

GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service

Authorized Federal Supply Schedule FSS Price List

Online access to contract ordering information, terms and conditions, pricing, and the option to create an electronic delivery order are available through GSA Advantage!®. The website for GSA Advantage!® is: <https://www.GSAAdvantage.gov>.

Multiple Award Schedule

FSC Group: Information Technology and Professional Services

Contract Number: GS-35F-0538W

Contract Period: July 15, 2010, through July 14, 2030



Contractor: DSoft Technology Company
1150 Kelly Johnson, Blvd Suite 120
Colorado Springs, CO 80920-3958

Telephone: 719-598-7107

Web Site: <https://yulista.com/subsidiaries/dsoft-technology/>

Contract Administration: Tosha Gordon

E-mail: contracts@yulista.com

Business Size: Small, Disadvantaged Business

For more information on ordering, go to the following website: <https://www.gsa.gov/schedules>
Pricelist current through Modification: #PA-0030 effective July 15, 2025

Prices Shown Herein are Net (discount deducted)

CUSTOMER INFORMATION

- 1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

SINs	Recovery	SIN Title
518210C	518210CRC	Cloud and Cloud-Related IT Professional Services
541330ENG	541330ENGRC	Engineering Services
54151S	54151SRC 54151SSTLOC	Information Technology Professional Services
OLM	OLMSTLOC OLMRC	Order Level Materials (OLM's)

- 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. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See page 4

- 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. If hourly rates are not applicable, indicate "Not applicable" for this item. See page 6

2. Maximum order:

<u>SINs</u>	<u>Maximum Order</u>
518210C	\$500,000.00
54151S	\$500,000.00
541330ENG	\$1,000,000.00
OLM	\$250,000.00

3. Minimum order: \$100.00

4. Geographic coverage (delivery area): Domestic

5. Point(s) of production (city, county, and State or foreign country). 1150 Kelly Johnson, Blvd Suite 120, Colorado Springs, CO 80920-3958

6. Discount from list prices or statement of net price.: Government Net Prices (discounts already deducted.)

7. Quantity discounts: None

8. Prompt payment terms: 1% in 10 Days; Net 30 Days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign items (list items by country of origin). None

- 10a. Time of Delivery: Contact Contractor

- 10b. Expedited Delivery: Contact Contractor

- 10c. Overnight and 2-day delivery: Contact Contractor
- 10d. Urgent Requirements: Contact Contractor
- 11. F.O.B. Points: Destination
- 12a. Ordering address(es): 1150 Kelly Johnson, Blvd Suite 120, Colorado Springs, CO 80920-3958
- 12b. Ordering procedures: See Federal Acquisition Regulation (FAR) 8.405-3.
- 13. Payment address(es). 1150 Kelly Johnson, Blvd Suite 120, Colorado Springs, CO 80920-3958
- 14. Warranty provision: Contractor's standard commercial warranty.
- 15. Export packing charges, if applicable. Not Applicable
- 16. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable
- 17. Terms and conditions of installation (if applicable). Not Applicable
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). Not Applicable
- 18b. Terms and conditions for any other services (if applicable). Not Applicable
- 19. List of service and distribution points (if applicable). Not Applicable
- 20. List of participating dealers (if applicable). Not Applicable
- 21. Preventive maintenance (if applicable). Not Applicable
- 22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not Applicable
- 22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor's website or other location.) ICT accessibility standards can be found at:
<https://www.Section508.gov/>. As Applicable
- 23. Unique Entity Identifier (UEI) number. W9VKXF63ENM1
- 24. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:
Contractor registered and active in SAM.

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA 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/SCA eligible labor categories. If and / or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

AUTHORIZED PRICELIST – FINAL PRICING
Price Offered to GSA (including IFF).

SIN	Labor Category	Year 16 7.15.25- 7.15.26	Year 17 7.15.26- 7.15.27	Year 18 7.15.27- 7.15.28	Year 19 7.15.28- 7.15.29	Year 20 7.15.29- 7.15.30
54151S	Applications Programmer	\$167.72	\$172.75	\$177.92	\$183.26	\$188.77
54151S	Applications Systems Analyst/Programmer	\$182.21	\$187.68	\$193.31	\$199.11	\$205.09
54151S	Microsoft Certified Professional	\$236.04	\$243.12	\$250.42	\$257.93	\$265.67
54151S	Junior Software Development Consultant	\$135.63	\$139.70	\$143.89	\$148.20	\$152.64
54151S	Staff Software Development Consultant	\$145.97	\$150.36	\$154.87	\$159.52	\$164.30
54151S	Senior Software Development Consultant	\$186.36	\$191.95	\$197.71	\$203.65	\$209.75
54151S	Database Analyst/Programmer	\$164.60	\$169.54	\$174.63	\$179.87	\$185.27
54151S	Database Manager/Administrator	\$167.72	\$172.75	\$177.92	\$183.26	\$188.77
54151S	Client/Server Database Manager	\$153.23	\$157.82	\$162.56	\$167.44	\$172.46
54151S	Web Software Developer	\$173.92	\$179.14	\$184.51	\$190.05	\$195.75
54151S	Web Designer	\$165.65	\$170.62	\$175.74	\$181.01	\$186.44
54151S	Software Systems Engineer	\$168.76	\$173.81	\$179.03	\$184.40	\$189.93
54151S	Systems Engineer	\$186.36	\$191.95	\$197.71	\$203.65	\$209.75
54151S	Senior Systems Architect	\$185.32	\$190.88	\$196.60	\$202.50	\$208.57
54151S	Principal Systems Architect	\$231.91	\$238.87	\$246.04	\$253.42	\$261.03
54151S	Senior Business Process Consultant	\$187.39	\$193.01	\$198.80	\$204.77	\$210.91
54151S	Subject Matter Specialist/Consultant	\$203.96	\$210.08	\$216.38	\$222.87	\$229.56
54151S	Intermediate Subject Matter Expert	\$169.78	\$174.88	\$180.13	\$185.53	\$191.09
54151S	Senior Subject Matter Expert	\$207.05	\$213.27	\$219.67	\$226.26	\$233.05
54151S	Staff Technical Writer	\$107.68	\$110.91	\$114.24	\$117.66	\$121.19
54151S	Senior Technical Writer	\$134.59	\$138.63	\$142.79	\$147.07	\$151.49
54151S	Test Engineer	\$140.81	\$145.03	\$149.38	\$153.86	\$158.48
54151S	Intermediate Configuration Management Specialist	\$120.10	\$123.71	\$127.42	\$131.23	\$135.17
54151S	Senior Configuration Management Specialist	\$143.90	\$148.21	\$152.65	\$157.24	\$161.95
54151S	Project Manager	\$190.49	\$196.20	\$202.09	\$208.15	\$214.40
54151S	Senior Program Manager	\$206.03	\$212.20	\$218.57	\$225.13	\$231.88
54151S	Systems Administrator	\$140.81	\$145.03	\$149.38	\$153.86	\$158.48
54151S	Intermediate Network Systems Programmer	\$143.90	\$148.21	\$152.65	\$157.24	\$161.95
54151S	Senior Network Systems Programmer	\$179.10	\$184.47	\$190.01	\$195.71	\$201.58
541330ENG	Engineer Analyst I	\$119.62	\$123.20	\$126.90	\$130.71	\$134.63
541330ENG	Engineer Analyst II	\$130.22	\$134.13	\$138.15	\$142.29	\$146.56

SIN	Labor Category	Year 16 7.15.25- 7.15.26	Year 17 7.15.26- 7.15.27	Year 18 7.15.27- 7.15.28	Year 19 7.15.28- 7.15.29	Year 20 7.15.29- 7.15.30
541330ENG	Engineer Technician I	\$63.37	\$65.27	\$67.22	\$69.24	\$71.31
541330ENG	Engineer Technician II	\$69.65	\$71.74	\$73.89	\$76.11	\$78.40
541330ENG	Engineer Technician III	\$83.38	\$85.87	\$88.45	\$91.10	\$93.83
541330ENG	Engineering Manager I	\$131.28	\$135.22	\$139.28	\$143.47	\$147.77
541330ENG	Engineering Manager II	\$147.24	\$151.66	\$156.21	\$160.90	\$165.72
541330ENG	Engineering Project Coordinator	\$60.50	\$62.32	\$64.19	\$66.12	\$68.10
541330ENG	Industrial Engineer II	\$115.89	\$119.37	\$122.94	\$126.63	\$130.43
541330ENG	Industrial Engineer III	\$129.37	\$133.25	\$137.25	\$141.37	\$145.61
541330ENG	Industrial Engineer V	\$168.28	\$173.33	\$178.53	\$183.89	\$189.41
541330ENG	Subject Matter Expert Engineer III	\$163.21	\$168.11	\$173.16	\$178.36	\$183.71
541330ENG	Subject Matter Expert Engineer IV	\$190.10	\$195.80	\$201.67	\$207.72	\$213.94
541330ENG	Subject Matter Expert Engineer V	\$220.84	\$227.47	\$234.29	\$241.32	\$248.56
541330ENG	Systems Engineer I	\$121.27	\$124.91	\$128.65	\$132.51	\$136.49
541330ENG	Systems Engineer II	\$132.90	\$136.89	\$141.00	\$145.23	\$149.58
541330ENG	Test Engineer III	\$126.64	\$130.44	\$134.35	\$138.38	\$142.53
541330ENG	Test Engineer IV	\$142.06	\$146.32	\$150.71	\$155.23	\$159.89
518210C	Cloud Data Engineer II	\$172.03	\$177.19	\$182.51	\$187.98	\$193.62
518210C	Cloud Data Engineer IV	\$193.42	\$199.22	\$205.20	\$211.36	\$217.69
518210C	Cloud Desktop Administrator	\$72.74	\$74.92	\$77.17	\$79.49	\$81.87
518210C	Cloud Developer I	\$137.44	\$141.56	\$145.81	\$150.19	\$154.69
518210C	Cloud Developer III	\$156.73	\$161.43	\$166.28	\$171.26	\$176.40
518210C	Cloud Developer IV	\$193.35	\$199.15	\$205.13	\$211.28	\$217.62
518210C	Cloud DevOps Engineer I	\$128.85	\$132.72	\$136.70	\$140.80	\$145.02
518210C	Cloud DevOps Engineer II	\$149.73	\$154.23	\$158.85	\$163.62	\$168.52
518210C	Cloud DevOps Engineer IV	\$173.81	\$179.03	\$184.40	\$189.93	\$195.64
518210C	Cloud Security Engineer II	\$126.08	\$129.85	\$133.75	\$137.76	\$141.89
518210C	Cloud Security Engineer IV	\$171.78	\$176.93	\$182.24	\$187.71	\$193.34
518210C	Cloud Services Manager	\$224.72	\$231.46	\$238.40	\$245.55	\$252.92
518210C	Cloud System Administrator II	\$131.41	\$135.35	\$139.41	\$143.59	\$147.90
518210C	Cloud Systems Architect I	\$136.26	\$140.35	\$144.56	\$148.90	\$153.36
518210C	Cloud Systems Architect II	\$152.61	\$157.19	\$161.90	\$166.76	\$171.77
518210C	Cloud Systems Architect IV	\$218.02	\$224.55	\$231.29	\$238.24	\$245.38
518210C	Cloud Test Engineer II	\$116.00	\$119.48	\$123.06	\$126.75	\$130.55
518210C	Cloud Test Engineer III	\$144.53	\$148.87	\$153.33	\$157.93	\$162.67
518210C	Cloud UI/UX Developer II	\$149.33	\$153.81	\$158.43	\$163.18	\$168.08
518210C	Microsoft Office 365 Administrator I (Cloud)	\$87.61	\$90.24	\$92.95	\$95.74	\$98.61
518210C	Microsoft SharePoint Administrator II (Cloud)	\$125.46	\$129.23	\$133.11	\$137.10	\$141.21

SIN	Labor Category	Year 16 7.15.25- 7.15.26	Year 17 7.15.26- 7.15.27	Year 18 7.15.27- 7.15.28	Year 19 7.15.28- 7.15.29	Year 20 7.15.29- 7.15.30
518210C	Microsoft SharePoint Developer/Designer II (Cloud)	\$143.79	\$148.10	\$152.54	\$157.12	\$161.83
518210C	Microsoft SharePoint Developer/Designer III (Cloud)	\$161.61	\$166.46	\$171.46	\$176.60	\$181.90

LABOR CATEGORY DESCRIPTIONS

Labor Category	Description	Education	Years of Exp	Certifications
54151S				
Applications Programmer	Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Designs, codes, tests, debugs, and documents.	Bachelors	3	None
Applications Systems Analyst/Programmer	Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents those programs.	Bachelors	8	None
Microsoft Certified Professional	Designs, builds, tests and deploys ASP and C# web pages and/or Windows Forms using a variety of Microsoft software applications, techniques, languages, databases, and tools. Designs and develops user interface features, reports, databases, site animation, integration, and special effects elements. Performs software de-bugging. Documents software specifications and trains users.	Bachelors	5	None
Junior Software Development Consultant	Performs assigned portions of design, programming, and documentation for information technology systems. Participates in all phases of software development with emphasis on the programming, testing, documentation, and acceptance phases. Designs and prepares technical reports and related documentation and makes charts and graphs to record results. Designs and develops user interface features, reports, databases, site animation, integration, and special effects elements. Performs software de-bugging. Documents software specifications and trains users.	Bachelors	0	None
Staff Software Development Consultant	Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Participates in development of software user manuals. Instructs, assigns, directs, and checks the work of other software developers on development team.	Bachelors	3	None
Senior Software Development Consultant	Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Participates in development of software user manuals. Instructs, assigns, directs, and checks the work of other software developers on development team.	Bachelors	8	None

Labor Category	Description	Education	Years of Exp	Certifications
Database Analyst/Programmer	Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, and integration of systems through database design.	Bachelors	3	None
Database Manager/Administrator	Provides all activities related to the administration of computerized databases. Projects long range requirements for database administration and design in conjunction with other managers in the information systems function.	Bachelors	3	None
Client/Server Database Manager	Projects long-range requirements for client/server database administration in conjunction with other managers in the information systems function as well as business function managers. Prepares activity and progress reports regarding the client/server database management section.	Bachelors	3	None
Web Software Developer	Designs, develops, troubleshoots, debugs, and implements software code (such as HTML, CGI, and JavaScript) for a component of the website. Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Deploys large web-based transaction systems using application servers. Researches, tests, builds, and coordinates the integration of new products per production and client requirements.	Bachelors	3	None
Web Designer	Designs and builds web pages using a variety of graphics software applications, techniques, and tools. Designs and develops user interface features, site animation, and special-effects elements. Contributes to the design group's efforts to enhance the look and feel of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications.	Bachelors	3	None
Software Systems Engineer	Formulates/defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Provides overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of software systems programming applications. Evaluates new and existing software products.	Bachelors	8	None
Systems Engineer	Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing software products.	Bachelors	8	None
Senior Systems Architect	Experience in the structured analysis, design methodologies and design tools (such as entity relationship diagrams, and other design techniques), object-oriented principles, and experience with the logical and physical functional, operational, and technical architecture of large and complex information systems. Conceptualize and create documentation of workflows and user guides. Researches transactional	Bachelors	8	None

Labor Category	Description	Education	Years of Exp	Certifications
	issues, integration points, identifies root causes, and drives resolutions. Master's degree is desirable.			
Principal Systems Architect	Supervises system architects, 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 that the common operating environment is compliant with agency standards. Evaluates analytically and systematically problems of workflows, organization, and planning and develops appropriate corrective action.	Masters	10	None
Senior Business Process Consultant	Analyzes process and re-engineering, with an understanding of technical problems and solutions as they relate to the current and future business environment. Creates process change by integrating new processes with existing ones and communicating these changes to impacted Business Systems teams. Recommends and facilitates quality improvement efforts.	Bachelors	8	None
Subject Matter Specialist/Consultant	Provides technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and implementation advice on exceptionally complex problems that necessitate high-level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, modeling, simulation, testing, integration, documentation and presentation phases.	Bachelors	8	None
Intermediate Subject Matter Expert	Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; life-cycle management; software development methodologies; and modeling and simulation. Acts as a liaison between developers and end users and clients to ensure technical compatibility and satisfaction.	Bachelors	3	None
Senior Subject Matter Expert	Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; life-cycle management; software development methodologies; and modeling	Bachelors	10	None

Labor Category	Description	Education	Years of Exp	Certifications
	and simulation. Acts as a liaison between developers and end users and clients to ensure technical compatibility and satisfaction.			
Staff Technical Writer	Prepares, reviews and edits technical documentation (manuals, on-line help, design documents, specifications, etc.) incorporating information provided by customer, managers, analyst, programmer, and operations personnel. Must have substantial knowledge of the capabilities of computer systems and ability to elicit information from technical sources. Duties include writing, editing, and graphic presentation of technical information for both technical and non-technical personnel. Interprets technical documentation standards and prepares documentation according to standards.	Bachelors	1	None
Senior Technical Writer	Prepares, reviews and edits technical documentation (manuals, on-line help, design documents, specifications, etc.) incorporating information provided by customer, managers, analyst, programmer, and operations personnel. Must have substantial knowledge of the capabilities of computer systems and ability to elicit information from technical sources. Duties include writing, editing, and graphic presentation of technical information for both technical and non-technical personnel. Interprets technical documentation standards and prepares documentation according to standards. Plans and supervises multiple projects and/or tasks involving a wide range of IT-related documentation.	Bachelors	4	None
Test Engineer	Subject matter specialist providing testing know-how in for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.	Bachelors	3	None
Intermediate Configuration Management Specialist	Establishes and enforces procedures to ensure that software products are reviewed, approved, and baselined at the appropriate points in their life cycles. Ensures that the proper documentation is available to deploy and maintain each version of a software product. Responsible for data management integrity. Configures IT equipment, maintains records of configuration, parts specifications, receiving documents and other related information.	Bachelors	2	None
Senior Configuration Management Specialist	Establishes and enforces procedures to ensure that software products are reviewed, approved, and base lined at the appropriate points in their life cycles. Ensures that the proper documentation is available to deploy and maintain each version of a software product. Responsible for data management integrity.	Bachelors	5	None
Project Manager	Leads team on large projects or significant segment of large complex projects. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components.	Masters	13	None
Senior Program Manager	Leads projects that involve the successful management of teams composed of data processing and other information management professionals who have been involved in analysis, design, integration, testing, documenting, converting, extending, and implementing	Bachelors	10	None

Labor Category	Description	Education	Years of Exp	Certifications
	automated information and/or telecommunications systems. Manages overall coordination of IT projects across a contract or enterprise. Sets project scope, priorities, deadlines and deliverables schedule. Facilitates discussion and consensus among developers, analysts and clients. Manage and monitor budgets and quality to ensure contractual compliance.			
Systems Administrator	Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Monitors LAN, WAN, and servers. Provides batch monitoring, tape back-up, and restoration. Administers mail system and implements new database architecture. Monitors and conducts performance evaluation of networks. Supports, installs, maintains, and troubleshoots all local area and wide area networking devices and related software for branch offices and internal and external networks.	Bachelors	3	None
Intermediate Network Systems Programmer	Apply experience as a networking generalist. Requires experience with more than one of the LAN/WAN and network layer protocols. Possess knowledge of networking products. Understand architecture principles and design practices. Understand data com concepts. Ability to support large projects and system wide problems. Exercises some latitude in determining technical objectives of assignment. Translates specified goals in to own work assignments. Interfaces cross-functionally and works on team collaboration extending beyond work group. Customer resolution requires excellent verbal skills and professional presentation. Provides technical guidance to new team members. Takes ownership for initiatives and code facets, and then drives ongoing evaluation and success. Follows prescribed methods on issue resolution. Uses judgment to solve problems. Applies high degree of ingenuity using broad parameters for foundation of decisions.	Bachelors	4	None
541330ENG				
Engineer Analyst I	Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, service, or products to support the development of systems. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation. Responsible for applying appropriate operations research modeling techniques to problems that model input, output and logical flow in sufficient detail for programming. Must be capable of monitoring the mathematical and programming aspects of project for adherence to objectives of the model. Must be capable of developing models that can utilize simulation. Incumbent must be capable of applying operations research methodologies to define and formulate systems and operational analysis. Must have knowledge of principles, theories, procedures and techniques to include statistical concepts, linear regression, optimization, game theory, graph theory, design of experiments, heuristic problem solving, monte carlo methods, stochastic processes, reliability theory, multiple criteria decision	Bachelor's in Engineering, Operations Research or related technical discipline	2	None

Labor Category	Description	Education	Years of Exp	Certifications
	making, normative theory of decisions, applied integer, linear and non-linear programming, quantitative analysis, data analytics. Candidate should have experience in using a variety of tools to support the analysis as well as experience with software languages to support the analysis and modeling of complex systems.			
Engineer Analyst II	Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions. May collect and analyze data and develop decision support software, service, or products to support the development of systems. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation. Responsible for applying appropriate operations research modeling techniques to problems that model input, output and logical flow in sufficient detail for programming. Must be capable of monitoring the mathematical and programming aspects of project for adherence to objectives of the model. Must be capable of developing models that can utilize simulation. Incumbent must be capable of applying operations research methodologies to define and formulate systems and operational analysis. Must have knowledge of principles, theories, procedures and techniques to include statistical concepts, linear regression, optimization, game theory, graph theory, design of experiments, heuristic problem solving, monte carlo methods, stochastic processes, reliability theory, multiple criteria decision making, normative theory of decisions, applied integer, linear and non-linear programming, quantitative analysis, data analytics. Candidate should have experience in using a variety of tools to support the analysis as well as experience with software languages to support the analysis and modeling of complex systems.	Bachelor's in Engineering, Operations Research or related technical discipline	6	None
Engineer Technician I	Under direct supervision, provides assistance on engineering tasks. Gathers, analyzes, and composes technical information required to prepare user manuals, training materials, installation guides, proposals, reports, etc. Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.	AA/AS/equivalent in engineering, scientific, or technical discipline appropriate to the domain.	2	None
Engineer Technician II	Under direct supervision, provides assistance on engineering tasks. Gathers, analyzes, and composes technical information required to prepare user manuals, training materials, installation guides, proposals, reports, etc. Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.	AA/AS/equivalent in engineering, scientific, or technical discipline appropriate to the domain.	5	None

Labor Category	Description	Education	Years of Exp	Certifications
Engineer Technician III	May lead or supervise other Technicians. Provides a variety of assistance on engineering tasks, gathers, analyzes, and composes technical information required to prepare user manuals, training materials, installation guides, proposals, reports, etc. Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.	AA/AS/equivalent in engineering, scientific, or technical discipline appropriate to the domain.	10	None
Engineering Manager I	Manages complex tasks and staff performing engineering, technical, or scientific activities. May also serve as a technical resource on a task.	BA/BS/equivalent in Management, Business, engineering scientific, or technical discipline	5	None
Engineering Manager II	Manages complex tasks and staff performing engineering, technical, or scientific activities. May also serve as a technical resource on a task. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.	BA/BS/equivalent in Management, Business, engineering scientific, or technical discipline	8	None
Engineering Project Coordinator	Responsible for providing engineering project coordination services to professional project staff. Provides contract/subcontract domain expertise in implementation, execution and administration. Responsible for management and oversight of contracts evaluating compliance with requirements and regulations, maintaining communication to ensure timely and execution. Develops standards for contracts to include FAR, general language and provisions. Develops, negotiates and executes subcontracts as required. Monitors contract performance per FAR. Monitors, evaluates, analyzes and manages the financial performance of the contract to include developing budgets, preparing financial reports, etc. Assists with government invoicing and subcontractor payments. Maintains project schedules, manages deadlines on deliverables and communicates on an ongoing basis with government to ensure project success. Responsible for maintaining records of goods ordered and received, locating vendors of materials, equipment or supplies, and interviewing potential vendors to determine product availability, suitability and terms of sales. Executes purchase order claims based on government approval and review contracts for conformance to company and government policy. Coordinates travel of professional project staff; provides travel estimates and invoicing to government per government travel regulations and policies.	AA/AS/equivalent in engineering, scientific, or technical discipline appropriate to the domain.	4	None
Industrial Engineer II	Provides human factors/industrial engineering support related to systems, facilities, and interfaces. Applies the understanding of human capabilities and limitations to the design, development, and evaluation	Master's Degree in one of the	5	None

Labor Category	Description	Education	Years of Exp	Certifications
	of systems, facilities, and services. Experience with system development including the use of prototypes and experience in working with user groups. Possesses skills in research, writing, and presenting results such as through published work and conference presentations. Can work independently applying human factors knowledge and skill rather than following a predefined script to accomplish the tasks.	following relevant fields as follows: Cognitive Psychology, Experimental Psychology, Applied Psychology, Perception Psychology, Ergonomics, and Human Factors.		
Industrial Engineer III	Provides senior level human factors/industrial engineering support related to systems, facilities, and interfaces. Applies the understanding of human capabilities and limitations to the design, development, and evaluation of systems, facilities, and services. Experience with leading system development including the use of prototypes and experience in working with user groups. Experience in independently conducting research, writing, and presenting results such as through first author of published work and conference presentations. Possesses human factors knowledge and skills and leading projects, and is considered an expert in Human Factors / Industrial Engineering.	Master's Degree in one of the following relevant fields as follows: Cognitive Psychology, Experimental Psychology, Applied Psychology, Perception Psychology, Ergonomics, and Human Factors.	10	None
Industrial Engineer V	Provides senior level human factors/industrial engineering support related to systems, facilities, and interfaces. Applies the understanding of human capabilities and limitations to the design, development, and evaluation of systems, facilities, and services. Experience with leading system development including the use of prototypes and experience in working with user groups. Experience in independently conducting research, writing, and presenting results such as through first author of published work and conference presentations. Possesses human factors knowledge and skills and leading projects, and is considered an expert in Human Factors / Industrial Engineering.	Master's Degree in one of the following relevant fields as follows: Cognitive Psychology, Experimental Psychology, Applied Psychology, Perception Psychology, Ergonomics, and Human Factors.	20	None

Labor Category	Description	Education	Years of Exp	Certifications
Subject Matter Expert Engineer III	Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, design and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts. May have expertise in the following specialties: information systems, telecommunications; automation; risk management/electronic analysis; modeling and simulation, a variety of engineering disciplines to include: aeronautical, aerospace, astronautical, electrical, electronics, industrial, mechanical, materials, etc. Leads Design and Analysis of the system to fulfill project objectives. Reviews existing programs and assists in making refinements to support performance improvements.	Master's degree in Engineering or other related scientific or technical discipline	5	None
Subject Matter Expert Engineer IV	Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, design and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts. May have expertise in the following specialties: information systems, telecommunications; automation; risk management/electronic analysis; modeling and simulation, a variety of engineering disciplines to include: aeronautical, aerospace, astronautical, electrical, electronics, industrial, mechanical, materials, etc. Leads Design and Analysis of the system to fulfill project objectives. Reviews existing programs and assists in making refinements to support performance improvements.	Master's degree in Engineering or other related scientific or technical discipline	10	None
Subject Matter Expert Engineer V	Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, design and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts. May have expertise in the following specialties: information systems, telecommunications; automation; risk management/electronic analysis; modeling and simulation, a variety of engineering disciplines to include: aeronautical, aerospace, astronautical, electrical, electronics, industrial, mechanical, materials, etc. Leads Design and Analysis of the system to fulfill project objectives. Reviews existing programs and assists in making refinements to support performance improvements.	PhD degree in Engineering or other related scientific or technical discipline	20	None
Systems Engineer I	Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing systems. Uses digital engineering artifacts and tools such as System Architect, Sparx EA, Cameo System Modeler to document designs Possesses understanding of UML and SysML. Gathers, analyzes, and composes technical information required to prepare user manuals, training materials, installation guides, proposals, reports, etc. Edits functional descriptions, system specifications, user manuals, special	BA/BS in engineering scientific, or technical discipline appropriate to the domain.	2	None

Labor Category	Description	Education	Years of Exp	Certifications
	reports, or any other customer deliverables and documents. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.			
Systems Engineer II	Performs a variety of systems engineering tasks and activities that are broad in nature and are concerned with major systems design, integration, and implementation, including personnel, hardware, software, budgetary, and support facilities and/or equipment. Provides quality assurance review and the evaluation of new and existing systems. Uses digital engineering artifacts and tools such as System Architect, Sparx EA, Cameo System Modeler to document designs Possesses understanding of UML and SysML. Gathers, analyzes, and composes technical information required to prepare user manuals, training materials, installation guides, proposals, reports, etc. Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.	BA/BS in engineering scientific, or technical discipline appropriate to the domain.	5	None
Test Engineer III	Performs the full range of acceptance test and evaluation functions, including test planning, test execution, data collection, analysis and reporting; data management; test article engineering, development and maintenance; and logistics support. Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates independently in developing methodology and presenting solutions to problems. Creates test plans, analyzes data and produces test results and reports.	BA/BS/equivalent in engineering, scientific, or technical discipline appropriate to the domain.	10	None
Test Engineer IV	Performs the full range of acceptance test and evaluation functions, including test planning, test execution, data collection, analysis and reporting; data management; test article engineering, development and maintenance; and logistics support. Possesses and applies comprehensive knowledge across key tasks and high impact assignments. May serve as technical lead and/or subject matter expert in specific areas, possessing knowledge of a particular function to support testing, Test Management, or Test Article Logistics and Management. Possesses and applies functional knowledge of programs, infrastructure, equipment, systems and software applicable to the technical domain. Creates test plans, analyzes data and produces test results and reports.	BA/BS/equivalent in engineering, scientific, or technical discipline appropriate to the domain.	16	None
Senior Network Systems Programmer	Apply extensive experience as a networking generalist or specialist. Requires experience with more than one of the LAN/WAN and network layer protocols. Possess broad knowledge of networking products. Understand advanced architecture principles and design practices. Understand advanced data com concepts. Ability to plan large projects and system wide problems. Exercises considerable latitude in determining technical objectives of assignment. Translates high level goals in to own work assignments. Interfaces cross-functionally and leads team collaboration extending beyond work group. Customer	Bachelor's	7	None

Labor Category	Description	Education	Years of Exp	Certifications
	resolution requires excellent verbal skills and professional presentation. Mentors junior team members and resolves conflicts by fostering team communications. Provides technical guidance to small teams. Takes ownership for initiatives and code facets, and then drives ongoing evaluation and success. Determines own methods on issue resolution. Uses judgment to solve problems. Applies high degree of ingenuity using broad parameters for foundation of decisions.			
518210C				
Cloud Data Engineer II	Cloud Data Engineer II is experienced with data warehousing and analytic services including storage, permissions, private cloud, database services, backups, virtual machines, and parallel processing technologies. Supports development of data storage and retrieval applications in the cloud using cloud data storage services. Experienced with big data application development and/or with cloud data warehousing. Performs database administration with experience in T-SQL and SQL using a variety of SQL databases. Develops descriptive data models for data aggregation to extract historical insights. Creates predictive data models and applies forecasting techniques to learn about the future with actionable insights. Creates prescriptive data models, allowing users to take advantage of recommendations for different outcomes. Analyzes data to identify hidden patterns from stored data. Experienced with cloud SDKs and programmatic access services. Proficient in a relevant programming language for cloud platforms. Possesses requisite knowledge of database platforms/cloud solutions. Proficient in analytics tools. Microsoft Certified: Azure Data Engineer Associate, MCSE: Data Management and Analytics, Google Professional Data Engineer certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	4	None
Cloud Data Engineer IV	Cloud Data Engineer IV is experienced with data warehousing and analytic services including storage, permissions, private cloud, database services, backups, virtual machines, and parallel processing technologies. Supports development of data storage and retrieval applications in the cloud using cloud data storage services. Experienced in big data application development and/or with cloud data warehousing. Performs database administration with experience in T-SQL and SQL using a variety of SQL databases. Develops descriptive data models for data aggregation to extract historical insights. Creates predictive data models and applies forecasting techniques to learn about the future with actionable insights. Creates prescriptive data models. Analyzes data to identify hidden patterns from stored data. Experienced with cloud SDKs and programmatic access services. Proficient in a relevant programming language for cloud platforms. Possesses requisite knowledge of database platforms/cloud solutions. Proficient in analytics tools. Microsoft Certified: Azure Data Engineer Associate, MCSE: Data Management and Analytics, Google Professional Data Engineer certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	6	None
Cloud Desktop Administrator	Cloud Desktop Administrator deploys, configures, secures, manages, and monitors devices and client applications in an enterprise environment to support cloud applications. Deploys, updates and maintains Windows and/or Linux operating systems. Manages devices and Cloud data for the cloud; Configures connectivity to networks;	Bachelor's degree in Computer Science, Information	2	None

Labor Category	Description	Education	Years of Exp	Certifications
	Installs, deploys and updates applications and data; Manages access policies and profiles; Manages and protect devices; applies security controls applicable to desktop/laptops; Manages multifactor authentication across platforms for cloud implementation. Microsoft 365 Modern Desktop Administrator Associate certificate preferred.	Systems, Engineering, Business, or other related scientific or technical discipline		
Cloud Developer I	Cloud Developer I develops microservice applications and makes applications cloud enabled. Responsible for innovating, architecting, designing and implementing highly available, scalable cloud systems. Requisite understanding of API development using SOA and REST. Designs, develops cloud native applications, deploys and supports enterprise-level microservices using continuous deployment practices. Supports design of features and identifying areas for improvement proactively. Collaborates with other teams to design, develop, and deploy highly scalable media distribution APIs and services. Provides technical leadership and best engineering practices to implement new services, replace existing ones and resolve defects. Writes clean, tested, and well-documented code and participates in peer code review process. Possesses fluency with Java, C# and ability to support a codebase with thousands of lines of code. Possesses skills in design and development of automated software tests (unit, integration, end-to-end). Possesses application developer skills to support cloud network tuning, monitoring, and application installation. Possesses skills in the development of cloud scripting using bash, csh, shell, PowerShell and/or Python. Possesses SQL proficiency, with experience optimizing database queries. Possesses experience in porting an existing system/application written in a variety of languages to a cloud-based, serverless solution. Familiar with configuration and deployment tools. Experience in developing cloud applications in an Agile environment. AWS Certified Developer – Associate, Microsoft Certified: Azure Developer Associate certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	2	None
Cloud Developer III	Cloud Developer III develops microservice applications and makes applications cloud enabled. Responsible for innovating, architecting, designing and implementing highly available, scalable cloud systems. Requisite understanding of API development using SOA and REST. Designs, develops cloud native applications, deploys and supports enterprise-level microservices using continuous deployment practices. Supports design of features and identifying areas for improvement proactively. Collaborates with other teams to design, develop, and deploy highly scalable media distribution APIs and services. Provides technical leadership and best engineering practices to implement new services, replace existing ones and resolve defects. Writes clean, tested, and well-documented code and participates in peer code review process. Possesses fluency in Java, C# and ability to support a codebase with thousands of lines of code. Possesses skills in design and development of automated software tests (unit, integration, end-to-end). Possesses application developer skills to support network tuning, monitoring, and application installation. Possesses requisite skills in developing scripting using bash, csh, shell, PowerShell and/or Python.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	4	None

Labor Category	Description	Education	Years of Exp	Certifications
	Possesses SQL proficiency, with experience optimizing database queries. Possesses experience in porting an existing system/application written in a variety of languages to a cloud-based, serverless solution. Familiar with configuration and deployment tools. Experience developing applications in an Agile environment. AWS Certified Developer – Associate; Microsoft Certified: Azure Developer Associate certificates preferred.			
Cloud Developer IV	Develops microservice applications and makes applications cloud enabled. Responsible for innovating, architecting, designing and implementing highly available, scalable cloud systems. Requisite understanding of API development using SOA and REST. Designs, develops cloud native applications, deploys and supports enterprise-level microservices using continuous deployment practices. Supports design of features and identifying areas for improvement. Collaborates with other teams to design, develop, and deploy highly scalable media distribution APIs and services. Provides technical leadership and best engineering practices to implement new services, replace existing ones and resolve defects. Writes clean, tested, and well-documented code and participates in peer code review process. Possesses fluency with Java, C# and ability to support a codebase with thousands of lines of code. Possesses skills in the design and development of automated software tests (unit, integration, end-to-end). Possesses application developer skills to support network tuning, monitoring, and application installation. Possesses skills in the development of scripting using bash, csh, shell, PowerShell and/or Python. Possesses SQL proficiency, with experience optimizing database queries. Possesses experience in porting an existing system/application written in a variety of languages to a cloud-based, serverless solution. Familiar with configuration and deployment tools. Experience developing applications in an Agile environment. AWS Certified Developer – Associate, Microsoft Certified: Azure Developer Associate certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	8	None
Cloud DevOps Engineer I	Cloud DevOps Engineer I uses DevSecOps methods to develop applications using languages. Architects, develops, and implements software cloud solutions related to the DevOps and Agile Transformation of the enterprise for the cloud. Possesses requisite experience with CI/CD technologies and other DevOps related technologies. Develops automation strategies for both private and public data center stacks. Works with software languages including node.js, Go, Java, PHP, Ruby and COTS based application distributions. Evaluates strengths and weaknesses in the CI/CD processes and make recommendations of automation to mitigate weaknesses and risks. Works with peers within team and outside team to help develop continuous integration and continuous development pipeline. Works with leaders at customer locations to help advise them on how best to achieve their DevOps goals. Possesses requisite knowledge of DevOps. Possesses requisite expertise in core infrastructure areas (VPC, EC2, RDS, S3, etc.). Requisite experience with Python, PowerShell, bash, csh, CloudFormation, Terraform, Jenkins, Docker, Kubernetes and/or other automation and scripting languages and tools. Experience with Git / GitHub/ BitBucket with requisite understanding of version control /	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	2	None

Labor Category	Description	Education	Years of Exp	Certifications
	branching and merging strategies and best practices. Requisite experience with unit cloud testing techniques, strategies, tools and their integration into the CI/CD pipeline. Experience with static code analyzers. AWS Certified Database - Professional; Microsoft Certified: Azure DevOps Engineer Expert, Google Professional DevOps Engineer certificates preferred.			
Cloud DevOps Engineer II	Cloud DevOps Engineer II uses DevSecOps methods to develop applications using languages. Architects, develops and implements software cloud solutions related to the DevOps and Agile Transformation of the enterprise for the cloud. Possesses requisite experience with CI/CD technologies including Git, Hashicorp tool sets, Terraform, Puppet, Chef, Jenkins, Docker EE, Openshift, ELK Stack and/or other DevOps related technologies. Develops automation strategies for data center stacks (Hyperconverged/Traditional architectures, VMWare, KVM, Cisco, F5 & AWS, Azure, GCP). Works with software languages including node.js, Go, Java, PHP, Ruby and COTS based application distributions. Evaluates strengths and weaknesses in the CI/CD Processes and make recommendations of automation to mitigate weaknesses and risks. Works with peers within team and outside team to help develop continuous integration and continuous development pipeline. Works with leaders at customer locations to help advise them on how best to achieve their DevOps goals. Possesses expertise in core infrastructure areas (VPC, EC2, RDS, S3, etc.). Requisite experience with Python, PowerShell, bash, csh, CloudFormation, Terraform, Jenkins, Docker, Kubernetes and/or other automation and scripting languages and tools. Requisite experience with Git / GitHub/ BitBucket with understanding of version control / branching and merging strategies and best practices. Requisite experience with unit cloud testing techniques, strategies, tools and their integration into the CI/CD pipeline. Requisite experience with static code analyzers such as SonarQube, Fortify, Coverity, StyleCop, CheckStyle, PMD, etc. AWS Certified Database – Specialty; Microsoft Certified: Azure Data Engineer Associate, MCSE: Data Management and Analytics; Google Professional Data Engineer certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	4	None
Cloud DevOps Engineer IV	Cloud DevOps Engineer IV uses DevSecOps methods to develop applications using languages. Architects, develops and implements software cloud solutions related to the DevOps and Agile Transformation of the enterprise for the cloud. Possesses requisite experience with CI/CD technologies including Git, Hashicorp tool sets, Terraform, Puppet, Chef, Jenkins, Docker EE, Openshift, ELK Stack and many other DevOps related technologies. Develops automation strategies for both data center stacks (Hyperconverged/Traditional architectures, VMWare, KVM, Cisco, F5 & AWS, Azure, GCP). Works with software languages which will include node.js, Go, Java, PHP, Ruby and COTS-based application distributions. Evaluates strengths and weaknesses in the CI/CD Processes and make recommendations of automation to mitigate weaknesses and risks. Works with peers within team and outside team to help develop continuous integration and continuous development pipeline. Works with leaders at customer locations to help advise them on how best to achieve their DevOps	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	6	None

Labor Category	Description	Education	Years of Exp	Certifications
	goals. Possesses expert knowledge in DevOps and the need for application teams to adopt best practices. Engages in AWS engineering work for clients via tickets submitted to the service desk as assigned. Possesses platform expertise in the “core” infrastructure areas (VPC, EC2, RDS, S3, etc.). Requisite experience with Python, PowerShell, bash, csh, CloudFormation, Terraform, Jenkins, Docker, Kubernetes and/or other automation and scripting languages and tools. Requisite experience with Git / GitHub/ BitBucket with requisite understanding of version control / branching and merging strategies and best practices. Requisite experience with cloud unit testing techniques, strategies, tools and their integration into the CI/CD pipeline. Requisite experience with static code analyzers such as SonarQube, Fortify, Coverity, StyleCop, CheckStyle, PMD, etc. AWS Certified DevOps Engineer – Professional; Microsoft Certified: Azure DevOps Engineer Expert, Google Professional DevOps Engineer certificates preferred.			
Cloud Security Engineer II	Cloud Security Engineer II provides security expertise in the analysis, assessment, development, and evaluation of security cloud solutions and architectures to secure applications, operating systems, databases, and networks. Develops cloud standards, policies and procedures as well as best practices documentation. Participates in efforts that tailor security policies and standards for use in cloud environments. Translates security and technical requirements into business requirements and communicate security risks to different audiences. Proposes and/or designs technical cloud solutions, which include creating prototypes and proofs of concept while maintaining a security mindset. Leads and influences multi-disciplinary teams in implementing and operating cyber security controls. Provides info security architecture and systems engineering consulting to other teams. Automates security controls, data and processes to provide better metrics and operational support. Utilizes cloud-based APIs when appropriate to write network/system level tools for securing cloud environments. Identifies and implements new security technologies and best practices into cloud offerings. Evaluates new technologies against established requirements and validate the security of the technology. Creates technical and managerial level reports and risk assessments for cloud-based applications and infrastructure. Identifies processes/procedures for cloud security events, including forensic isolation and mitigation with Digital Forensics and Incident Response teams. Supports monitoring and maintaining network security suite of tools. Identifies security threats by conducting continual monitoring, penetration testing, vulnerability assessments and log analysis. AWS Certified Security – Specialty; Microsoft Certified: Azure Security Engineer Associate, Google Cloud Security Engineer certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	2	None
Cloud Security Engineer IV	Cloud Security Engineer IV provides security expertise in the analysis, assessment, development, and evaluation of security cloud solutions and architectures to secure applications, operating systems, databases, and networks. Develops cloud standards, policies and procedures as well as best practices documentation. Participates in efforts that tailor security policies and standards for use in cloud environments.	Bachelor's degree in Computer Science, Information Systems,	6	None

Labor Category	Description	Education	Years of Exp	Certifications
	Translates security and technical requirements into business requirements and communicate security risks to different audiences. Proposes and/or designs technical cloud solutions, which include creating prototypes and proofs of concept while maintaining a security mindset. Leads and influences multi-disciplinary teams in implementing and operating cyber security controls. Automates security controls, data and processes to provide metrics and operational support. Utilizes cloud-based APIs when appropriate to write network/system level tools for securing cloud environments. Identifies and implements new security technologies and best practices into cloud offerings. Evaluates new technologies against established requirements and validate the security of the technology. Creates technical and managerial level reports and risk assessments for cloud-based applications and infrastructure. Identifies processes/procedures handling cloud security events, including forensic isolation and mitigation with Digital Forensics and Incident Response teams. Supports monitoring and maintaining network security suite of tools. Identifies security threats by conducting continual monitoring, penetration testing, vulnerability assessments and log analysis. AWS Certified Database – Specialty; Microsoft Certified: Azure Data Engineer Associate, MCSE: Data Management and Analytics; Google Professional Data Engineer certificates preferred.	Engineering, Business, or other related scientific or technical discipline		
Cloud Services Manager	Cloud Services Manager assesses, recommends and assigns cloud computing resources and virtualization options and plans for clients, monitors usage, reports to clients. Consolidates cloud bills for payment by finance; working with the cloud systems architect develops different cost models. Implements mechanisms to keep downward-pressure on spend such as turning of development resources (where unused out of business hours) and limiting subscriptions to those who need it for their role. Manages end-user adds, edits, and deletes to subscription services through a central directory. Manages on-boarding and exiting of staff in terms of cloud service subscriptions. Runs compliance reports on cloud services users and usage. Provides service catalog ownership and control. Educates cloud consumers on their rights and responsibilities. Advises cloud service administrators on compliance requirements. Runs compliance reports, enforce standards and disciplinary policies. Maintains map of business processes to services. Assists with integration of cloud services. Mitigates risks and develops, monitors and enforces standards and compliance. AWS Certified Security – Specialty; Microsoft Certified: Azure Security Engineer Associate; Google Cloud Security Engineer certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	10	None
Cloud System Administrator II	Cloud System Administrator II manages the instances of the cloud infrastructure services and the multiple cloud servers. Develops and supports cloud, windows or Unix infrastructure to include providing technical assistance on windows and/or Linux cloud-based systems and resolve operational issues. Installs and troubleshoot: Installs and configures the Windows and/or Linux operating system in cloud IaaS suppliers; has requisite experience in the configuration of VMs and web applications. Administers servers, workstations, network infrastructure, and databases for development and deployment. Provision, install, configure, operate and maintain services and system software and	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or	4	None

Labor Category	Description	Education	Years of Exp	Certifications
	related infrastructure. Resolves and gives any help to users and system administrators about system issues. Applies patches and upgrades, and upgrades administrative tools and utilities. Investigates configuration and system security of the systems to ensure they are working effectively, and they are up to date to include managing and upgrading operating systems and ensuring that the systems meet security requirements. Designs and deploys compliant and policy-driven security procedures, protocols, and controls. Monitors and investigates the capacities and performance of the systems. Compares, assesses, and implements new technologies, and integrate systems into the computing environment. Documents systems infrastructure for the convenience of the clients. Security and Strategies: Configures cloud servers, including security configurations, fixing, and troubleshooting and maintain system security strategies, policies, and procedures. Possesses requisite knowledge of Code Green, Proofpoint, Active Directory, Exchange, Office 365, Azure, AWS, GCP, and/or various Windows-based innovations. Monitors systems daily, verifying the integrity and availability of all hardware, server resources, systems, and processes, reviewing system and application logs, and verifying completion of scheduled jobs. AWS Certified SysOps Administrator – Associate; MCSE: Data Management and Analytics, Google Professional Data Engineer; MCSA: Universal Windows Platform, Red Hat Certified System Administrator in Red Hat OpenStack, CompTIA Cloud Essentials, VMware Certified Professional 6 – Data Center Virtualization Exam certificates preferred.	technical discipline		
Cloud Systems Architect I	Cloud Systems Architect I develops a computing strategy which incorporates strategies for cloud adoption plans, cloud application design as well as cloud management and monitoring. Additional responsibilities include support for application architecture and deployment in cloud environments. Performs analysis, designs and implements cloud cloud solutions in variety of cloud environments. Assists with the architectural design, development, customization, support and integration efforts of cloud solutions utilizing Informatica, Google Cloud, Microsoft Azure, Amazon Web Services and Office 365 - creating a well-informed cloud strategy and managing the adaption process. Transforms legacy development platforms into a cloud-based architecture while supporting all cloud systems. Assists the software architecture and enterprise capabilities (scalability, reliability, extensibility, maintainability, etc.). Establishes standards and best practices across teams, applications, and environments and mentor team members in documented Cloud best practices and techniques. Documents design, systems architecture, and change management plans and review the contributions of team members for said plans. Participates in research, case studies, and prototypes on leading edge technologies and how they can be leveraged, while keeping skills and knowledge current and up to date as products evolve and new products emerge. Partners with Data Architects, Integration Engineers and Solution Owners to deliver cloud solutions. Assists with the quality assurance process of program code and program logic, data processing, and error resolution across applications. Possesses knowledge of a	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	4	None

Labor Category	Description	Education	Years of Exp	Certifications
	multitude of programming languages. Possesses the ability and the knowledge to integrate services and tools to any and all areas to be used like networks and data processing. Possesses knowledge of at least one operating system: Linux, Unix, Solaris, Ubuntu, Windows; Possesses understanding of networking technologies: TCP/IP, IP addresses, HTTP, DNS, Firewalls. Possesses understanding of security concepts and cloud services that implement security. AWS Certified Database – Specialty; Microsoft Certified: Azure Administrator Associate or Microsoft Certified Cloud Solutions Expert: Cloud Platform and Infrastructure, GCP Certified Administrator certificates preferred.			
Cloud Systems Architect II	Cloud Systems Architect II develops a computing strategy which incorporates strategies for cloud adoption plans, cloud application design as well as cloud management and monitoring. Additional responsibilities include support for application architecture and deployment in cloud environments. Performs analysis, designs and implements cloud solutions in variety of cloud environments. Assists with the architectural design, development, customization, support and integration efforts of cloud solutions utilizing Informatica, Google Cloud, Microsoft Azure, Amazon Web Services and Office 365 - creating a well-informed cloud strategy and managing the adaption process. Transforms legacy development platforms into a cloud-based architecture while supporting all cloud systems. Assists the software architecture and enterprise capabilities (scalability, reliability, extensibility, maintainability, etc.). Establishes standards and best practices across teams, applications, and environments and mentor team members in documented Cloud best practices and techniques. Assists with proposal efforts including statement of work development, level of effort and time estimates across our full portfolio of applications across the organization. Documents the design, systems architecture, and change management plans and review the contributions of team members for said plans. Participates in research, case studies, and prototypes on leading edge technologies and how they can be leveraged, while keeping skills and knowledge current and up to date as products evolve and new products emerge. Assists with the quality assurance process of program code and program logic, data processing, and error resolution across applications. Possesses knowledge of a multitude of programming languages including Python, PHP, Java, Node, Ruby on Rails, C#. Integrates services and tools to any and all areas to be used like networks and data processing. Possesses requisite knowledge of at least one operating system: Linux, Unix, Solaris, Ubuntu, Windows; prior experience as an administrator or architect. Possesses understanding of networking technologies: TCP/IP, IP addresses, HTTP, DNS, Firewalls. Possesses understanding of security concepts and cloud services that implement security. AWS Certified cloud solutions Architect – Associate; Microsoft Certified Azure Associate Administrator, GCP Certified Administrator certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	6	None

Labor Category	Description	Education	Years of Exp	Certifications
Cloud Systems Architect IV	Cloud Systems Architect IV develops a computing strategy which incorporates strategies for cloud adoption plans, cloud application design as well as cloud management and monitoring. Additional responsibilities include support for application architecture and deployment in cloud environments. Performs analysis, designs and implements cloud solutions in variety of cloud environments. Oversees and leads the architectural design, development, customization, support and integration efforts of cloud solutions utilizing Informatica, Google Cloud, Microsoft Azure, Amazon Web Services and Office 365 - creating a well-informed cloud strategy and managing the adaption process. Transforms legacy development platforms (CRM, ERP, Digital Platform tools, Data Warehouse, etc.) into a cloud-based architecture. Accountable for defining and driving software architecture and enterprise capabilities (scalability, reliability, extensibility, maintainability, etc.). Establishes standards and best practices across multiple teams, applications, and environments and mentor team members in documented Cloud best practices and techniques. Leads technical proposal efforts including statement of work development, level of effort and time estimates across our full portfolio of applications across the organization. Documents the design, systems architecture, and change management plans and review the contributions of team members for said plans. Drives research, case studies, and prototypes on leading edge technologies and how they can be leveraged, while keeping skills and knowledge current and up to date as products evolve and new products emerge. Partners with Data Architects, Integration Engineers and Solution Owners to deliver cloud solutions. Manages the quality assurance process of program code and program logic, data processing, and error resolution across applications. Possesses requisite knowledge of a multitude of programming languages including Python, PHP, Java, Node, Ruby on Rails, C#. Integrates services and tools to any and all areas to be used like networks and data processing. Possesses knowledge of at least one operating system: Linux, Unix, Solaris, Ubuntu, Windows; prior experience as an administrator or architect. Possesses understanding of networking technologies: TCP/IP, IP addresses, HTTP, DNS, Firewalls. Possesses high-level understanding of security concepts and cloud services that implement security. AWS Certified cloud solutions Architect – Professional; Microsoft Certified: Azure Cloud Solutions Architect Expert; Google Professional Cloud Architect certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	10	None
Cloud Test Engineer II	Cloud Test Engineer II supports both security of infrastructure and applications in the cloud. Supports the Cloud DevSecOps Engineer in building and maintaining the test automation framework. Develops and configures a test environment that is similar to the production environment. Researches and resolves any broken automation scripts that fail during execution. Support manual QA testing efforts in conversion of manual test cases into automated ones. Participate in agile scrum to inject quality into the entire software delivery lifecycle. Update test results in test tracking tool(s). Participate in product backlog grooming sessions in order to develop an automation test	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or	3	None

Labor Category	Description	Education	Years of Exp	Certifications
	strategy. Report, track, and manage any discovered defects to resolution. Write and understand complex SQL queries in order to perform backend database testing. Develops test strategies and plans from requirements documents; creates defect reports. Detects defects as early in the life cycle as possible. Works effectively and collaboratively with other members on the product development team. Ensures high quality software is delivered in each software release. AWS Certified Cloud Practitioner, Microsoft Certified: Microsoft Azure Fundamentals; Google Cloud Associates Engineer certificates preferred.	technical discipline		
Cloud Test Engineer III	Cloud Test Engineer III supports both security of infrastructure and applications in the cloud. Supports the Cloud DevSecOps Engineer in building and maintaining the test automation framework. Develops and configures a test environment that is similar to the production environment. Researches and resolves any broken automation scripts that fail during execution. Support manual QA testing efforts in conversion of manual test cases into automated ones. Participates in agile scrum to inject quality into the entire software delivery lifecycle. Updates test results in test tracking tool(s). Participates in product backlog grooming sessions in order to develop an automation test strategy. Report, track, and manage any discovered defects to resolution. Write and understand complex SQL queries in order to perform backend (database) testing. Develops test strategies and plans from requirements documents; creates defect reports. Ensures high quality software is delivered in each software release. AWS Certified Cloud Practitioner; Microsoft Certified: Microsoft Azure Fundamentals, Google Cloud Associates Engineer certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	6	None
Cloud UI/UX Developer II	Cloud UI/UX Developer II is responsible for monitoring user experience and ensuring websites, software programs and products are easy to use. Works closely with other Cloud professionals and company personnel to refine user experience and perform usability tests on software products or website features to ensure functionality. Identifies target user groups and carry out interviews or other types of inquiry to help understand user needs. Ensure the creation and implementation of customized cloud experiences for the digital user. Produces high-quality cloud solutions through flow diagrams, graphic designs, storyboards and site maps. Provide guidance on the implementation of UX research techniques and testing activities to assess user behavior. Designs for accessibility standards. Creates and maintains usability documentation. Works with developers to ensure product quality. Works closely with product managers and marketing to maximize customer success. Ensure products are tested with customers and validated against business goals. Uses graphic design tools and wireframing/prototyping tools. Experience with user testing and usability analysis. Performs tests on user interface elements such as CTAs, layouts, target links, landing pages and banners. Adobe Certified Professional Certificate preferred.	Bachelor's degree in computer science, human-computer interaction, interaction design, or a related field	4	None
Microsoft Office 365 Administrator (Cloud)	Microsoft Office 365 Administrator (Cloud) configures, deploys, and manages Office 365 workloads that focus on efficient and effective collaboration and communication in an enterprise environment. Evaluates, plans, migrate, deploy, and manage Microsoft 365 services	Bachelor's degree in Computer Science,	2	None

Labor Category	Description	Education	Years of Exp	Certifications
	to include Active Directory, Teams, Exchange, etc. Secures Microsoft 365 enterprise and hybrid environments, implement and manage security and compliance cloud solutions, respond to threats, and enforce data governance. Experience with Office 365 technologies and O365 Cloud administration, configuration, troubleshooting. Experience in O365 Account Management support and issues, DLs, shared mailboxes and calendars. Experience in conference rooms, security and compliance, Teams and Endpoint Management. Expertise in email gateways: spam, SPF records, block, whitelist/blacklist. Expertise in O365: quarantine, block, spam. Manages organizational settings and resources. Plans and manages the mail architecture, email relays and application configuration. Plans and implements hybrid configurations and migration. Secures the messaging environment. Supports the day-to-day administration of Exchange Online accounts. Supports tracking and closing assigned incidents and/or service Requests. Supports the writing of procedures and documentation for processes to aid in troubleshooting. Expertise in tools to gather metrics and reports for the O365 requests. Monitors and triages support tickets, working with clients to understand requirements and resolving or rerouting the requests to the appropriate groups. Supports client requests and resolve client issues, such as Teams team site provisioning. Documents cloud solutions and ensure knowledge transfer to other resources, where required. Provides input and best practices to other project resources as part of the solution implementation. Produces metrics for the project team. Possesses requisite experience in cloud technical help/service desk support of collaboration tools, preferably Microsoft Teams or similar, troubleshooting, and documenting cloud solutions. Supports troubleshooting and analysis of issues, identifying and analyzing technology related issues. Possesses requisite technical knowledge in SharePoint Online, OneDrive for Business and other Office 365 apps. Possesses experience with SharePoint (multiple versions) collaboration site administration. Experience with Microsoft 365 Security Suite (including but not limited to: Azure AD, Exchange, Intune, Security and Compliance Manager, Microsoft Defender ATP, Sentinel). Develops, supports, implements security and privacy standards, procedures and ensures compliance. Manages desktop and laptop access to ensure users using nonprivileged accounts on laptops, control root accounts. Manages and ensure encryption on laptop, hard drives and standardization of laptop configurations (HW/OS/AV/firewall, etc.). Gathers and maintains security logs where appropriate. Manages multifactor authentication across platforms for cloud implementation. Plans and manages mail architecture, email relays and application configuration. Plans and implements hybrid configuration and migration. Secures the messaging environment using Exchange Online Protection. Supports the day-to-day administration of Exchange Online accounts. Microsoft 365 Teams Administrator Associate, Microsoft 365 Administrator Associate, Microsoft 365 Messaging Administrator Associate, Microsoft 365 Security Administrator Associate certificates preferred.	Information Systems, Engineering, Business, or other related scientific or technical discipline		

Labor Category	Description	Education	Years of Exp	Certifications
Microsoft SharePoint Administrator (Cloud)	Microsoft SharePoint Administrator (Cloud) deploys and manages Microsoft SharePoint farms and sites. Implement and oversee Microsoft's SharePoint web-based document collaboration platform. Integrate Microsoft applications to allow online collaboration, create shared storage space for files, and maintain the SharePoint platform. Extend SharePoint functionality with forms, web parts, and application technologies. Installs SharePoint platform, integrating applications, and creating libraries. Add users, controlling access to document libraries, and setting permissions. Performs maintenance of SharePoint platforms, servers, and intranet. Troubleshoots and resolves SharePoint issues or malfunctions. Provides SharePoint support and end-user training. Performs cloud data retrieval and backup procedures to prevent data loss. Ensures storage space by performing clean-ups and archiving data. Review usage and activity reports and making adjustments to ensure optimized cloud user-experiences. Maintains network infrastructure, as well as managing encryption, security zones, and firewalls. Microsoft Certified: Power Platform App Maker Associate, Microsoft 365 Certified: Teamwork Administrator Associate certificates preferred.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	3	None
Microsoft SharePoint Developer/Designer II (Cloud)	Microsoft SharePoint Developer/Designer II (Cloud) deploys and manages Microsoft SharePoint farms and sites. Migrates data from SharePoint on-prem into SharePoint Online. Validates and documents migrated teams and SharePoint sites. Designs and develops single and multipage applications using JavaScript, HTML, CSS and/or AngularJS hosted on SharePoint Online. Creates and modifies SharePoint site collections with multiple sites, unique navigational elements, custom content types and site columns, site pages, web part pages, workflows, retention policies, and governance policies. Creates custom columns, content editor, script editor web pages and web parts. Develops new user-friendly features, ensuring the technical feasibility of UI/UX designs. Tests customizations to existing and new systems and troubleshoots the user specific and systems specific issues. Documents technical aspects of the system. Converts business requirements into technical cloud solutions. Assists with migration from on-premise to hybrid cloud solution. Works with the system architect and other team members on application and content architecture and work distribution. Sets up content architecture in site structure, with emphasis on end-users being able to maintain their content themselves. Responsible for providing support to end-users in maintaining content on their various web pages and assisting site owners with site development and maintenance. Communicates with end-users, team lead and team members, on the details of the proposed design and progress on the work. Implements and deploys custom SharePoint features to enhance out-of-the-box functionality. Evaluates, designs, and develops applications. Develops workflows using PowerApp, PowerAutomate, Flow, SharePoint Designer. Develops custom features and web parts within SharePoint using HTML, CSS, XML and/or JavaScript. Integrate data from external web services. Develops web services for external and internal consumption. Instantiate and integrate multiple InfoPath forms. Redefines and	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	3	None

Labor Category	Description	Education	Years of Exp	Certifications
	designs multiple automated processing cloud solutions with an intent to improve the overall functionality of the SharePoint system and efficiency within the organization. Implements and plans the customizations to the system to ensure the production system remain operational to reduce the related risks while publishing the forms or making new changes. Migrates data from SharePoint on-prem into SharePoint Online. Implements MS Power Automate flows to automate business processes in SharePoint Online. Creates and modifies SharePoint site collections with multiple sites, unique navigational elements, custom content types and site columns, site pages, web part pages, workflows, retention policies, and governance policies. Tests customizations to existing and new systems and troubleshoots user and systems issues. Assigns permission to users, tools and data. Microsoft Certified: Power Platform App Maker Associate, Microsoft 365 Certified: Teamwork Administrator Associate certificates preferred.			
Microsoft SharePoint Developer/ Designer III (Cloud)	Microsoft SharePoint Developer/Designer III (Cloud) deploys and manages Microsoft SharePoint farms and sites. Migrates data from SharePoint on-prem into SharePoint Online. Validates and documents migrated teams and SharePoint sites. Designs and develops single and multipage applications using JavaScript, HTML, CSS and/or AngularJS hosted on SharePoint Online. Creates and modifies SharePoint site collections with multiple sites, unique navigational elements, custom content types and site columns, site pages, web part pages, workflows, retention policies, and governance policies. Creates custom columns, content editor, script editor web pages and web parts. Develops new user-friendly features, ensuring the technical feasibility of UI/UX designs. Tests customizations that have been implemented to existing and new systems and troubleshooting the user specific and systems specific issues. Documents the technical aspects of the existing system. Converts business requirements into technical cloud solutions. Assists with migration from on-premise to hybrid cloud solution. Works with the system architect and other team members on application and content architecture and work distribution. Sets up content architecture in a current site structure, with emphasis on end-users being able to maintain their content themselves. Responsible for providing support to end-users in maintaining content on their various web pages and assisting site owners with site development and maintenance. Communicates with end-users, team lead and team members, on the details of the proposed design and progress on the work. Implementing and deploying custom SharePoint features to enhance out-of-the-box functionality. Evaluates, designs, and develops applications. Develops workflows using PowerApp, PowerAutomate, Flow, SharePoint Designer. Develops custom features and web parts within SharePoint using HTML, CSS, XML and/or JavaScript. Integrates data from external web services. Develops web services for external and internal consumption. Instantiates and integrates multiple InfoPath forms. Redefines and designs multiple automated processing cloud solutions with an intent to improve the overall functionality of the SharePoint system and efficiency within the organization. Implements	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline	4	None

Labor Category	Description	Education	Years of Exp	Certifications
	and plans the customizations to the system to ensure the production system remain operational to reduce the related risks while publishing the forms or making new changes. Migrates data from SharePoint on-prem into SharePoint Online. Implements MS Power Automate flows to automate business processes. Creates and modifies SharePoint site collections with multiple sites, unique navigational elements, custom content types and site columns, site pages, web part pages, workflows, retention policies, and governance policies. Tests customizations to existing and new systems and troubleshoots user and systems issues. Assigns permission to users, tools and data. Microsoft Certified: Power Platform App Maker Associate, Microsoft 365 Certified: Teamwork Administrator Associate certificates preferred.			

Allowable Substitutions of Education & Experience

Actual Education	Required Education	Additional Years of Experience Needed for Educational Requirements Equivalency
HS/GED	BA/BS	4
HS/GED	MA/MS	6
HS/GED	Ph.D.	No equivalency
BA/BS	MA/MS	2
BA/BS	Ph.D.	No equivalency
MA/MS	Ph.D.	4