General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Pricelist

## INFORMATION TECHNOLOGY PROFESSIONAL SERVICES (IT)

# Strategix Solutions Group

Strategix Solutions Group, LLC
Insight. Innovation. Impact.

Strategix Solutions Group
1717 Webster Street, NW
Washington, DC 20011
202-251-6220
www.strategix-sg.com
Business Size: Economically Disadvantaged, Woman-Owned Small Business

## Contract Number: GS-35F-103DA
## Contract Period: 12/16/2015 – 12/15/2020

132-51 - Information Technology (IT) Professional Services

| | |
|---|---|
| FPDS Code D301 | IT Facility Operation and Maintenance |
| FPDS Code D302 | IT Systems Development Services |
| FPDS Code D306 | IT Systems Analysis Services |
| FPDS Code D307 | Automated Information Systems Design and Integration Services |
| FPDS Code D308 | Programming Services |
| FPDS Code D310 | IT Backup and Security Services |
| FPDS Code D311 | IT Data Conversion Services |
| FPDS Code D313 | Computer Aided Design/Computer Aided Manufacturing (CAD/CAM) Services |
| FPDS Code D316 | IT Network Management Services |
| FPDS Code D317 | Creation/Retrieval of IT Related Automated News Services, Data Services, or Other Information Services (All other information services belong under Schedule 76) |
| FPDS Code D399 | Other Information Technology Services, Not Elsewhere Classified |

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

**Table of Contents**

1a. **Table of Special Awarded Item Number(s):**
     SIN 132-51    Information Technology (IT) Professional Serivces

1b. **Identification of the Lowest Priced Model Number and Lowest Unit Price:** *Please see attached pricing*

1c. **Description of all Corresponding Commercial Job Titles, Expertise, Functional Responsibility and Education:** *Please see attached Labor Category Descriptions*

2. **Maximum Order:** $500,000
3. **Minimum Order:** $100
4. **Geographic Coverage:** Domestic delivery is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories.
5. **Point(s) of Production:** N/A
6. **Discount from list prices or statement of net prices:** Prices shown are NET Prices; Basic Discounts have been deducted.
    a. Quantity: None.
    b. Dollar Volume: None.
    c. Government Educational Institutions: None.
    d. Other: None.
7. **Quantity Discounts:** None

8. **Prompt Payment Terms**: Prompt Payment: 0% - 30 days from receipt of invoice or date of acceptance, whichever is later.

**9a. Notification that Government Purchase Cards are Accepted At or Below the Micro-Purchase Level:** Strategix accepts the Government Purchase Card for purchases equal to or below the micro-purchase threshold. The Ordering Agency shall provide the card number and expiration date.

9b. **Notification that Government Purchase Cards are Accepted or Not Accepted Above the Micro-Purchase Level:** Strategix accepts the Government Purchase Card for purchases above the micro-purchase threshold. The Ordering Agency shall provide the card number and expiration date.

10. **Foreign Items:** None
**11. Delivery Schedule:**
    1. **Time of Delivery:** Strategix will deliver ADP Services in accordance with a specified schedule mutually determined between the ordering agency and Strategix. The agreed upon delivery time will not exceed Strategix's normal commercial practice.
    2. **Expedited Delivery Times:** Strategix will deliver ADP Services and products on an expedited basis in accordance with a specified schedule mutually determined between the ordering agency and Strategix.
    3. **Overnight and 2-Day Delivery Times:** Strategix does not offer overnight and two (2) day delivery times for IT Services.
    4. **Urgent Requirements:** Strategix will deliver IT services in accordance with a specified schedule mutually determined between the ordering agency and Strategix.
12. **F.O.B**: Destination

**13a. Ordering Addresses**:

     **Ordering Address:**

Attn:  Karen Holloway
1717 Webster St. NW
Washington, DC 20011
Phone:  202-251-6220
Email:  Karen_holloway@strategix-sg.com


**13b. Ordering Procedures:**

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.

**14. Payment Address:**
      **Payment Address:**
      Strategix Solutions Group
      1717 Webster St. NW
      Washington, DC 20011

15. **Contractor Commitments, Warranties, and Representations:**  standard commercial warranty.
16. **Export Packing Charges:**  N/A
17. **Terms and Conditions of Government Purchase Cards:**  Strategix accepts the Government Purchase Card for purchases equal to or less than the micro- purchase threshold. The Ordering Agency shall provide the card number and expiration date.
18. **Terms and Conditions of Rental, Maintenance and Repair**:  N/A
19. **Terms and Conditions of Installation**:  N/A
20. **Terms and Conditions of Repair Parts:**  N/A

20a. **Terms and conditions for any other services:** Please see Terms and Conditions

21. **List of Service and Distribution Points:**  N/A
22. **List of Participating Dealers:**  N/A
23. **Preventative Maintenance:**  N/A
24. **Special Attributes such as Environmental Attributes:**  N/A

24b.  **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:

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

25. **DUNS Number:**  078716236
26. **Notification of Registration in CCR/SAM:**  Strategix has an updated entity record in SAM.

    **Section 2:  Terms and Conditions – IT Professional Services:  SIN 132-51**


**1. SCOPE**

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

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

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

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

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

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

## 3. ORDER

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

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

## 4. PERFORMANCE OF SERVICES

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

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

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

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

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

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

(1) (2)

(b)
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) (2)

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
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.

Cancel the stop-work order; or
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

If a stop-work order is not canceled and the work covered by the order is terminated for

(c) the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

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

## 6. INSPECTION OF SERVICES

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

## 7. RESPONSIBILITIES OF THE CONTRACTOR

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

## 8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

## 9. INDEPENDENT CONTRACTOR

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

## 10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

## 11. INVOICES

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

## 12. PAYMENTS

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

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

(1) The offeror;
(2) Subcontractors; and/or
(3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

## 13. RESUMES

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

## 14. INCIDENTAL SUPPORT COSTS

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

## 15. APPROVAL OF SUBCONTRACTS

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

## 16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

Please see Sections 3 and 4 at the end of this document.

### Section 3: IT Professional Services Areas (SIN 132-51)

# Capabilities Overview

Our technology services and solution capabilities span the IT lifecycle.  In delivering solutions to our customers, we tailor our approach to customer environments and SDLC requirements and employ industry best practices and standards such as PMBOK, CMMI, and ITIL.   Strategix Solutions Group's technical service capabilities span the entire spectrum of full lifecycle systems development and integration: from strategic planning; requirements and business analysis; developing, designing, integrating, installing, testing, training; to operating and maintaining IT systems. Strategix Solutions Group brings innovative services and a results-oriented approach to ensure your enterprise is leveraging the best technologies to fulfill its mission and is getting the best return on existing IT assets. We offer an enterprise perspective on innovative technologies, experience with developing technology roadmaps and transitioning organizations to new solutions and platforms, technical depth with program delivery across the IT lifecycle, and an intense focus on client results that sets us apart.

**Project Management Services**
Following the principles of the Project Management Body of Knowledge (PMBOK), we provide PMI certified project managers that understand and follow the process groups and knowledge areas in order to delivery effective solutions on time and within budgets.  Processes we employ regularly include:
- Project Planning & Tracking
- Cost Management
- Risk Management
- Quality Management
- Change Management
- Communications Management

**IT Consulting Services**
Before an IT system implementation, organizations require consulting services to align technology projects to the business requirements, optimize business processes before modeling a solution after inefficient or out-dated practices, and plan and prepare the organization and users for new technologies and change.
These "soft skill" IT management and consulting services ensure the right technology "fit" for the IT department, business division, and end users-- aiding in higher user adoption and a more successful system rollout.  Ultimately this means greater return on IT investments, fewer failed implementations that miss user requirements, and fewer help desk calls and enhancement requests that continue to drive up IT budgets. Our approach is to help our customers evaluate and understand technology options and implementation alternatives and to ensure the technology solutions fully support business and customer needs.  Our consultants are adept at providing:
- Business Process Modeling
- Business Process Re-engineering for Optimization
- Technology Strategy and Roadmap Development

- Technology Assessments and Alternative Analyses
- Technology Vendor Analysis and Recommendations
- Change Management Services to Enhance User Adoption
- Training Program Development & User Training

## Architecture and Design Services

Effectively applied technology and IT systems are predicated on solid technical architectures and design patterns. We have experience with enterprise, segment, and solution architectures and ensuring IT systems reflect business needs. Strategix Solutions Group develops requirements and functional specifications incorporating user scenarios, wireframes, and techniques for user-centered design.

We design n-tier SOA architectures using object-oriented design patterns and model component architectures using UML. Our experience includes using common development IDEs that support UML diagrams for class, component, object, package, sequence, activity, and state models. Our architectural capabilities include software, network, and database systems and the ability to integrate with legacy systems and COTS solutions using middleware message brokers and enterprise service bus (ESB) technologies.

Our capabilities also include the development of Test Plans and Test Scripts and the preparation of test data for unit, system, integration and user acceptance testing.

## Development and Implementation

Our technical capabilities include developing and implementing solutions for n-tiered SOA based systems using J2EE or .NET software IDE environments. We have experience using a variety of development methodologies including Agile Development, Scrum, and traditional Waterfall SDLC approaches. Additionally, we can integrate new web-based solutions with your legacy environment through middleware and message brokers such as enterprise service bus (ESB) technologies. In addition to developing custom web-based applications, we have experience implementing and integrating with Content Management Systems (CMS), customer relationship management systems (CRM), ERP Platforms, GIS systems, mobile devices, and business intelligence and analytics solutions.

A critical part of a successful system implementation is developing a thorough deployment and migration plan. Even new systems require thoughtful and detailed coordination with production environment system administrators to ensure a seamless go-live launch. Migration from a legacy system requires detailed and elaborate planning and testing with data migration and a full system cut-over.

Our expertise with the implementation of business intelligence and analytics includes knowledge of ETL and data warehouse design and an advanced understanding of algorithm development and distributed scientific computing platforms such as Hadoop, Pig, and Hive. Additionally, GIS, modeling and simulation solutions assist further with visualizing and analyzing data.

## Operations and Maintenance

End users and customers expect technology to support their operations without downtime or system failures. Effectively maintaining software solutions and system networks requires continual monitoring and proactive management. We provide customer support, network operations, database administration, systems administration, patch management, configuration management, and the development of enhancements and maintenance of software and COTS products.

We also support proactive approaches to system and software optimization, real-time event monitoring, and performance tuning.  As a part of our O&M support for our customers, we continually look for technology refresh opportunities that can improve the quality of service and potentially reduce the overall cost of aging software and systems. Common strategies include migration of infrastructure to the cloud, virtualization, and upgrading legacy software to COTS solutions or implementing web services architectures to reduce maintenance costs of duplicative code residing in across the enterprise in numerous systems.

## Section 4:  Labor Category Descriptions and Rates – IT Professional Services:  SIN 132-51

Labor category descriptions applicable to the GSA IT Professional Services Schedule are contained herein.  For each labor category, a minimum required experience level, education, and duties/responsibilities are described.

### General Education Substitutions

Each year of relevant experience may be substituted for one year of education and vice versa. A formal degree can be substituted with applicable professional experience, with one (1) year of directly related experience for every one year of formal education.  In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

### Program Manager/Technical Director

**Minimum Experience:** 12 Years

**Duties/Functional Responsibilities/Experience:**  Program Managers/Technical Directors have a Bachelor's degree and 12 years of progressive experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, experience in managing large complex projects, contracts, funds, and resources (or group of projects, contracts, funds, and resources). Duties may include contract management, large project management, and interface with the customer. The Program Manager/Technical Director is responsible for formulating and enforcing work standards, assigning contractor schedules, and communicating policies, purposes, and goals of Strategix to subordinates and subcontractors. He or she is responsible for the overall contract performance and/or technical direction and manages services and support operations that may include multiple projects. The Program Manager/Technical Director organizes resources, determines solution or consulting approaches and establishes workplans and/or methodologies to support a program's objectives or deliverables.

**Minimum Education:**  BS in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology, or other related analytical, scientific, or technical disciplines or equivalent experience

### Project Manager

**Minimum Experience:** 8 Years

**Duties/Functional Responsibilities/Experience:**  Project Managers have a Bachelor's degree and 10 years of progressive experience (or equivalent combination of education and experience) in managing, directing, and implementing projects. Relevant experience includes, but is not limited to, experience in managing projects, contracts, funds, and resources. They are experienced in managing a diverse group of functional activities, subordinate groups of technical and administrative personnel. A Project Manager serves as the leader of a delivery/task order and assists the Program Manager in working with the Government's COR, other Government management personnel, and customer agency representatives. Under the guidance of the Program Manager, the Project Manager is responsible for the overall management of the specific task order(s) and ensuring that the technical solutions and schedules in the task order are implemented in a timely manner. The Project manager performs enterprise-wide horizontal integration planning and interfaces to other functions systems. Project Managers are senior personnel who not only have responsibility for managing projects, but also, for managing people.

**Minimum Education:**  BS in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology, or other related analytical, scientific, or technical disciplines or equivalent experience

## Principal Architect

**Minimum Experience:** 12 Years

**Duties/Functional Responsibilities/Experience:**
Possesses and applies expert technical knowledge in multiple professional fields with direct responsibility for the completion of projects of major complexity and importance. Recognized thought and strategy leader in professional and technical discipline. Establishes goals, plans, and practices, and manages the technical development work on complex projects with the application of new and unique technologies. Provides technical leadership and expert consultation to the client. Operates independently with responsibility for major contract tasks and deliverables. Contributes overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions.

**Minimum Education:** BS in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology, or other related analytical, scientific, or technical disciplines or equivalent experience.

## Senior Architect

**Minimum Experience:** 10 Years

**Duties/Functional Responsibilities/Experience:**
Possesses and applies advanced knowledge across mission-critical projects including responsibility for deliverables and performance metrics. Has recognized standing as a practice leader in professional or technical disciplines. Plans, conducts, and manages research and development work on projects of major complexity with the origination and application of new and unique techniques. Leads key technical areas and is responsible for meeting project milestones and deliverables. Contributes overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Senior staff manages, plans, and conducts major phases of significant projects.

**Minimum Education:** BS in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology, or other related analytical, scientific, or technical disciplines or equivalent experience.

## Architect

**Minimum Experience:** 8 Years

**Duties/Functional Responsibilities/Experience:**
Plans, conducts, and manages research and development work on projects of major complexity with the origination and application of new and unique techniques. Contributes overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture.

**Minimum Education:** BS in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology, or other related analytical,

scientific, or technical disciplines or equivalent experience.

## Senior Software Engineer

**Minimum Experience:** 8 Years

**Duties/Functional Responsibilities/Experience:** Strong experience in applications programming on data-base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. May lead design/programming teams. Demonstrated ability to work independently or under only general direction. Minimum eight years experience.

Functional Responsibility: Analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines computer software to produce the required product. Prepares required documentation. Enhances software to reduce operating time, add functionality, or improve efficiency. Demonstrated ability to work independently on the development of software code, and in collaboration or under the direction of a software architect/technical lead.

**Minimum Education:** BS in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology, or other related analytical, scientific, or technical disciplines or equivalent experience.

## Software Engineer

**Minimum Experience:** 5 Years

**Duties/Functional Responsibilities/Experience:** Experience in applications programming on data-base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. May lead design/programming teams. Demonstrated ability to work independently or under only general direction. Minimum five years experience.

Functional Responsibility: Analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines computer software to produce the required product. Prepares required documentation. Enhances software to reduce operating time, add functionality, or improve efficiency. Demonstrated ability to work independently on the development of software code, and in collaboration or under the direction of a software architect/technical lead.

**Minimum Education:** BS in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology, or other related analytical, scientific, or technical disciplines or equivalent experience.

## Senior Consultant

**Minimum Experience:** 10 Years

**Duties/Functional Responsibilities/Experience:** Senior Consultants have 10 years of progressive experience (or equivalent combination of education and experience). Uses a variety of professional concepts and methodologies. Exercises broad judgment in selecting methods, techniques, and evaluation criteria to obtain results. Develops and applies analyses of situations or data using an in- depth evaluation of various factors. Recognizes and explores other work, tools, techniques, and technologies to improve or influence results. Writes a variety of documents and prepares and presents briefings based on materials. Works independently to determine approach to and objectives of work assignments. Leads tasks or segments of programs; may provide technical leadership/direction to complete programs.

Relevant experience includes, but is not limited to, experience in facilitation, training, data collection, data analysis, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organizational development, activity and data modeling,

or information system development methods and practices. The Senior Consultant supervises other consultant specialists— and applies an organization-wide set of disciplines for the planning, analysis, design, and construction of information systems on an enterprise-wide basis or across, a major sector of the enterprise.

**Minimum Education:** B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

## Consultant

**Minimum Experience:** 7 Years

**Duties/Functional Responsibilities/Experience:** Mid-Level Consultants have a bachelor's degree and 5 years of progressive experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, experience in facilitation, training, data collection, data analysis, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business management techniques, organizational development, activity and data modeling, or information system development methods and practices. The Mid-Level Consultant performs data collection from multiple sources to include the web, client databases, and other resources. He or she utilizes analytical tools and methodology to perform data analysis in support of the development of analytical products. The Mid-Level Consultant applies process improvement and reengineering methodologies and principles to conduct process modernization projects. He or she performs enterprise strategic systems planning, enterprise information planning and business area analysis and process and data modeling in support of the planning and analysis efforts using both manual and automated tools. He or she develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems and applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents.

**Minimum Education:** B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

## Junior Consultant

**Minimum Experience:** 3 Years

**Duties/Functional Responsibilities/Experience:** Junior Consultants have a bachelor's degree and 3 years of progressive experience (or equivalent combination of education and experience). Relevant experience includes, but is not limited to, experience in facilitation, training, data collection, data analysis, methodology development and evaluation, process reengineering across all phases, identifying best practices, change modeling, or information system development methods and practices. The Junior Consultant performs data collection from multiple sources to include the web, client databases, and other resources. He or she utilizes analytical tools and methodology to perform data analysis in support of the development of analytical products. Works as part of project team. Contributes to solving a variety of structured and unstructured problems by applying standard professional concepts and methodologies and/or providing complex and detailed analysis. Summarizes information and may assist in the interpretation of studies or reports documenting agencies' management, organizational, and business improvement efforts. Documents own work for the use of others on project team; contributes to the development of client documentation. Monitors own progress on assigned tasks.

**Minimum Education:** Associates Degree in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

## Senior Analyst

**Minimum Experience:** 10 Years

**Duties/Functional Responsibilities/Experience:** Provides leadership for key tasks and resolves problems for major functional areas through assessment of complex and technically challenging situations. Has domain and expert technical knowledge of functional areas and programmatic knowledge practice-wide. Manages, controls, and directs the activities of multiple functional areas through program and project/task managers with overall responsibility for the implementation of project phases. Is responsible for decision-making that has long-term

impact on meeting major project performance objectives.  Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope.  Analyzes operational activities to obtain a quantitative, rational basis for decision-making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service.  Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.qa1qqq

Assists program managers in developing program documentation, creating program schedules, tracking program status, evaluating operational and technical alternatives, performing risk assessment and managing integrated product teams.  Provides expertise on the myriad of factors that influence cost, schedule, performance,  and risk. Provides assistance in analyzing and developing improved policies, plans, methods, procedures, and systems of acquisition management programs.

**Minimum Education:**  B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

## Analyst

**Minimum Experience:**  5 Years

**Duties/Functional Responsibilities/Experience:**  Possesses and applies comprehensive knowledge across multiple functional areas and task environments. Has leadership qualities in strategizing approaches and managing project objectives. Develops, plans, and leads segments of a project. Evaluates results and recommends changes in development and execution of project phases and meeting schedules. Operates across multiple tasks and works independently, contributes to deliverables and performance metrics. Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope.  Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service.  Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.

**Minimum Education:**  B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

## Junior Analyst

**Minimum Experience:**  3 Years

**Duties/Functional Responsibilities/Experience: U**nderstands fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or in specialty area. Performs tasks that are routine and learns to apply training to practice. Uses established procedures and works under close supervision in support of assigned project. Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope.  Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service.  Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.

**Minimum Education:**  A.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

<div align="center">**Senior Cyber Engineer**</div>

**Minimum Experience:** 8 Years

**Duties/Functional Responsibilities/Experience:** Eight years experience with security programs, policy development, security life cycle management, and security risk assessment. Experienced in implementing Intrusion Detection Systems, Public Key Infrastructure, and preparing security related documentation for all phases of Security Life Cycle Management. Provides direction and guidance on security matters and to implement information assurance programs for clients.

**Minimum Education:** B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

<div align="center">**Cyber Engineer**</div>

**Minimum Experience:** 5 Years

**Duties/Functional Responsibilities/Experience**: Five years experience with security programs, policy development, security life cycle management, and security risk assessment. Experienced in implementing Intrusion Detection Systems, Public Key Infrastructure, and preparing security related documentation for all phases of Security Life Cycle Management. Provides technical analysis, make recommendations, and implement approaches to solving security problems associated with network access controls, user authentication, and authorization.

**Minimum Education:** B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

<div align="center">**Senior Database Administrator (DBA)**</div>

**Minimum Experience:** 8 Years

**Duties/Functional Responsibilities/Experience**: Eight years demonstrated performance in related technology, especially creating and managing large and complex databases on a variety of platforms. Familiar with data organization, normalization, and security issues. Has demonstrated experience in one or more of the following: Sybase, Oracle, Informix, Interbase, SQL Server, Access, and/or FoxPro. Has experience in the maintenance and optimization of large mission critical databases. Is familiar with security measures, data and user rights assignments, backup strategies, and report generation.

**Minimum Education:** B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

<div align="center">**Database Architect/Developer**</div>

**Minimum Experience:** 5 Years

**Duties/Functional Responsibilities/Experience**: Background in application of organization or enterprise-wide set of disciplines for the planning, analysis, design, and construction of information systems databases for mainframe and/or client/server databases. Responsible for the analysis, engineering, and computational techniques, tools and methodology of mainframe and client/server databases and their environments. Develops problem solutions, database systems design, programming, program design and documentation preparation. Performs physical database architecture design, performance monitoring and tuning, data modeling,

normalization, and documentation of standards and procedures. Assists application developers, backup and recovery, and consulting on mainframes and/or client/server database architecture issues. Provides direction and guidance to development teams and other technical functions.

**Minimum Education:** B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

## Network Engineer

**Minimum Experience:** 5 Years

**Duties/Functional Responsibilities/Experience:**
At least 5 years of experience in analysis and design of voice networks, LAN and WAN data networks, wireless networks, and/or network management systems to support voice and data services. At least 2 years of experience in managing these activities. Experience in managing the evaluation and cost estimation of voice and data WAN services from telecommunications carriers, designing access and backbone networks using carrier services, or in managing the analysis and design of wireless voice or data networks (using private radio facilities or commercial services). Provides technical and administrative direction for personnel responsible for telecommunications network design, implementation, and operations tasks, including the review of work products for correctness, adherence to the design concept and to user standards and progress in accordance with schedules. Makes recommendations, if needed, for approval of major network installations. Prepares milestone status reports, and deliveries/presentations on network progress to colleagues, subordinates, and end user representatives. Provides daily supervision and direction to support staff.

**Minimum Education:** B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

## Systems Engineer

**Minimum Experience:** 5 Years

**Duties/Functional Responsibilities/Experience:** Background in systems analysis, network or software design/administration, requirements analysis, or systems/applications software development. Minimum six years experience.  Guides users in formulating requirements, advises on alternative approaches, conducts feasibility studies, performs system/network design and/or administration. Creates and/or maintains operating systems, communications software, database packages, compilers, repositories, and utility and assembler programs. Modifies existing software and develops special-purpose software to ensure efficiency and integrity between systems and applications.

**Minimum Education:** B.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

## Junior Systems Engineer

**Minimum Experience:** 3 Years

**Duties/Functional Responsibilities/Experience:** Background in systems analysis, network or software design/administration, requirements analysis, or systems/applications software development. Minimum six years experience.  Guides users in formulating requirements, advises on alternative approaches, conducts feasibility studies, performs system/network design and/or administration. Creates and/or maintains operating systems, communications software, database packages, compilers, repositories, and utility and assembler programs. Modifies existing software and develops special-purpose software to ensure efficiency and integrity between systems and applications.

**Minimum Education:** A.S. in Business, Engineering, Management Sciences, Computer Science, Information Systems, Social Science, Education, Human Resources Development, Psychology or other related analytical, scientific, or technical disciplines.

Government Site Rates – IT Professional Services:  SIN 132-51

| Start | | | | | |
| --- | --- | --- | --- | --- | --- |
| End | | | | | |
| Labor Category – Government Site | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| Program Manager/Technical Director | $155.16 | $159.35 | $163.66 | $168.07 | $172.61 |
| Project Manager | $146.30 | $150.25 | $154.30 | $158.47 | $162.75 |
| Principal Architect/Technical Lead | $167.28 | $171.79 | $176.43 | $181.19 | $186.09 |
| Senior Architect | $144.30 | $148.20 | $152.20 | $156.31 | $160.53 |
| Architect | $121.67 | $124.95 | $128.32 | $131.79 | $135.35 |
| Senior Software Engineer | $132.11 | $135.68 | $139.34 | $143.10 | $146.97 |
| Software Engineer | $96.43 | $99.04 | $101.71 | $104.46 | $107.28 |
| Senior Consultant | $132.24 | $135.81 | $139.48 | $143.25 | $147.12 |
| Consultant | $107.28 | $110.18 | $113.16 | $116.21 | $119.35 |
| Junior Consultant | $96.64 | $99.25 | $101.93 | $104.69 | $107.51 |
| Senior Analyst | $107.47 | $110.37 | $113.35 | $116.41 | $119.56 |
| Analyst | $100.67 | $103.39 | $106.18 | $109.05 | $111.99 |
| Junior Analyst | $84.41 | $86.69 | $89.03 | $91.43 | $93.90 |
| Senior Cyber Engineer | $142.72 | $146.58 | $150.54 | $154.60 | $158.77 |
| Cyber Engineer | $119.02 | $122.24 | $125.54 | $128.93 | $132.41 |
| Senior DBA | $118.08 | $121.27 | $124.55 | $127.91 | $131.36 |
| Database Architect/Developer | $124.30 | $127.66 | $131.10 | $134.64 | $138.28 |
| Network Engineer | $112.04 | $115.06 | $118.17 | $121.36 | $124.64 |
| Systems Engineer | $98.87 | $101.54 | $104.28 | $107.10 | $109.99 |
| Junior Systems Engineer | $95.17 | $97.74 | $100.38 | $103.09 | $105.88 |

| Labor Category – Contractor Site | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|---|---|---|---|---|---|
| Start | TBD | TBD | TBD | TBD | TBD |
| End | TBD | TBD | TBD | TBD | TBD |
| Program Manager/Technical Director | $175.00 | $179.73 | $184.58 | $189.56 | $194.68 |
| Project Manager | $165.00 | $169.45 | $174.03 | $178.73 | $183.55 |
| Principal Architect/Technical Lead | $188.66 | $193.76 | $198.99 | $204.36 | $209.88 |
| Senior Architect | $162.75 | $167.14 | $171.65 | $176.29 | $181.05 |
| Architect | $137.33 | $141.04 | $144.85 | $148.76 | $152.78 |
| Senior Software Engineer | $149.00 | $153.03 | $157.16 | $161.40 | $165.76 |
| Software Engineer | $108.76 | $111.70 | $114.72 | $117.81 | $120.99 |
| Senior Consultant | $149.15 | $153.18 | $157.31 | $161.56 | $165.92 |
| Consultant | $138.71 | $142.46 | $146.30 | $150.25 | $154.31 |
| Junior Consultant | $97.41 | $100.04 | $102.74 | $105.51 | $108.36 |
| Senior Analyst | $121.21 | $124.48 | $127.84 | $131.29 | $134.84 |
| Analyst | $113.55 | $116.61 | $119.76 | $122.99 | $126.31 |
| Junior Analyst | $95.20 | $97.77 | $100.41 | $103.12 | $105.91 |
| Senior Cyber Engineer | $160.97 | $165.31 | $169.78 | $174.36 | $179.07 |
| Cyber Engineer | $134.24 | $137.87 | $141.59 | $145.41 | $149.34 |
| Senior DBA | $133.18 | $136.78 | $140.47 | $144.26 | $148.16 |
| Database Architect/Developer | $113.55 | $116.61 | $119.76 | $122.99 | $126.31 |
| Network Engineer | $126.36 | $129.77 | $133.27 | $136.87 | $140.57 |
| Systems Engineer | $111.51 | $114.52 | $117.61 | $120.79 | $124.05 |
| Junior Systems Engineer | $107.34 | $110.24 | $113.22 | $116.27 | $119.41 |