GENERAL SERVICES ADMINISTRATION  
FEDERAL SUPPLY SERVICE  
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST  

MULTIPLE AWARD SCHEDULE  

SPECIAL ITEM NUMBER 54151S - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES  
PSC Code D399          Other Information Technology Services, Not Elsewhere Classified  

SPECIAL ITEM NUMBER 54151HEAL – HEALTH INFORMATION TECHNOLOGY SERVICES  
PSC Code D399          Other Information Technology Services, Not Elsewhere Classified  

SPECIAL ITEM NUMBER OLM – ORDER LEVEL MATERIALS  

Contract Number: **GS-35F-051GA**  
Period Covered by Contract: **October 28, 2016 – October 27, 2026**  

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage®, a menu-driven database system. The Internet address for GSA Advantage® is: GSAAdvantage.gov. For more information on ordering from Federal Supply Schedule click on the FSS Schedules button at fss.gsa.gov.

Inoventures, LLC is a Small Business Administration (SBA) certified Historically Underutilized Business Zone (HUBZone) Small Business and Woman-Owned Small Business providing solutions to clients in the Federal government and private sector through a wide-range of information technology (IT) services. Founded in 2008, Inoventures’ mission is to provide the highest quality IT services by applying innovative methodologies to achieve the best quality and value for our customers. Inoventures, LLC is CMMI-DEV Maturity Level 3 and ISO 9001:2015 certified, which demonstrates our dedication to continuous improvement and excellence in the field of software development, IT services, and data analytics. Inoventures earned the honor as a Top 10 Women-led Business in the USA by Inc500 in 2016. Inoventures currently employs 48 personnel.

Inoventures, LLC  
7601 Lewinsville Road, Suite 101  
McLean, VA 22102  
(P) 703-917-6623  
(F) 703-442-0846  
http://www.inoventures.com/

Pricelist current through Modification #PO-0022, dated 09/22/2021.
CUSTOMER INFORMATION:

1a. Awarded Special Item Number(s):

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<th>SIN</th>
<th>Description</th>
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<tr>
<td>54151S</td>
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<td>54151HEAL</td>
<td>Health Information Technology Services</td>
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<tr>
<td>OLM</td>
<td>Order Level Materials</td>
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</table>

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract: See Pricing page 8.

1c. Pricing for Services: Descriptions of all corresponding commercial job titles with experience, functional responsibility and education are provided beginning on page 9.

2. Maximum Order: $500,000

3. Minimum Order: $100

4. Geographic Coverage: Domestic & Overseas

5. Point(s) of Production: N/A

6. Discount from List Prices: Prices Shown Herein are Net (discount deducted)

7. Quantity Discount: None

8. Prompt Payment Terms: Net 30

9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold: Yes.

9b. Notification that Government Purchase Cards are accepted or not accepted above the micro-purchase threshold. Will Not Accept

10. Foreign Items: None

11a. Time of Delivery: Inoventures shall deliver or perform services in accordance with the terms negotiated in an agency’s order.

11b. Expedited Delivery: Consult with Contractor

11c. Overnight/2-Day Delivery: Consult with Contractor

11d. Urgent Requirements: Consult with Contractor

12. FOB Point: Destination

13. Ordering Address: Inoventures Sales Department
                  ATTN: Kyle Holmquist
                  7601 Lewinsville Road, Suite 101
                  McLean, VA 22102
14. **Payment Address:** Inoventures Accounts Receivables
   ATTN: Meena Krishnan
   7601 Lewinsville Road, Suite 101
   McLean, VA 22102

15. **Warranty Provisions:** Contractor’s Standard Warranty

16. **Export Packing charges:** Not applicable

17. **Terms and conditions of Government Purchase Card Acceptance:** Contact Inoventures for terms and conditions of Government Purchase Card acceptance.

18. **Terms and conditions of rental, maintenance, and repair:** Not applicable

19. **Terms and conditions of installation:** Not applicable

20. **Terms and conditions of repair parts:** Not applicable

20a. **Terms and conditions for any other services:** Not applicable

21. **List of service and distribution points:** Not applicable

22. **List of participating dealers:** Not applicable

23. **Preventive maintenance:** Not applicable

24a. **Environmental attributes**, e.g., recycled content, energy efficiency, and/or reduced pollutants: Not applicable

24b. Contact Inoventures for Section 508 compliance information. The EIT standards can be found at: [http://www.section508.gov](http://www.section508.gov)

25. **DUNS Number:** 957737468

26. Inoventures is registered in the System for Award Management (SAM) database.
1. **SCOPE**
   a. The prices and the terms and conditions accepted on the GSA Multiple Award Schedule (MAS) apply to Special Item Numbers 54151S (Information Technology Professional Services), 54151HEAL (Health Information Technology Services), and OLM (Order Level Materials) within the scope of this GSA MAS.
   
   b. The Contractor shall provide services at the Contractor’s facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

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

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

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

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

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

(2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

7. RESPONSIBILITIES OF THE CONTRACTOR
The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (MAY 2014) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY
Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Services.

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST
a. Definitions.
“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.
“Contractor and its affiliates” and “Contractor or its affiliates” refer to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.
An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

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

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

12. PAYMENTS
For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be made only when authorized by the order. The Payments subparagraph (i) under GSAM clause 552.212-4 – Contract Terms and Conditions – Commercial Items (OCT 2018) (Deviation – FEB 2007) (Deviation – FEB 2018) applies to fixed price orders placed under this contract. For time-and-materials orders, the Payments subparagraph (i) under GSAM clause 552.212-4 – Contract Terms and Conditions – Commercial Items (OCT 2018) (Deviation – FEB

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

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

15. APPROVAL OF SUBCONTRACTS
The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.
# GSA HOURLY RATES

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Database Administrator II

**Functional Responsibility:** Designs, develops, implements, and administers databases. Provides technical expertise in the use of Data Base Management Systems (DBMS). Evaluates and recommends available DBMS products to support use requirements. Defines database organization and indexing methods for specific user applications. Working closely with security systems specialist, defines security procedures for backup and recovery. Monitors and fine tunes database performance. Establishes standards for data definition and access. Specifies and controls implementation of software enhancements and problem solutions to the operational system. Establishes testing requirements for systems under development.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

IT / Web Developer I

**Functional Responsibility:** Provides support in developing web-based IT software, systems, security, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, design, programming, design, training, and documentation. May provide expertise in integrated web-centric disciplines such as information security, IT planning, GIS, or computer graphics.

**Minimum Experience:** Six months

**Minimum Education:** Bachelor’s

IT / Web Developer II

**Functional Responsibility:** Provides support in developing web-based IT software, systems, security, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, design, programming, design, training, and documentation. May provide expertise in integrated web-centric disciplines such as information security, IT planning, GIS, or computer graphics.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s
**IT / Web Developer III**

**Functional Responsibility:** Provides support in developing web-based IT software, systems, security, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, design, programming, design, training, and documentation. May provide expertise in integrated web-centric disciplines such as information security, IT planning, GIS, or computer graphics.

**Minimum Experience:** Three years

**Minimum Education:** Bachelor’s

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**IT Engineer I**

**Functional Responsibility:** Provides expertise in disciplines such as system and hardware design, development, testing, information security, IT planning, GIS, or computer graphics. Analyst/engineer in communications, hardware, software, systems, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, system design, programming, training, and documentation.

**Minimum Experience:** Six months

**Minimum Education:** Bachelor’s

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**IT Engineer II**

**Functional Responsibility:** Provides expertise in disciplines such as system and hardware design, development, testing, information security, IT planning, GIS, or computer graphics. Analyst/engineer in communications, hardware, software, systems, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, system design, programming, training, and documentation.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

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**IT Engineer III**

**Functional Responsibility:** Provides expertise in disciplines such as system and hardware design, development, testing, information security, IT planning, GIS, or computer graphics. Analyst/engineer in communications, hardware, software, systems, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, system design, programming, training, and documentation.

**Minimum Experience:** Three years

**Minimum Education:** Bachelor’s
**IT Specialist I**

**Functional Responsibility:** Provides expertise in disciplines such as IT development, testing, information security, IT planning, GIS, or computer graphics. Analyst/engineer in communications, hardware, software, systems, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, design, programming, testing, training, help desk support and documentation.

**Minimum Experience:** Six months

**Minimum Education:** Bachelor’s

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**IT Specialist II**

**Functional Responsibility:** Provides expertise in disciplines such as IT development, testing, information security, IT planning, GIS, or computer graphics. Analyst/engineer in communications, hardware, software, systems, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, design, programming, testing, training, help desk support and documentation.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

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**IT Specialist III**

**Functional Responsibility:** Provides expertise in disciplines such as IT development, testing, information security, IT planning, GIS, or computer graphics. Analyst/engineer in communications, hardware, software, systems, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, design, programming, testing, training, help desk support and documentation.

**Minimum Experience:** Three years

**Minimum Education:** Bachelor’s

---

**Network Engineer / Architect I**

**Functional Responsibility:** Responsible for architecting, developing, refining, and troubleshooting enterprise IT systems environments and networks. Must be knowledgeable in computer technology, including enterprise systems architecture, operating systems, and hardware components; must be knowledgeable in distributed computing system concepts, including client/server computing issues and computer network technology. Knowledge and experience in enterprise IT modernization and management, configuration of networks, and troubleshooting workstations. Ability to effectively communicate technical information to non-technical personnel, both orally and in writing, is desirable.

**Minimum Experience:** Six months

**Minimum Education:** Bachelor’s
**Network Engineer / Architect II**

**Functional Responsibility:** Responsible for architecting, developing, refining, and troubleshooting enterprise IT systems environments and networks. Must be knowledgeable in computer technology, including enterprise systems architecture, operating systems, and hardware components; must be knowledgeable in distributed computing system concepts, including client/server computing issues and computer network technology. Knowledge and experience in enterprise IT modernization and management, configuration of networks, and troubleshooting workstations. Ability to effectively communicate technical information to non-technical personnel, both orally and in writing, is desirable.

**Minimum Experience:** One year

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**Minimum Experience:** Three years

**Minimum Education:** Bachelor’s

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**Programmer Analyst I**

**Functional Responsibility:** Analyzes the problem and the information to be processed and develops detailed plans for the development of new or modified automated systems. Designs, develops, and maintains computer software for moderately complex to highly complex computer systems. Translates detailed design into computer software, preparing detailed flow charts, writing program code, and testing and implementing systems. Prepares test data and systems as well as user and program documentation.

**Minimum Experience:** Six months

**Minimum Education:** Bachelor’s
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**Minimum Experience:** Three years

**Minimum Education:** Bachelor’s

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**Project Manager**

**Functional Responsibility:** Responsible, with full authority, for management, performance, and completion of projects such as computer applications, systems development, facilities management, network operations, business solutions, and engineering studies. Establishes and monitors master plans and schedules. Oversees the development of design concepts, test and acceptance criteria, and directs integration and installation activities. Establishes and maintains contact with client, business partners, and project team members to ensure conformance to customer requirements. Provides administrative oversight; handles contractual matters; and serves as a liaison between the Contracting Officer’s Technical Representative (COTR), the Contracting Officer (CO), and corporate management. Ensures that all activities conform to the terms and conditions of the contract and task order.

**Minimum Experience:** Five years, at least two of which must be in a supervisory capacity

**Minimum Education:** Bachelor’s
Systems Analyst I

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications or enables Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates test of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. Provides development services for moderately complex applications using standard approaches or less complex systems using new approaches. Works on a segment of a complex data processing scheme or broad system.

Minimum Experience: Six months

Minimum Education: Bachelor’s

Systems Analyst II

Functional Responsibility: Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications or enables Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates test of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. Provides development services for moderately complex applications using standard approaches or less complex systems using new approaches. Works on a segment of a complex data processing scheme or broad system.

Minimum Experience: One year

Minimum Education: Bachelor’s
**Systems Analyst III**

**Functional Responsibility:** Analyzes business or scientific problems for resolution through electronic data processing. Gathers information from users, defines work problems, and, if feasible, designs a system of computer programs and procedures to resolve the problems. Develops complete specifications or enables Computer Programmers to prepare required programs; analyzes subject-matter operations to be automated; specifies number and types of records, files, and documents to be used and outputs to be produced; prepares work diagrams and data flow charts; coordinates test of the system and participates in trial runs of new and revised systems; and recommends computer equipment changes to obtain more effective operations. Provides development services for moderately complex applications using standard approaches or less complex systems using new approaches. Works on a segment of a complex data processing scheme or broad system.

**Minimum Experience:** Three years

**Minimum Education:** Bachelor’s
Labor Category Descriptions
SIN 54151HEAL – Health Information Technology Services

Health IT Business Analyst

Functional Responsibility: Assists in applying industry best practices to support Health IT customers using a knowledge base to create conceptual business models and to identify relevant issues and considerations in selecting application software packages. Work may include assessment of Health IT impacts on Human Resources, Financial Systems, Supply Chains, and Operations. May provide expertise in account strategy sessions, strategic assessments, and design reviews to validate enterprise approach and associated work products, such as Health IT ERP implementations coordinating the resolution of highly complex problems and tasks.

Minimum Experience: One year
Minimum Education: Bachelor’s

Health IT Data Specialist

Functional Responsibility: Assists Health IT customers by applying Data and Data Management industry best practices. Provides expertise in disciplines such as Health IT data analysis, data management, data development and maintenance, testing, information security, and Health IT planning. Analyst/engineer in data strategies, data management, software, systems, data analysis, and data provisioning. Work may include full lifecycle data support, data analysis, design, database programming, testing, training, help desk support and documentation.

Minimum Experience: One year
Minimum Education: Bachelor’s

Health IT Web Analyst

Functional Responsibility: Assists in applying industry best practices to support Health IT customers using web technologies. Provides support in developing web deployment strategies, web-based software systems, web security, and web data analysis. Work may include full lifecycle support, analysis, design, programming, design, training, and documentation. May provide expertise in integrated web-centric disciplines such as information security, IT planning, GIS, or computer graphics.

Minimum Experience: One year
Minimum Education: Bachelor’s

Health IT Task Manager

Functional Responsibility: Assists in applying industry best practices in Health IT task management disciplines to support Health IT customers to help navigate complex technical tasks under Health IT contracts. Responsible for management, performance, and completion of tasks under large contracts such as Health IT applications, Health IT systems development, facilities management, network operations, Health IT business solutions, and engineering studies. Helps monitor master plans and schedules. Assists oversight of the development of design concepts, test and acceptance
criteria, and directs integration and installation activities. Maintains contact with company contract leadership, clients, business partners, and task team members to ensure conformance to customer requirements. Provides administrative oversight; supports contractual matters; and serves as a liaison between the Contracting Officer’s Technical Representative (COTR) and corporate management. Ensures that all activities conform to the terms and conditions of the contract and task order.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

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**Health IT QA Specialist**

**Functional Responsibility:** Assists Health IT customers by applying industry best practices in project quality analysis and quality control. Provides expertise in disciplines such as Health IT quality assessment, quality analysis and control, quality testing, information assessment, testing, IT planning, GIS, or computer graphics. Work may include full lifecycle support, analysis, design, programming, testing, training, help desk support and documentation.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

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**Health IT Project Manager**

**Functional Responsibility:** Assists in applying industry best practices in Health IT project management disciplines to support Health IT customers to help navigate complex technical projects in the Health IT realm. Responsible, with full authority, for management, performance, and completion of projects such as Health IT applications, Health IT systems development, facilities management, network operations, Health IT business solutions, and engineering studies. Establishes and monitors master plans and schedules. Oversees the development of design concepts, test and acceptance criteria, and directs integration and installation activities. Establishes and maintains contact with client, business partners, and project team members to ensure conformance to customer requirements. Provides administrative oversight; handles contractual matters; and serves as a liaison between the Contracting Officer’s Technical Representative (COTR), the Contracting Officer (CO), and corporate management. Ensures that all activities conform to the terms and conditions of the contract and task order.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s
Health IT Information Security Specialist

**Functional Responsibility:** Assists Health IT customers by applying industry best practices in information security and assurance to protect Health IT systems and assets. Provides expertise in disciplines such as Health IT information security assessment, information assurance analysis, vulnerability mitigation, testing, information protection protocols, IT security planning, and application of information security protocols to systems and software. Work may include full lifecycle support, analysis, design, programming, testing, training, help desk support and documentation.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

Health IT Developer I

**Functional Responsibility:** Assists Health IT customers by applying industry best practices in software applications development to design and develop Health IT systems. Provides support in developing Health IT software, systems, security, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, design, programming, design, training, and documentation. May provide expertise in integrated Health IT disciplines such as Health information security, Health IT planning, Health IT related GIS or computer graphics.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

Health IT Developer II

**Functional Responsibility:** Assists Health IT customers by applying industry best practices in software applications development to design and develop Health IT systems. Provides support in developing Health IT software, systems, security, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, design, programming, design, training, and documentation. May provide expertise in integrated Health IT disciplines such as Health information security, Health IT planning, Health IT related GIS or computer graphics.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

Health IT Developer III

**Functional Responsibility:** Assists Health IT customers by applying industry best practices in software applications development to design and develop Health IT systems. Provides support in developing Health IT software, systems, security, data analysis, facilities planning, or resource management. Work may include full lifecycle support, analysis, design, programming, design, training, and documentation. May provide expertise in integrated Health IT disciplines such as Health information security, Health IT planning, Health IT related GIS or computer graphics.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s
**Health IT Data Analyst**

**Functional Responsibility:** Assists Health IT customers by applying industry best practices in Data Analysis. Provides expertise in disciplines such as Health IT data analysis, data assessment, data quality, data structures, testing, information security, and Health IT planning. Analyst in data strategies, data management, software, systems, data analysis, and data provisioning. Work may include full lifecycle data support, data analysis, database programming, testing, training, help desk support and documentation.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

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**Health IT Data Architect**

**Functional Responsibility:** Assists Health IT customers by applying industry best practices in Data Architecture, Data Structures, and Data Management. Provides expertise in disciplines such as Health IT data architecture planning, data architecture analysis, data architecture design, data refinement, troubleshooting Health IT data systems environments and data networks. Must be knowledgeable in computer technology, including enterprise data systems architecture; must be knowledgeable in distributed data system concepts. Ability to effectively communicate technical information to non-technical personnel, both orally and in writing, is desirable.

**Minimum Experience:** One year

**Minimum Education:** Bachelor’s

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**Experience & Degree Substitution Equivalencies**

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

<table>
<thead>
<tr>
<th>Equivalent Degree</th>
<th>Experience</th>
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<tbody>
<tr>
<td>Associate’s</td>
<td>2 years relevant experience</td>
</tr>
<tr>
<td>Bachelor’s</td>
<td>Associate degree + 2 years relevant experience or 4 years relevant experience</td>
</tr>
<tr>
<td>Master’s</td>
<td>Bachelor’s plus 2 years relevant experience or Associate degree + 4 years relevant experience or 6 years relevant experience</td>
</tr>
<tr>
<td>PhD</td>
<td>Master’s + 2 years relevant experience, or Bachelor’s + 4 years relevant experience or Associate’s + 6 years relevant experience or 8 years relevant experience</td>
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