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**Authorized Federal Supply Service
Information Technology Schedule Pricelist**

Contract Number: GS-35-F-0748M

General Purpose Commercial Information Technology

Equipment, Software and Services

SIN 132-51 Information Technology Professional Services
SIN 132-100 Ancillary Supplies and/or Services

Period Covered by Contract:

September 3, 2012 – September 2, 2017

Pricelist current through Modification PO-0014, March 5, 2014

**General Services Administration
Federal Supply Service**

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

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1. INFORMATION FOR ORDERING ACTIVITIES APPLICABLE TO ALL SPECIAL ITEM NUMBERS

SPECIAL NOTICE TO AGENCIES: SMALL BUSINESS PARTICIPATION

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

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

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

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

1.1 GEOGRAPHIC SCOPE OF CONTRACT

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

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

Offerors are requested to check one of the following boxes:

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

1.2 CONTRACTOR'S ORDERING ADDRESS AND PAYMENT INFORMATION

Client/Server Software Solutions, Inc. dba Constellation West
3906 Raynor Parkway, Suite 201
Bellevue, NE 68123

Contractors are required to accept credit cards for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Credit cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

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

402-393-8059 telephone

402-393-182 fax

1.3 LIABILITY FOR INJURY OR DAMAGE

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

1.4 STATISTICAL DATA FOR GOVERNMENT ORDERING OFFICE COMPLETION OF STANDARD FORM 279

Block 9: G. Order/Modification Under Federal Schedule
Block 16: Data Universal Numbering System (DUNS) Number: 01-498-1224
Block 30: Type of Contractor - A. Small Disadvantaged Business
Block 31: Woman-Owned Small Business – Yes
Block 36: Contractor's Taxpayer Identification Number (TIN): 91-1844650
CAGE Code: 1HYP0
Contractor has registered with SAM. GOV

1.5 FOB DESTINATION

To be determined by individual delivery order.

1.6 DELIVERY SCHEDULE

1.6.1 Time of Delivery:

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

Special Item Number Delivery Time (Days ARO)

132-51 As Negotiated

132-100 As Negotiated

1.6.2 Urgent Requirements:

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

1.7 DISCOUNT

Prices shown are NET Prices; Basic Discounts have been deducted.

1.7.1 Prompt Payment:

None, Net 30 days from receipt of invoice.

1.7.2 Government Educational Institutions:

Offered the same discounts as all other government customers.

1.7.3 Discounts:

Volume discounts are negotiable based upon length and amount of overall contract value.

1.8 TRADE AGREEMENTS ACT OF 1979, AS AMENDED

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

1.9 STATEMENT CONCERNING AVAILABILITY OF EXPORT PACKING

Not applicable.

1.10 MINIMUM ORDER

The minimum dollar value of orders to be issued is \$100.00.

1.11 MAXIMUM ORDER

The Maximum Order value for the following Special Item Numbers (SINs) is \$500,000: Special Item Number 132-51 - Information Technology (IT) Professional Services

Orders for Special Item Number 132-100 must be incidental to an order for Special Item Number 132-51 items.

1.12 ORDERING PROCEEDURES FOR FEDERAL SUPPLY SCHEDULE CONTRACTS

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

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

1.13 FEDERAL INFORMATION TECHNOLOGY/TELECOMMUNICATION STANDARDS REQUIREMENTS

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

1.13.1 FEDERAL INFORMATION PROCESSING STANDARDS PUBLICATIONS (FIPS PUBS)

Information Technology products under this Schedule that do not conform to Federal Information Processing Standards (FIPS) should not be acquired unless a waiver has been granted in accordance with the applicable "FIPS Publication." Federal Information Processing Standards Publications (FIPS PUBS) are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Information concerning their availability and applicability should be obtained from the National Technical Information Service (NTIS), 5285 Port Royal Road, Springfield, Virginia 22161. FIPS PUBS include voluntary standards when these are adopted for Federal use. Individual orders for FIPS PUBS should be referred to the NTIS Sales Office, and orders for subscription service should be referred to the NTIS Subscription Officer, both at the above address, or telephone number (703) 487-4650.

1.13.2 FEDERAL TELECOMMUNICATION STANDARDS (FED-STDS)

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

of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

1.14 CONTRACTOR TASKS / SPECIAL REQUIREMENTS (C-FSS-370) (NOV 2001)

1.14.1 Security Clearances:

The Contractor may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.

1.14.2 Travel:

The Contractor may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub .L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. The Industrial Funding Fee does NOT apply to travel and per diem charges.

NOTE: Refer to FAR Part 31.205-46 Travel Costs, for allowable costs that pertain to official company business travel in regards to this contract

1.14.3 Certifications, Licenses and Accreditations:

As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. All costs associated with obtaining/ possessing such certifications, licenses and accreditations should be factored into the price offered under the Multiple Award Schedule program

1.14.4 Insurance:

As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Award Schedule program.

1.14.5 Personnel:

The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.

1.14.6 Organizational Conflicts of Interest:

Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor's participation in such order may be restricted in accordance with FAR Part 9.5.

1.14.7 Documentation/Standards:

The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency's order.

1.14.8 Data/Deliverable Requirements:

Any required data/deliverables at the ordering level will be as specified or negotiated in the agency's order.

1.14.9 Government-Furnished Property:

As specified by the agency's order, the Government may provide property, equipment, materials or resources as necessary.

1.14.10 Availability of Funds:

Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government's obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made.

No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.

1.15 CONTRACT ADMINISTRATION FOR ORDERING ACTIVITIES

Any ordering activity, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (l) Termination for the ordering activity's convenience, and (m) Termination for Cause (See C.1.)

1.16 GSA ADVANTAGE!

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

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

Agencies may browse GSA Advantage! by accessing <http://www.gsa.gov/>.

1.17 PURCHASE OF OPEN MARKET ITEMS

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

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

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

1.18 CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:

1. Time of delivery/installation quotations for individual orders;
2. Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/ service/software package submitted in response to requirements which result in orders under this schedule contract.
3. Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

The above is not intended to encompass items not currently covered by the GSA Schedule contract.

1.19 OVERSEAS ACTIVITIES

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

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

1.20 BLANKET PURCHASE AGREEMENTS (BPAs)

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

1.21 CONTRACTOR TEAM ARRANGEMENTS

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

1.22 INSTALLATION, DE-INSTALLATION, RE-INSTALLATION

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

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

1.23 SECTION 508 COMPLIANCE.

If applicable, Section 508 compliance information on the supplies and services in this contract are

available in Electronic and Information Technology (EIT) at the following:

<http://www.Constellationwest.com>

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

1.24 PRIME CONTRACTOR ORDERING FROM FEDERAL SUPPLY SCHEDULES.

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

- a. A copy of the authorization from the ordering activity with whom the contractor has the prime contract (unless a copy was previously furnished to the Federal Supply Schedule contractor); and
- b. The following statement:
“This order is placed under written authorization from _____ dated _____. In the event of any inconsistency between the terms and conditions of this order and those of your Federal Supply Schedule contract, the latter will govern.”

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

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

1.26 SOFTWARE INTEROPERABILITY.

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

1.27 ADVANCE PAYMENTS

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

2. TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY PROFESSIONAL SERVICES (SIN 132-51)

2.1 SCOPE

The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Services within the scope of this Information Technology Schedule.

The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2.2 PERFORMANCE INCENTIVES

Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract in accordance with this clause.

The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

2.3 ORDER

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

All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

2.4 PERFORMANCE OF SERVICES

The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

2.5 STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

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

1. Cancel the stop-work order; or
2. Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

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

1. The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
2. The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

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

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

2.6 INSPECTION OF SERVICES

The Inspection of Services–Fixed Price (AUG 1996) (Deviation – May 2003) clause at FAR 52.246-4 applies to firm-fixed price orders placed under this contract. The Inspection–Time-and-Materials and Labor-Hour (JAN 1986) (Deviation – May 2003) clause at FAR 52.246-6 applies to time-and-materials and labor-hour orders placed under this contract.

2.7 RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Deviation – May 2003) Rights in Data – General, may apply.

2.8 RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

2.9 INDEPENDENT CONTRACTOR

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

2.10 ORGANIZATIONAL CONFLICTS OF INTEREST

Definitions.

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

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

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

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

2.11 INVOICES

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

2.12 PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.232-7 (DEC 2002), (Alternate II – Feb 2002) (Deviation – May 2003)) applies to labor-hour orders placed under this contract.

2.13 RESUMES

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

2.14 INCIDENTAL SUPPORT COSTS

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

2.15 APPROVAL OF SUBCONTRACTS

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

3. INFORMATION TECHNOLOGY PROFESSIONAL SERVICES OFFERED

3.1 FPDS CLASS D301 - IT Facility Operation and Maintenance

- COTS and Custom Applications
- Mainframe, mini and PC hardware support
- Support switched/shared Internet services
- Manage Internet servers
- Network server support
- Software and hardware inventory management
- Hardware installation and maintenance
- Software installation and maintenance
- Communications installation and maintenance

3.2 FPDS CLASS D302 - IT Systems Development Services

- Project planning and management
- Requirements Analysis / Needs Assessment including HIPAA (Health Insurance Portability Accountability Act) assessments
- Test planning and implementation
- Migration planning and implementation including HIPAA (Health Insurance Portability Accountability Act) compliance systems Client server deployments
- Client Server deployments
- Technical assistance

3.3 FPDS CLASS D306 - IT Systems Analysis Services

- Strategic information resource management plans
- Business process analysis and reengineering
- Security assessments including HIPAA (Health Insurance Portability Accountability Act) impact analysis
- HIPAA (Health Insurance Portability Accountability Act) analyses from a business, tactical and security viewpoints
- Long-range architecture plans
- Tactical database consolidation plans
- Enterprise-wide information collection and dissemination plans
- Technical environment migration plans
- Network configuration plans
- Project planning and program management

3.4 FPDS CLASS D306 - IT Systems Analysis Services

- Lifecycle database automation services for Oracle, IBM Websphere, Microsoft and Lotus applications
- ERP & CRM systems including Peoplesoft, Oracle Applications, SIEBEL, BAAN, SAP, Microsoft and Siebel
- Design and development of transaction management systems using state of the art COTS tools
- Web site design and development
- Web site content development and management

- Web site management and resource monitoring
- Web site hosting
- Peer Review systems
- LAN/WAN Implementation
- Network management and control systems
- Hardware/Software Installation and Integration
- Network access security and virus control
- Network installation
- Financial transaction security
- Desktop applications training

3.5 FPDS CLASS D308 - Programming Services

- Java programming tools
- ERP, CRM specific programming tools
- Oracle programming
- Sharepoint programming
- Lotus Notes programming
- SQL Programming
- Access programming
- Web design and maintenance
- Custom web site support services
- Lotus Notes application development
- Oracle database development
- PowerBuilder development
- Mainframe to desktop extensions
- Data mining and warehouse services
- Data warehousing
- EDI – electronic data interchange
- Electronic mail
- Web site analysis and usage tracking
- Technical assistance
- Database Management Systems: Oracle, Microsoft SQL Server, Paradox, FoxPro, Sybase, DB2, Focus, Access, UDB
- Object Oriented Interface Tools: Java compilers, VisualAge for Java, Websphere, Weblogic, JRun, Designer 2000, PowerBuilder, Visual Basic, C, C++
- Network Environments: Microsoft Windows, Linux, Red Hat, UNIX, Apache, Novell
- Desktop Environments: Microsoft Windows, Microsoft Office Suite, WordPerfect, Adobe InDesign, Adobe PhotoShop, Macromedia Flash, DreamWeaver, Shockwave.

3.6 FPDS CLASS D308 - HIPAA (Health Insurance Portability Accountability Act) Remediation Services

- Impact and migration analysis
- Business process analysis and redesign
- Integration with HIPAA (Health Insurance Portability Accountability Act) EDI transaction sets
- Analysis and redesign of physical and computer security systems to comply with HIPAA (Health Insurance Portability Accountability Act) regulations
- Software Programming
- Systems Software Maintenance
- System Documentation, Users and Operations Manuals

3.7 FPDS CLASS D310 - IT Backup and Security Services

- Security Assessments, Analysis, Design and Implementation
- Data Management Assessments, Analysis, Design and Implementation

- Data Storage and Backup systems Assessments, Analysis, Design and Implementation
- Capacity Planning
- Backup and Contingency Planning
- Enterprise Data Management planning
- Standards and Guidelines preparation

3.8 FPDS CLASS D311 - IT Data Conversion Services

- Project planning
- Project management
- Requirements analysis
- Needs assessment
- Trends analysis
- Technology assessment
- Enterprise connectivity planning
- Standards and guidelines preparation

3.9 FPDS CLASS D316 - IT Network Management Service

- Configuration Planning and Management
- Capacity Planning
- Backup and Contingency Planning
- Telecommunications management
- Backup and recovery
- Preventive maintenance
- Disaster recovery planning and routine testing
- Software and hardware problem resolution
- Software training
- Service change orders
- Remote access support

3.10 FPDS CLASS D317 - Automated News Services, Data Services, or Other Information Services

- Document conversion to electronic/image media
- Document conversion to HTML
- Automated data management
- Abstracting and cataloging
- Data entry
- Electronic forms creation
- Web-based data/records management
- Software quality assurance
- Logistics and conference/meeting management
- Statistical analysis
- Data synthesis
- Subject matter research and analysis

3.11 FPDS CLASS D399 - Other Information Technology Services, Not Elsewhere Classified

- Software quality assurance
- Logistics and conference/meeting management
- Statistical analysis
- Data synthesis
- Subject matter research and analysis

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

Note 2: Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services, which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic

information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services, which are not connected, nor incidental to the traditionally accepted A/E Services.

4. SIN 132-51 INFORMATION TECHNOLOGY SERVICES LABOR CATEGORIES

4.1 Program Manager

Minimum/General Experience: This position requires a minimum of ten years experience, of which at least eight years must be specialized. Specialized experience includes: project development from inception to deployment, expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

Functional Responsibility: Serves as the contractor's contract manager, and is the contractor's authorized interface with the Government Contracting Officer (CO), the contract level Contracting Officer's Representative (COR), government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel and communicating policies, purposes, and goals of the organization to subordinates. Is responsible for the overall contract performance.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With a Masters degree, eight years general experience of which at least six years must be specialized. With a Ph.D., six years general experience of which at least five years must be specialized.

4.2 Senior Project Manager

Minimum/General Experience: This position requires a minimum of ten years experience of which at least eight years must be specialized. Specialized experience includes: project development from inception to deployment, expertise in the management and control of resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

Functional Responsibility: Serves as the project manager for a large, complex task order (or a group of task orders). Assists the Program Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order-level COR(s), government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With a Master's Degree, eight years of general experience of which at least six years must be specialized. With a Ph.D., six years of general experience of which at

least five years must be specialized. With twelve years general experience of which at least eight years must be specialized experience, a high school degree is required.

4.3 Project Manager II

Minimum/General Experience: This position requires a minimum of seven years experience of which at least five years must be specialized. Specialized experience includes project development from inception to deployment, expertise in the management of resources, managing contracts and/or subcontracts of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

Functional Responsibility: Serves as the project manager for a large task order or contract. Assists in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), and government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for management of the specific tasks and insuring that the technical solutions and schedules in the task order are implemented in a timely manner.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With ten years general experience of which at least nine years specialized experience, a high school degree is required.

4.4 Senior Project Control Specialist

Minimum/General Experience: This position requires a minimum of eight years experience, of which at least six years must be specialized. Specialized experience includes management of, and preparation and analysis of contract-related funding, modification documents and reports, and project schedules. General experience includes increasing responsibilities in general accounting or management activities.

Functional Responsibility: Directs all contract management and administrative activities, such as budgeting, manpower and resource planning, and financial reporting. Performs complex evaluations of existing procedures, processes, techniques, models, and /or systems related to management problems or contractual issues that would require a report and recommend solutions. Develops work breakdown structures, prepares charts, tables, graphics, and diagrams to assist in analyzing problems. Provides daily supervision and direction to staff.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Accounting, or other related discipline. With a Master's Degree, ten years of general experience of which at least eight years must be specialized. With ten years of general experience of which at least eight years of specialized experience, a high school degree is required.

4.5 Senior Subject Matter Expert

Minimum/General Experience: This position requires ten years of general experience in a specific subject area related to the project or task, and eight years of specialized subject matter experience.

Areas of subject expertise may include but are not limited to education, research, peer review, internet technology, software development lifecycle, IV&V, social science instrument development, and clinical, biomedical, electrical, or network engineering.

Functional Responsibility: Develops plans, programs or architectures related to the project or task subject matter and may include educational and outreach materials, survey and data collection instrument development, and other education-related research expertise. Works with vendors to ensure seamless integration of systems and support of workflow requirements. Develops acceptance test protocols; assists vendors in interface implementation to information and legacy systems; and works with end users to facilitate transition to the technical environment.

Minimum Education: Bachelor's degree in education, social services, clinical, biomedical, electrical, network engineering, or related field. With a Ph.D., eight years of general and six years of specialized experience are required.

4.6 Functional Analyst III

Minimum/General Experience: This position requires a minimum of eight years experience, of which at least six years must be specialized. Specialized experience includes functional knowledge of task order specific requirements, or developing functional requirements for integrated systems.

Functional Responsibility: Manages tasks and participates in analyzing user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With a Master's Degree, six years of general experience of which at least four years must be specialized. With eleven years of general experience of which at least nine years of specialized experience, a high school degree is required.

4.7 Subject Matter Expert

Minimum/General Experience: This position requires eight years of general experience in specific subject area, and six years of specialized subject matter experience. Areas of subject expertise may include but are not limited to education, research, peer review, internet technology, software development lifecycle, IV&V, social science instrument development, and clinical, biomedical, electrical, or network engineering.

Functional Responsibility: Provides support to senior project manager in areas of education, instrument development, and other education-related research expertise. Works with vendors to ensure seamless integration of systems and support of workflow requirements. Develops acceptance test protocols; assists vendors in interface implementation to information and legacy systems; and works with end users to facilitate transition to the technical environment.

Minimum Education: Bachelor's degree in education, social services, clinical, biomedical, electrical, network engineering, or related field. With a Ph.D., six years of specialized experience are required.

4.8 Principal Systems Architect

Minimum/General Experience: Eight years general experience of which at least six years must be specialized. Specialized experience includes supervision of system architects, use of structured analysis, design methodologies and design tools, object oriented principles, and experience with the logical and physical functional, operational, and technical architecture of large and complex information systems. General experience includes increasing responsibilities in systems engineering.

Functional Responsibility: Establishes system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures. Evaluates analytically and systematically problems of workflow, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline. With a Master's degree, six years experience of which at least four years must be specialized. With a Ph.D., or two Masters Degrees, four years of general experience is required of which at least three years must be specialized.

4.9 Senior Systems Architect

Minimum/General Experience: This position requires a minimum of eight years experience, of which at least six years must be specialized. Specialized experience includes supervision of system architects, use of structured analysis, design methodologies and design tools, techniques, object-oriented principles, and experience with the logical and physical functional, operational, and technical architecture of information systems.

Functional Responsibility: Establishes system information requirements using analysis of the information engineer(s) 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 cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures. Evaluates problems of workflow, organization, and planning, and develops appropriate corrective action. Provides daily supervision and direction to staff.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With a Master's Degree, eight years of general experience, of which at least seven years must be specialized. With a Ph.D., or two Masters degrees, six years of general experience, of which at least five years must be specialized. With ten years of general experience of which at least eight years must be specialized experience, a high school degree is required.

4.10 Senior Internet Systems Architect

Minimum/General Experience: This position requires seven years of progressive general Internet-related experience, client server technologies and network experience, and six years of specialized experience in the design and implementation of Internet technologies.

Functional Responsibility: Works directly with a technical team, project executives, account teams and distributed computing management to design, negotiate and plan a broad range of Internet/ Intranet computing solutions. Responsible for requirements definition, designing, training, rolling and maintenance of the Internet architecture; interface with other lead architects to ensure integrated architectures; establishment of internet standards, selecting development tools and web server tools and implementing those tools. Responsible for key network components, such as firewalls, proxy servers and gateways. Manages Internet developers and technical implementers. May develop work plans and budgets. Experience with Internet software products, programming in Perl, C, Oracle or Java, and experience in Linux, Unix and/or Windows platforms. Experience with Internet software products, programming languages such as Oracle, SQL Server, C, and Java, and experience with Unix and Windows platforms. Knowledge of SQL and ODBC database driven sites, custom search engines, animation, secure web technology, and interactive technology. Requires good oral and written communications and presentation skills. May serve as a Project Manager or Task Lead.

Minimum Education: A Bachelor's Degree in Computer Science, Mathematics, Management of Information Science or a related field is required. With a Master's degree in Computer Science, Mathematics, Management of Information Science or a related field, five years of general experience of which at least four years must be specialized is required.

4.11 Internet Systems Architect

Minimum/General Experience: This position requires a minimum of three years of general Internet-related experience, with one year experience in the design and implementation of Internet technologies, client server technologies, and network experience.

Functional Responsibility: Responsible for assisting in requirement definition, designing, developing, and maintenance of the Internet architecture. Responsible for ensuring key network components, such as firewalls, proxy servers and gateways function properly. May have experience with Internet software products, programming in Perl, C, Oracle, or Java, experience in Unix and Windows platforms. Knowledge of SQL and ODBC database driven sites, custom search engines, animation, secure web technology, and interactive technology. Requires good oral and written communications and presentation skills.

Minimum Education: Bachelor's Degree in Computer Science, Mathematics, Management of Information Science or a related field.

4.12 Systems Architect

Minimum/General Experience: This position requires a minimum of six years experience, of which at least four years must be specialized. Specialized experience includes use of structured analysis, design

methodologies, tools, and other design techniques, object oriented principles, and experience with the logical and physical functional, operational, and technical architecture of information systems.

Functional Responsibility: As directed by the Senior Internet Systems Architect, establishes system information requirements using analysis of the information engineer(s) in the development of enterprise-wide or large-scale information systems. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Ensures these systems are compatible and in compliance with the standards for open systems architectures. Evaluates problems of workflow, organization, and planning and develops appropriate corrective action.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With a Master's Degree, four years general experience of which at least three years must be specialized. With twelve years of general experience of which at least ten years must be specialized experience, a high school degree is required.

4.13 Senior Architect with Specialized Expertise

Minimum/General Experience: This position requires a minimum of eight years experience, of which at least four years must be specialized. Specialized experience includes supervision of senior specialized developers with skills such as middleware or ERP/CRM, use of structured analysis, design methodologies and design tools, techniques, object-oriented principles, and experience with the logical and physical functional, operational, and technical architecture of information systems. These specialists have management authority for client engagements in their area of expertise. In this capacity, they apply their extensive experience to ensure that the project plans reflect the complexity and special needs of their module of expertise. They perform such duties as:

- Communicate with other senior personnel and client executive management to ensure critical issues are addressed in their module of expertise.
- Provide expert guidance to projects in the industry and functional areas of their expertise.
- Act as senior client liaison in their module.

Specialized tool experience includes use of state of the art COTS transaction processing tools like, but not limited to: WebLogic, Peoplesoft, Siebel, SAP, BAAN, JDEdwards, MQ Series, Tuxedo, Websphere, Oracle Financial Analyzer, etc.

Functional Responsibility: This position requires a candidate who is capable of functioning as the architect of overall mission critical transaction processing systems. This position may involve the supervision and mentoring of other developers. In addition, this candidate may be tasked with analyzing and designing non-traditional solutions to enable the development of efficient, maintainable systems.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With a Master's Degree, fourteen years general experience of

which at least twelve years must be specialized. With sixteen years of general experience of which at least fourteen years must be specialized experience, a high school degree is required.

4.14 Middleware Developer

Minimum/General Experience: This position requires a minimum of three years experience, of which at least one year must be specialized. Specialized experience includes the use of structured analysis, design methodologies and design tools, techniques, object-oriented principles, and experience with the logical and physical functional, operational, and technical architecture of information systems. Specialized tool experience includes use of state of the art COTS transaction processing tools like, but not limited to: WebLogic, MQ Series, Tuxedo, Websphere, etc.

Functional Responsibility: This position requires a candidate who is capable of writing the application software given a set of defined system specifications for a transaction processing systems. In addition, this candidate may be tasked with some low level analysis and design tasks.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With a Master's Degree, two years general experience of which at least one year must be specialized. With five years of general experience of which at least two years must be specialized experience, a high school degree is required.

4.15 Senior Oracle Developer

Minimum/General Experience: This position requires a minimum of six years experience, of which at least three years must be specialized. Specialized experience includes supervision of midlevel Oracle developers, use of structured analysis, design methodologies and design tools, techniques, object-oriented principles, and experience with the logical and physical functional, operational, and technical architecture of information systems. Specialized tool experience includes use of state of the art Oracle software development tools and related third party tools.

Functional Responsibility: This position requires a candidate who is capable of functioning as a lead developer for a mission critical Oracle systems. In addition, this candidate may be tasked with analyzing and designing non-traditional solutions to enable the development of efficient, maintainable oracle database systems. This position may require mentoring and supervision of the more junior level staff in best practices.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With a Master's Degree, three years general experience of which at least two years must be specialized. With eight years of general experience of which at least five years must be specialized experience, a high school degree is required.

4.16 Mid Level Oracle Developer

Minimum/General Experience: This position requires a minimum of three years experience, of which at least one year must be specialized. Specialized experience includes the use of structured analysis,

design methodologies and design tools, techniques, object-oriented principles, and experience with the logical and physical functional, operational, and technical architecture of information systems. Specialized tool experience includes use of state of the art Oracle software development tools and related third party tools.

Functional Responsibility: This position requires a candidate who is capable of writing the application software given a set of defined system specifications for an Oracle database systems. In addition, this candidate may be tasked with some low level analysis and design tasks.

Minimum Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. With a Master's Degree, nine years general experience of which at least seven year must be specialized. With eleven years of general experience of which at least nine years must be specialized experience, a high school degree is required.

4.17 Senior Computer Systems Analyst

Minimum/General Experience: This position requires a minimum of eight years experience, of which at least six years must be specialized. Specialized experience includes analysis and design of business applications on complex systems for large-scale computers, database management, and use of programming languages. General experience includes increasing responsibilities in assignments of a technical nature.

Functional Responsibility: Performs as a Task Leader and provides technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Prepares status reports. Supervises staff.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline. With a Master's Degree, ten years general experience of which at least eight years must be specialized. With a Ph.D., or two Masters Degrees, a minimum eight years of general experience is required of which at least six years must be specialized. With twelve years of general experience of which at least ten years must be specialized experience, a high school degree is required.

4.18 Mid Level Computer Systems Analyst

Minimum/General Experience: This position requires a minimum of six years experience, of which at least four years must be specialized. Specialized experience includes analysis and design of business applications on complex systems for large-scale computers, database management, and use of programming languages. General experience includes increasing responsibilities in assignments of a technical nature.

Functional Responsibility: Performs software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, and for progress in accordance with schedules. Prepares milestone status reports.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline. With a Master's Degree, six years general experience of which at least four years must be specialized. With eight years of general experience of which at least six years must be specialized experience, a high school degree is required.

4.19 Junior Computer Systems Analyst

Minimum/General Experience: This position requires a minimum of four years experience, of which at least two years must be specialized. Specialized experience includes analysis and design of business applications, database management, and programming. General experience includes increasing responsibilities in information systems design and management.

Functional Responsibility: Assists in the analysis and development of computer software. Participates in the development of plans for automated information systems from project inception to conclusion. Analyzes user interfaces, maintains hardware and software performance tuning, analyzes workload and computer usage, maintains interfaces with outside systems, analyzes downtimes, analyzes proposed system modifications, upgrades and new COTS products. Works with programmers to ensure proper implementation of program and system specifications.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline. With a Master's Degree, two years general experience of which at least one year must be specialized. With six years of general experience of which at least four years must be specialized experience, a high school degree is required.

4.20 Entry Level Computer Systems Analyst

Minimum/General Experience: This position is for recent college graduates and requires no experience.

Functional Responsibility: Analyzes information requirements. Evaluates analytically and systematically problems of workflow, organization, and planning and assists Senior Computer Systems Analyst and Computer Systems Analyst develop appropriate corrective action. Helps develop plans for automated information, system requirements and program specifications, from which programmers prepare detailed flow charts, programs, and tests.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline.

4.21 Mid Level Data Base Management Specialist

Minimum/General Experience: This position requires a minimum of eight years experience, of which at least six years must be specialized. Specialized experience includes demonstrated experience with DBMS design and system analysis, current operating systems software and data manipulation languages. General experience includes increasing responsibilities in the development and maintenance of data base systems. Specific experience may include technologies like DB2, UDB, Oracle, SQL Server or Sybase.

Functional Responsibility: May perform as a Task Leader. At the direction of the Senior Data Base Management Specialist, manages the development of data base tasks. Allocates resources to maximize benefits. Prepares and delivers presentations on data base management systems concepts. Provides daily supervision and direction to Task staff.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline. With a Master's Degree, nine years general experience of which at least seven years must be specialized. With eleven years of general experience of which at least nine years must be specialized experience, a high school degree is required.

4.22 Data Base Management Specialist

Minimum/General Experience: This position requires a minimum of four years experience, of which at least three years must be specialized. Specialized experience includes experience using current DBMS technologies, and application design utilizing various DBMS. General experience includes increasing responsibilities in DBMS systems analysis and programming. Specific experience may include technologies like DB2, UDB, Oracle, SQL Server or Sybase.

Functional Responsibility: Provides technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline. With a Master's Degree, five years general experience of which at least three years must be specialized. With seven years of general experience of which at least six years must be specialized experience, a high school degree is required.

4.23 Commercial Job Title: Senior Systems Administrator

Minimum/General Experience: This position requires a minimum of six years experience, of which at least four years must be specialized experience in administrating network systems. General experience includes operations experience with multi-server local area networks.

Functional Responsibility: Supervises and manages the daily activities of configuration and operation of business systems which may be mainframe, mini, or client/server based. Optimizes system operation and resource utilization, and performs system capacity analysis and planning. Provides assistance to users in accessing and using business systems.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline. With a Master's Degree, four years general experience of which at least three years must be specialized. With ten years of general experience of which eight years is specialized, a high school degree is required.

4.24 Senior Information Systems Specialist

Minimum/General Experience: This position requires a minimum of three years experience working with UNIX or DOS-based systems. Must be experienced with using HTML and various tools to create and convert documents for Web Publication. Must have experience writing Common Gateway Interface scripts, C, Perl and UNIX shell languages. Must have a working knowledge of at least one database management system. May have experience with Visual Age for Java. Websphere, EJB.

Functional Responsibility: Works with UNIX and DOS-based systems. Creates and manipulate C, Perl and UNIX shell scripts. Supports Internet needs in developing Internet solutions in response to customers needs.

Minimum Education: A Bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline. With a Master's Degree, five years general experience of which at least four years must be specialized. With seven years of general experience of which at least six years must be specialized experience, a high school degree is required.

4.25 Senior Web Graphics Specialist

Minimum/General Experience: This position requires five years general experience in graphics design, art, computer science, or related discipline; and three years specialized experience in web design. Specialized experience includes developing web-based graphic/artistic presentations, publications and documents. Requires experience using commercial graphic processing tools such as Flash, Shockwave, Dreamweaver, PhotoShop, Illustrator and other web graphic systems.

Functional Responsibility: Prepares web deployed graphics and develops and updates web sites. Provides creative input and direction to web page design and layout, including artwork, text, and hyperlinks. Able to design web sites including site maps, and enhance and provide ongoing web site support. Requires experience with programming using Perl, C, C++, CGI, or Java. Responsible for integrating web graphics with text, databases, automated tools, Listservs, and creating site and user documentation. May be Task Lead or train others in use of graphics products.

Minimum Education: Requires a Bachelor's degree in either BSBA or Computer Science or related discipline. With seven years of general and five years of specialized experience, no degree is required.

4.26 Senior Internet Support Specialist

Minimum/General Experience: This position requires a minimum of four years of general experience and two years of specialized experience working in an Internet environment. Specialized experience includes HTML authoring, graphics design, and knowledge of Web/Internet technologies. Must have strong technical analysis, systems integration and communications skills. May have some Java, JSP skills. Must have Microsoft Windows, NT and Netscape experience.

Functional Responsibility: Manages group responsible for resolving Internet issues. Design Internet/Intranet sites. Design, create, maintain, and copy edit HTML documents. Ensure posting of latest data to Web. Create graphic images and mapped images. Serves as Project or Task Manager.

Minimum Education: Bachelor's degree is required.

4.27 Business Case Analysis Specialist

Minimum/General Experience: 5 years' experience or greater.

Functional Responsibility: Identifies cost savings/cost avoidance associated with retirement of old systems or improving performance of new systems.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order

4.28 Business SME (Subject Matter Expert)

Minimum/General Experience: 12 years' experience or greater.

Functional Responsibility: Confers with client management to understand the client's strategic information technology business goals and information technology strategy. Analyzes client requirements and recommends development or acquisition strategies. Assists clients in developing strategic plans and concepts. Advises client on the impact of new legislation or new technologies that are relevant to their agency. Demonstrates superior oral and written communication skills. Possesses requisite knowledge and expertise so recognized in the professional community that the individual is considered "expert" in the technical/specialty area being addressed.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order

4.29 Business Subject Matter Specialist

Minimum/General Experience: 5 years' experience or greater.

Functional Responsibility: Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.30 Commercial Job Title: Business Systems Analyst

Minimum/General Experience: 5 years'.

Functional Responsibility: Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program

functions, and steps required to develop or modify computer programs. Provides consultation on complex projects and is considered to be the top level contributor/specialist.

Minimum Education: Bachelor's Degree in a discipline related to the requirements identified in the Task Order.

4.31 Chief Scientist I

Minimum/General Experience: Less than 5 years.

Functional Responsibility: Comprehensive, demonstrated, technical expertise in the relevant Scientific field supporting major programs or system development.

Minimum Education: Bachelor's Degree in a discipline related to the requirements identified in the Task Order.

4.32 Chief Scientist II

Minimum/General Experience: 5 years to 12 years.

Functional Responsibility: Comprehensive, demonstrated, technical expertise in the relevant Scientific field supporting major programs or system development..

Minimum Education: Bachelor's Degree in a discipline related to the requirements identified in the Task Order.

4.33 Chief Scientist III

Minimum/General Experience: 12 years or greater.

Functional Responsibility: Comprehensive, demonstrated, technical expertise in the relevant Scientific field supporting major programs or system development.

Minimum Education: Bachelor's Degree in a discipline related to the requirements identified in the Task Order, Master's Degree preferred.

4.34 Chief Scientist III

Minimum/General Experience: 12 years or greater.

Functional Responsibility: Comprehensive, demonstrated, technical expertise in the relevant Scientific field supporting major programs or system development.

Minimum Education: Bachelor's Degree in a discipline related to the requirements identified in the Task Order, Master's Degree preferred.

4.35 Communications Analyst - Intermediate

Minimum/General Experience: 2 years.

Functional Responsibility: Under general supervision, assists Senior Level Communications Analyst or Department Manager in the planning, design, and implementation of communications networks. Responsible for providing assistance and technical support for network design activities. Assists in the review/assessment of user needs. May conduct feasibility studies for projects. May assist in the evaluation and selection of equipment. Frequently reports to Data/Voice Communications Management or Internal Communications Systems Consultant..

Minimum Education: Bachelor's Degree in Information Technology or related field

4.36 Communications Facility Engineer

Minimum/General Experience: 5 years.

Functional Responsibility: Provides technical direction and engineering knowledge for communications systems infrastructure activities, including planning, designing, and implementing communications infrastructure requirements for buildings and systems. Ensures that adequate and appropriate planning is provided to direct building architects and planners in building communications spaces and media pathways to meet industry standards.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification Bachelor's Degree in Information Technology or related field.

4.37 Communications Installer

Minimum/General Experience: 2 years.

Functional Responsibility: Assists in the planning, design, and implementation of communications networks. Responsible for providing assistance and technical support for network design activities. Assists in the review / assessment of user needs. Performs feasibility studies for small projects. Assists in the evaluation and selection of equipment

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.38 Computer Security Systems Engineer II

Minimum/General Experience: 5 years.

Functional Responsibility: Demonstrated ability to apply current computer science technologies to the design, development, evaluation, and integration of computer systems and networks to maintain system security.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.39 Consultant III

Minimum/General Experience: 12 years or greater

Functional Responsibility: Demonstrated proficiency gathering facts through research, interviewing, surveys, etc., analyzing the client's business, drawing conclusions, preparing final reports, and giving presentations.

Minimum Education: Bachelor's Degree in a discipline related to the requirements identified in the Task Order.

4.40 Data Warehousing Administrator

Minimum/General Experience: 3 years.

Functional Responsibility: Coordinates the data administration technical function for both data warehouse development and maintenance. Plans and oversees the technical transitions between development, testing, and production phases of the workplace. Facilitates change control, problem management, and communication among data architects, programmers, analysts and engineers. Establishes and enforces processes to ensure a consistent, well-managed and well-integrated data warehouse infrastructure. Expands and improves data warehouse to include data from all functions of the organization using data manipulation, transformation and cleansing tools.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification

4.41 Data / Configuration Management Specialist

Minimum/General Experience: 2 years.

Functional Responsibility: Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification

4.42 Database Analyst/ Programmer III

Minimum/General Experience: Greater than 5 years.

Functional Responsibility: Formulates and defines system scope and objectives. Prepares detailed specifications for programs. Designs, codes, tests, debugs and documents programs. Works at the highest technical level of all phases of applications, systems analysis, programming and maintenance of computerized databases including the installation of enhancements, security features, and analytical tools. Consults with and advises users on access to various databases. Works directly with users to resolve data conflicts and inappropriate data usage. Provides guidance and training to less experienced analysts / programmers.

Minimum Education: Bachelor's Degree in Information Technology or related field

4.43 Database Analyst/ Programmer II

Minimum/General Experience: 1 to 5 years.

Functional Responsibility: Under general direction, designs, implements and maintains complex database 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. Competent to work at the highest level of all phases of database management.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.44 Database Analyst / Programmer – I

Minimum/General Experience: Recent graduate, no experience required.

Functional Responsibility: Under general supervision, designs, implements and maintains moderately complex databases. Maintains database dictionaries and integration of systems through database design. Competent to work on most phases of database administration but may require some instruction and guidance in other phases.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.45 Database Administrator (DBA) III

Minimum/General Experience: Greater than 5 years.

Functional Responsibility: Demonstrated proficiency performing one or more of the following tasks in support of computer database administration: administers computerized databases, installs applicable databases onto the appropriate computer operating systems, creates and/or configures databases, uses import utilities to install databases.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.46 Database Administrator (DBA) II

Minimum/General Experience: 1 to 5 years.

Functional Responsibility: Demonstrated proficiency performing one or more of the following tasks in support of computer database administration: administers computerized databases, installs applicable databases onto the appropriate computer operating systems, creates and/or configures databases, uses import utilities to install databases.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.47 Database Administrator (DBA) I

Minimum/General Experience: Recent graduate, no experience required.

Functional Responsibility: Demonstrated proficiency performing one or more of the following tasks in support of computer database administration: administers computerized databases, installs applicable databases onto the appropriate computer operating systems, creates and/or configures databases, uses import utilities to install databases.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.48 Disaster Recovery Administrator

Minimum/General Experience: 5 years.

Functional Responsibility: Responsible for the overall security and integrity of organizational electronic data, data systems, and data networks. Designs and administers programs to include policies, standards, guidelines, training programs, and a viable quality assurance process for disaster recovery. Oversees and reviews the testing and implementation of software, data systems, and data networks to ensure that the integrity and security of all electronic data and data systems are adequately protected. Oversees and facilitates the preparation of an organization-wide business resumption plan. Responsible for ensuring the business resumption plan adequately addresses the organization's requirements and established time frames. Responsible for day-to-day security administration of the organization's data systems and data networks including systems access administration. Typically requires five or more years of experience in disaster recovery/business resumption planning.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.49 Documentation Specialist - Senior

Minimum/General Experience: 5 years or greater

Functional Responsibility: Responsible for preparing and/or maintaining systems, programming, and operations documentation, procedures, and methods including user manuals and reference manuals. Maintains a current internal documentation library. Provides or coordinates special documentation services as required. Competent to work at the highest level of all phases of documentation. May act as project leader for large efforts.

Minimum Education: Associate's Degree related to Computer Operations or to Customer's business area.

4.50 Documentation Specialist

Minimum/General Experience: 1 year

Functional Responsibility: Demonstrated proficiency in preparing and/or maintaining systems, programming and operations documentation, procedures and methods, including user manuals and reference manuals.

Minimum Education: Associate's Degree related to Computer Operations or to Customer's business area.

4.51 Electronic Data Interchange (EDI) Manager

Minimum/General Experience: 5 years

Functional Responsibility: Responsible for daily electronic data interchange (EDI) operations of an organization. Develops and executes strategies for Internet-based interchange capabilities. Coordinates and implements new EDI methods and systems and enhances and upgrades the existing systems. Finds EDI solutions for business operations. Establishes and maintains communications and trading partner routings, including online orders and fulfillment systems. Audits the quality of data provided, provides security and backup, and ensures system disaster recovery processes are in place. Resolves trading partner's technical problems involving EDI. Develops technical design documentation. Ensures customer/vendor agreements meet legal requirements. Responsible for internal training of EDI and related staff..

Minimum Education: Associate's Degree related to Computer Operations or to Customer's business area Bachelor's Degree in Information Technology or related field.

4.52 Engineer I

Minimum/General Experience: Recent graduate, no experience required

Functional Responsibility: Bachelor's Degree in an engineering discipline related to the requirements identified in the Task Order, and demonstrated ability providing engineering, technical, and managerial direction for problem definition, analysis, requirement development and implementation for complex systems in the engineering discipline required to meet technical requirements. Less than 5 years' experience

Minimum Education: Bachelor's Degree in an engineering discipline related to the requirements identified in the Task Order.

4.53 Engineer II

Minimum/General Experience: 5 to 12 years

Functional Responsibility: Bachelor's Degree in an engineering discipline related to the requirements identified in the Task Order, and demonstrated ability providing engineering, technical, and managerial direction for problem definition, analysis, requirement development and implementation for complex systems in the engineering discipline required to meet technical requirements.

Minimum Education: Bachelor's Degree in an engineering discipline related to the requirements identified in the Task Order.

4.54 Engineer III

Minimum/General Experience: 12 years or greater

Functional Responsibility: Bachelor's Degree in an engineering discipline related to the requirements identified in the Task Order, and demonstrated ability providing engineering, technical, and managerial direction for problem definition, analysis, requirement development and implementation for complex systems in the engineering discipline required to meet technical requirements.

Minimum Education: Bachelor's Degree in an engineering discipline related to the requirements identified in the Task Order.

4.55 Electronic Mail Coordinator

Minimum/General Experience: 2 years

Functional Responsibility: Monitors servers, replication, and mail routing. Creates user accounts and maintains security levels on databases. Provides first-level telephone support and troubleshoots. Monitors existing messaging infrastructure and server usage, ensuring proper working order.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.56 ERP Business/Architectural Expert

Minimum/General Experience: 10 years

Functional Responsibility: Analyzes, designs, and develops specifications for enhancements and extensions with ERP application interfaces and maps. ERP testing and trading partner implementation initiatives. Provides support for ERP database analysis, design, and operations. Establishes and maintains communications within organization and with partners. Conducts and manages product evaluations. Provides product installation, configuration, and training. Performs systems maintenance to update records, specifications, and operating procedures of partner systems. Maintains ERP account transaction activities.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.57 Functional Analyst II

Minimum/General Experience: 5 years

Functional Responsibility: Demonstrated technical experience in the area(s) of expertise required by the Task Order, as well as demonstrated systems analysis skills working on complex problems involving all phases of the customer's application area.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.58 Functional Expert Consultant I

Minimum/General Experience: 1 year

Functional Responsibility: Demonstrated capability recognized for strong expertise in industry issues and trends affecting the customer's application area.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.59 Functional Expert Consultant II

Minimum/General Experience: 5 years

Functional Responsibility: Demonstrated capability recognized for strong expertise in industry issues and trends affecting the customer's application area.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.60 Functional Expert Consultant III

Minimum/General Experience: 12 years

Functional Responsibility: Demonstrated capability recognized for strong expertise in industry issues and trends affecting the customer's application area.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.61 Geographic Information Systems Analyst/Programmer

Minimum/General Experience: 2 years

Functional Responsibility: Provides complex application programming and development support on networks and/or PC's. Codes, designs new and/or modifying programs; modify scripts as required; control system testing: debugs, reviews and approves output; prepares user, operation and program documentation based upon established policies.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.62 Graphics Specialist

Minimum/General Experience: 5 years

Functional Responsibility: Responsible for graphics design and use, operation, and setup of computer graphic systems for business communications. Executes graphic projects and assists in coordination of all graphic production scheduling. Coordinates production support with outside vendors, as needed. Ensures that graphic projects are completed on time, within budget, and to user's

satisfaction. Meets with users to determine scope of project and best graphic medium. Trains other personnel in proper use of computer graphic equipment. Troubleshoots computer equipment problems and performs minor preventive maintenance. Frequently reports to a department manager or information systems management.

Minimum Education: Associate's Degree related to Art, Web Design or Customer's Business area

4.63 Hardware Engineer

Minimum/General Experience: 5 years

Functional Responsibility: Provides functional and empirical analysis related to the design, development, and implementation of hardware for products including, but not limited to, the circuit design of components, development of structure specifications of a personal computer, and the design of a computer display unit. Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Evaluates progress and results and recommends major changes in procedures.

Minimum Education: Bachelor's Degree in Electrical Engineering or related field.

4.64 Help Desk Support Services Specialist - Intermediate

Minimum/General Experience: 2 years

Functional Responsibility: Under general supervision, provides second-tier support to end users for either PC, server, or mainframe applications and hardware. Handles problems that the first-tier of help desk support is unable to resolve. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and high level of technical skill in field of expertise. Escalates more complex problems to senior level.

Minimum Education: Associate's Degree related to Computer Operations or Customer's Business area.

4.65 Information Assurance Consulting Engineer I

Minimum/General Experience: Recent graduate, no experience required

Functional Responsibility: Bachelor's Degree in Information Technology or related field

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.66 Commercial Job Title: Information Assurance Consulting Engineer II

Minimum/General Experience: 5 years

Functional Responsibility: Demonstrated capability establishing and satisfying complex system-wide information security requirements based upon the analysis of user, policy, regulatory, and resource demands

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.67 Commercial Job Title: Information Assurance Consulting Engineer III

Minimum/General Experience: 12 years

Functional Responsibility: Demonstrated capability establishing and satisfying complex system-wide information security requirements based upon the analysis of user, policy, regulatory, and resource demands

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.68 Information Assurance Systems/Network Specialist

Minimum/General Experience: Recent graduate, no experience required

Functional Responsibility: Installs, configures and maintains organization's operating systems. Analyzes and resolves problems associated with server hardware, applications software. Detects, diagnoses, and reports related problems on both server and desktop systems. Performs a wide variety of tasks in software/hardware maintenance and operational support of Server systems.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.69 Information Security Business Analyst

Minimum/General Experience: 2 years

Functional Responsibility: Determines enterprise information security standards. Develops and implements information security standards and procedures. Ensures that all information systems are functional and secure.

Minimum Education: Bachelor's Degree in Information Technology or related field

4.70 Information Systems Administration & Planning Mgr

Minimum/General Experience: 10 years

Functional Responsibility: Coordinates the preparation, review and consolidation of client information systems, budgets, acquisitions and business plans. Ensures adherence to budgets and business plans through periodic review of financial reports and capital appropriation requests. Provides assistance for proposing, implementing and enforcing policies, standards and methodologies..

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.71 Information Systems Auditor - Intermediate

Minimum/General Experience: 3 years

Functional Responsibility: Under general supervision, audits moderately complex new and existing information systems applications to ensure that appropriate controls exist, that processing is efficient and accurate, and that systems and procedures are in compliance with corporate standards. Competent to work on most phases of information systems auditing.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.72 Information Systems Auditor - Senior

Minimum/General Experience: 6 years

Functional Responsibility: Under general direction, audits the most complex new and existing information systems applications to ensure that appropriate controls exist, that processing is efficient and accurate, and that information systems procedures are in compliance with corporate standards. Competent to work at the highest level of all phases of information systems auditing..

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.73 Information Systems Training Specialist - Intermediate

Minimum/General Experience: 2 years

Functional Responsibility: Under general supervision, organizes and conducts moderately complex training and educational programs for information systems or user personnel. Maintains records of training activities, employee progress, and program effectiveness. Competent to work on most phases of information systems training.

Minimum Education: Associate's Degree in Information Technology or related field.

4.74 Information Systems Training Specialist - Senior

Minimum/General Experience: 5 years

Functional Responsibility: Under general direction, organizes, prepares, and conducts complex training and educational programs for information systems or user personnel. May design and develop in-house programs. Maintains records of training activities, employee progress, and program effectiveness. Competent to work at the highest level of all phases of information systems training.

Minimum Education: Associate's Degree in Information Technology or related field.

4.75 Information Technology SME

Minimum/General Experience: 10 years

Functional Responsibility: Provides extremely high level subject matter expertise for work described in the task. Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, training, and implementation advice on complex problems. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, training and presentation phases. Applies principals, methods, and knowledge of specific functional areas of expertise to specific task order requirements. Provides advice on esoteric problems which require extensive knowledge of the subject matter. Designs and prepares technical reports, studies, and related documentation, makes charts and graphs to record results, prepares and delivers presentations, training, and briefings as required by the task order.

Minimum Education: Doctorate in a discipline related to the requirements of the task order.

4.76 Instructional Technologist

Minimum/General Experience: 5 years

Functional Responsibility: Assesses, designs and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.77 Jr Security Engineer

Minimum/General Experience: Recent graduate, no experience required

Functional Responsibility: Maintains knowledge of, and skill in applying, the following: information systems security principles, concepts, methods, and practices; test and assessment methods; the mission and programs of customer organizations; information technology infrastructure, network operations, and protocols; life cycle management principles; performance management / measurement methods, tools, and techniques; systems testing and evaluation principles, methods, and tools; requirements analysis principles and methods; commercial off-the-shelf software (COTS) products and components; Internet technologies to analyze the potential of systems, networks, and data; new and emerging information technologies and/or industry trends; project management principles and methods; acquisition management policies and procedures; cost-benefit analysis principles and methods; analytical methods and practices; and oral and written communications techniques. In addition the employee must have knowledge of, and skill in applying, methods for evaluating, implementing, and disseminating IT security tools and procedures, IT security certification and accreditation requirements, and computer forensics principles Evaluating, recommending the acquisition of, implementing, and disseminating IT security tools, procedures, and practices to protect information assets. Planning and coordinating the delivery of an IT security

awareness-training program for end users at all levels in the organization. Identifying and specifying information systems security requirements associated with migrations to Tier II environments and providing guidance in planning and implementing the migration activities. Planning and conducting security accreditation reviews for installed systems or networks (Tier I, II or III); and recommending new or revised security measures and countermeasures based on the results of the accreditation reviews.

Minimum Education: Bachelor's Degree plus one or more of the following certifications:

Certified Information System Security Professional (CISSP); Certified Information Security Auditor (CISA); Certified Information Security Manager (CISM) or equivalent Information Assurance Certification.

4.78 Security Engineer

Minimum/General Experience: 5 years

Functional Responsibility: Ensure the integration of IT programs and services; develop solutions to Integration and interoperability issues; design, develop, and manage IT security systems that meet current and future business requirements, apply or extend, enhance, or optimize the existing architecture; manage assigned projects; communicating complex technical requirements to non-technical personnel; and prepare and present briefings to senior Cybersecurity officials on complex / controversial issues. Lead IT security systems development projects from design to support; evaluate the effectiveness of installed systems and services; and provide advice on and devise solutions to a wide range of IT issues. Lead the implementation of security programs designed to anticipate, assess, and minimize system vulnerabilities, coordinate the implementation of security programs across platforms (Tier I, II and III) and establish vulnerability reporting criteria. Review proposed new systems, networks, and software designs for potential security risks, recommend mitigation or countermeasures, and resolve integration issues related to the implementation of new systems within the existing infrastructure. Providing authoritative advice to other specialists in disaster recovery, business continuity, and operating systems security, and developing and implementing agency-wide guidelines..

Minimum Education: Bachelor's Degree plus one or more of the following certifications:

Certified Information System Security Professional (CISSP);
Certified Information Security Auditor (CISA);
Certified Information Security Manager (CISM) or
equivalent Information Assurance Certification.

4.79 Senior Security Engineer

Minimum/General Experience: 10 years

Functional Responsibility: Advises Cybersecurity management on integrating IT programs with the Security Program and other business programs. Maintains a mastery of IT theories, principles,

concepts, standards, security requirements, security architecture and practices sufficient to develop new theories, concepts, principles, standards, security requirements, security architecture and methods in IT security; to advise other IT experts. Serves as senior expert and consultant to top Cybersecurity management officials to offer advice on integrating IT programs with other programs. Has a mastery of IT policy, security requirements, security architecture and planning concepts, methods, and practices; and/or IT security theories and concepts, practices and emerging issues; and/or software engineering theories, concepts, and practices; and/or state of the art Internet technologies, methods, standards, and issues (security, privacy, accessibility) and project management methods and concepts sufficient to represent client on interagency work groups established to develop government wide IT policy initiatives

Minimum Education: Bachelor's Degree plus one or more of the following certifications:

Certified Information System Security Professional (CISSP);

Certified Information Security Auditor (CISA);

Certified Information Security Manager (CISM) or
equivalent Information Assurance Certification.

4.80 Junior IT Specialist

Minimum/General Experience: Recent graduate, no experience

Functional Responsibility: This is an entry level position. Assists in functional and IT analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development. Assists in applying principals and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation, and makes charts and graphs to record results. Must be able to perform with limited supervision. Prepares and delivers presentations and briefings as required by the task order. Performs as a member of a team

Minimum Education: Bachelor's Degree in Information Technology or related field

4.81 IT Specialist

Minimum/General Experience: 5 years

Functional Responsibility: This is a mid-level position. Provides functional and IT analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development. Applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation, and makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order. Performs as a member of a team or as a team lead as required.

Minimum Education: Bachelor's Degree in Information Technology or related field

4.82 Senior IT Specialist

Minimum/General Experience: 10 years

Functional Responsibility: Provides high level functional and IT analysis, design, development, integration, documentation, and implementation assistance on problems which require a thorough knowledge of the related technical subject matter for effective system deployment. Participates in all phases of systems development. Applies principles and methods of the functional area to difficult problems in technical areas to arrive at automated solutions. Designs and prepares technical reports and related documentation, and makes charts and graphs to record results. Prepares and delivers presentations and briefings as required by the task order. Performs as a Project Manager as required

Minimum Education: Bachelor's Degree in Information Technology or related field

4.83 LAN Support Technician

Minimum/General Experience: Recent Graduate, no experience

Functional Responsibility: Monitors and responds to complex technical control facility hardware and software problems utilizing a variety of hardware and software testing tools and techniques. Provide LAN server support.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.84 Network Operations Supervisor

Minimum/General Experience: 5 years

Functional Responsibility: Provides first level guidance/direction (either as a full-time supervisory position or on a project management basis) to network operation and maintenance analysts, technicians, and/or engineers. Performs technical analysis of complex software, hardware, and transmission facility using various diagnostic tools in support of efficient network operations. Provides guidance/direction for engineering efforts and test and evaluation programs. Performs on-site engineering when required. Frequently reports to a Regional Manager or Operations Manager.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.85 Network Planning Analyst

Minimum/General Experience: 5 years

Functional Responsibility: Plans and evaluates complex existing network systems and makes recommendations for resources required to maintain and/or expand service levels. Provides highly

skilled technical assistance in network planning, engineering, and architecture. Develops technical standards and interface applications, identifies and evaluates new products, and provides resolution for network problems.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.86 Network Planning Analyst - Intermediate

Minimum/General Experience: 5 years

Functional Responsibility: Under general supervision, plans and evaluates moderately complex existing network systems and makes recommendations for resources required to maintain and/or expand service levels. Provides assistance in network planning, engineering, architecture, and the development of technical standards and interface applications. Evaluates new products as assigned. Provides resolution for network problems. Frequently reports to a higher Network Planning position or a Telecommunications Department Director/Manager.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.87 Network Planning Analyst - Senior

Minimum/General Experience: 6 years

Functional Responsibility: Under general direction, plans and evaluates complex existing network systems and makes recommendations for resources required to maintain and/or expand service levels. Provides highly skilled technical assistance in network planning, engineering, and architecture. Develops technical standards and interface applications, identifies and evaluates new products, and provides resolution for network problems. May interface with vendors to identify and purchase hardware and software. May function as lead position for other Network Planning Analysts. Frequently reports to a Telecommunications Department Director/Manager or a higher Network Planning position.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.88 Network Planning Manager

Minimum/General Experience: 7 years

Functional Responsibility: Responsible for long-term strategic planning to ensure network capacity meets current and future network requirements including planning for remote hardware and communications facilities, development and implementation of methodologies for system analysis, installation, and support. Defines and develops methodology to ensure compatibility of all software and hardware products at each facility. Provides ongoing coordination in the analysis, acquisition, and installation of remote hardware and software. May supervise Network Planning Analysts.

Frequently reports to a Telecommunications Department Director/Manager or Planning and Engineering Manager..

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.89 Network / Hardware Support Technician

Minimum/General Experience: Recent Graduate, no experience

Functional Responsibility: Monitors and responds to hardware, software, and network problems. Provides the routine testing and analysis of all elements of the network facilities (including power, software, communications machinery, lines, modems, and terminals). Monitors and controls the performance and status of the network resources.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.90 Operations Systems Manager

Minimum/General Experience: 7 years

Functional Responsibility: Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Provides input to policy level discussions regarding standards and budget constraints.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.91 PC Systems Specialist

Minimum/General Experience: 2 years

Functional Responsibility: Under general supervision, performs analytical, technical, and administrative work in the planning, design, and installation of new and existing personal computer systems. Works on moderately complex applications. Confers with end users to determine types of hardware and software required. Writes programs to fulfill requirements or selects appropriate off-the-shelf software and modifies to suit. May maintain or utilize telecommunications protocols. Installs new hardware and maintains existing hardware. Trains end users in use of equipment and software. Frequently reports to a PC Support Manager.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.92 Commercial Job Title: PC/LAN Mgmt Analyst – Senior

Minimum/General Experience: 5 years

Functional Responsibility: Under general direction, provides consultation to business area management and staff at the highest technical level for all aspects of PC/LAN design and configuration in a multi-server environment. Plans and coordinates the installation of new or modified Local Area Networks and installs and coordinates the resolution of network problems or malfunctions. Provides technical support and guidelines to client and systems areas through documentation.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.93 Project Control Specialist

Minimum/General Experience: 5 years

Functional Responsibility: Analyze program to determine requirements. Track program process and control. Analyze the impact or potential impact of missed or inadequate deliverable on program accomplishment. Develop and present reports on analysis findings. Draft program documentation to support activities to higher-level management. Review and track performance metrics.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.94 Quality Assurance Specialist I

Minimum/General Experience: Recent graduate, no experience required

Functional Responsibility: Under general supervision, carries out procedures to ensure that all information systems, products and services meet minimum organization standards and end-user requirements. Thoroughly tests software to ensure proper operation and freedom from defects. Documents and works to resolve all problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Performs workflow analysis and recommends quality improvements. Frequently reports to a Quality Assurance Manager.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.95 Quality Assurance Analyst - Intermediate

Minimum/General Experience: 5 years

Functional Responsibility: Under general supervision, carries out procedures to ensure that all information systems, products and services meet minimum organization standards and end-user requirements. Thoroughly tests software to ensure proper operation and freedom from defects. Documents and works to resolve all problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Performs workflow analysis and recommends quality improvements. Frequently reports to a Quality Assurance Manager.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.96 Security Administrator II

Minimum/General Experience: 5 years

Functional Responsibility: Demonstrated experience in the area of expertise required by the Task Order, and demonstrated ability performing administration functions relating to operating a secured facility, including document control, publication distribution, classification management and processing, coordination with Government Task Manager's and the Contractor's Program Manager

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.97 Security Administrator III

Minimum/General Experience: 12 years

Functional Responsibility: Demonstrated experience in the area of expertise required by the Task Order, and demonstrated ability performing administration functions relating to operating a secured facility, including document control, publication distribution, classification management and processing, coordination with Government Task Manager's and the Contractor's Program Manager.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.98 Security Coordinator

Minimum/General Experience: 3 years

Functional Responsibility: Coordinates, develops, and evaluates security programs for an organization.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.99 Security Specialist

Minimum/General Experience: 12 years

Functional Responsibility: This position provides support with planning, coordinating, and implementing the organization's information security. Provides support for facilitating and helping agencies identify their current security infrastructure and define future programs, design and implementation of security related to IT systems. Experience in several of the following areas is required; understanding of business security practices and procedures; knowledge of current security tools available; hardware/software security implementation; different communication protocols; encryption techniques/tools; familiarity with commercial products, and current Internet technology. Ability to serve as Information System Security Officer. Provides technical input to the Senior Security Specialist related to FISMA issues and, when required, provides input to FISMA reporting team. Knowledgeable and experienced in all aspects of security. Demonstrates very good oral and

written communication skills. Provides highly technical and specialized guidance, and solutions to complex security problems. Performs analyses and studies. Prepares reports and gives presentations to management. Performs duties independently or as a member of a Team.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.100 Senior IT Technician

Minimum/General Experience: 12 years

Functional Responsibility: Provides the day-to-day technical support services necessary to the operation, maintenance, modification and enhancements of a system. Provides support in the less technical disciplines of IT, such as computer operations, moving and installing equipment, computer cabling, data entry and verification, media duplication, document control and software installation. Performs as a member of a team or as a Team Lead as required.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.101 Software Developer – Senior

Minimum/General Experience: 5 years

Functional Responsibility: Under general direction, participates as high-level technical expert in design development, coding, testing, and debugging new software or significant enhancements to existing software. Works with technical staff to understand problems with software and develops specifications to resolve them. Resolves customer complaints and responds to suggestions for improvements and enhancements. Participates in the development of software user manuals. May act as team leader on less complex projects. Assists in training less experienced software development staff.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.102 Software Systems Engineer

Minimum/General Experience: 5 years

Functional Responsibility: Under general direction, formulates and 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. Responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Competent to work at this highest technical level on all phases of software systems programming applications. May have responsibility for the evaluation of new and existing software products. May assist other systems programmers to effectively utilize the system's technical software.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.103 Sr IT Administrative Specialist

Minimum/General Experience: 5 years

Functional Responsibility: Prepares and/or maintaining systems, programming, and operations documentation, procedures, and methods including user manuals. Maintains a current internal documentation library. Provides or coordinates special documentation services as required. Competent to work at the highest level of all phases of documentation. May act as project leader for large jobs. Very knowledgeable in computer-based documentation and presentation techniques, technical writing, technical proofreading and technical editing. Demonstrates superior oral and written communication skills. May serve as a Team Lead..

Minimum Education: Associate's Degree in Information Technology or related field

4.104 Strategic Planner – Senior

Minimum/General Experience: 7 years

Functional Responsibility: Provides strategic planning of large projects or a significant segment of a strategic planning portion of a large complex project. Provides the overall approach to clarify mission statements so they can be used as springboards in envisioning their desired future. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process and prioritizes those initiatives.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.105 Strategic Planner III

Minimum/General Experience: 5 years

Functional Responsibility: Provides strategic planning of large projects. Provides the overall approach to clarify mission statements so they can be used as springboards in envisioning their desired future. Assists in developing mission and vision statements, subsequent goal delineation, provides guidance for building operational plans and specifying measurable outcomes to include capital outlay planning efforts in a consolidated strategic planning process and prioritizes those initiatives..

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.106 Systems Administrator

Minimum/General Experience: 5 years

Functional Responsibility: 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.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.107 Systems Analysis and Programming Director

Minimum/General Experience: 10 years

Functional Responsibility: Develops software within an organization. Directs the software engineering function in developing, releasing, and maintaining software applications/operating systems according to business needs

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.108 Systems Analyst I

Minimum/General Experience: Recent graduate, no experience

Functional Responsibility: Demonstrated ability formulating / defining system scope and objectives for assigned projects to include full technical knowledge of all phases of applications systems analysis and programming

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.109 Systems Analyst II

Minimum/General Experience: 5 years

Functional Responsibility: Demonstrated ability formulating / defining system scope and objectives for assigned projects to include full technical knowledge of all phases of applications systems analysis and programming.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.110 Systems Analyst III

Minimum/General Experience: 12 years

Functional Responsibility: Demonstrated ability formulating / defining system scope and objectives for assigned projects to include full technical knowledge of all phases of applications systems analysis and programming.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.111 Systems Architect

Minimum/General Experience: 10 years

Functional Responsibility: Establishes system information requirements using the analysis from information engineer(s) 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 ELC compliant, evaluates analytically and systematically problems of workflows, organization, and plans and develops appropriate corrective action. Performs as a senior level supervisor who provides daily supervision and direction to staff.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.112 Systems Engineer III

Minimum/General Experience: 12 years

Functional Responsibility: Demonstrated ability to perform a variety of complex project tasks applied to specialized technology problems to include tasks involving integration of electronic processes or methodologies to resolve total system problems or technology problems.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.113 Technical Subject Matter Specialist

Minimum/General Experience: 7 years

Functional Responsibility: Applies subject matter knowledge to high-level analysis, collection, assessment, design, development, modeling, simulation, integration, installation, documentation, and implementation. Resolves problems, which necessitates an intimate knowledge of the related technical subject matter.

Minimum Education: Bachelor's Degree in Information Technology or related field.

4.114 Web Content Analyst

Minimum/General Experience: 5 years

Functional Responsibility: Provides for development and content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision-making. Provides managing / performing website editorial activities including gathering and researching information that enhances the value of the site.

Minimum Education: Bachelor's Degree in a discipline related to the requirements of the task order.

4.115 Web Control Analyst I

Minimum/General Experience: Recent Graduate, no experience required

Functional Responsibility: Demonstrated ability to provide support for developing and providing Agency Web-site content that will motivate and satisfy civilian user's needs so they will regularly access the site and utilize it as a major source for information, decision making and benefits delivery.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.116 Web Control Analyst II

Minimum/General Experience: 5 years

Functional Responsibility: Demonstrated ability to provide support for developing and providing Agency Web-site content that will motivate and satisfy civilian user's needs so they will regularly access the site and utilize it as a major source for information, decision making and benefits delivery.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.117 Web Control Analyst III

Minimum/General Experience: 12 years

Functional Responsibility: Demonstrated ability to provide support for developing and providing Agency Web-site content that will motivate and satisfy civilian user's needs so they will regularly access the site and utilize it as a major source for information, decision making and benefits delivery.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.118 Web Control Analyst III

Minimum/General Experience: 12 years

Functional Responsibility: Demonstrated ability to provide support for developing and providing Agency Web-site content that will motivate and satisfy civilian user's needs so they will regularly access the site and utilize it as a major source for information, decision making and benefits delivery.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.119 Web Designer

Minimum/General Experience: 2 years

Functional Responsibility: Under direct supervision, 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 appeal of the organization's online offerings. Designs the website to support the organization's strategies and goals relative to external communications. Requires knowledge of web-based technologies including browsers ASP pages, HTML code, object-oriented technology, and graphics software. Designs, develops, troubleshoots, debugs, and implements software code (such as HTML, CGI, and Javascript) for components 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. Responsible for interface implementation. Requires strong navigation and site design instincts.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

4.120 Web Technical Administrator

Minimum/General Experience: 2 years

Functional Responsibility: Under general supervision, responsible for achieving overall technical integrity of organization's website. Maintains and upgrades hardware and software including website technical architecture related to hardware and telecommunication connectivity. Administers e-mail, chat and FTP services. Communicates router configuration changes and troubleshoots system errors and bugs. Maintains servers, creates monitoring reports and logs, and ensures functionality of links. Creates tools to ease production process. Automates routine procedures. Works on system-level services to ensure proper patch levels on applications and operating systems. Monitors database integrity. Monitors site for acceptable performance and user accessibility. Establishes backups and monitors site security. Typically requires experience in systems technologies.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

5. SIN 132-100 Ancillary Supplies and/or Services LABOR CATEGORIES

5.1 Administrative Support I

Minimum/General Experience: Less than 5 yrs experience

Functional Responsibility: Proficiency in administrative skills, which may include word processing, graphics illustration using computers, accounting, editing and filing..

Minimum Education: No degree required.

5.2 Administrative Support II

Minimum/General Experience: 5 to 12 years' experience

Functional Responsibility: Proficiency in administrative skills, which may include word processing, graphics illustration using computers, accounting, editing and filing..

Minimum Education: No degree required.

5.3 Administrative Support III

Minimum/General Experience: 12 years' experience or greater

Functional Responsibility: Proficiency in administrative skills, which may include word processing, graphics illustration using computers, accounting, editing and filing..

Minimum Education: No degree required.

5.4 IT Administrative Specialist

Minimum/General Experience: 3 years' experience

Functional Responsibility: This is a mid-level position. An Individual who assists in preparing and/or maintaining systems, programming, and operations documentation, procedures, and methods including user manuals. Maintains a current internal documentation library. Coordinates special documentation services as required. Very knowledgeable in computer-based documentation and presentation techniques, technical writing, technical proofreading and technical editing. Demonstrates excellent command and articulation of the English language. Demonstrates very good oral and written communications skills. Communications concepts integrated with computer systems and applications for total systems solutions. Provides technical guidance to computer systems analysts. Superior grammar skills.

Minimum Education: No degree required.

5.5 IT Technician

Minimum/General Experience: 3 years' experience

Functional Responsibility: This is a mid-level position. Provides the day-to-day technical support services necessary to the operation, maintenance, modification and enhancements. Provides assistance and support in the less technical disciplines of IT, such as computer operations, moving and installing equipment, computer cabling, data entry and verification, media duplication, document control and software installation. Performs as a member of a team or a team lead as required.

Minimum Education: No degree required.

5.6 Jr IT Administrative Specialist

Minimum/General Experience: Recent graduate, no experience required

Functional Responsibility: This is an entry level position. Prepares and/or maintains systems, and operations documentation, procedures, and methods including user manuals. Maintains a current internal documentation library. Coordinates special documentation services as required. Very knowledgeable in computer-based documentation and presentation techniques, technical writing, technical proofreading and technical editing. Demonstrates good oral and written communication skills.

Minimum Education: No degree required.

5.7 LAN Support Technician

Minimum/General Experience: Recent graduate, no experience required

Functional Responsibility: Monitors and responds to complex technical control facility hardware and software problems utilizing a variety of hardware and software testing tools and techniques. Provide LAN server support.

Minimum Education: Associate's Degree in Information Technology or related field or Product Certification.

5.8 Librarian I

Minimum/General Experience: Recent graduate, no experience required

Functional Responsibility: Demonstrated technical experience in the area(s) of directing the classification, indexing, cataloging, storage and circulation of books, periodicals, papers, microfiche, classified reports and documents stored on various electronic media.

Minimum Education: No degree required.

5.9 Librarian II

Minimum/General Experience: 5 years

Functional Responsibility: Demonstrated technical experience in the area(s) of directing the classification, indexing, cataloging, storage and circulation of books, periodicals, papers, microfiche, classified reports and documents stored on various electronic media.

Minimum Education: No degree required.

5.10 Librarian III

Minimum/General Experience: 12 years

Functional Responsibility: Demonstrated technical experience in the area(s) of directing the classification, indexing, cataloging, storage and circulation of books, periodicals, papers, microfiche, classified reports and documents stored on various electronic media.

Minimum Education: No degree required.

5.11 Technical Editor

Minimum/General Experience: 5 years

Functional Responsibility: Responsible for content of technical documentation. Checks author's document for spelling, grammar and content problems (e.g., missing instructions or sections; redundant or unnecessary sections). Accuracy of content may fall under this position or the programmer, depending on the expertise of the editor. Ensures that documents follow the style laid out in the organization's style guide. May also be responsible for maintaining the style guide. Suggests revisions to the style guide as appropriate. Editor is often a technical writer who has moved to this position. Note: This description is for a technical editor in a large software house or an editor in a technical lab, which produces papers for publication. Newsletter, newspaper, or magazine editors should not be matched to this position.

Minimum Education: No degree required.

5.12 Technical Writer/Editor I

Minimum/General Experience: 1 year experience in the technical field

Functional Responsibility: Demonstrated comprehensive knowledge in assisting and collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports.

Minimum Education: No degree required.

5.13 Technical Writer/Editor II

Minimum/General Experience: 5 years' experience in the technical field

Functional Responsibility: Demonstrated comprehensive knowledge in assisting and collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports.

Minimum Education: No degree required.

5.14 Technical Writer/Editor III

Minimum/General Experience: 12 years' experience in the technical field

Functional Responsibility: Demonstrated comprehensive knowledge in assisting and collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports.

Minimum Education: No degree required.

5.15 Tele-communications Network Help Desk

Minimum/General Experience: 2 years' experience

Functional Responsibility: Responds to user complaints to research complex problems associated with the organization's telecommunications networks (voice and/or data). Diagnoses problem source through discussions with users. Coordinates with internal company support and operations groups and/or with vendors to resolve problems. Follows up with users to ensure problem has been resolved. Develops supporting documentation of all activities..

Minimum Education: No degree required.

5.16 Training Facilitator I

Minimum/General Experience: 1 year experience

Functional Responsibility: Demonstrated ability in conducting the research necessary to develop and revise training courses and preparing appropriate training catalogs.

Minimum Education: No degree required.

6. CLIENT SITE LABOR RATES

Labor Category	Labor Category SIN 132-51	Client Site					
		Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Program Manager			\$189.68	\$193.85	\$198.11	\$202.47	\$206.92
Sr. Project Manager			\$145.44	\$148.64	\$151.91	\$155.25	\$158.67
Project Manager II			\$110.64	\$113.07	\$115.56	\$118.10	\$120.70
Sr. Project Control Specialist			\$142.25	\$145.38	\$148.58	\$151.85	\$155.19
Sr. Subject Matter Expert			\$189.68	\$193.85	\$198.11	\$202.47	\$206.92
Functional Analyst III			\$99.58	\$101.77	\$104.01	\$106.30	\$108.64
Subject Matter Expert			\$142.25	\$145.38	\$148.58	\$151.85	\$155.19
Principal Systems Architect			\$142.25	\$145.38	\$148.58	\$151.85	\$155.19
Sr. Systems Architect			\$113.81	\$116.31	\$118.87	\$121.49	\$124.16
Sr. Internet Systems Architect			\$115.41	\$117.95	\$120.54	\$123.19	\$125.90
Internet Systems Architect			\$110.64	\$113.07	\$115.56	\$118.10	\$120.70
Systems Architect			\$110.64	\$113.07	\$115.56	\$118.10	\$120.70
Sr. Architect with Specialized Expertise			\$252.91	\$258.47	\$264.16	\$269.97	\$275.91
Middleware Developer			\$110.64	\$113.07	\$115.56	\$118.10	\$120.70
Sr. Oracle Developer			\$142.25	\$145.38	\$148.58	\$151.85	\$155.19
Mid Level Oracle Developer			\$134.37	\$137.33	\$140.35	\$143.44	\$146.60
Sr. Computer Systems Analyst			\$110.64	\$113.07	\$115.56	\$118.10	\$120.70
Mid Level Computer Systems Analyst			\$102.75	\$105.01	\$107.32	\$109.68	\$112.09
Jr. Computer Systems Analyst			\$86.94	\$88.85	\$90.80	\$92.80	\$94.84
Entry Level Computer Systems Analyst			\$56.92	\$58.17	\$59.45	\$60.76	\$62.10
Mid Level Data Base Management Specialist			\$134.37	\$137.33	\$140.35	\$143.44	\$146.60
Data Base Management Specialist			\$110.64	\$113.07	\$115.56	\$118.10	\$120.70
Sr. Systems Administrator			\$102.75	\$105.01	\$107.32	\$109.68	\$112.09
Sr. Information Systems Specialist			\$102.75	\$105.01	\$107.32	\$109.68	\$112.09
Sr. Web Graphics Specialist			\$102.75	\$105.01	\$107.32	\$109.68	\$112.09
Sr. Internet Support Specialist			\$110.64	\$113.07	\$115.56	\$118.10	\$120.70
Business Case Analysis Specialist w/ Clearance			\$85.64	\$87.52	\$89.45	\$91.42	\$93.43
Business Case Analysis Specialist w/o Clearance			\$81.36	\$83.15	\$84.98	\$86.85	\$88.76
Business SME (Subject Matter Expert) w/ Clearance			\$166.28	\$169.94	\$173.68	\$177.50	\$181.41
Business SME (Subject Matter Expert) w/o clearance			\$157.97	\$161.45	\$165.00	\$168.63	\$172.34
Business Subject Matter Specialist w/ clearance			\$118.81	\$121.42	\$124.09	\$126.82	\$129.61
Business Subject Matter Specialist w/o clearance			\$112.87	\$115.35	\$117.89	\$120.48	\$123.13
Business Systems Analyst w/ clearance			\$100.94	\$103.16	\$105.43	\$107.75	\$110.12
Business Systems Analyst w/o clearance			\$95.89	\$98.00	\$100.16	\$102.36	\$104.61

Labor Category SIN 132-51	Client Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Chief Scientist I w/ clearance		\$109.82	\$112.24	\$114.71	\$117.23	\$119.81
Chief Scientist I w/o clearance		\$104.33	\$106.63	\$108.98	\$111.38	\$113.83
Chief Scientist II w/ clearance		\$122.92	\$125.62	\$128.38	\$131.20	\$134.09
Chief Scientist II w/o clearance		\$116.77	\$119.34	\$121.97	\$124.65	\$127.39
Chief Scientist III w/ clearance		\$140.04	\$143.12	\$146.27	\$149.49	\$152.78
Chief Scientist III w/o clearance		\$133.04	\$135.97	\$138.96	\$142.02	\$145.14
Communications Analyst – Intermediate w/ clearance		\$67.43	\$68.91	\$70.43	\$71.98	\$73.56
Communications Analyst – Intermediate w/o clearance		\$64.06	\$65.47	\$66.91	\$68.38	\$69.88
Communications Facility Engineer w/ clearance		\$76.25	\$77.93	\$79.64	\$81.39	\$83.18
Communications Facility Engineer w/o clearance		\$72.44	\$74.03	\$75.66	\$77.32	\$79.02
Communications Installer w/ clearance		\$55.28	\$56.50	\$57.74	\$59.01	\$60.31
Communications Installer w/o clearance		\$52.52	\$53.68	\$54.86	\$56.07	\$57.30
Computer Security Systems Engineer II w/ clearance		\$71.53	\$73.10	\$74.71	\$76.35	\$78.03
Computer Security Systems Engineer II w/o clearance		\$67.96	\$69.46	\$70.99	\$72.55	\$74.15
Consultant III w/ clearance		\$104.78	\$107.09	\$109.45	\$111.86	\$114.32
Consultant III w/o clearance		\$99.54	\$101.73	\$103.97	\$106.26	\$108.60
Data Warehousing Administrator w/ clearance		\$84.39	\$86.25	\$88.15	\$90.09	\$92.07
Data Warehousing Administrator w/o clearance		\$80.17	\$81.93	\$83.73	\$85.57	\$87.45
Data / Configuration Management Specialist w/ clearance		\$87.93	\$89.86	\$91.84	\$93.86	\$95.92
Data / Configuration Management Specialist w/o clearance		\$83.54	\$85.38	\$87.26	\$89.18	\$91.14
Database Analyst/ Programmer III w/ clearance		\$97.48	\$99.62	\$101.81	\$104.05	\$106.34
Database Analyst/ Programmer III w/o clearance		\$92.60	\$94.64	\$96.72	\$98.85	\$101.02
Database Analyst/ Programmer II w/ clearance		\$94.88	\$96.97	\$99.10	\$101.28	\$103.51
Database Analyst/ Programmer II w/o clearance		\$90.13	\$92.11	\$94.14	\$96.21	\$98.33
Database Analyst/ Programmer I w/ clearance		\$78.98	\$80.72	\$82.50	\$84.32	\$86.18
Database Analyst/ Programmer I w/o clearance		\$75.03	\$76.68	\$78.37	\$80.09	\$81.85
Database Administrator (DBA) III w/ clearance		\$84.63	\$86.49	\$88.39	\$90.33	\$92.32
Database Administrator (DBA) III w/o clearance		\$80.40	\$82.17	\$83.98	\$85.83	\$87.72
Database Administrator (DBA) II w/ clearance		\$70.53	\$72.08	\$73.67	\$75.29	\$76.95
Database Administrator (DBA) II w/o clearance		\$67.00	\$68.47	\$69.98	\$71.52	\$73.09
Database Administrator (DBA) I w/ clearance		\$50.38	\$51.49	\$52.62	\$53.78	\$54.96
Database Administrator (DBA) I w/o clearance		\$47.86	\$48.91	\$49.99	\$51.09	\$52.21
Disaster Recovery Administrator w/ clearance		\$92.23	\$94.26	\$96.33	\$98.45	\$100.62
Disaster Recovery Administrator w/o clearance		\$87.61	\$89.54	\$91.51	\$93.52	\$95.58
Documentation Specialist – Senior w/ clearance		\$66.74	\$68.21	\$69.71	\$71.24	\$72.81
Documentation Specialist – Senior w/o clearance		\$63.40	\$64.79	\$66.22	\$67.68	\$69.17
Documentation Specialist w/ clearance		\$45.34	\$46.34	\$47.36	\$48.40	\$49.46
Documentation Specialist w/o clearance		\$43.07	\$44.02	\$44.99	\$45.98	\$46.99

Labor Category SIN 132-51	Client Site (Continued)				
	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Electronic Data Interchange (EDI) Manager w/ clearance	\$82.14	\$83.95	\$85.80	\$87.69	\$89.62
Electronic Data Interchange (EDI) Manager w/o clearance	\$78.03	\$79.75	\$81.50	\$83.29	\$85.12
Engineer I w/ clearance	\$60.45	\$61.78	\$63.14	\$64.53	\$65.95
Engineer I w/o clearance	\$57.43	\$58.69	\$59.98	\$61.30	\$62.65
Engineer II w/ clearance	\$75.56	\$77.22	\$78.92	\$80.66	\$82.43
Engineer II w/o clearance	\$71.78	\$73.36	\$74.97	\$76.62	\$78.31
Engineer III w/ clearance	\$93.70	\$95.76	\$97.87	\$100.02	\$102.22
Engineer III w/o clearance	\$89.01	\$90.97	\$92.97	\$95.02	\$97.11
Electronic Mail Coordinator w/ clearance	\$59.33	\$60.64	\$61.97	\$63.33	\$64.72
Electronic Mail Coordinator w/o clearance	\$56.37	\$57.61	\$58.88	\$60.18	\$61.50
ERP Business/Architectural Expert w/ clearance	\$166.26	\$169.92	\$173.66	\$177.48	\$181.38
ERP Business/Architectural Expert w/o clearance	\$157.95	\$161.42	\$164.97	\$168.60	\$172.31
Functional Analyst II w/ clearance	\$60.45	\$61.78	\$63.14	\$64.53	\$65.95
Functional Analyst II w/o clearance	\$57.43	\$58.69	\$59.98	\$61.30	\$62.65
Functional Expert Consultant I w/ clearance	\$112.84	\$115.32	\$117.86	\$120.45	\$123.10
Functional Expert Consultant I w/o clearance	\$107.20	\$109.56	\$111.97	\$114.43	\$116.95
Functional Expert Consultant II w/ clearance	\$150.12	\$153.42	\$156.80	\$160.25	\$163.78
Functional Expert Consultant II w/o clearance	\$142.61	\$145.75	\$148.96	\$152.24	\$155.59
Functional Expert Consultant III w/ clearance	\$209.56	\$214.17	\$218.88	\$223.70	\$228.62
Functional Expert Consultant III w/o clearance	\$199.08	\$203.46	\$207.94	\$212.51	\$217.19
Geographic Information Systems Analyst/Programmer w/ clearance	\$90.34	\$92.33	\$94.36	\$96.44	\$98.56
Geographic Information Systems Analyst/Programmer w/o clearance	\$85.83	\$87.72	\$89.65	\$91.62	\$93.64
Graphics Specialist w/ clearance	\$61.46	\$62.81	\$64.19	\$65.60	\$67.04
Graphics Specialist w/o clearance	\$58.38	\$59.66	\$60.97	\$62.31	\$63.68
Hardware Engineer w/ clearance	\$86.69	\$88.60	\$90.55	\$92.54	\$94.58
Hardware Engineer w/o clearance	\$82.35	\$84.16	\$86.01	\$87.90	\$89.83
Help Desk Support Services Specialist – Intermediate w/ clearance	\$55.47	\$56.69	\$57.94	\$59.21	\$60.51
Help Desk Support Services Specialist – Intermediate w/o clearance	\$52.70	\$53.86	\$55.04	\$56.25	\$57.49
Information Assurance Consulting Engineer I w/ clearance	\$96.72	\$98.85	\$101.02	\$103.24	\$105.51
Information Assurance Consulting Engineer I w/o clearance	\$91.88	\$93.90	\$95.97	\$98.08	\$100.24

Labor Category Labor Category SIN 132-51	Client Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Information Assurance Consulting Engineer II w/ clearance		\$115.86	\$118.41	\$121.02	\$123.68	\$126.40
Information Assurance Consulting Engineer II w/o clearance		\$110.07	\$112.49	\$114.96	\$117.49	\$120.07
Information Assurance Consulting Engineer III w/ clearance		\$159.19	\$162.69	\$166.27	\$169.93	\$173.67
Information Assurance Consulting Engineer III w/o clearance		\$151.23	\$154.56	\$157.96	\$161.44	\$164.99
Information Assurance Systems/Network Specialist w/ clearance		\$90.54	\$92.53	\$94.57	\$96.65	\$98.78
Information Assurance Systems/Network Specialist w/o clearance		\$86.02	\$87.91	\$89.84	\$91.82	\$93.84
Information Security Business Analyst w/ clearance		\$89.86	\$91.84	\$93.86	\$95.92	\$98.03
Information Security Business Analyst w/o clearance		\$85.37	\$87.25	\$89.17	\$91.13	\$93.13
Information Systems Administration & Planning Mgr. w/ clearance		\$134.66	\$137.62	\$140.65	\$143.74	\$146.90
Information Systems Administration & Planning Mgr. w/o clearance		\$127.93	\$130.74	\$133.62	\$136.56	\$139.56
Information Systems Auditor – Intermediate w/ clearance		\$80.44	\$82.21	\$84.02	\$85.87	\$87.76
Information Systems Auditor – Intermediate w/o clearance		\$76.42	\$78.10	\$79.82	\$81.58	\$83.37
Information Systems Auditor – Senior w/ clearance		\$94.08	\$96.15	\$98.27	\$100.43	\$102.64
Information Systems Auditor – Senior w/o clearance		\$89.38	\$91.35	\$93.36	\$95.41	\$97.51
Information Systems Training Specialist – Intermediate w/ clearance		\$68.14	\$69.64	\$71.17	\$72.74	\$74.34
Information Systems Training Specialist – Intermediate w/o clearance		\$64.73	\$66.15	\$67.61	\$69.10	\$70.62
Information Systems Training Specialist – Senior w/ clearance		\$81.70	\$83.50	\$85.34	\$87.22	\$89.14
Information Systems Training Specialist – Senior w/o clearance		\$77.62	\$79.33	\$81.08	\$82.86	\$84.68
Information Technology SME w/ clearance		\$150.32	\$153.63	\$157.01	\$160.46	\$163.99
Information Technology SME w/o clearance		\$142.80	\$145.94	\$149.15	\$152.43	\$155.78
Instructional Technologist w/ clearance		\$89.19	\$91.15	\$93.16	\$95.21	\$97.30
Instructional Technologist w/o clearance		\$84.73	\$86.59	\$88.49	\$90.44	\$92.43
Junior Security Engineer w/ clearance		\$118.01	\$120.61	\$123.26	\$125.97	\$128.74
Junior Security Engineer w/o clearance		\$112.10	\$114.57	\$117.09	\$119.67	\$122.30
Security Engineer w/ clearance		\$132.75	\$135.67	\$138.65	\$141.70	\$144.82
Security Engineer w/o clearance		\$126.11	\$128.88	\$131.72	\$134.62	\$137.58
Senior Security Engineer w/ clearance		\$147.51	\$150.76	\$154.08	\$157.47	\$160.93
Senior Security Engineer w/o clearance		\$140.13	\$143.21	\$146.36	\$149.58	\$152.87
Junior IT Specialist w/ clearance		\$84.57	\$86.43	\$88.33	\$90.27	\$92.26
Junior IT Specialist w/o clearance		\$80.34	\$82.11	\$83.92	\$85.77	\$87.66

Labor Category SIN 132-51	Client Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
IT Specialist w/ clearance		\$101.78	\$104.02	\$106.31	\$108.65	\$111.04
IT Specialist w/o clearance		\$96.69	\$98.82	\$100.99	\$103.21	\$105.48
Senior IT Specialist w/ clearance		\$134.00	\$136.95	\$139.96	\$143.04	\$146.19
Senior IT Specialist w/o clearance		\$127.30	\$130.10	\$132.96	\$135.89	\$138.88
LAN Support Technician w/ Clearance		\$67.14	\$68.62	\$70.13	\$71.67	\$73.25
LAN Support Technician w/o Clearance		\$63.78	\$65.18	\$66.61	\$68.08	\$69.58
Network Operations Supervisor w/ Clearance		\$79.97	\$81.73	\$83.53	\$85.37	\$87.25
Network Operations Supervisor w/o Clearance		\$75.97	\$77.64	\$79.35	\$81.10	\$82.88
Network Planning Analyst w/ Clearance		\$77.97	\$79.69	\$81.44	\$83.23	\$85.06
Network Planning Analyst w/o Clearance		\$74.07	\$75.70	\$77.37	\$79.07	\$80.81
Network Planning Analyst – Intermediate w/ Clearance		\$79.31	\$81.05	\$82.83	\$84.65	\$86.51
Network Planning Analyst – Intermediate w/o Clearance		\$75.34	\$77.00	\$78.69	\$80.42	\$82.19
Network Planning Analyst – Senior w/ Clearance		\$99.74	\$101.93	\$104.17	\$106.46	\$108.80
Network Planning Analyst – Senior w/o Clearance		\$94.76	\$96.84	\$98.97	\$101.15	\$103.38
Network Planning Manager w/ Clearance		\$98.58	\$100.75	\$102.97	\$105.24	\$107.56
Network Planning Manager w/ Clearance		\$93.66	\$95.72	\$97.83	\$99.98	\$102.18
Network / Hardware Support Technician w/ clearance		\$62.28	\$63.65	\$65.05	\$66.48	\$67.94
Network / Hardware Support Technician w/o clearance		\$59.17	\$60.47	\$61.80	\$63.16	\$64.55
Operations Systems Manager w/ clearance		\$94.73	\$96.81	\$98.94	\$101.12	\$103.34
Operations Systems Manager w/o clearance		\$89.99	\$91.97	\$93.99	\$96.06	\$98.17
PC Systems Specialist w/ clearance		\$64.51	\$65.93	\$67.38	\$68.86	\$70.37
PC Systems Specialist w/o clearance		\$61.29	\$62.64	\$64.02	\$65.43	\$66.87
PC/LAN Mgmt Analyst – Senior w/ clearance		\$80.29	\$82.06	\$83.87	\$85.72	\$87.61
PC/LAN Mgmt Analyst – Senior w/o clearance		\$76.28	\$77.96	\$79.68	\$81.43	\$83.22
Project Control Specialist w/ clearance		\$70.53	\$72.08	\$73.67	\$75.29	\$76.95
Project Control Specialist w/o clearance		\$67.00	\$68.47	\$69.98	\$71.52	\$73.09
Quality Assurance Specialist I w/ clearance		\$56.42	\$57.66	\$58.93	\$60.23	\$61.56
Quality Assurance Specialist I w/o clearance		\$53.60	\$54.78	\$55.99	\$57.22	\$58.48
Quality Assurance Analyst – Intermediate w/ clearance		\$70.20	\$71.74	\$73.32	\$74.93	\$76.58
Quality Assurance Analyst – Intermediate w/o clearance		\$66.70	\$68.17	\$69.67	\$71.20	\$72.77
Security Administrator II w/ clearance		\$61.46	\$62.81	\$64.19	\$65.60	\$67.04
Security Administrator II w/o clearance		\$58.38	\$59.66	\$60.97	\$62.31	\$63.68
Security Administrator III w/ clearance		\$81.61	\$83.41	\$85.25	\$87.13	\$89.05
Security Administrator III w/o clearance		\$77.53	\$79.24	\$80.98	\$82.76	\$84.58
Security Coordinator w/ clearance		\$59.64	\$60.95	\$62.29	\$63.66	\$65.06
Security Coordinator w/o clearance		\$56.66	\$57.91	\$59.18	\$60.48	\$61.81
Security Specialist w/ clearance		\$113.48	\$115.98	\$118.53	\$121.14	\$123.81
Security Specialist w/o clearance		\$107.81	\$110.18	\$112.60	\$115.08	\$117.61

Labor Category SIN 132-51	Client Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Senior IT Technician w/ clearance		\$108.61	\$111.00	\$113.44	\$115.94	\$118.49
Senior IT Technician w/o clearance		\$103.18	\$105.45	\$107.77	\$110.14	\$112.56
Software Developer – Senior w/ Clearance		\$95.32	\$97.42	\$99.56	\$101.75	\$103.99
Software Developer – Senior w/o Clearance		\$90.55	\$92.54	\$94.58	\$96.66	\$98.79
Software Systems Engineer w/ Clearance		\$101.10	\$103.32	\$105.59	\$107.91	\$110.28
Software Systems Engineer w/o Clearance		\$96.04	\$98.15	\$100.31	\$102.52	\$104.78
Sr IT Administrative Specialist w/ Clearance		\$75.98	\$77.65	\$79.36	\$81.11	\$82.89
Sr IT Administrative Specialist w/o Clearance		\$72.18	\$73.77	\$75.39	\$77.05	\$78.75
Strategic Planner – Senior w/ Clearance		\$109.30	\$111.70	\$114.16	\$116.67	\$119.24
Strategic Planner – Senior w/o Clearance		\$103.84	\$106.12	\$108.45	\$110.84	\$113.28
Strategic Planner III w/ Clearance		\$81.61	\$83.41	\$85.25	\$87.13	\$89.05
Strategic Planner III w/o Clearance		\$77.53	\$79.24	\$80.98	\$82.76	\$84.58
Systems Administrator w/ Clearance		\$94.87	\$96.96	\$99.09	\$101.27	\$103.50
Systems Administrator w/o Clearance		\$90.12	\$92.10	\$94.13	\$96.20	\$98.32
Systems Analysis and Programming Director w/ Clearance		\$114.14	\$116.65	\$119.22	\$121.84	\$124.52
Systems Analysis and Programming Director w/o Clearance		\$108.44	\$110.83	\$113.27	\$115.76	\$118.31
Systems Analyst I w/ Clearance		\$47.35	\$48.39	\$49.45	\$50.54	\$51.65
Systems Analyst I w/o Clearance		\$44.98	\$45.97	\$46.98	\$48.01	\$49.07
Systems Analyst II w/ Clearance		\$66.50	\$67.96	\$69.46	\$70.99	\$72.55
Systems Analyst II w/o Clearance		\$63.17	\$64.56	\$65.98	\$67.43	\$68.91
Systems Analyst III w/ Clearance		\$83.62	\$85.46	\$87.34	\$89.26	\$91.22
Systems Analyst III w/o Clearance		\$79.44	\$81.19	\$82.98	\$84.81	\$86.68
Systems Architect w/ Clearance		\$134.22	\$137.17	\$140.19	\$143.27	\$146.42
Systems Architect w/o Clearance		\$127.51	\$130.32	\$133.19	\$136.12	\$139.11
Systems Engineer III w/ Clearance		\$100.75	\$102.97	\$105.24	\$107.56	\$109.93
Systems Engineer III w/o Clearance		\$95.71	\$97.82	\$99.97	\$102.17	\$104.42
Technical Subject Matter Specialist w/ Clearance		\$112.31	\$114.78	\$117.31	\$119.89	\$122.53
Technical Subject Matter Specialist w/o Clearance		\$106.69	\$109.04	\$111.44	\$113.89	\$116.40
Web Content Analyst w/ Clearance		\$78.35	\$80.07	\$81.83	\$83.63	\$85.47
Web Content Analyst w/o Clearance		\$74.43	\$76.07	\$77.74	\$79.45	\$81.20
Web Control Analyst I w/ Clearance		\$47.35	\$48.39	\$49.45	\$50.54	\$51.65
Web Control Analyst I w/o Clearance		\$44.98	\$45.97	\$46.98	\$48.01	\$49.07
Web Control Analyst II w/ Clearance		\$68.51	\$70.02	\$71.56	\$73.13	\$74.74
Web Control Analyst II w/o Clearance		\$65.08	\$66.51	\$67.97	\$69.47	\$71.00
Web Control Analyst III w/ Clearance		\$84.63	\$86.49	\$88.39	\$90.33	\$92.32
Web Control Analyst III w/o Clearance		\$80.40	\$82.17	\$83.98	\$85.83	\$87.72
Web Designer w/ Clearance		\$78.77	\$80.50	\$82.27	\$84.08	\$85.93
Web Designer w/o Clearance		\$74.83	\$76.48	\$78.16	\$79.88	\$81.64

Labor Category SIN 132-51	Client Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Web Technical Administrator w/ Clearance		\$78.62	\$80.35	\$82.12	\$83.93	\$85.78
Web Technical Administrator w/o Clearance		\$74.69	\$76.33	\$78.01	\$79.73	\$81.48

Labor Category SIN 132-100	Client Site					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Administrative Support I w/ Clearance		\$29.22	\$29.86	\$30.52	\$31.19	\$31.88
Administrative Support I w/o Clearance		\$27.76	\$28.37	\$28.99	\$29.63	\$30.28
Administrative Support II w/ Clearance		\$37.28	\$38.10	\$38.94	\$39.80	\$40.68
Administrative Support II w/o Clearance		\$35.41	\$36.19	\$36.99	\$37.80	\$38.63
Administrative Support III w/ Clearance		\$49.37	\$50.46	\$51.57	\$52.70	\$53.86
Administrative Support III w/o Clearance		\$46.90	\$47.93	\$48.98	\$50.06	\$51.16
IT Administrative Specialist w/ Clearance		\$60.93	\$62.27	\$63.64	\$65.04	\$66.47
IT Administrative Specialist w/o Clearance		\$57.89	\$59.16	\$60.46	\$61.79	\$63.15
IT Technician w/ Clearance		\$82.99	\$84.82	\$86.69	\$88.60	\$90.55
IT Technician w/o Clearance		\$78.84	\$80.57	\$82.34	\$84.15	\$86.00
Jr IT Administrative Specialist w/ Clearance		\$51.91	\$53.05	\$54.22	\$55.41	\$56.63
Jr IT Administrative Specialist w/o Clearance		\$49.31	\$50.39	\$51.50	\$52.63	\$53.79
LAN Support Technician w/ Clearance		\$67.14	\$68.62	\$70.13	\$71.67	\$73.25
LAN Support Technician w/o Clearance		\$63.78	\$65.18	\$66.61	\$68.08	\$69.58
Librarian I w/ Clearance		\$46.35	\$47.37	\$48.41	\$49.48	\$50.57
Librarian I w/o Clearance		\$44.03	\$45.00	\$45.99	\$47.00	\$48.03
Librarian II w/ Clearance		\$59.44	\$60.75	\$62.09	\$63.46	\$64.86
Librarian II w/o Clearance		\$56.47	\$57.71	\$58.98	\$60.28	\$61.61
Librarian III w/ Clearance		\$69.52	\$71.05	\$72.61	\$74.21	\$75.84
Librarian III w/o Clearance		\$66.04	\$67.49	\$68.97	\$70.49	\$72.04
Technical Editor w/ Clearance		\$62.66	\$64.04	\$65.45	\$66.89	\$68.36
Technical Editor w/o Clearance		\$59.52	\$60.83	\$62.17	\$63.54	\$64.94
Technical Writer/Editor I w/ Clearance		\$39.29	\$40.15	\$41.03	\$41.93	\$42.85
Technical Writer/Editor I w/o Clearance		\$37.33	\$38.15	\$38.99	\$39.85	\$40.73
Technical Writer/Editor II w/ Clearance		\$50.38	\$51.49	\$52.62	\$53.78	\$54.96
Technical Writer/Editor II w/o Clearance		\$47.86	\$48.91	\$49.99	\$51.09	\$52.21
Technical Writer/Editor III w/ Clearance		\$70.53	\$72.08	\$73.67	\$75.29	\$76.95
Technical Writer/Editor III w/o Clearance		\$67.00	\$68.47	\$69.98	\$71.52	\$73.09
Tele-communications Network Help Desk w/ Clearance		\$49.91	\$51.01	\$52.13	\$53.28	\$54.45
Tele-communications Network Help Desk w/o Clearance		\$47.41	\$48.45	\$49.52	\$50.61	\$51.72
Training Facilitator I w/ Clearance		\$41.31	\$42.22	\$43.15	\$44.10	\$45.07
Training Facilitator I w/o Clearance		\$39.24	\$40.10	\$40.98	\$41.88	\$42.80

These labor rates do not include travel and/or living expenses. All such expenses will be invoiced to the customer on a cost reimbursable basis in accordance with the Federal travel Regulations.

All technical assistance services delivery logistics, including labor category availability and delivery time must be mutually agreed upon between CSSS and the ordering entity.

Ordering Agencies will place orders based on total dollar volume with labor categories to be mutually agreed upon.

Invoices for professional services will be submitted on an agreed upon basis

7. CONSTELLATION WEST SITE LABOR RATES

Labor Category	Labor Category SIN 132-51 Year	Constellation West Site				
		09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Program Manager		\$191.53	\$195.74	\$200.05	\$204.45	\$208.95
Sr. Project Manager		\$146.83	\$150.06	\$153.36	\$156.73	\$160.18
Project Manager II		\$111.74	\$114.20	\$116.71	\$119.28	\$121.90
Sr. Project Control Specialist		\$143.64	\$146.80	\$150.03	\$153.33	\$156.70
Sr. Subject Matter Expert		\$191.53	\$195.74	\$200.05	\$204.45	\$208.95
Functional Analyst III		\$100.56	\$102.77	\$105.03	\$107.34	\$109.70
Subject Matter Expert		\$143.64	\$146.80	\$150.03	\$153.33	\$156.70
Principal Systems Architect		\$143.64	\$146.80	\$150.03	\$153.33	\$156.70
Sr. Systems Architect		\$114.92	\$117.45	\$120.03	\$122.67	\$125.37
Sr. Internet Systems Architect		\$116.53	\$119.09	\$121.71	\$124.39	\$127.13
Internet Systems Architect		\$111.74	\$114.20	\$116.71	\$119.28	\$121.90
Systems Architect		\$111.74	\$114.20	\$116.71	\$119.28	\$121.90
Sr. Architect with Specialized Expertise		\$255.39	\$261.01	\$266.75	\$272.62	\$278.62
Middleware Developer		\$111.74	\$114.20	\$116.71	\$119.28	\$121.90
Sr. Oracle Developer		\$143.64	\$146.80	\$150.03	\$153.33	\$156.70
Mid Level Oracle Developer		\$135.67	\$138.65	\$141.70	\$144.82	\$148.01
Sr. Computer Systems Analyst		\$111.74	\$114.20	\$116.71	\$119.28	\$121.90
Mid Level Computer Systems Analyst		\$103.74	\$106.02	\$108.35	\$110.73	\$113.17
Jr. Computer Systems Analyst		\$87.79	\$89.72	\$91.69	\$93.71	\$95.77
Entry Level Computer Systems Analyst		\$57.47	\$58.73	\$60.02	\$61.34	\$62.69
Mid Level Data Base Management Specialist		\$135.67	\$138.65	\$141.70	\$144.82	\$148.01
Data Base Management Specialist		\$111.74	\$114.20	\$116.71	\$119.28	\$121.90
Sr. Systems Administrator		\$103.74	\$106.02	\$108.35	\$110.73	\$113.17
Sr. Information Systems Specialist		\$103.74	\$106.02	\$108.35	\$110.73	\$113.17
Sr. Web Graphics Specialist		\$103.74	\$106.02	\$108.35	\$110.73	\$113.17
Sr. Internet Support Specialist		\$111.74	\$114.20	\$116.71	\$119.28	\$121.90
Business Case Analysis Specialist w/ Clearance		\$101.76	\$104.00	\$106.29	\$108.63	\$111.02
Business Case Analysis Specialist w/o Clearance		\$96.67	\$98.80	\$100.97	\$103.19	\$105.46
Business SME (Subject Matter Expert) w/ Clearance		\$180.74	\$184.72	\$188.78	\$192.93	\$197.17
Business SME (Subject Matter Expert) w/o clearance		\$171.70	\$175.48	\$179.34	\$183.29	\$187.32
Business Subject Matter Specialist w/ clearance		\$125.28	\$128.04	\$130.86	\$133.74	\$136.68
Business Subject Matter Specialist w/o clearance		\$119.02	\$121.64	\$124.32	\$127.06	\$129.86
Business Systems Analyst w/ clearance		\$109.01	\$111.41	\$113.86	\$116.36	\$118.92
Business Systems Analyst w/o clearance		\$103.56	\$105.84	\$108.17	\$110.55	\$112.98

Labor Category SIN 132-51	Constellation West Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Chief Scientist I w/ clearance		\$126.95	\$129.74	\$132.59	\$135.51	\$138.49
Chief Scientist I w/o clearance		\$120.60	\$123.25	\$125.96	\$128.73	\$131.56
Chief Scientist II w/ clearance		\$142.06	\$145.19	\$148.38	\$151.64	\$154.98
Chief Scientist II w/o clearance		\$134.95	\$137.92	\$140.95	\$144.05	\$147.22
Chief Scientist III w/ clearance		\$159.19	\$162.69	\$166.27	\$169.93	\$173.67
Chief Scientist III w/o clearance		\$151.23	\$154.56	\$157.96	\$161.44	\$164.99
Communications Analyst – Intermediate w/ clearance		\$71.11	\$72.67	\$74.27	\$75.90	\$77.57
Communications Analyst – Intermediate w/o clearance		\$67.55	\$69.04	\$70.56	\$72.11	\$73.70
Communications Facility Engineer w/ clearance		\$80.41	\$82.18	\$83.99	\$85.84	\$87.73
Communications Facility Engineer w/o clearance		\$76.39	\$78.07	\$79.79	\$81.55	\$83.34
Communications Installer w/ clearance		\$58.28	\$59.56	\$60.87	\$62.21	\$63.58
Communications Installer w/o clearance		\$55.37	\$56.59	\$57.83	\$59.10	\$60.40
Computer Security Systems Engineer II w/ clearance		\$81.61	\$83.41	\$85.25	\$87.13	\$89.05
Computer Security Systems Engineer II w/o clearance		\$77.53	\$79.24	\$80.98	\$82.76	\$84.58
Consultant III w/ clearance		\$118.89	\$121.51	\$124.18	\$126.91	\$129.70
Consultant III w/o clearance		\$112.94	\$115.42	\$117.96	\$120.56	\$123.21
Data Warehousing Administrator w/ clearance		\$88.99	\$90.95	\$92.95	\$94.99	\$97.08
Data Warehousing Administrator w/o clearance		\$84.54	\$86.40	\$88.30	\$90.24	\$92.23
Data / Configuration Management Specialist w/ clearance		\$92.72	\$94.76	\$96.84	\$98.97	\$101.15
Data / Configuration Management Specialist w/o clearance		\$88.09	\$90.03	\$92.01	\$94.03	\$96.10
Database Analyst/ Programmer III w/ clearance		\$105.95	\$108.28	\$110.66	\$113.09	\$115.58
Database Analyst/ Programmer III w/o clearance		\$100.65	\$102.86	\$105.12	\$107.43	\$109.79
Database Analyst/ Programmer II w/ clearance		\$100.04	\$102.24	\$104.49	\$106.79	\$109.14
Database Analyst/ Programmer II w/o clearance		\$95.05	\$97.14	\$99.28	\$101.46	\$103.69
Database Analyst/ Programmer I w/ clearance		\$83.29	\$85.12	\$86.99	\$88.90	\$90.86
Database Analyst/ Programmer I w/o clearance		\$79.13	\$80.87	\$82.65	\$84.47	\$86.33
Database Administrator (DBA) III w/ clearance		\$100.75	\$102.97	\$105.24	\$107.56	\$109.93
Database Administrator (DBA) III w/o clearance		\$95.71	\$97.82	\$99.97	\$102.17	\$104.42
Database Administrator (DBA) II w/ clearance		\$79.59	\$81.34	\$83.13	\$84.96	\$86.83
Database Administrator (DBA) II w/o clearance		\$75.61	\$77.27	\$78.97	\$80.71	\$82.49
Database Administrator (DBA) I w/ clearance		\$60.45	\$61.78	\$63.14	\$64.53	\$65.95
Database Administrator (DBA) I w/o clearance		\$57.43	\$58.69	\$59.98	\$61.30	\$62.65
Disaster Recovery Administrator w/ clearance		\$97.25	\$99.39	\$101.58	\$103.81	\$106.09
Disaster Recovery Administrator c/o clearance		\$92.39	\$94.42	\$96.50	\$98.62	\$100.79
Documentation Specialist – Senior w/ clearance		\$70.36	\$71.91	\$73.49	\$75.11	\$76.76
Documentation Specialist – Senior w/o clearance		\$66.85	\$68.32	\$69.82	\$71.36	\$72.93
Documentation Specialist w/ clearance		\$52.39	\$53.54	\$54.72	\$55.92	\$57.15
Documentation Specialist w/o clearance		\$49.77	\$50.86	\$51.98	\$53.12	\$54.29

Labor Category SIN 132-51	Constellation West Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Electronic Data Interchange (EDI) Manager w/ clearance		\$86.62	\$88.53	\$90.48	\$92.47	\$94.50
Electronic Data Interchange (EDI) Manager w/o clearance		\$82.29	\$84.10	\$85.95	\$87.84	\$89.77
Engineer I w/ clearance		\$68.51	\$70.02	\$71.56	\$73.13	\$74.74
Engineer I w/o clearance		\$65.08	\$66.51	\$67.97	\$69.47	\$71.00
Engineer II w/ clearance		\$85.64	\$87.52	\$89.45	\$91.42	\$93.43
Engineer II w/o clearance		\$81.36	\$83.15	\$84.98	\$86.85	\$88.76
Engineer III w/ clearance		\$107.80	\$110.17	\$112.59	\$115.07	\$117.60
Engineer III w/o clearance		\$102.41	\$104.66	\$106.96	\$109.31	\$111.71
Electronic Mail Coordinator w/ clearance		\$64.08	\$65.49	\$66.93	\$68.40	\$69.90
Electronic Mail Coordinator w/o clearance		\$60.87	\$62.21	\$63.58	\$64.98	\$66.41
ERP Business/Architectural Expert w/ clearance		\$179.56	\$183.51	\$187.55	\$191.68	\$195.90
ERP Business/Architectural Expert c/o clearance		\$170.58	\$174.33	\$178.17	\$182.09	\$186.10
Functional Analyst II w/ clearance		\$68.51	\$70.02	\$71.56	\$73.13	\$74.74
Functional Analyst II w/o clearance		\$65.08	\$66.51	\$67.97	\$69.47	\$71.00
Functional Expert Consultant I w/ clearance		\$129.97	\$132.83	\$135.75	\$138.74	\$141.79
Functional Expert Consultant I w/o clearance		\$123.47	\$126.19	\$128.97	\$131.81	\$134.71
Functional Expert Consultant II w/ clearance		\$174.30	\$178.13	\$182.05	\$186.06	\$190.15
Functional Expert Consultant II w/o clearance		\$165.58	\$169.22	\$172.94	\$176.74	\$180.63
Functional Expert Consultant III w/ clearance		\$239.79	\$245.07	\$250.46	\$255.97	\$261.60
Functional Expert Consultant III w/o clearance		\$227.80	\$232.81	\$237.93	\$243.16	\$248.51
Geographic Information Systems Analyst/Programmer w/ clearance		\$97.57	\$99.72	\$101.91	\$104.15	\$106.44
Geographic Information Systems Analyst/Programmer w/o clearance		\$92.69	\$94.73	\$96.81	\$98.94	\$101.12
Graphics Specialist w/ clearance		\$66.15	\$67.61	\$69.10	\$70.62	\$72.17
Graphics Specialist w/o clearance		\$62.85	\$64.23	\$65.64	\$67.08	\$68.56
Hardware Engineer w/ clearance		\$93.62	\$95.68	\$97.78	\$99.93	\$102.13
Hardware Engineer w/o clearance		\$88.93	\$90.89	\$92.89	\$94.93	\$97.02
Help Desk Support Services Specialist – Intermediate w/ clearance		\$58.51	\$59.80	\$61.12	\$62.46	\$63.83
Help Desk Support Services Specialist – Intermediate w/o clearance		\$55.58	\$56.80	\$58.05	\$59.33	\$60.64
Information Assurance Consulting Engineer I w/ clearance		\$109.82	\$112.24	\$114.71	\$117.23	\$119.81
Information Assurance Consulting Engineer I w/o clearance		\$104.33	\$106.63	\$108.98	\$111.38	\$113.83

Labor Category Labor Category SIN 132-51	Constellation West Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Information Assurance Consulting Engineer II w/ clearance		\$135.01	\$137.98	\$141.02	\$144.12	\$147.29
Information Assurance Consulting Engineer II w/o clearance		\$128.25	\$131.07	\$133.95	\$136.90	\$139.91
Information Assurance Consulting Engineer III w/ clearance		\$184.37	\$188.43	\$192.58	\$196.82	\$201.15
Information Assurance Consulting Engineer III w/o clearance		\$175.15	\$179.00	\$182.94	\$186.96	\$191.07
Information Assurance Systems/Network Specialist w/ clearance		\$95.49	\$97.59	\$99.74	\$101.93	\$104.17
Information Assurance Systems/Network Specialist w/o clearance		\$90.72	\$92.72	\$94.76	\$96.84	\$98.97
Information Security Business Analyst w/ clearance		\$97.04	\$99.17	\$101.35	\$103.58	\$105.86
Information Security Business Analyst w/o clearance		\$92.19	\$94.22	\$96.29	\$98.41	\$100.58
Information Systems Administration & Planning Mgr. w/ clearance		\$145.43	\$148.63	\$151.90	\$155.24	\$158.66
Information Systems Administration & Planning Mgr. w/o clearance		\$138.16	\$141.20	\$144.31	\$147.48	\$150.72
Information Systems Auditor – Intermediate w/ clearance		\$84.81	\$86.68	\$88.59	\$90.54	\$92.53
Information Systems Auditor – Intermediate w/o clearance		\$80.57	\$82.34	\$84.15	\$86.00	\$87.89
Information Systems Auditor – Senior w/ clearance		\$99.21	\$101.39	\$103.62	\$105.90	\$108.23
Information Systems Auditor – Senior w/o clearance		\$94.25	\$96.32	\$98.44	\$100.61	\$102.82
Information Systems Training Specialist – Intermediate w/ clearance		\$71.85	\$73.43	\$75.05	\$76.70	\$78.39
Information Systems Training Specialist – Intermediate w/o clearance		\$68.26	\$69.76	\$71.29	\$72.86	\$74.46
Information Systems Training Specialist – Senior w/ clearance		\$86.15	\$88.05	\$89.99	\$91.97	\$93.99
Information Systems Training Specialist – Senior w/o clearance		\$81.84	\$83.64	\$85.48	\$87.36	\$89.28
Information Technology SME w/ clearance		\$163.39	\$166.98	\$170.65	\$174.40	\$178.24
Information Technology SME w/o clearance		\$155.22	\$158.63	\$162.12	\$165.69	\$169.34
Instructional Technologist w/ clearance		\$96.34	\$98.46	\$100.63	\$102.84	\$105.10
Instructional Technologist w/o clearance		\$91.52	\$93.53	\$95.59	\$97.69	\$99.84
Junior Security Engineer w/ clearance		\$128.26	\$131.08	\$133.96	\$136.91	\$139.92
Junior Security Engineer w/o clearance		\$121.85	\$124.53	\$127.27	\$130.07	\$132.93
Security Engineer w/ clearance		\$144.29	\$147.46	\$150.70	\$154.02	\$157.41
Security Engineer w/o clearance		\$137.08	\$140.10	\$143.18	\$146.33	\$149.55
Senior Security Engineer w/ clearance		\$160.33	\$163.86	\$167.46	\$171.14	\$174.91
Senior Security Engineer w/o clearance		\$152.31	\$155.66	\$159.08	\$162.58	\$166.16
Junior IT Specialist w/ clearance		\$91.92	\$93.94	\$96.01	\$98.12	\$100.28
Junior IT Specialist w/o clearance		\$87.33	\$89.25	\$91.21	\$93.22	\$95.27

Labor Category SIN 132-51	Constellation West Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
IT Specialist w/ clearance		\$110.62	\$113.05	\$115.54	\$118.08	\$120.68
IT Specialist w/o clearance		\$105.09	\$107.40	\$109.76	\$112.17	\$114.64
Senior IT Specialist w/ clearance		\$134.00	\$136.95	\$139.96	\$143.04	\$146.19
Senior IT Specialist w/o clearance		\$127.30	\$130.10	\$132.96	\$135.89	\$138.88
LAN Support Technician w/ Clearance		\$72.52	\$74.12	\$75.75	\$77.42	\$79.12
LAN Support Technician w/o Clearance		\$68.89	\$70.41	\$71.96	\$73.54	\$75.16
Network Operations Supervisor w/ Clearance		\$84.33	\$86.19	\$88.09	\$90.03	\$92.01
Network Operations Supervisor w/o Clearance		\$80.12	\$81.88	\$83.68	\$85.52	\$87.40
Network Planning Analyst w/ Clearance		\$84.21	\$86.06	\$87.95	\$89.88	\$91.86
Network Planning Analyst w/o Clearance		\$80.00	\$81.76	\$83.56	\$85.40	\$87.28
Network Planning Analyst – Intermediate w/ Clearance		\$83.65	\$85.49	\$87.37	\$89.29	\$91.25
Network Planning Analyst – Intermediate w/o Clearance		\$79.47	\$81.22	\$83.01	\$84.84	\$86.71
Network Planning Analyst – Senior w/ Clearance		\$105.18	\$107.49	\$109.85	\$112.27	\$114.74
Network Planning Analyst – Senior w/o Clearance		\$99.92	\$102.12	\$104.37	\$106.67	\$109.02
Network Planning Manager w/ Clearance		\$103.96	\$106.25	\$108.59	\$110.98	\$113.42
Network Planning Manager w/ Clearance		\$98.77	\$100.94	\$103.16	\$105.43	\$107.75
Network / Hardware Support Technician w/ clearance		\$65.68	\$67.12	\$68.60	\$70.11	\$71.65
Network / Hardware Support Technician w/o clearance		\$62.39	\$63.76	\$65.16	\$66.59	\$68.05
Operations Systems Manager w/ clearance		\$99.89	\$102.09	\$104.34	\$106.64	\$108.99
Operations Systems Manager w/o clearance		\$94.90	\$96.99	\$99.12	\$101.30	\$103.53
PC Systems Specialist w/ clearance		\$68.04	\$69.54	\$71.07	\$72.63	\$74.23
PC Systems Specialist w/o clearance		\$64.63	\$66.05	\$67.50	\$68.99	\$70.51
PC/LAN Mgmt Analyst – Senior w/ clearance		\$84.67	\$86.53	\$88.43	\$90.38	\$92.37
PC/LAN Mgmt Analyst – Senior w/o clearance		\$80.44	\$82.21	\$84.02	\$85.87	\$87.76
Project Control Specialist w/ clearance		\$79.59	\$81.34	\$83.13	\$84.96	\$86.83
Project Control Specialist w/o clearance		\$75.61	\$77.27	\$78.97	\$80.71	\$82.49
Quality Assurance Specialist I w/ clearance		\$64.48	\$65.90	\$67.35	\$68.83	\$70.34
Quality Assurance Specialist I w/o clearance		\$61.26	\$62.61	\$63.99	\$65.40	\$66.84
Quality Assurance Analyst – Intermediate w/ clearance		\$74.03	\$75.66	\$77.32	\$79.02	\$80.76
Quality Assurance Analyst – Intermediate w/o clearance		\$70.33	\$71.88	\$73.46	\$75.08	\$76.73
Security Administrator II w/ clearance		\$69.52	\$71.05	\$72.61	\$74.21	\$75.84
Security Administrator II w/o clearance		\$66.04	\$67.49	\$68.97	\$70.49	\$72.04
Security Administrator III w/ clearance		\$95.71	\$97.82	\$99.97	\$102.17	\$104.42
Security Administrator III w/o clearance		\$90.93	\$92.93	\$94.97	\$97.06	\$99.20
Security Coordinator w/ clearance		\$64.42	\$65.84	\$67.29	\$68.77	\$70.28
Security Coordinator w/o clearance		\$61.20	\$62.55	\$63.93	\$65.34	\$66.78
Security Specialist w/ clearance		\$123.35	\$126.06	\$128.83	\$131.66	\$134.56
Security Specialist w/o clearance		\$117.18	\$119.76	\$122.39	\$125.08	\$127.83

Labor Category SIN 132-51	Constellation West Site (Continued)					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Senior IT Technician w/ clearance		\$118.05	\$120.65	\$123.30	\$126.01	\$128.78
Senior IT Technician w/o clearance		\$112.14	\$114.61	\$117.13	\$119.71	\$122.34
Software Developer – Senior w/ Clearance		\$100.51	\$102.72	\$104.98	\$107.29	\$109.65
Software Developer – Senior w/o Clearance		\$95.48	\$97.58	\$99.73	\$101.92	\$104.16
Software Systems Engineer w/ Clearance		\$106.61	\$108.96	\$111.36	\$113.81	\$116.31
Software Systems Engineer w/o Clearance		\$101.28	\$103.51	\$105.79	\$108.12	\$110.50
Sr IT Administrative Specialist w/ Clearance		\$82.58	\$84.40	\$86.26	\$88.16	\$90.10
Sr IT Administrative Specialist w/o Clearance		\$78.45	\$80.18	\$81.94	\$83.74	\$85.58
Strategic Planner – Senior w/ Clearance		\$115.26	\$117.80	\$120.39	\$123.04	\$125.75
Strategic Planner – Senior w/o Clearance		\$109.50	\$111.91	\$114.37	\$116.89	\$119.46
Strategic Planner III w/ Clearance		\$95.71	\$97.82	\$99.97	\$102.17	\$104.42
Strategic Planner III w/o Clearance		\$90.93	\$92.93	\$94.97	\$97.06	\$99.20
Systems Administrator w/ Clearance		\$102.46	\$104.71	\$107.01	\$109.36	\$111.77
Systems Administrator w/o Clearance		\$97.34	\$99.48	\$101.67	\$103.91	\$106.20
Systems Analysis and Programming Director w/ Clearance		\$123.27	\$125.98	\$128.75	\$131.58	\$134.47
Systems Analysis and Programming Director w/o Clearance		\$117.10	\$119.68	\$122.31	\$125.00	\$127.75
Systems Analyst I w/ Clearance		\$56.42	\$57.66	\$58.93	\$60.23	\$61.56
Systems Analyst I w/o Clearance		\$53.60	\$54.78	\$55.99	\$57.22	\$58.48
Systems Analyst II w/ Clearance		\$75.56	\$77.22	\$78.92	\$80.66	\$82.43
Systems Analyst II w/o Clearance		\$71.78	\$73.36	\$74.97	\$76.62	\$78.31
Systems Analyst III w/ Clearance		\$98.74	\$100.91	\$103.13	\$105.40	\$107.72
Systems Analyst III w/o Clearance		\$93.80	\$95.86	\$97.97	\$100.13	\$102.33
Systems Architect w/ Clearance		\$145.89	\$149.10	\$152.38	\$155.73	\$159.16
Systems Architect w/o Clearance		\$138.59	\$141.64	\$144.76	\$147.94	\$151.19
Systems Engineer III w/ Clearance		\$113.85	\$116.35	\$118.91	\$121.53	\$124.20
Systems Engineer III w/o Clearance		\$108.16	\$110.54	\$112.97	\$115.46	\$118.00
Technical Subject Matter Specialist w/ Clearance		\$121.29	\$123.96	\$126.69	\$129.48	\$132.33
Technical Subject Matter Specialist w/o Clearance		\$115.23	\$117.77	\$120.36	\$123.01	\$125.72
Web Content Analyst w/ Clearance		\$82.63	\$84.45	\$86.31	\$88.21	\$90.15
Web Content Analyst w/o Clearance		\$78.49	\$80.22	\$81.98	\$83.78	\$85.62
Web Control Analyst I w/ Clearance		\$60.45	\$61.78	\$63.14	\$64.53	\$65.95
Web Control Analyst I w/o Clearance		\$57.43	\$58.69	\$59.98	\$61.30	\$62.65
Web Control Analyst II w/ Clearance		\$77.58	\$79.29	\$81.03	\$82.81	\$84.63
Web Control Analyst II w/o Clearance		\$73.70	\$75.32	\$76.98	\$78.67	\$80.40
Web Control Analyst III w/ Clearance		\$100.75	\$102.97	\$105.24	\$107.56	\$109.93
Web Control Analyst III w/o Clearance		\$95.71	\$97.82	\$99.97	\$102.17	\$104.42
Web Designer w/ Clearance		\$83.06	\$84.89	\$86.76	\$88.67	\$90.62
Web Designer w/o Clearance		\$78.91	\$80.65	\$82.42	\$84.23	\$86.08

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	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Web Technical Administrator w/ Clearance		\$82.91	\$84.73	\$86.59	\$88.49	\$90.44
Web Technical Administrator w/o Clearance		\$78.77	\$80.50	\$82.27	\$84.08	\$85.93

Labor Category SIN 132-100	Constellation West Site					
	Year	09/01/12 to 08/31/13	09/01/13 to 08/31/14	09/01/14 to 08/31/15	09/01/15 to 08/31/16	09/01/16 to 08/31/17
Administrative Support I w/ Clearance		\$33.25	\$33.98	\$34.73	\$35.49	\$36.27
Administrative Support I w/o Clearance		\$31.59	\$32.28	\$32.99	\$33.72	\$34.46
Administrative Support II w/ Clearance		\$42.32	\$43.25	\$44.20	\$45.17	\$46.16
Administrative Support II w/o Clearance		\$40.20	\$41.08	\$41.98	\$42.90	\$43.84
Administrative Support III w/ Clearance		\$59.44	\$60.75	\$62.09	\$63.46	\$64.86
Administrative Support III w/o Clearance		\$56.47	\$57.71	\$58.98	\$60.28	\$61.61
IT Administrative Specialist w/ Clearance		\$66.23	\$67.69	\$69.18	\$70.70	\$72.26
IT Administrative Specialist w/o Clearance		\$62.92	\$64.30	\$65.71	\$67.16	\$68.64
IT Technician w/ Clearance		\$90.20	\$92.18	\$94.21	\$96.28	\$98.40
IT Technician w/o Clearance		\$85.69	\$87.58	\$89.51	\$91.48	\$93.49
Jr IT Administrative Specialist w/ Clearance		\$56.42	\$57.66	\$58.93	\$60.23	\$61.56
Jr IT Administrative Specialist w/o Clearance		\$53.60	\$54.78	\$55.99	\$57.22	\$58.48
LAN Support Technician w/ Clearance		\$72.52	\$74.12	\$75.75	\$77.42	\$79.12
LAN Support Technician w/o Clearance		\$68.89	\$70.41	\$71.96	\$73.54	\$75.16
Librarian I w/ Clearance		\$56.42	\$57.66	\$58.93	\$60.23	\$61.56
Librarian I w/o Clearance		\$53.60	\$54.78	\$55.99	\$57.22	\$58.48
Librarian II w/ Clearance		\$67.50	\$68.99	\$70.51	\$72.06	\$73.65
Librarian II w/o Clearance		\$64.13	\$65.54	\$66.98	\$68.45	\$69.96
Librarian III w/ Clearance		\$78.59	\$80.32	\$82.09	\$83.90	\$85.75
Librarian III w/o Clearance		\$74.66	\$76.30	\$77.98	\$79.70	\$81.45
Technical Editor w/ Clearance		\$66.07	\$67.52	\$69.01	\$70.53	\$72.08
Technical Editor w/o Clearance		\$62.77	\$64.15	\$65.56	\$67.00	\$68.47
Technical Writer/Editor I w/ Clearance		\$44.33	\$45.31	\$46.31	\$47.33	\$48.37
Technical Writer/Editor I w/o Clearance		\$42.11	\$43.04	\$43.99	\$44.96	\$45.95
Technical Writer/Editor II w/ Clearance		\$61.46	\$62.81	\$64.19	\$65.60	\$67.04
Technical Writer/Editor II w/o Clearance		\$58.38	\$59.66	\$60.97	\$62.31	\$63.68
Technical Writer/Editor III w/ Clearance		\$80.60	\$82.37	\$84.18	\$86.03	\$87.92
Technical Writer/Editor III w/o Clearance		\$76.57	\$78.25	\$79.97	\$81.73	\$83.53
Tele-communications Network Help Desk w/ Clearance		\$52.62	\$53.78	\$54.96	\$56.17	\$57.41
Tele-communications Network Help Desk w/o Clearance		\$49.99	\$51.09	\$52.21	\$53.36	\$54.53
Training Facilitator I w/ Clearance		\$47.35	\$48.39	\$49.45	\$50.54	\$51.65
Training Facilitator I w/o Clearance		\$44.98	\$45.97	\$46.98	\$48.01	\$49.07

These labor rates do not include travel and/or living expenses. All such expenses will be invoiced to the customer on a cost reimbursable basis in accordance with the Federal travel Regulations.

All technical assistance services delivery logistics, including labor category availability and delivery time must be mutually agreed upon between CSSS and the ordering entity.

Ordering Agencies will place orders based on total dollar volume with labor categories to be mutually agreed upon.

Invoices for professional services will be submitted on an agreed upon basis.

8. USA COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS

PREAMBLE

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

COMMITMENT

To actively seek and partner with small businesses.

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

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

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

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

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

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

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts. To accelerate potential opportunities please contact Larry Carver, Vice President, Business Development, 202-3935464, lcarver@csss.net, 202-393-5468 (fax).

9. BEST VALUE BLANKET PURCHASE AGREEMENT FEDERAL SUPPLY SCHEDULE (Insert Customer Name)

In the spirit of the Federal Acquisition Streamlining Act (ordering activity) and (Contractor) enter into a cooperative agreement to further reduce the administrative costs of acquiring commercial items from the General Services Administration (GSA) Federal Supply Schedule Contract(s) GS-35F-0748M.

Federal Supply Schedule contract BPAs eliminate contracting and open market costs such as: search for sources; the development of technical documents, solicitations and the evaluation of offers. Teaming Arrangements are permitted with Federal Supply Schedule Contractors in accordance with Federal Acquisition Regulation (FAR) 9.6.

This BPA will further decrease costs, reduce paperwork, and save time by eliminating the need for repetitive, individual purchases from the schedule contract. The end result is to create a purchasing mechanism for the ordering activity that works better and costs less.

Signatures

Ordering Activity

Date

Contractor

Date

BPA NUMBER _____
(CUSTOMER NAME)
BLANKET PURCHASE AGREEMENT

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

1. The following contract items can be ordered under this BPA. All orders placed against this BPA are subject to the terms and conditions of the contract, except as noted below:
MODEL NUMBER/PART NUMBER *SPECIAL BPA DISCOUNT/PRICE

2. Delivery:
DESTINATION _____ DELIVERY SCHEDULES / DATES _____

3. The Government estimates, but does not guarantee, that the volume of purchases through this agreement will be _____

4. This BPA does not obligate any funds.

5. This BPA expires on _____ or at the end of the contract period, whichever is earlier.

6. The following office(s) is hereby authorized to place orders under this BPA:
OFFICE _____ POINT OF CONTACT _____

7. Orders will be placed against this BPA via Electronic Data Interchange (EDI), FAX, or paper.

8. Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales

slips that must contain the following information as a minimum:

- 8.1. Name of Contractor;
- 8.2. Contract Number;
- 8.3. BPA Number;
- 8.4. Model Number or National Stock Number (NSN);
- 8.5. Purchase Order Number;
- 8.6. Date of Purchase;
- 8.7. Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when
incompatible with the use of automated systems; provided, that the invoice is itemized to show the
information); and
- 8.8. Date of Shipment.

9. The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.
10. The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and the Contractor's invoice, the provisions of this BPA will take precedence.

10. BASIC GUIDELINES FOR USING “CONTRACTOR TEAM ARRANGEMENTS”

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

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

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

Participation in a Team Arrangement is limited to Federal Supply Schedule Contractors. Customers should refer to FAR 9.6 for specific details on Team Arrangements.

Here is a general outline on how it works:

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

11.ABOUT CONSTELLATION WEST

We are a *Woman Business Enterprise* (WBE) and *Veteran Business Enterprise* (VBE), small business, IT Solutions and Consulting firm whose highly skilled technology professionals are committed to serving both the commercial and the government sectors. Our success has been as a result of our superior quality service and aggressive customer service. We have been a successful commercial firm since 1997 and have started the process of entering the government sector in 2002. We feel that we bring a unique perspective to the government sector since we have traditionally filled a role of working in leading edge technology platforms in the commercial sector, using leading edge methodologies, tools and processes. It is just this type of expertise that we will bring to the federal sector. CONSTELLATION WEST offers comprehensive IT solutions across various hardware and software platforms. Our multidimensional approach spans all aspects of application and networking systems, development life cycles, including architecture, methodology, project planning, design, building, programming, testing, implementation, documentation and maintenance. At CONSTELLATION WEST, we apply an industry best practices methodology, giving clients the advantage of flexible and cost sensitive results for their technology needs.

Expertise in IT Consulting

The CONSTELLATION WEST executive team has more than 15 years' experience in IT consulting and managing the solutions process. We listen to our clients and are responsive by developing consulting options designed to provide fulfillment and management of projects and contract resources. CONSTELLATION WEST capabilities include core services in ERP, Project Management, and Software Engineering, and specialized services such as HIPAA remediation.

The right talent for the right role

Value creation is a continuous process. The technology team at CONSTELLATION WEST has expertise with the hottest technologies needed in business and government today. ERP experienced consultants with PeopleSoft, SAP, J.D. Edwards or Oracle Applications, who specialize in the product suites and modules most often required by clients, such as, Human Resources, Financials, Asset Management, Sales & Distribution, and Supply Chain Management.

CONSTELLATION WEST Software Engineers are experienced with CRM software including Microsoft, Seibel and PeopleSoft. E-Commerce and Web-based integration using Websphere, VisualAge for Java, J2EE Certified, Microsoft DOTNet. Data Warehousing and data management using SQL Server, Oracle or DB2.

Project Managers experienced in various industries including, Insurance, Financial, Government, Manufacturing, and Transportation. These talented CONSTELLATION WEST team members give clients business and technology expertise required for successful project implementations.

Helping clients see into the future

CONSTELLATION WEST understands the value technology must provide and partners with our clients designing systems to improve productivity and efficiency. We offer Strategy Services consisting of consultants with expertise in Systems Architecture, Network Design, Software Engineering, Business Analysis and IT Auditing. And recognize simply knowing what you want doesn't make it so. CONSTELLATION WEST makes technology solutions a reality through the efforts of dedicated, Client/Server & Web developers, Project Managers and Database Administrators. Experienced consultants who get it, and get it done.

A unique balance of size and substance

At CONSTELLATION WEST, we're working on client issues critical to their success. Projects include supporting development of the Health Insurance Portability Accountability Act (HIPAA) in Government, Insurance and Health Care sectors. You may have heard of the "new economy" where commerce and e-commerce are becoming one and the same, CSSS can make this a reality whether you're a fortune 1000 company or government enterprise. We are committed to the profession of IT Solutions & Consulting and proud members of the National Association of Computer Consultant Businesses (NACCB), the only national association exclusively devoted to representing and developing relationships between companies that specialize in providing Information Technology Solutions to clients in need of technical support and IT professional services.