	
Minimum Experience:	Four (4) years
Minimum Education:	Bachelor's Degree in a related field is required. Related professional certification(s) are preferred.
Functional Requirements:	Uses scientific and engineering logic to independently identify conceptual or theoretical solutions to problems of computer hardware or software design and operation. Develops alternative approaches to design, test and evaluation techniques for solving automation problems, evaluates and recommends that which will provide the optimum solution balancing specific project needs with economic constraints. Interfaces with and uses micro, mini and mainframe computer systems in addressing project objectives. Formulates architectural design, functional specification, interfaces and documentation of computer systems considering system interrelationships, operating modes, and equipment configurations. Experience applying knowledge of computer science/information technology concepts and techniques to develop and apply automated solutions to engineering, scientific, or business processes and management problems.

Associate Computer Scientist	
Minimum Experience:	Four (4) years
Minimum Education:	Bachelor's Degree in a related field is required. Related professional certification(s) are preferred.
Functional Requirements:	Applies knowledge of computer science concepts and techniques to develop and apply automated solutions to engineering, scientific, or business data acquisition and management problems. Uses scientific and engineering logic to independently identify conceptual or theoretical solutions to problems of computer hardware or software design and operation. Develops alternative approaches to design, test and evaluation techniques for solving automation problems, evaluates and recommends that which will provide the optimum solution balancing specific project needs with economic constraints. Interfaces with and uses micro, mini and mainframe computer systems in addressing project objectives. Formulates architectural design, functional specification, interfaces and documentation of computer systems considering system interrelationships, operating modes, and equipment configurations. Responsible for segments or phases of broader more complex projects. As a result of the above functions, a Secret clearance may be required for the position. Experience performing software development functions including experience in building Internet applications. Must be familiar with high level development languages such as Dreamweaver or equivalent.

Sr. Engineer II	
Minimum Experience:	Ten (10) years
Minimum Education:	Master's Degree in a related field is required. Related professional certification(s) are preferred.

Functional Requirements:	Establishes system information requirements using analysis of the information engineers in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards - such as Institute of Electrical and Electronic Engineers (IEEE) Open Systems Environment (OSE) reference model - as they apply to the implementation and specification of Information Management solution of the application platform, across the application program interface (API), and the external environment/software application. Ensures that the common operating environment is TAFIM compliant. Evaluates analytically and systematically problems of work flows, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff. IT experience in supervision of system architects, use of structured analysis, design methodologies and design tools (such as IDEFIX, entity relationship diagrams), and other design techniques. Must have experience with object-oriented principles, and the logical and physical functional, operational, and technical architecture of large and complex information systems.
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Sr. Computer Systems Analyst	
Minimum Experience:	Eight (8) years
Minimum Education:	Bachelor's Degree in a related field is required. Related professional certification(s) are preferred.
Functional Requirements:	Uses knowledge of current storage and retrieval methods and the ability to formulate specifications for other computer programmers to use in coding, testing, and debugging of computer programs. Uses programming languages such as ADA, Cobol, 4GL, DBMS and/or others. Provides technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. General experience including specialized experience in computer applications, programming, and data storage/retrieval. Experience must include the analysis and design of business applications for complex systems, large-scale computers, and database management systems.

Project Control Analyst	
Minimum Experience:	Three (3) years
Minimum Education:	Bachelor's Degree in a related field is required.
Functional Requirements:	Applies knowledge of computer science principles, information management principles, data processing functions, ADP hardware and software systems structures and operations, and computer programming languages and techniques to solve automation problems and ensure that project milestones are being met. Interfaces with and uses microcomputer and mainframe computer systems in addressing project objectives. Uses standard or conventional approaches to define, plan, organize, design, develop, modify, test and integrate data base or data processing systems, computer hardware

	systems, and simulation models. Uses detailed specifications, and adapts standardized techniques, methods, criteria and precedents to develop or modify portions of a system or program. Assists in the development of project status reports for management and the client. General government project and/or financial experience including experience in analyzing computer applications, programming, financial analysis or data storage/retrieval processes.
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Sr. Training Specialist II	
Minimum Experience:	Six (6) years
Minimum Education:	Bachelor's Degree in a related field is required
Functional Requirements:	Conducts the research necessary to develop and revise training courses and prepares appropriate training catalogs. Develops all instructor materials (course outline, background material, and training aids). Develops all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, seminars, and/or computer based/computer aided training. Provides daily supervision and direction to staff. Experience in developing and delivering technical and end-user training on computer hardware and/or application software. Demonstrated ability to communicate effectively orally and in writing. Experience in developing and delivering technical and end-user training on computer hardware and/or application software.

Training Specialist I	
Minimum Experience:	Three (3) years
Minimum Education:	Bachelor's Degree in a related field is required.
Functional Requirements:	Conducts the research necessary to develop and revise training courses. Develops and revises these courses and prepares appropriate training catalogs. Prepares instructor materials (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops and seminars. Experience in developing and delivering technical and end-user training on computer hardware and/or application software. Demonstrated ability to communicate effectively orally and in writing.

Subject Matter Expert	
Minimum Experience:	Fourteen (14) years
Minimum Education:	Master's Degree in a related field is required. Additional training and certifications are preferred.
Functional Requirements:	Provides necessary subject matter expertise to the development of IT solutions and the enhancement of existing systems. Demonstrates expertise and accomplishment in a relevant technical/business area. Conducts/facilitates needs analyses, coordinates research and development of solutions, and oversees development of solution planning and implementation from a technical perspective. Recommends, establishes, and monitors development and implementation methodologies. Significant

	communications often required with clientele as well as internal technical staff. Experience in a specialization relevant to project/task requirements/subject matter.
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Chief Technical Officer	
Minimum Experience:	Twenty-five (25) years
Minimum Education:	Bachelor's degree in a related field is required. Achievement of a professional certification such as CISSP is preferred.
Functional Requirements:	Plans and performs Information System Security architecture, policy, research, design assessment, development, integration and other assignments in a specific technical area. Supervises broad team of Information Systems Security engineers, architects, and advisory staff for policy creation. Responsible for highly complex security technical/engineering areas, architectures, and policy. May perform other duties, as assigned. Served as CTO or CISO at Federal Agency, or lead as PM with a project for a CTO or CISO. Expert in single or multiple security technical disciplines. Provides Expert security policy, analytical, and architectural, guidance and insight into specific technologies and their application and independently performs a variety of system security design and integration tasks where a specific subject matter expertise is necessary. Expert in overall policy and risk architectures for high-security operations. Expert in architecture and technical implementation of NIST and FISMA policy and practices.

Cyber Program Manager	
Minimum Experience:	Twenty (20) years
Minimum Education:	Bachelor's degree in a related field is required. Achievement of a professional certification such as CISSP is preferred.
Functional Requirements:	Plans and performs Information System Security architecture, policy, research, design assessment, development, integration and other assignments in a specific technical area. Supervises broad team of Information Systems Security engineers, architects, and advisory staff for policy creation. Responsible for highly complex security technical/engineering areas, architectures, and policy. May perform other duties, as assigned. Served as lead PM with a project for a CTO or CISO. Expert in single or multiple security technical disciplines. Provides Expert security policy, analytical, and architectural, guidance and insight into specific technologies and their application and independently performs a variety of system security design and integration tasks where a specific subject matter expertise is necessary. Expert in overall policy and risk architectures for high-security operations. Expert in architecture and technical implementation of NIST and FISMA policy and practices.



GSA Awarded Pricing – SIN 54151S

GSA Labor Category	3/1/2025 – 2/28/2026			
	Onsite (Govt.)	Onsite (Govt.)	Offsite (TAPE)	Offsite (TAPE)
	Hourly	Daily	Hourly	Daily
Sr. System Security/Info Assurance Specialist III	\$188.73	\$1,509.84	\$251.79	\$2,014.32
Sr. System Security/Info Assurance Specialist II	\$171.48	\$1,371.84	\$228.76	\$1,830.08
Sr. System Security/Info Assurance Specialist I	\$131.04	\$1,048.32	\$174.81	\$1,398.48
Security Specialist	\$91.64	\$733.12	\$122.25	\$978.00
Senior Analyst III	\$153.10	\$1,224.80	\$204.26	\$1,634.08
Senior Analyst II	\$122.83	\$982.64	\$163.88	\$1,311.04
Senior Analyst I	\$104.40	\$835.20	\$139.29	\$1,114.32
Scientist/Engineer/ Systems Analyst I	\$165.90	\$1,327.20	\$221.34	\$1,770.72
Sr. Business/Financial/ Management Analyst V	\$210.41	\$1,683.28	\$280.74	\$2,245.92
Sr. Business/Financial/ Management Analyst III	\$154.21	\$1,233.68	\$205.72	\$1,645.76
Sr. Business/Financial/ Management Analyst II	\$127.86	\$1,022.88	\$170.57	\$1,364.56
Program Manager II	\$256.44	\$2,051.52	\$342.13	\$2,737.04
Project Manager III	\$172.36	\$1,378.88	\$229.96	\$1,839.68
Project Manager I	\$123.54	\$988.32	\$164.83	\$1,318.64
Task Leader III	\$162.73	\$1,301.84	\$217.08	\$1,736.64
Quality Assurance Manager	\$118.85	\$950.80	\$158.56	\$1,268.48
Quality Assurance Analyst	\$111.45	\$891.60	\$148.66	\$1,189.28
Sr. Technical Writer III	\$110.78	\$886.24	\$147.78	\$1,182.24
Sr. Technical Writer II	\$91.96	\$735.68	\$122.69	\$981.52
Sr. Technical Writer I	\$73.59	\$588.72	\$98.19	\$785.52
Technical Support II	\$64.84	\$518.72	\$86.49	\$691.92
Lead Programmer	\$154.43	\$1,235.44	\$206.04	\$1,648.32
Programmer III	\$141.10	\$1,128.80	\$188.24	\$1,505.92
Programmer II	\$116.98	\$935.84	\$156.06	\$1,248.48
Programmer I	\$102.77	\$822.16	\$137.12	\$1,096.96
Sr. Computer Scientist II	\$187.05	\$1,496.40	\$249.55	\$1,996.40
Sr. Computer Scientist I	\$171.48	\$1,371.84	\$228.76	\$1,830.08
Computer Scientist	\$128.88	\$1,031.04	\$171.94	\$1,375.52
Associate Computer Scientist	\$127.98	\$1,023.84	\$170.72	\$1,365.76
Sr. Engineer II	\$210.41	\$1,683.28	\$280.74	\$2,245.92
Sr. Computer Systems Analyst	\$122.81	\$982.48	\$163.84	\$1,310.72
Project Control Analyst	\$74.57	\$596.56	\$99.51	\$796.08
Sr. Training Specialist II	\$110.67	\$885.36	\$147.65	\$1,181.20
Training Specialist I	\$73.49	\$587.92	\$98.06	\$784.48
Subject Matter Expert	\$180.00	\$1,440.00	\$240.11	\$1,920.88
Chief Technical Officer	\$240.56	\$1,924.48	\$320.18	\$2,561.44
Cyber Program Manager	\$99.24	\$793.92	\$132.11	\$1,056.88



GSA Labor Category	3/1/2026 – 2/28/2027			
	Onsite (Govt.)	Onsite (Govt.)	Offsite (TAPE)	Offsite (TAPE)
	Hourly	Daily	Hourly	Daily
Sr. System Security/Info Assurance Specialist III	\$192.50	\$1,540.00	\$256.83	\$2,054.64
Sr. System Security/Info Assurance Specialist II	\$174.90	\$1,399.20	\$233.33	\$1,866.64
Sr. System Security/Info Assurance Specialist I	\$133.66	\$1,069.28	\$178.31	\$1,426.48
Security Specialist	\$93.47	\$747.76	\$124.70	\$997.60
Senior Analyst III	\$156.16	\$1,249.28	\$208.34	\$1,666.72
Senior Analyst II	\$125.29	\$1,002.32	\$167.15	\$1,337.20
Senior Analyst I	\$106.49	\$851.92	\$142.09	\$1,136.72
Scientist/Engineer/ Systems Analyst I	\$169.22	\$1,353.76	\$225.76	\$1,806.08
Sr. Business/Financial/ Management Analyst V	\$214.62	\$1,716.96	\$286.35	\$2,290.80
Sr. Business/Financial/ Management Analyst III	\$157.29	\$1,258.32	\$209.83	\$1,678.64
Sr. Business/Financial/ Management Analyst II	\$130.42	\$1,043.36	\$173.98	\$1,391.84
Program Manager II	\$261.57	\$2,092.56	\$348.97	\$2,791.76
Project Manager III	\$175.81	\$1,406.48	\$234.56	\$1,876.48
Project Manager I	\$126.01	\$1,008.08	\$168.12	\$1,344.96
Task Leader III	\$165.98	\$1,327.84	\$221.42	\$1,771.36
Quality Assurance Manager	\$121.23	\$969.84	\$161.73	\$1,293.84
Quality Assurance Analyst	\$113.67	\$909.36	\$151.64	\$1,213.12
Sr. Technical Writer III	\$113.00	\$904.00	\$150.73	\$1,205.84
Sr. Technical Writer II	\$93.80	\$750.40	\$125.15	\$1,001.20
Sr. Technical Writer I	\$75.06	\$600.48	\$100.15	\$801.20
Technical Support II	\$66.14	\$529.12	\$88.22	\$705.76
Lead Programmer	\$157.52	\$1,260.16	\$210.16	\$1,681.28
Programmer III	\$143.92	\$1,151.36	\$192.01	\$1,536.08
Programmer II	\$119.31	\$954.48	\$159.18	\$1,273.44
Programmer I	\$104.83	\$838.64	\$139.86	\$1,118.88
Sr. Computer Scientist II	\$190.79	\$1,526.32	\$254.54	\$2,036.32
Sr. Computer Scientist I	\$174.90	\$1,399.20	\$233.33	\$1,866.64
Computer Scientist	\$131.46	\$1,051.68	\$175.38	\$1,403.04
Associate Computer Scientist	\$130.54	\$1,044.32	\$174.14	\$1,393.12
Sr. Engineer II	\$214.62	\$1,716.96	\$286.35	\$2,290.80
Sr. Computer Systems Analyst	\$125.27	\$1,002.16	\$167.11	\$1,336.88
Project Control Analyst	\$76.06	\$608.48	\$101.50	\$812.00
Sr. Training Specialist II	\$112.89	\$903.12	\$150.60	\$1,204.80
Training Specialist I	\$74.96	\$599.68	\$100.02	\$800.16
Subject Matter Expert	\$183.60	\$1,468.80	\$244.92	\$1,959.36
Chief Technical Officer	\$245.38	\$1,963.04	\$326.59	\$2,612.72
Cyber Program Manager	\$101.23	\$809.84	\$134.75	\$1,078.00

GSA Labor Category	3/1/2027 – 2/29/2028			
	Onsite (Govt.)	Onsite (Govt.)	Offsite (TAPE)	Offsite (TAPE)
	Hourly	Daily	Hourly	Daily
Sr. System Security/Info Assurance Specialist III	\$196.35	\$1,570.80	\$261.96	\$2,095.68
Sr. System Security/Info Assurance Specialist II	\$178.40	\$1,427.20	\$237.99	\$1,903.92
Sr. System Security/Info Assurance Specialist I	\$136.33	\$1,090.64	\$181.87	\$1,454.96
Security Specialist	\$95.35	\$762.80	\$127.19	\$1,017.52
Senior Analyst III	\$159.28	\$1,274.24	\$212.51	\$1,700.08
Senior Analyst II	\$127.80	\$1,022.40	\$170.50	\$1,364.00
Senior Analyst I	\$108.61	\$868.88	\$144.93	\$1,159.44
Scientist/Engineer/ Systems Analyst I	\$172.60	\$1,380.80	\$230.28	\$1,842.24
Sr. Business/Financial/ Management Analyst V	\$218.91	\$1,751.28	\$292.07	\$2,336.56
Sr. Business/Financial/ Management Analyst III	\$160.43	\$1,283.44	\$214.04	\$1,712.32
Sr. Business/Financial/ Management Analyst II	\$133.03	\$1,064.24	\$177.46	\$1,419.68
Program Manager II	\$266.80	\$2,134.40	\$355.95	\$2,847.60
Project Manager III	\$179.32	\$1,434.56	\$239.25	\$1,914.00
Project Manager I	\$128.52	\$1,028.16	\$171.49	\$1,371.92
Task Leader III	\$169.30	\$1,354.40	\$225.85	\$1,806.80
Quality Assurance Manager	\$123.66	\$989.28	\$164.97	\$1,319.76
Quality Assurance Analyst	\$115.95	\$927.60	\$154.67	\$1,237.36
Sr. Technical Writer III	\$115.25	\$922.00	\$153.74	\$1,229.92
Sr. Technical Writer II	\$95.68	\$765.44	\$127.65	\$1,021.20
Sr. Technical Writer I	\$76.56	\$612.48	\$102.16	\$817.28
Technical Support II	\$67.46	\$539.68	\$89.98	\$719.84
Lead Programmer	\$160.68	\$1,285.44	\$214.36	\$1,714.88
Programmer III	\$146.80	\$1,174.40	\$195.85	\$1,566.80
Programmer II	\$121.70	\$973.60	\$162.37	\$1,298.96
Programmer I	\$106.92	\$855.36	\$142.66	\$1,141.28
Sr. Computer Scientist II	\$194.61	\$1,556.88	\$259.63	\$2,077.04
Sr. Computer Scientist I	\$178.40	\$1,427.20	\$237.99	\$1,903.92
Computer Scientist	\$134.09	\$1,072.72	\$178.88	\$1,431.04
Associate Computer Scientist	\$133.15	\$1,065.20	\$177.62	\$1,420.96
Sr. Engineer II	\$218.91	\$1,751.28	\$292.07	\$2,336.56
Sr. Computer Systems Analyst	\$127.78	\$1,022.24	\$170.46	\$1,363.68
Project Control Analyst	\$77.58	\$620.64	\$103.53	\$828.24
Sr. Training Specialist II	\$115.14	\$921.12	\$153.61	\$1,228.88
Training Specialist I	\$76.46	\$611.68	\$102.03	\$816.24
Subject Matter Expert	\$187.26	\$1,498.08	\$249.81	\$1,998.48
Chief Technical Officer	\$250.29	\$2,002.32	\$333.12	\$2,664.96
Cyber Program Manager	\$103.25	\$826.00	\$137.44	\$1,099.52

GSA Labor Category	3/1/2028 – 2/28/2029			
	Onsite (Govt.)	Onsite (Govt.)	Offsite (TAPE)	Offsite (TAPE)
	Hourly	Daily	Hourly	Daily
Sr. System Security/Info Assurance Specialist III	\$200.28	\$1,602.24	\$267.20	\$2,137.60
Sr. System Security/Info Assurance Specialist II	\$181.96	\$1,455.68	\$242.75	\$1,942.00
Sr. System Security/Info Assurance Specialist I	\$139.06	\$1,112.48	\$185.51	\$1,484.08
Security Specialist	\$97.25	\$778.00	\$129.73	\$1,037.84
Senior Analyst III	\$162.47	\$1,299.76	\$216.77	\$1,734.16
Senior Analyst II	\$130.36	\$1,042.88	\$173.90	\$1,391.20
Senior Analyst I	\$110.79	\$886.32	\$147.83	\$1,182.64
Scientist/Engineer/ Systems Analyst I	\$176.06	\$1,408.48	\$234.88	\$1,879.04
Sr. Business/Financial/ Management Analyst V	\$223.29	\$1,786.32	\$297.91	\$2,383.28
Sr. Business/Financial/ Management Analyst III	\$163.64	\$1,309.12	\$218.32	\$1,746.56
Sr. Business/Financial/ Management Analyst II	\$135.69	\$1,085.52	\$181.01	\$1,448.08
Program Manager II	\$272.14	\$2,177.12	\$363.07	\$2,904.56
Project Manager III	\$182.91	\$1,463.28	\$244.04	\$1,952.32
Project Manager I	\$131.09	\$1,048.72	\$174.91	\$1,399.28
Task Leader III	\$172.69	\$1,381.52	\$230.37	\$1,842.96
Quality Assurance Manager	\$126.13	\$1,009.04	\$168.26	\$1,346.08
Quality Assurance Analyst	\$118.27	\$946.16	\$157.76	\$1,262.08
Sr. Technical Writer III	\$117.56	\$940.48	\$156.82	\$1,254.56
Sr. Technical Writer II	\$97.59	\$780.72	\$130.20	\$1,041.60
Sr. Technical Writer I	\$78.10	\$624.80	\$104.20	\$833.60
Technical Support II	\$68.81	\$550.48	\$91.79	\$734.32
Lead Programmer	\$163.89	\$1,311.12	\$218.65	\$1,749.20
Programmer III	\$149.73	\$1,197.84	\$199.77	\$1,598.16
Programmer II	\$124.14	\$993.12	\$165.61	\$1,324.88
Programmer I	\$109.06	\$872.48	\$145.51	\$1,164.08
Sr. Computer Scientist II	\$198.50	\$1,588.00	\$264.82	\$2,118.56
Sr. Computer Scientist I	\$181.96	\$1,455.68	\$242.75	\$1,942.00
Computer Scientist	\$136.77	\$1,094.16	\$182.46	\$1,459.68
Associate Computer Scientist	\$135.81	\$1,086.48	\$181.18	\$1,449.44
Sr. Engineer II	\$223.29	\$1,786.32	\$297.91	\$2,383.28
Sr. Computer Systems Analyst	\$130.34	\$1,042.72	\$173.86	\$1,390.88
Project Control Analyst	\$79.13	\$633.04	\$105.60	\$844.80
Sr. Training Specialist II	\$117.45	\$939.60	\$156.69	\$1,253.52
Training Specialist I	\$77.99	\$623.92	\$104.07	\$832.56
Subject Matter Expert	\$191.01	\$1,528.08	\$254.81	\$2,038.48
Chief Technical Officer	\$255.29	\$2,042.32	\$339.78	\$2,718.24
Cyber Program Manager	\$105.32	\$842.56	\$140.19	\$1,121.52



GSA Labor Category	3/1/2029 – 2/28/2030			
	Onsite (Govt.)	Onsite (Govt.)	Offsite (TAPE)	Offsite (TAPE)
	Hourly	Daily	Hourly	Daily
Sr. System Security/Info Assurance Specialist III	\$204.29	\$1,634.32	\$272.54	\$2,180.32
Sr. System Security/Info Assurance Specialist II	\$185.60	\$1,484.80	\$247.61	\$1,980.88
Sr. System Security/Info Assurance Specialist I	\$141.84	\$1,134.72	\$189.22	\$1,513.76
Security Specialist	\$99.19	\$793.52	\$132.33	\$1,058.64
Senior Analyst III	\$165.72	\$1,325.76	\$221.10	\$1,768.80
Senior Analyst II	\$132.97	\$1,063.76	\$177.38	\$1,419.04
Senior Analyst I	\$113.01	\$904.08	\$150.78	\$1,206.24
Scientist/Engineer/ Systems Analyst I	\$179.58	\$1,436.64	\$239.58	\$1,916.64
Sr. Business/Financial/ Management Analyst V	\$227.76	\$1,822.08	\$303.87	\$2,430.96
Sr. Business/Financial/ Management Analyst III	\$166.91	\$1,335.28	\$222.68	\$1,781.44
Sr. Business/Financial/ Management Analyst II	\$138.40	\$1,107.20	\$184.62	\$1,476.96
Program Manager II	\$277.58	\$2,220.64	\$370.34	\$2,962.72
Project Manager III	\$186.57	\$1,492.56	\$248.92	\$1,991.36
Project Manager I	\$133.71	\$1,069.68	\$178.41	\$1,427.28
Task Leader III	\$176.14	\$1,409.12	\$234.97	\$1,879.76
Quality Assurance Manager	\$128.64	\$1,029.12	\$171.63	\$1,373.04
Quality Assurance Analyst	\$120.63	\$965.04	\$160.92	\$1,287.36
Sr. Technical Writer III	\$119.91	\$959.28	\$159.95	\$1,279.60
Sr. Technical Writer II	\$99.55	\$796.40	\$132.80	\$1,062.40
Sr. Technical Writer I	\$79.66	\$637.28	\$106.29	\$850.32
Technical Support II	\$70.19	\$561.52	\$93.62	\$748.96
Lead Programmer	\$167.16	\$1,337.28	\$223.02	\$1,784.16
Programmer III	\$152.73	\$1,221.84	\$203.77	\$1,630.16
Programmer II	\$126.62	\$1,012.96	\$168.93	\$1,351.44
Programmer I	\$111.23	\$889.84	\$148.42	\$1,187.36
Sr. Computer Scientist II	\$202.47	\$1,619.76	\$270.12	\$2,160.96
Sr. Computer Scientist I	\$185.60	\$1,484.80	\$247.61	\$1,980.88
Computer Scientist	\$139.50	\$1,116.00	\$186.11	\$1,488.88
Associate Computer Scientist	\$138.53	\$1,108.24	\$184.81	\$1,478.48
Sr. Engineer II	\$227.76	\$1,822.08	\$303.87	\$2,430.96
Sr. Computer Systems Analyst	\$132.95	\$1,063.60	\$177.34	\$1,418.72
Project Control Analyst	\$80.72	\$645.76	\$107.72	\$861.76
Sr. Training Specialist II	\$119.80	\$958.40	\$159.82	\$1,278.56
Training Specialist I	\$79.56	\$636.48	\$106.16	\$849.28
Subject Matter Expert	\$194.83	\$1,558.64	\$259.91	\$2,079.28
Chief Technical Officer	\$260.40	\$2,083.20	\$346.57	\$2,772.56
Cyber Program Manager	\$107.43	\$859.44	\$142.99	\$1,143.92



Special Instructions for Special Item Number (SIN) 511210

SPECIAL ITEM NUMBER 511210 – SOFTWARE LICENSES

Right-to-Copy Pricing (if commercially available): _N/A_

Utilization Limitations

- a) Software acquisition is limited to commercial computer software defined in FAR Part 2.101.
- b) When acquired by the ordering activity, commercial computer software and related documentation shall be subject to the following:
 - i.) Title to and ownership of the software and documentation shall remain with the Contractor, unless otherwise specified.
 - ii.) Software licenses are by site and by ordering activity. An ordering activity is defined as a cabinet level or independent ordering activity. The software may be used by any subdivision of the ordering activity (service, bureau, division, command, etc.) that has access to the site the software is placed at, even if the subdivision did not participate in the acquisition of the software. Further, the software may be used on a sharing basis where multiple agencies have joint projects that can be satisfied by the use of the software placed at one ordering activity's site. This would allow other agencies access to one ordering activity's database. For ordering activity public domain databases, user agencies and third parties may use the computer program to enter, retrieve, analyze and present data. The user ordering activity will take appropriate action by instruction, agreement, or otherwise, to protect the Contractor's proprietary property with any third parties that are permitted access to the computer programs and documentation in connection with the user ordering activity's permitted use of the computer programs and documentation. For purposes of this section, all such permitted third parties shall be deemed agents of the user ordering activity.
 - iii.) Except as provided above, the ordering activity shall not provide or otherwise make available the software or documentation, or any portion thereof, in any form, to any third party without the prior written approval of the Contractor. Third parties do not include prime Contractors, subcontractors and agents of the ordering activity who have the ordering activity's permission to use the licensed software and documentation at the facility, and who have agreed to use the licensed software and documentation only in accordance with these restrictions. This provision does not limit the right of the ordering activity to use software, documentation, or information therein, which the ordering activity may already have or obtains without restrictions.
 - iv.) The ordering activity shall have the right to use the software and documentation with the run-time computing environment (e.g. operating system, virtual machine, mobile operating system, processor etc.) to be specifically identified for which it is acquired at any other facility/user device to which that time computing environment may be transferred, or in cases of Disaster Recovery, the ordering activity has the right to transfer the software to another site/user device if the ordering activity site for which it is acquired is deemed to be unsafe for ordering activity personnel; to use the software and documentation with a backup time computing environment when the primary is inoperative; to copy computer programs for safekeeping (archives) or backup purposes; to transfer a copy of the software to another site/user for purposes of benchmarking new hardware and/or software; and to modify the software and documentation or combine it with other software, provided that the unmodified portions shall remain subject to these restrictions.
 - v.) "Commercial Computer Software" may be marked with the Contractor's standard commercial restricted rights legend, but the schedule contract and schedule pricelist, including this clause,



"Utilization Limitations" are the only governing terms and conditions, and shall take precedence and supersede any different or additional terms and conditions included in the standard commercial legend.

vi.) Licensee Data belongs exclusively to Licensee, regardless of where the Data may reside at any moment in time including, but not limited to Licensor hardware, networks or other infrastructure and facilities where Data may reside, transit through or be stored from time to time. Licensor makes no claim to a right of ownership in Licensee Data. Licensor agrees to keep the Licensee Data Confidential as that term is defined in the relevant FAR and DFARS provisions pertaining to Confidential Information and Confidentiality. Licensor is not permitted to use Licensee's data for a purpose that is not explicitly granted in writing by Licensee. Upon Licensee request, for any reason whatsoever, Licensor must promptly return all Licensee Data in Licensor's possession in a format as may be designated at the time of request by Licensee.

vii.) Licensee may create or hire others (including Licensor) to create modifications, customizations or other enhancements to the Software which might be classified as "Derivative Works" of the software. Unless otherwise negotiated and mutually agreed upon at the order level, the intellectual property (IP) rights to the Derivative Works shall be owned by the owner of the underlying intellectual property. The Derivative Work[s] shall be made available to the Licensee through a royalty free, perpetual worldwide, no charge license to the Licensee.

Perpetual Licenses The word "perpetual" is defined in this Solicitation as "continuing forever, everlasting, valid for all time".

Software maintenance as a product includes the publishing of bug/defect fixes via patches and updates/upgrades in function and technology to maintain the operability and usability of the software product. It may also include other no charge support that is included in the purchase price of the product in the commercial marketplace. No charge support includes items such as user blogs, discussion forums, online help libraries and FAQs (Frequently Asked Questions), hosted chat rooms, and limited telephone, email and/or web-based general technical support for users self diagnostics. Software Maintenance as a product is billed at the time of purchase. Software maintenance as a product does NOT include the creation, design, implementation, integration, etc. of a software package. These examples are considered software maintenance services under SIN 54151 Software Maintenance Services.

1.) Specific Instructions for SIN 511210 - Software Licenses

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

b.) Contractors are encouraged to offer SIN 54151 Software Maintenance Services in conjunction with SIN 511210 - Software Licenses.

c.) Conversion From Term License To Perpetual License – **Not Applicable**

i.) When standard commercial practice offers conversions of term licenses to perpetual licenses, and an ordering activity requests such a conversion, the contractor shall provide the total amount of conversion credits available for the subject software within ten (10) calendar days after placing the order.

ii.) When conversion credits are provided, they shall continue to accrue from one contract period to the next, provided the software has been continually licensed without interruption.



iii.) The term license for each software product shall be discontinued on the day immediately preceding the effective date of conversion from a term license to a perpetual license.

iv.) When conversion from term licenses to perpetual licenses is offered, the price the ordering activity shall pay will be the perpetual license price that prevailed at the time such software was initially ordered under a term license, or the perpetual license price prevailing at the time of conversion from a term license to a perpetual license, whichever is the less, minus an amount equal to a percentage of all term license payments during the period that the software was under a term license within the ordering activity.

d). **Term License Cessation – Not Applicable**

i.) After a software product has been on a continuous term license for a period of __N/A__ (Fill-in the period of time.) months, a fully paid-up, non-exclusive, perpetual license for the software product shall automatically accrue to the ordering activity. The period of continuous term license for automatic accrual of a fully paid-up perpetual license does not have to be achieved during a particular fiscal year; it is a written Contractor commitment which continues to be available for software that is initially ordered under this contract, until a fully paid-up perpetual license accrues to the ordering activity. However, should the term license of the software be discontinued before the specified period of the continuous term license has been satisfied, the perpetual license accrual shall be forfeited. Contractors who do not commercially offer conversions of term licenses to perpetual licenses shall indicate that their term licenses are not eligible for conversion at any time.

ii.) Each separately priced software product shall be individually enumerated, if different accrual periods apply for the purpose of perpetual license attainment.

iii.) Fill-in data and specific terms shall be attached to the GSA Price List (I-FSS-600 CONTRACT PRICE LISTS (OCT 2016)).

iv.) The Contractor agrees to provide updates and software maintenance services for the software after a perpetual license has accrued, at the prices and terms of SIN 54151 – Software Maintenance Services, if the licensee elects to order such services. Title to the software shall remain with the Contractor.

e.) **Utilization Limitations for Perpetual Licenses**

i.) **Software Asset Identification Tags (SWID) (Option 1 Perpetual License)**

1.) Option 1 is applicable when the Offeror agrees to include the International Organization for Standardization/International Electrotechnical Commission 19770-2 (ISO/IEC 19770- 2:2015) standard identification tag (SWID Tag) as an embedded element in the software. An ISO/IEC 19970-2 tag is a discoverable identification element in software that provides licensees enhanced asset visibility. Enhance visibility supports both the goals of better software asset management and license compliance. Offerors may use the National Institute of Standards and Technology (NIST) document "NISTIR 8060: Guidelines for Creation of Interoperable Software Identification (SWID) Tags," December 2015 to determine if they are in compliance with the ISO/IEC 19770-2 standard.

2.) Section 837 of The Federal Information Technology Acquisition Reform Act (FITARA) of 2014, requires GSA to seek agreements with software vendors that enhance government- wide acquisition, shared use, and dissemination of software, as well as compliance with end user license agreements. The Megabyte Act of 2016 requires agencies to inventory software assets and to make informed decisions prior to new software acquisitions. In June of 2016, the Office of Management and Budget issued guidance on software asset management requiring each

CFO Act (Public Law 101-576 – 11/15/1990) agency to begin software inventory management (M-16-12). To support these requirements, Offerors may elect to include the terms of Option 1 and/or Option 2, which support software asset management and government-wide reallocation or transferability of perpetually licensed software.

ii.) Reallocation of Perpetual Software (Option 2 Perpetual License)

1.) The purpose of SIN 511210 OPTION 2 is to allow ordering activities to transfer software assets for a pre-negotiated charge to other ordering activities.

2.) When an ordering activity becomes aware that a reusable software asset may be available for transfer, it shall contact the Contractor, identify the software license or licenses in question, and request that these licenses be reallocated or otherwise made available to the new ordering activity.

3.) Contractors shall release the original ordering activity from all future obligations under the original license agreement and shall present the new ordering activity with an equivalent license agreement. When the new ordering activity agrees to the license terms, henceforth any subsequent infringement or breach of licensing obligations by the new ordering activity shall be a matter exclusively between the new ordering activity and the Contractor.

4.) The original ordering activity shall de-install, and/or make unusable all of the software assets that are to be transferred. It shall have no continuing right to use the software and any usage shall be considered a breach of the Contractor's intellectual property and a matter of dispute between the original ordering activity/original license grantee and the licensor.

5.) As a matter of convenience, once the original licenses are deactivated, di-installed, or made otherwise unusable by the original ordering activity or license grantee, the Contractor may elect to issue new licenses to the new ordering activity to replace the old licenses. When new licenses are not issued, the Contractor shall provide technical advice on how best to achieve the functional transfer of the software assets.

6.) Software assets that are eligible for transfer that have lapsed Software Maintenance Services (SIN 54151) may require a maintenance reinstatement fee, chargeable to the new ordering activity or license grantee. When such a fee is paid, the new ordering activity shall receive all the rights and benefits of Software Maintenance Services.

7.) When software assets are eligible for transfer, and are fully covered under pre-paid Software Maintenance Services (SIN 54151), the new ordering activity shall not be required to pay maintenance for those license assets prior to the natural termination of the paid for maintenance period. The rights associated with paid for current Software Maintenance Services shall automatically transfer with the software licenses without fee. When the maintenance period expires, the new ordering activity or license grantee shall have the option to renew maintenance.

8.) The administrative fee to support the transfer of licenses, exclusive of any new incremental licensing or maintenance costs shall be 10% of the original license fee. The fee shall be paid only at the time of transfer. In applying the transfer fee, the Software Contractor shall provide transactional data that supports the original costs of the licenses.

9.) Fill-in data and specific terms shall be attached to the GSA Price List (I-FSS-600 CONTRACT PRICE LISTS (OCT 2016).

f.) Software Conversions: Full monetary credit will be allowed to the ordering activity when conversion from one version of the software to another is made as a result of a change in operating system, or from one computer



system to another. Under a perpetual license, the purchase price of the new software shall be reduced by the amount that was paid to purchase the earlier version. Under a term license, if conversion credits had accrued while the earlier version was under a term license, those credits shall carry forward and remain available as conversion credits which may be applied towards the perpetual license price of the new version.



LABOR CATEGORY DESCRIPTIONS

SIN 541611

Experience Substitutions Methodology:

- *A Bachelor's Degree + 4 years additional experience equal a Master's Degree.*
- *An Associate Degree + 4 years additional experience equal a Bachelor's Degree.*
- *High School Diploma + 4 years additional experience equal an Associate's Degree.*

GSA Labor Category	Functional Responsibility	Minimum Education/ Experience Requirements
Project Manager	Acts as overall system engineer, technical manager, and administrator for one or more delivery orders; serves as the primary interface and point of contact with the Program Manager, on technical program/project issues. Supervises program/project operations by developing system engineering and management procedures, planning and execution of the engineering and technical effort. Responsible for monitoring and reporting progress, management of acquisition and employment of the program/project resources management and control of financial and administrative aspects of the program/project with respect to delivery order requirements.	A Bachelor's degree and eight (8) years of relevant experience
Lead Business Analyst	Analyzes information requirements. Evaluates analytically and systematically problems of workflow, organization, and planning and develops appropriate corrective action. Applies business process improvement practices, to reengineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis and modern business methods and performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Constructs sound, logical business improvement opportunities consistent with the configuration information management guiding principles, cost savings, and open architecture objectives.	A Bachelor's degree and eight (8) years of relevant experience
Scientific/ Management Writer	Develops, drafts, revises, and edits scientific and/or management reports, articles, manuals, specifications, presentation materials, and other technical documents, using rough outlines and materials. Interprets information obtained through research and provided by technical specialists. Applies knowledge of documentation content and format standards to prepare, edit, and publish technical materials.	A Bachelor's degree and ten (10) years of relevant experience.

GSA Labor Category	Functional Responsibility	Minimum Education/ Experience Requirements
Subject Matter Expert	Facilities development of needs analyses, coordinates research and development of solutions, oversees development of solution planning and implementation from a technical perspective. This includes recommendation, establishment, and monitoring of development and implementation methodologies.	Bachelor's degree and twelve (12) years of relevant experience.
Performance Metrics Analyst	Responsible for performance metrics analyses. These may include resource planning and allocation, analysis of trends, research, analysis and presentation of program status and resource reports, and market analysis. Supports the government Acquisition Contract Management Team in developing, implementing, and documenting best business practices related to service level agreements, resource planning, allocation and compensation. Provides professional support to Contract and Business Managers in meeting and maintaining performance requirements. Evaluates requirements for the execution of IT performance strategies and procedures and performs analysis of external market factors affecting performance management.	Bachelor's Degree and ten (10) years of relevant experience.
Senior Management Analyst	Oversees assignments, including those employing novel approaches to conducting high-level studies and resolving complex management problems. Individually, or with assistants, develops, analyzes, evaluates, and advises on methods and techniques to improve organizational work processes, procedures, resources, management controls, information systems, documentation, and similar management functions. Conducts management and organizational studies involving analysis of broad programs, functions, and organizations of government agencies at multiple locations and including controversial relationships. Based upon study findings, develops detailed recommendations on methods, procedures to apply, alternative ways to organize efficiently and generate staffing and dollar savings. Develops project plans and determines resource needs and allocates them. Determines information needed to perform in-depth analysis. Devises methods for securing the required information and develops survey data sources, on-site investigations.	A Master's degree and ten (10) years of relevant experience.
Program Manager	Acts as the overall lead, manager and administrator for the contract effort. Serves as the primary interface and point of contact with government program authorities and representatives on technical and program/project issues. Supervises program/project operations by developing procedures, planning and directing execution of the technical, programming, maintenance and administrative support effort and monitoring and reporting progress. Manages acquisition and employment of program/project resources. Manages and controls financial and administrative aspects of the program/project with respect to contract requirements. Holds P&L responsibility.	A Master's Degree and ten (10) years of relevant experience.

GSA Labor Category	Functional Responsibility	Minimum Education/ Experience Requirements
Lead Management Analyst	Oversees assignments, including those employing novel approaches to conducting high-level studies and resolving complex management problems. Individually, or with assistants, develops, analyzes, evaluates, and advises on methods and techniques to improve organizational work processes, procedures, resources, management controls, information systems, documentation, and similar management functions. Conducts management and organizational studies involving analysis of broad programs, functions, and organizations of government agencies at multiple locations and including controversial relationships. Based upon study findings, develops detailed recommendations on methods, procedures to apply, alternative ways to organize efficiently and generate staffing and dollar savings. Develops project plans and determines resource needs and allocates them. Determines information needed to perform in-depth analysis. Devises methods for securing the required information and develops survey data sources, on-site investigations.	A Master's degree with ten (10) years of relevant experience.
Senior Performance Metrics Analyst	Responsible for advanced performance metrics analyses. These may include resource planning and allocation, analysis of trends, research, analysis and presentation of program status and resource reports, and market analysis. Supports the government Acquisition Contract Management Team in developing, implementing, and documenting best business practices related to service level agreements, resource planning, allocation and compensation. Provides professional support to Contract and Business Managers in meeting and maintaining performance requirements. Evaluates requirements for the execution of IT performance strategies and procedures and performs analysis of external market factors affecting performance management.	Master's Degree and twelve (12) years of relevant experience.
Senior Subject Matter Specialist	Individual has clearly demonstrated expertise and accomplishment in a technical/business area. Facilitates development of needs analyses, coordinates research and development of solutions, oversees development of solution planning and implementation from a technical perspective. This includes recommendation, establishment, and monitoring of development and implementation methodologies. Significant communications often required with clientele as well as internal staff. Expertise in chosen field is recognized by all as "world class", with significant contribution to actual "state-of-the-art" thought and practice in the subject area.	Master's degree and seventeen (17) years of relevant experience.

GSA Labor Category	Functional Responsibility	Minimum Education/ Experience Requirements
ISO/CMM/CMMI Specialist	Applies knowledge of computer science quality assurance and methodology concepts and techniques to develop and apply automated solutions to engineering, scientific, or business data acquisition and management problems. Uses scientific and engineering processes and process improvement tools to identify conceptual or theoretical solutions to problems of computer process control. Develops evaluations of status of efforts to apply process improvement to projects and practices and recommends that which will provide the optimum solution balancing specific project needs with economic constraints. Responsible for developing project plans, justifications, guidelines, and controls. Leads teams of 5 or more.	Master's and fifteen (15) years of relevant experience.
Principal Performance Metrics Analyst	Responsible for advanced performance metrics analyses. These may include resource planning and allocation, analysis of trends, research, analysis and presentation of program status and resource reports, and market analysis. Supports the government Acquisition Contract Management Team in developing, implementing, and documenting best business practices related to service level agreements, resource planning, allocation and compensation. Provides professional support to Contract and Business Managers in meeting and maintaining performance requirements. Evaluates requirements for the execution of IT performance strategies and procedures and performs analysis of external market factors affecting performance management.	Master's Degree and fifteen (15) years of relevant experience.
Principal Management Analyst	Oversees assignments, including those employing novel approaches to conducting high-level studies and resolving complex management problems. Individually, or with assistants, develops, analyzes, evaluates, and advises on methods and techniques to improve organizational work processes, procedures, resources, management controls, information systems, documentation, and similar management functions. Conducts management and organizational studies involving analysis of broad programs, functions, and organizations of government agencies at multiple locations and including controversial relationships. Based upon study findings, develops detailed recommendations on methods, procedures to apply, alternative ways to organize efficiently and generate staffing and dollar savings. Develops project plans and determines resource needs and allocates them. Determines information needed to perform in-depth analysis. Devises methods for securing the required information and develops survey data sources, on-site investigations.	Master's degree and fifteen (15) years of relevant experience.

GSA Labor Category	Functional Responsibility	Minimum Education/ Experience Requirements
Principal Systems Architect	Establishes system information requirements using analysis of the information engineers in the development of enterprise-wide or large-scale information systems. Design architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures, the Open Systems Interconnection (OSI) and International Standards Organization (ISO) reference models, and profiles of standards – such as Institute of Electrical and Electronic reference model – as they apply to the implementation and specification of Information Management solution of the application platform across the application of program interface (API), and the external environment/software application. Evaluates analytically and systematically problems of work flows, organization, and planning.	Master's Degree and twenty (20) years of relevant experience.
Principal Subject Matter Specialist	Individual has clearly demonstrated expertise and accomplishment in a technical/business area. Facilitates development of needs analyses, coordinates research and development of solutions, oversees development of solution planning and implementation from a technical perspective. This includes recommendation, establishment, and monitoring of development and implementation methodologies. Significant communications often required with clientele as well as internal staff. Expertise in chosen field is recognized by all as "world-class", with significant contribution to actual "state-of-the-art" thought and practice in the subject area.	Master's degree and twenty (20) years of relevant experience.
Project Control Analyst	Under supervision, assists in providing project management with administrative support on a complex project or business unit. Duties may include project accounting reports and coordination in support of project management, and reporting project schedule focus to management, to include tracking annual fiscal plans and monthly updates. Will typically include administrative tasks involving payroll and personnel processing/maintenance/reporting, along with administration of purchasing, leasing, and procurement of services as required. Maintains financial status reports, material and equipment records, and production costs/delivery schedule records as required by project manager.	Bachelor's degree, no experience required

GSA Labor Category	Functional Responsibility	Minimum Education/ Experience Requirements
Sr. Acquisition Specialist 3	Senior Acquisition Specialists 3 shall provide senior level support and assistance in coordination and oversight of acquisition projects as designated in specific task order(s). The Senior Acquisition Specialist 3 shall possess all of the demonstrated knowledge requirements delineated below, as verified by a signed and dated resume by the individual and a corporate executive. Senior Acquisition Specialist 3 is, independently or as part of a team, responsible for planning, and coordinating the efforts of key officials for Federal, State, or national organizations (administrative, elective, civic, and professional); and for stimulating cooperation and jointly planning by such agencies to get needed programs into operation and make services easier and quicker to obtain. The Senior Acquisition Specialist 3 may have the additional responsibility for managing and supervising some or all Contractor personnel assigned to the performance of work.	Bachelor's Degree and fifteen (15) years of relevant experience Additional desired education: DAWIA Level III certification or equivalent.
Senior Acquisition Specialist 2	The Senior Acquisition Specialist shall have the primary responsibility for managing and supervising all Contractor personnel assigned to the performance of work. Senior Acquisition Specialists shall provide senior level support and assistance in coordination and oversight of acquisition projects as designated in specific task order(s). The Senior Acquisition Specialist shall possess all of the demonstrated knowledge requirements delineated below, as verified by a signed and dated resume by the individual and a corporate executive.	Bachelor's Degree and eight (8) years of relevant experience.
Intermediate Acquisition Specialist 2	The Intermediate Acquisition Specialist 2 shall be responsible for conducting the acquisition support activities described in this PWS. The designated Intermediate Acquisition Specialist shall possess all of the demonstrated knowledge requirements delineated below, as verified by a signed and dated resume by the individual and a corporate executive.	Bachelor's Degree and eight (8) years of relevant experience. Additional desired education: DAWIA I or II certification or equivalent.
Intermediate Acquisition Specialist 1	The Intermediate Acquisition Specialist shall be responsible for conducting the acquisition support activities described in this PWS. The designated Intermediate Acquisition Specialist shall possess all of the demonstrated knowledge requirements delineated below, as verified by a signed and dated resume by the individual and a corporate executive.	Bachelor's Degree and six (6) years of relevant experience.
Acquisition Support Specialist	The Acquisition Support Specialist shall be responsible for conducting the acquisition support activities described in this PWS. Acquisition Support Specialists shall possess all of the demonstrated experience and knowledge requirements delineated below, as verified by a signed and dated resume by the individual and a corporate executive.	Bachelor's Degree and four (4) years of relevant experience.
Jr. Acquisition Support Specialist 2	The Junior Acquisition Support Specialist 2 shall be responsible for conducting the acquisition support activities described in this PWS.	Bachelor's Degree and of four (4) years of relevant experience.
Junior Acquisition Support Specialist 1	The Junior Acquisition Support Specialist shall be responsible for conducting the acquisition support activities described in this PWS.	Associate's Degree and two (2) years of relevant experience.



GSA Labor Category	Functional Responsibility	Minimum Education/ Experience Requirements
Procurement Specialist	Under the direction of the team lead, performs advanced level work to prepare and conduct complex procurement activities and formal procurements for goods, materials, services, and construction. Writes or oversees the writing of contracts.	Associate's Degree and two (2) years of relevant experience.
Contract Closeout Specialist	The Contract Closeout Specialist will perform all activities required to closeout all physically completed contracts and will coordinate all closeout actions in accordance with the Federal Acquisition Regulations. The candidate is expected to work independently while coordinating with the Closeout Team, Contracts and Subcontracts departments.	Bachelor's degree and one (1) year of relevant experience.
Principal Program Manager	Program Manager is responsible for the performance of a relatively significant program with multiple smaller programs in accordance with contract requirements and company policies, procedures and guidelines. For all aspects of the program execution, the Program Manager oversees the technology development and/or application, marketing, resource allocation within program constraint established by the client. Program area typically represents multiple functional areas such as budget development, systems analysis, quality control and/or administration, to include responsibility for the employment, training, motivation, discipline, and performance evaluation of assigned employees. Supervises all contractor personnel assigned to this program. Serves as the Contracting Officer's Representative (COR) point of contact for all matters pertaining to contract management and execution. Determines the appropriate tools and software products needed to efficiently and effectively perform all tasks assigned under the Army Training Models procurement.	Bachelor's Degree and twelve (12) years of relevant experience.
Deputy Principal Program Manager/Project Manager	Deputy PM for all project planning, execution and delivery. Assists higher level program/project manager in directing the project life cycle by assisting in development of comprehensive project plans to include both long and short-range goals and milestones. Identifies, acquires, and utilizes project resources to achieve technical objectives. As the Senior Task Leader, is responsible for planning, organizing and managing a project, or series of smaller projects or a definable piece of a larger program, for successful completion and performance, consistent with contractual agreements. Directs and supervises all support resources for the performance of project assignments and activities. Manages the technical direction of a project through the design, implementation, and testing, in accordance with project objectives.	Bachelor's degree and twelve (12) years of relevant experience.

GSA Labor Category	Functional Responsibility	Minimum Education/ Experience Requirements
Functional Analyst Principal	Functional Analysts serve as Subject Matter Experts, perform detailed functional or system design functions, and provide the project with primary research capabilities. Functional analysts cover the full spectrum of tasks ranging from data collection and analysis to development of algorithms used to represent data in a decision support environment. As a recognized authority, oversees the analysis of complex problems in terms of management information and conceptualizes proposed cost efficient/mission effective solutions. Functional Analysts at this level perform advanced and complex systematic reviews of selected functions. These reviews are designed to capture all relevant information available, to ensure that proposed solutions represent the best overall solution for the client. Functional Analysts at this level may also participate in various testing functions (i.e. string and acceptance tests) to verify that results are correct and consistent with the desired result. Additionally, analysts at this level develop and update regulations, policies, and command guidance, as required to disseminate guidance, as required to disseminate guidance to subordinate commands and activities. Execution of this task may require interface with client senior managers.	Bachelor's degree and ten (10) years of relevant experience.
Functional Analyst Lead	Functional Analyst serve as Subject Matter Experts, perform detailed functional or system design functions, and provide the project with primary research capabilities. Functional Analysts cover the full spectrum of tasks ranging from data collection and analysis to development of algorithms used to represent data in a decision support environment. Oversee the analysis of problems in terms of management information and conceptualize proposals that afford maximum probability of effectiveness in relation to cost or risk. Perform systematic reviews of selected functions to determine application and design of systems or models. Participate in various testing functions (i.e. string and acceptance tests) to verify that results are correct. Develop and update functional or operating manuals outlining established methods of performing work in accordance with organizational policy. Train clients or user personnel in the operation and capabilities of proposed models. Provide functional guidance/team leadership on more complex projects.	Bachelor's degree and seven (7) years of relevant experience.

GSA Labor Category	Functional Responsibility	Minimum Education/ Experience Requirements
<p>Functional Analyst</p>	<p>Functional Analysts also serve as Subject Matter Experts, and perform detailed functional or system design functions, and assist in providing the project with primary research capabilities. While the range of experience is rather large it is a representation of the levels of support required to meet project objectives. At the lower end of the experience scale are functional analysts collecting data from specific systems and making recommendations to local clients on the significance of that data. At the other end of the experience spectrum are analysts who must review not only the data but the system that provides the data. This analysis ensures that information developed from the available data is consistent with the actual intent of the data, to include analysis of system assumptions and limitations. This higher level data/systems analysis is used to generate algorithms within the client's training model applications, as appropriate. Additionally, selected functional analysts are required to develop information and decision briefings, covering multiple aspects of the overall program, to key client leads. Information and recommendations evolving from the senior analysts is time-sensitive, highly visible, and form the basis for resource decisions impacting training.</p>	<p>Bachelor's Degree and two (2) years of relevant experience.</p>



GSA APPROVED LABOR RATES

SIN 541611

Government Site						
SIN	GSA Labor Category	3/1/2025 - 2/28/2026	3/1/2026 - 2/28/2027	3/1/2027 - 2/29/2028	3/1/2028 - 2/28/2029	3/1/2029 - 2/28/2030
541611	Project Manager	\$87.52	\$89.27	\$91.05	\$92.88	\$94.73
541611	Lead Business Analyst	\$81.73	\$83.37	\$85.03	\$86.73	\$88.46
541611	Scientific/Management Writer	\$102.72	\$104.78	\$106.87	\$109.01	\$111.18
541611	Subject Matter Expert	\$101.65	\$103.69	\$105.76	\$107.88	\$110.04
541611	Performance Metrics Analyst	\$115.09	\$117.39	\$119.74	\$122.14	\$124.57
541611	Senior Management Analyst	\$134.59	\$137.28	\$140.03	\$142.83	\$145.69
541611	Program Manager	\$145.95	\$148.88	\$151.86	\$154.89	\$157.98
541611	Lead Management Analyst	\$152.52	\$155.58	\$158.69	\$161.86	\$165.10
541611	Senior Performance Metrics Analyst	\$144.27	\$147.15	\$150.10	\$153.10	\$156.16
541611	Sr. Subject Matter Specialist	\$194.50	\$198.39	\$202.36	\$206.41	\$210.54
541611	ISO/CMM/CMMI Specialist	\$177.00	\$180.53	\$184.14	\$187.83	\$191.59
541611	Principal Performance Metrics Analyst	\$196.36	\$200.29	\$204.30	\$208.39	\$212.56
541611	Principal Management Analyst	\$198.46	\$202.43	\$206.48	\$210.61	\$214.82
541611	Principal Systems Architect	\$203.68	\$207.75	\$211.90	\$216.14	\$220.46
541611	Principal Subject Matter Specialist	\$224.48	\$228.98	\$233.56	\$238.24	\$243.00
541611	Project Control Analyst	\$58.65	\$59.82	\$61.02	\$62.24	\$63.49
541611	Senior Acquisition Specialist 3	\$189.85	\$193.65	\$197.52	\$201.47	\$205.50
541611	Senior Acquisition Specialist 2	\$174.18	\$177.66	\$181.22	\$184.85	\$188.54
541611	Intermediate Acquisition Specialist 2	\$152.27	\$155.31	\$158.42	\$161.58	\$164.82
541611	Intermediate Acquisition Specialist 1	\$139.66	\$142.45	\$145.30	\$148.20	\$151.16
541611	Acquisition Support Specialist	\$124.40	\$126.89	\$129.43	\$132.02	\$134.66
541611	Jr. Acquisition Support Specialist 2	\$112.07	\$114.31	\$116.59	\$118.92	\$121.30
541611	Jr. Acquisition Support Specialist 1	\$107.96	\$110.12	\$112.32	\$114.57	\$116.86
541611	Procurement Specialist	\$82.68	\$84.33	\$86.02	\$87.74	\$89.49
541611	Contract Closeout Specialist	\$58.85	\$60.03	\$61.23	\$62.46	\$63.71
541611	Principal Program Manager	\$237.81	\$242.57	\$247.43	\$252.37	\$257.42
541611	Deputy Principal Program/Project Manager	\$219.51	\$223.90	\$228.37	\$232.94	\$237.59
541611	Functional Analyst Principal	\$153.84	\$156.92	\$160.05	\$163.25	\$166.52
541611	Functional Analyst Lead	\$118.50	\$120.87	\$123.28	\$125.75	\$128.27
541611	Functional Analyst	\$105.77	\$107.89	\$110.05	\$112.24	\$114.49



Contractor Site						
SIN	GSA Labor Category	3/1/2025 - 2/28/2026	3/1/2026 - 2/28/2027	3/1/2027 - 2/29/2028	3/1/2028 - 2/28/2029	3/1/2029 - 2/28/2030
541611	Project Manager	\$93.74	\$95.62	\$97.53	\$99.49	\$101.47
541611	Lead Business Analyst	\$95.82	\$97.73	\$99.69	\$101.68	\$103.72
541611	Scientific/Management Writer	\$110.23	\$112.43	\$114.68	\$116.98	\$119.31
541611	Subject Matter Expert	\$108.91	\$111.08	\$113.31	\$115.58	\$117.88
541611	Performance Metrics Analyst	\$123.48	\$125.94	\$128.46	\$131.03	\$133.65
541611	Senior Management Analyst	\$153.85	\$156.93	\$160.07	\$163.27	\$166.54
541611	Program Manager	\$156.33	\$159.46	\$162.65	\$165.90	\$169.22
541611	Lead Management Analyst	\$172.72	\$176.17	\$179.70	\$183.29	\$186.96
541611	Senior Performance Metrics Analyst	\$153.46	\$156.53	\$159.67	\$162.86	\$166.12
541611	Sr. Subject Matter Specialist	\$204.39	\$208.48	\$212.65	\$216.91	\$221.25
541611	ISO/CMM/CMMI Specialist	\$190.77	\$194.59	\$198.48	\$202.45	\$206.50
541611	Principal Performance Metrics Analyst	\$210.32	\$214.52	\$218.81	\$223.18	\$227.65
541611	Principal Management Analyst	\$213.44	\$217.71	\$222.07	\$226.51	\$231.04
541611	Principal Systems Architect	\$219.73	\$224.12	\$228.60	\$233.18	\$237.84
541611	Principal Subject Matter Specialist	\$226.39	\$230.91	\$235.53	\$240.24	\$245.05
541611	Project Control Analyst	\$75.02	\$76.52	\$78.06	\$79.62	\$81.21
541611	Senior Acquisition Specialist 3	\$215.91	\$220.23	\$224.63	\$229.13	\$233.71
541611	Senior Acquisition Specialist 2	\$200.31	\$204.32	\$208.41	\$212.58	\$216.84
541611	Intermediate Acquisition Specialist 2	\$173.17	\$176.63	\$180.17	\$183.78	\$187.46
541611	Intermediate Acquisition Specialist 1	\$160.60	\$163.82	\$167.09	\$170.44	\$173.84
541611	Acquisition Support Specialist	\$143.07	\$145.93	\$148.86	\$151.83	\$154.86
541611	Jr. Acquisition Support Specialist 2	\$127.46	\$130.01	\$132.60	\$135.25	\$137.95
541611	Jr. Acquisition Support Specialist 1	\$124.15	\$126.63	\$129.16	\$131.74	\$134.38
541611	Procurement Specialist	\$94.03	\$95.91	\$97.82	\$99.78	\$101.77
541611	Contract Closeout Specialist	\$66.92	\$68.26	\$69.63	\$71.02	\$72.44
541611	Principal Program Manager	\$284.20	\$289.88	\$295.68	\$301.59	\$307.63
541611	Deputy Principal Program/Project Manager	\$266.38	\$271.71	\$277.14	\$282.68	\$288.33
541611	Functional Analyst Principal	\$199.94	\$203.94	\$208.02	\$212.18	\$216.42
541611	Functional Analyst Lead	\$155.58	\$158.69	\$161.86	\$165.10	\$168.40
541611	Functional Analyst	\$137.27	\$140.01	\$142.81	\$145.66	\$148.57

The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and / or when the contractor adds SCLS labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.



LABOR CATEGORY DESCRIPTIONS

SIN 541330ENG

Experience Substitutions Methodology:

- *A Bachelor's Degree + 4 years additional experience equal a Master's Degree.*
- *An Associate Degree + 4 years additional experience equal a Bachelor's Degree.*
- *High School Diploma + 4 years additional experience equal an Associate's Degree.*

GSA Labor Category	Functional Responsibility	Minimum Education	Experience Requirements
Sr. Program Manager	Directs and provides leadership to contractor and sub-contractor teams working with local, State, or Federal government programs in accordance with existing procedures, applicable laws, and government requirements. Oversees desk teams, field subject matter experts, specialists, and engineers in the execution of duties that may include preparing proposals, writing contract terms and conditions, engineering services, site surveys, installation drawings, ordering and delivery of products, configuration of data management, training, logistics support, preparing and disseminating information regarding contract status, and reviewing contractual obligations. DAU PM Level III Certification or PMP certification a plus.	Master's Degree	15 years
Program Manager	Directs and provides leadership to contractor and sub-contractor teams working with local, State, or Federal government programs in accordance with existing procedures, applicable laws, and government requirements. Oversees desk teams, field subject matter experts, specialists, and engineers in the execution of duties that may include preparing proposals, writing contract terms and conditions, engineering services, site surveys, installation drawings, ordering and delivery of products, configuration of data management, training, logistics support, preparing and disseminating information regarding contract status, and reviewing contractual obligations. DAU PM Level III Certification or PMP certification a plus.	Bachelor's Degree	10 years
Sr. Program Analyst	As a task lead or supervisor compiles information for preparation of contracts/agreements. Assess the development of the program and related project activities. Responds as need to program or project related complaints/issues/strategies and provides analytical responses. Implements/installs new or revised programs and systems as needed.	Bachelor's Degree	15 years
Program Analyst	In support of task leads compiles information for preparation of contracts/agreements. Assess the development of the program and related project activities. Responds as need to program or project related complaints/issues/strategies and provides analytical responses. Implements/installs new or revised programs and systems as needed.	Bachelor's Degree	9 years

GSA Labor Category	Functional Responsibility	Minimum Education	Experience Requirements
Jr. Program Analyst	Compiles information for preparation of contracts/agreements. Assess the development of the program and related project activities. Responds as need to program or project related complaints/issues/strategies and provides analytical responses. Implements/installs new or revised programs and systems as needed.	Bachelor's Degree	3 years
Sr. Logistics Analyst	Oversees, coordinates and manages freight, supply and/or production logistics to maximize efficiency in support of agency efforts. Evaluates and Identifies methods and procedures to optimize and streamline production processes.	Bachelor's Degree	15 years
Logistics Analyst	Oversees, coordinates and manages freight, supply and/or production logistics to maximize efficiency in support of agency efforts. Evaluates and Identifies methods and procedures to optimize and streamline production processes.	Bachelor's Degree	6 years
Jr. Logistics Analyst	Oversees, coordinates and manages freight, supply and/or production logistics to maximize efficiency in support of agency efforts. Evaluates and Identifies methods and procedures to optimize and streamline production processes.	Bachelor's Degree	3 years
Sr. Systems Engineer	Oversees the Systems Engineering staff and activities of an organization's information systems. Assures the stability, integrity, and efficient operation of the in-house information systems that support core organizational functions. Provides support to, reviews, maintains, and optimizes all networked software and associated operating systems. Administers the planning, design, development, evaluation, testing, and integration of an organization's systems infrastructure, including the design and implementation of hardware and software.	Bachelor's Degree	13 years
Sr. Facilities Engineer	In a lead capacity plans and administers activities concerned with design, construction, and production of facilities and systems. Determines feasibility of designing new plant equipment or modifying existing facilities considering costs, available space, time limitations, company planning, and other technical and economic factors, utilizing professional engineering theory and practices. Designs, modifies, or develops machines, equipment, or processes used in processing or production of goods and services.	Bachelor's Degree	13 years
Facilities Engineer	In a support capacity plans and administers activities concerned with design, construction, and production of facilities and systems. Determines feasibility of designing new plant equipment or modifying existing facilities considering costs, available space, time limitations, company planning, and other technical and economic factors, utilizing professional engineering theory and practices. Designs, modifies, or develops machines, equipment, or processes used in processing or production of goods and services.	Bachelor's Degree	10 years

GSA Labor Category	Functional Responsibility	Minimum Education	Experience Requirements
Jr. Financial Analyst	In a support capacity analyzes past and present financial data of organization and estimates future revenues and expenditures, applying principles of finance. Runs and documents financial analysis projects. Aids organization with financial functions, such as assessing, auditing, planning, budgeting, taxes, consolidation, cost control, and project control. Evaluates and analyzes capital expenditures, depreciation, proposals, investment opportunities, rate of return, profit plans, operating records, financial statements, etc.	Bachelor's Degree	3 years
Sr. Cost Analyst	In a management capacity Develops and maintains a standardized cost system to ensure business objectives and budgets are met. Researches and evaluates costs for projects, departments and products. Contributes methods to improve cost estimation processes.	Bachelor's Degree	13 years
Jr. Cost Analyst	In a support capacity Develops and maintains a standardized cost system to ensure business objectives and budgets are met. Researches and evaluates costs for projects, departments and products. Contributes methods to improve cost estimation processes.	Bachelor's Degree	3 years
Cost Analyst	In a supervisor capacity oversees and maintains a standardized cost system to ensure business objectives and budgets are met. Researches and evaluates costs for projects, departments and products. Contributes methods to improve cost estimation processes.	Bachelor's Degree	7 years
Operations Research Analyst	Examines and assesses the workings of an organization to identify and offer solutions to problems, and drafts procedures for improving operations. Gets and secures information by interviewing employees and/or customers, reading reports, analyzing operations, determining project scope, reviewing databases to determine which data are relevant and what methods should be used to analyze them; and describes and records the results and recommendations in reports. Produces practical solutions by describing requirements, studying system or process capabilities, analyzing alternative solutions, and preparing system specifications, using statistical analysis, simulation, and optimization.	Bachelor's Degree	13 years
Technical Writer	Writes and updates material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications concerned with work methods and procedures, and installation, operation, and maintenance.	Bachelor's Degree	10 years
Programmer Analyst	Analyzes and critiques computer programs and systems and develops new programs. Reviews users requests for new or modified computer programs to determine feasibility, cost and time required, compatibility with current system, and computer capabilities. Configures plan outlining steps required to develop program, using structured analysis and design. Plans, develops, tests, and documents computer programs, applying knowledge of programming techniques and computer systems.	Bachelor's Degree	5 years

GSA Labor Category	Functional Responsibility	Minimum Education	Experience Requirements
Sr. Analyst	Analyzes company functions, processes, and activities to improve computer-based business applications for the most effective use of money, materials, equipment, and people. Utilizes available computer systems resources and personnel to carry out analysis to support management's quest for performance improvement. Reviews and analyzes information, forecasts, methods, schedules, systems, processes, and procedures. Determines most useful business solutions for the company. Recommends alternative solutions to management as to courses of action that best meet the organization's goals.	Bachelor's Degree	10 years
Systems Analyst	Analyzes and solves computer problems, and assures technology meets the needs of the organization. Implements system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes. Plans and designs new computer systems or devises ways to apply existing systems resources to additional operations. Analyzes user requirements, procedures, and problems to automate processing or to improve existing computer system.	Bachelor's Degree	5 years
Intermediate Acquisition Specialist 2	The Intermediate Acquisition Specialist 2 shall be responsible for conducting the acquisition support activities described in the PWS. The designated Intermediate Acquisition Specialist shall possess all of the demonstrated knowledge requirements delineated below, as verified by a signed and dated resume by the individual and a corporate executive.	Bachelor's Degree	8 years
Senior Subject Matter Expert	Individual has clearly demonstrated expertise and accomplishment in a technical/business area. Facilitates development of needs analyses, coordinates research and development of solutions, and oversees development of solution planning and implementation from a technical perspective. This includes recommendation, establishment, and monitoring of development and implementation methodologies. Significant communications often required with clientele as well as internal staff. Expertise in chosen field is recognized by all as "world class", with significant contribution to actual "state-of -the-art" thought and practice in the subject area.	Master's Degree	17 years

GSA Labor Category	Functional Responsibility	Minimum Education	Experience Requirements
Principal Management Analyst	Oversees assignments, including those employing novel approaches to conducting high-level studies and resolving complex management problems. Individually, or with assistants, develops, analyzes, evaluates, and advises on methods and techniques to improve organizational work processes, procedures, resources, management controls, information systems, documentation, and similar management functions. Conducts management and organizational studies involving analysis of broad programs, functions, and organizations of government agencies at multiple locations and including controversial relationships. Based upon study findings, develops detailed recommendations on methods, procedures to apply, alternative ways to organize efficiently and generate staffing and dollar savings. Develops project plans and determines resource needs and allocates them. Determines information needed to perform in-depth analysis. Devises methods for securing the required information and develops survey data sources, on-site investigations.	Master's Degree	15 years
Principal Performance Metrics Analyst	Responsible for advanced performance metrics analyses. These may include resource planning and allocation, analysis of trends, research, analysis and presentation of program status and resource reports, and market analysis. Supports the government Acquisition Contract Management Team in developing, implementing, and documenting best business practices related to service level agreements, resource planning, allocation and compensation. Provides professional support to Contract and Business Managers in meeting and maintaining performance requirements. Evaluates requirements for the execution of IT performance strategies and procedures and performs analysis of external market factors affecting performance management.	Master's Degree	15 years
System Engineer	Oversees engineering activities of an organization's information systems. Plans, designs, develops, evaluates, tests, and integrates an organization's systems infrastructure, including the implementation and design of hardware and software.	Bachelor's Degree	7 years
Visual Systems Engineer	Under direct supervision designs, develops and implements interactive dashboards, reports and graphics to increase accessibility and visualization of complex data insights. Maintains and revises existing data visualizations, including interactive dashboards, reports, graphs, and graphics.	Bachelor's Degree	5 years
Project Coordinator I	Under direct supervision arranges schedules and regulates flow of work within or between organizational units or businesses. Checks master schedule and work orders, establishes priorities, and changes schedule according to projects, work order specifications, established priorities, and availability or capability of workers, parts, material, machines, and equipment.	Bachelor's Degree	3 years
Project Coordinator II	With limited supervision arranges schedules and regulates flow of work within or between organizational units or businesses. Checks master schedule and work orders, establishes priorities, and changes schedule according to projects, work order specifications, established priorities, and availability or capability of workers, parts, material, machines, and equipment.	Bachelor's Degree	8 years



GSA APPROVED LABOR RATES

SIN 541330ENG

Government Site						
SIN	GSA Labor Category	3/1/2025 - 2/28/2026	3/1/2026 - 2/28/2027	3/1/2027 - 2/29/2028	3/1/2028 - 2/28/2029	3/1/2029 - 2/28/2030
541330ENG	Sr. Program Manager	\$234.90	\$239.60	\$244.39	\$249.28	\$254.27
541330ENG	Program Manager	\$145.95	\$148.88	\$151.86	\$154.89	\$157.98
541330ENG	Sr. Program Analyst	\$196.04	\$199.96	\$203.96	\$208.04	\$212.20
541330ENG	Program Analyst	\$132.95	\$135.61	\$138.32	\$141.09	\$143.91
541330ENG	Jr. Program Analyst	\$79.40	\$80.99	\$82.61	\$84.26	\$85.94
541330ENG	Sr. Logistics Analyst	\$86.35	\$88.07	\$89.83	\$91.63	\$93.46
541330ENG	Logistics Analyst	\$71.84	\$73.28	\$74.74	\$76.23	\$77.75
541330ENG	Jr. Logistics Analyst	\$63.95	\$65.23	\$66.53	\$67.86	\$69.22
541330ENG	Sr. Systems Engineer	\$163.89	\$167.16	\$170.51	\$173.91	\$177.39
541330ENG	Sr. Facilities Engineer	\$125.96	\$128.48	\$131.05	\$133.67	\$136.34
541330ENG	Facilities Engineer	\$111.07	\$113.29	\$115.56	\$117.86	\$120.22
541330ENG	Jr. Financial Analyst	\$90.63	\$92.44	\$94.30	\$96.18	\$98.11
541330ENG	Sr. Cost Analyst	\$81.38	\$83.01	\$84.68	\$86.37	\$88.09
541330ENG	Jr. Cost Analyst	\$63.66	\$64.93	\$66.23	\$67.55	\$68.90
541330ENG	Cost Analyst	\$93.95	\$95.84	\$97.75	\$99.71	\$101.70
541330ENG	Operations Research Analyst	\$132.95	\$135.61	\$138.32	\$141.09	\$143.91
541330ENG	Technical Writer	\$52.86	\$53.91	\$54.99	\$56.09	\$57.21
541330ENG	Programmer Analyst	\$107.80	\$109.95	\$112.15	\$114.40	\$116.69
541330ENG	Sr. Analyst	\$94.77	\$96.66	\$98.60	\$100.57	\$102.59
541330ENG	Systems Analyst	\$94.52	\$96.41	\$98.34	\$100.30	\$102.31
541330ENG	Intermediate Acquisition Specialist 2	\$152.27	\$155.31	\$158.42	\$161.58	\$164.82
541330ENG	Senior Subject Matter Expert	\$194.50	\$198.39	\$202.36	\$206.41	\$210.54
541330ENG	Principal Management Analyst	\$198.46	\$202.43	\$206.48	\$210.61	\$214.82
541330ENG	Principal Performance Metrics Analyst	\$196.36	\$200.29	\$204.30	\$208.39	\$212.56
541330ENG	System Engineer	\$109.02	\$111.19	\$113.42	\$115.69	\$118.01
541330ENG	Visual Systems Engineer	\$102.14	\$104.18	\$106.27	\$108.39	\$110.56
541330ENG	Project Coordinator I	\$61.79	\$63.03	\$64.29	\$65.58	\$66.89
541330ENG	Project Coordinator II	\$66.57	\$67.90	\$69.26	\$70.64	\$72.05



Contractor Site						
SIN	GSA Labor Category	3/1/2025 - 2/28/2026	3/1/2026 - 2/28/2027	3/1/2027 - 2/29/2028	3/1/2028 - 2/28/2029	3/1/2029 - 2/28/2030
541330ENG	Sr. Program Manager	\$280.76	\$286.37	\$292.09	\$297.93	\$303.89
541330ENG	Program Manager	\$156.33	\$159.46	\$162.65	\$165.90	\$169.22
541330ENG	Sr. Program Analyst	\$210.83	\$215.05	\$219.36	\$223.74	\$228.21
541330ENG	Program Analyst	\$151.99	\$155.03	\$158.14	\$161.30	\$164.52
541330ENG	Jr. Program Analyst	\$115.91	\$118.23	\$120.59	\$123.00	\$125.46
541330ENG	Sr. Logistics Analyst	\$126.08	\$128.59	\$131.16	\$133.78	\$136.46
541330ENG	Logistics Analyst	\$104.89	\$106.98	\$109.12	\$111.30	\$113.53
541330ENG	Jr. Logistics Analyst	\$93.39	\$95.25	\$97.16	\$99.10	\$101.09
541330ENG	Sr. Systems Engineer	\$218.99	\$223.38	\$227.84	\$232.39	\$237.04
541330ENG	Sr. Facilities Engineer	\$183.92	\$187.60	\$191.35	\$195.17	\$199.07
541330ENG	Facilities Engineer	\$162.17	\$165.41	\$168.72	\$172.09	\$175.54
541330ENG	Jr. Financial Analyst	\$132.33	\$134.98	\$137.68	\$140.43	\$143.24
541330ENG	Sr. Cost Analyst	\$118.82	\$121.20	\$123.63	\$126.10	\$128.61
541330ENG	Jr. Cost Analyst	\$92.95	\$94.81	\$96.71	\$98.64	\$100.61
541330ENG	Cost Analyst	\$125.34	\$127.85	\$130.41	\$133.02	\$135.68
541330ENG	Operations Research Analyst	\$151.99	\$155.03	\$158.14	\$161.30	\$164.52
541330ENG	Technical Writer	\$70.51	\$71.92	\$73.36	\$74.83	\$76.33
541330ENG	Programmer Analyst	\$143.83	\$146.71	\$149.64	\$152.63	\$155.69
541330ENG	Sr. Analyst	\$126.43	\$128.96	\$131.54	\$134.17	\$136.85
541330ENG	Systems Analyst	\$138.01	\$140.77	\$143.58	\$146.45	\$149.38
541330ENG	Intermediate Acquisition Specialist 2	\$173.15	\$176.61	\$180.15	\$183.76	\$187.44
541330ENG	Senior Subject Matter Expert	\$204.39	\$208.48	\$212.65	\$216.91	\$221.25
541330ENG	Principal Management Analyst	\$213.44	\$217.71	\$222.07	\$226.51	\$231.04
541330ENG	Principal Performance Metrics Analyst	\$210.30	\$214.50	\$218.79	\$223.16	\$227.63
541330ENG	System Engineer	\$159.18	\$162.37	\$165.61	\$168.93	\$172.30
541330ENG	Visual Systems Engineer	\$149.12	\$152.10	\$155.14	\$158.25	\$161.41
541330ENG	Project Coordinator I	\$90.25	\$92.05	\$93.89	\$95.77	\$97.68
541330ENG	Project Coordinator II	\$97.18	\$99.12	\$101.11	\$103.13	\$105.20

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