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

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA-Advantage!™, a menu-driven database system. The Internet address for GSA-Advantage!™ is: http://www.gsaadvantage.gov

Multiple Award Schedule (MAS)

FSC Group: Information Technology
FSC Class: DA01

Contract Number: GS-35F-131CA

For more information on ordering from Federal Supply Schedules click here: http://www.gsa.gov/schedules-ordering

Contract Period: January 5, 2020 - January 04 - 2025

GAMA-1 Technologies, LLC
7500 Greenway Center Drive, Suite 400
Greenbelt, MD 20770
Telephone: 301-982-4262
Fax: 301-477-2290
gama1tech.com

Contract Administrator: Jacqueline N. Genovesi
jin.genovesi@gama1tech.com

Business Size/Status: SBA Certified 8(a) Small Disadvantaged Business

Prices shown herein are NET (discount deducted).

Pricelist current as of modification #A824 effective 9/23/2020
TABLE OF CONTENTS

GENERAL CONTRACT INFORMATION ..............................................................................................................1
CONTRACT OVERVIEW ........................................................................................................................................3
CONTRACT ADMINISTRATOR ............................................................................................................................3
MARKETING AND TECHNICAL POINT OF CONTACT ....................................................................................3
BRIEF COMPANY OVERVIEW .............................................................................................................................3
CONTRACT USE ......................................................................................................................................................4
CONTRACT SCOPE .................................................................................................................................................4
SPECIAL ITEM NUMBER (SIN) DESCRIPTIONS ................................................................................................5
INSTRUCTIONS FOR PLACING ORDERS FOR SERVICES BASED ON GSA SCHEDULE HOURLY RATES .......................................................................................................................9
BLANKET PURCHASE AGREEMENT ................................................................................................................10
LABOR CATEGORY DESCRIPTIONS ................................................................................................................11
HOURLY RATES FOR SERVICES ..........................................................................................................................32
GENERAL CONTRACT INFORMATION

1a. Table of Awarded Special Item Numbers (SINs):
   Please refer to GSA eLibrary (www.gsaelibrary.gsa.gov) for detailed SIN descriptions

<table>
<thead>
<tr>
<th>SINs</th>
<th>Recovery</th>
<th>SIN Title</th>
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<tbody>
<tr>
<td>54151S</td>
<td>54151SRC</td>
<td>Information Technology Professional Services</td>
</tr>
<tr>
<td>OLM</td>
<td>OLMRC</td>
<td>Order-Level Materials (OLM’s)</td>
</tr>
</tbody>
</table>

1b. Lowest Priced Model Number and Lowest Price:
   Please refer to our rates on page #32

1c. Labor Category Descriptions:
   Please refer to page #11

2. Maximum Order: $500,000
   *The maximum order threshold represents the point where, given the dollar value of the potential order, the Schedule Contractor may decline the order. Schedule contractors are encouraged, but not obligated, to accept orders exceeding this limit.*

3. Minimum Order: $100

4. Geographic Coverage: Domestic Only

5. Point (s) of Production: Not Applicable

6. Discount from List Price: All Prices Herein are Net

7. Quantity Discounts: Not Applicable

8. Prompt Payment Terms: Net 30 days
   *Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions*

9. Foreign Items: None

10a. Time of Delivery: GAMA-1 shall deliver or perform services in accordance with the terms negotiated in an agency’s order.

10b. Expedited Delivery: Contact Contractor

10c. Overnight and 2-Day Delivery: Contact Contractor

10d. Urgent Requirement: Contact Contractor

11. F.O.B. Point(s): Destination

12a. Ordering Address:
    GAMA-1 Technologies, LLC
    7500 Greenway Center Drive, Suite 100
    Greenbelt, MD 20770
12b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment Address: GAMA-1 Technologies, LLC
    Attn: Accounts Receivable
    7500 Greenway Center Drive, Suite 400
    Greenbelt, MD 20770

14. Warranty Provision: Contractor’s Standard Warranty

15. Export Packing Charges: Not Applicable

16. Terms and conditions of rental, maintenance, and repair (if applicable): Not Applicable

17. Terms and conditions of installation (if applicable): Not Applicable

18a. Terms and conditions of repair parts indicating date of parts, price lists and any discounts from list prices (if applicable): Not Applicable

18b. Terms and conditions for any other services (if applicable): Not Applicable

19. List of service and distribution points (if applicable): Not Applicable

20. List of participating dealers (if applicable): Not Applicable

21. Preventative maintenance (if applicable): Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants.): Not Applicable

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

23. Data Universal Number System (DUNS) Number: 798231259

24. GAMA-1 Technologies, LLC is registered in the System for Award Management (SAM).
CONTRACT OVERVIEW
GSA awarded GAMA-1 Technologies, LLC a GSA Federal Supply Schedule contract for Multiple Award Schedule (MAS), Contract No. GS-35F-131CA. The current contract period is January 5, 2020 - January 04 - 2025. GSA may exercise a total of up to three additional 5 year option periods. The contract allows for the placement of Firm Fixed Price or Time and Materials task orders using the labor categories and ceiling rates defined in the contract.

CONTRACT ADMINISTRATOR
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Phone: 301-982-4262
Fax: 301-477-2290
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MARKETING AND TECHNICAL POINT OF CONTACT
Jacqueline N. Genovesi
GAMA-1 Technologies, LLC
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Greenbelt, MD 20770
Phone: 301-982-4262
Fax: 301-477-2290
Email: jn.genovesi@gama1tech.com

BRIEF COMPANY OVERVIEW
GAMA-1 is a highly-technical 8(a) Certified Small Disadvantaged Business with a proven delivery model developed with the customer’s mission in mind. Our success is built on combining industry and agency standards with established GAMA-1 methodologies, IT Services, Application Development, and Infrastructure expertise. GAMA-1 has refined these methods through our continual improvement process, resulting in us achieving ISO 9001:2008, ISO 20000, and ISO 27001 certifications. Additionally, our entire delivery team has ITIL v3 training and we practice CMMI Level 3 process improvement methodologies across our organization. Our goal is to align our experience, certifications, best practices, and internal management frameworks with the goals and objectives of our federal customers. Through our extensive management and technical capabilities, GAMA-1 is poised to be the Strategic Partner and Advisor that helps achieve enterprise-wide mission-critical IT solutions driven by innovation, conservation, security, reliability, and efficiency.

GAMA-1 was founded to help customers meet their mission needs through technology. We believe that IT is there to support the mission, not the other way around, and work with our customers to identify the right solution and provide seamless implementation. This approach allows us to deliver cost saving services and solutions built on a mature lifecycle management methodology, which promotes growth, innovation and trust. Our core strengths include architecting enterprise solutions for shared service goals, including infrastructure domain consolidation, Service Desk operations, Big Data storage, mission critical operations and maintenance, business management, Information Assurance, and risk management. Using this expertise, GAMA-1 is prepared to assist our government customers integrate and maintain technical support services to better serve end users and achieve mission success. We are a business small enough to focus on you – the customer; while delivering superior expert knowledge, best practices, and cost effective enterprise solutions, and will be instrumental in helping you achieve your IT objectives and strategic goals, thus allowing you to focus on your mission.
IT Services
Infrastructure
- Unified Communication and Collaboration: Content, Voice, and Video
- Network Operations
- Data Center Virtualization
- Data Storage
- High-Performance Computing
- Cloud Strategies (Public, Private, Hybrid)

Cyber Security
- Assessment/Security Test and Evaluation (ST&E)
- Business Continuity Plan (BCP) and Testing
- Intrusion Detection/Prevention Support
- Penetration Testing
- Risk and Vulnerability Assessment
- Security Operations
- Assessment and Authorization (A&A) support – RMF
- Security Control

Application Development
- Requirements Definition and Analysis
- Design
- Programming/Development
- Testing
- Implementation and Deployment
- Operations & Maintenance Support
- Configuration Management
- Documentation
- Training

IT Support Services
- Project Management Support
- IT Service Management (ITSM)
- Service Desk Support (Help Desk)
- Desk Top Support
- Records Management
- Property/Asset Management

Certifications
- ISO 20000: 2011
- ISO 27001: 2005
- ISO 9001: 2008
- Certified Information Systems Auditor / CISA
- Certified Information Security Manager / CISM
- Certified in Risk and Information Systems Control / CRISC
- Certified in the Governance of Enterprise IT / CGEIT
- Certified Information Systems Security Professional / CISSP
- Project Management Institute / PMI
- Certified Authorization Professional / CAP
- Information Technology Infrastructure Library / ITIL v3
- Cisco Certified Security / CCSP

**CONTRACT USE**
This contract is available for use by all federal government agencies, as a source for Multiple Award Schedule, for worldwide use. Executive agencies, other Federal agencies, mixed-ownership Government corporations, and the District of Columbia; government contractors authorized in writing by a Federal agency pursuant to 48 CFR 51.1; and other activities and organizations authorized by statute or regulation to use GSA as a source of supply may use this contract. Additionally, contractors are encouraged to accept orders received from activities within the Executive Branch of the Federal Government.

**CONTRACT SCOPE**
The contractor shall provide all resources including personnel, management, supplies, services, materials, equipment, facilities and transportation necessary to provide a wide range of professional services as specified in each task order.

Services specified in a task order may be performed at the contractor’s facilities or the ordering agencies’ facilities. The government will determine the contractor’s compensation by any of several different methods (to be specified at the task order level) e.g., a firm-fixed price for services with or without incentives, labor hours or time-and-material.
SPECIAL ITEM NUMBER (SIN) DESCRIPTIONS

The Special Item Numbers (SINs) available under this contract provide services across the full life cycle of a project. When task orders are placed, they must identify the SIN or SINs under which the task is being executed. GAMA-1 Technologies, LLC has been awarded a contract by GSA to provide services under the following SINs:

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****NOTE: All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.

1. SCOPE
   a. The prices, terms and conditions stated under Special Item Number 54151S Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Multiple Award 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.
   b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
   c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity’s mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

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

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

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)
   a. The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-
      (1) Cancel the stop-work order; or
      (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.
   b. If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-
      (3) 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
      (4) 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.

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 (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts 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 offer or must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offer or must specify whether the fixed hourly rate for each labor category applies to labor performed by—

   (1) The offer or;
   (2) Subcontractors; and/or
   (3) Divisions, subsidiaries, or affiliates of the offer or 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
   a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers 132-51 IT Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.
   b. Pricing for all IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.
INSTRUCTIONS FOR PLACING ORDERS FOR SERVICES BASED ON GSA SCHEDULE HOURLY RATES

GSA provides a streamlined, efficient process for ordering the services you need. GSA has already determined that GAMA-1 Technologies, LLC meets the technical requirements and that our prices offered are fair and reasonable. Agencies may use written orders; facsimile orders, credit card orders, blanket purchase agreement orders or individual purchase orders under this contract.

If it is determined that your agency needs an outside source to provide MAS services, follow these simple steps:

<table>
<thead>
<tr>
<th>Orders under the Micro-Purchase Threshold</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Select the contractor best suited for your needs and place the order.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Orders in-between the Micro-Purchase Threshold and the Simplified Acquisition Threshold</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Prepare a SOW or Performance Work Statement (PWS) in accordance with FAR 8.405-2(b).</td>
</tr>
<tr>
<td>• Prepare and send the RFQ (including SOW and evaluation criteria) to at least three GSA Schedule contractors.</td>
</tr>
<tr>
<td>• Evaluate, then make a &quot;Best Value&quot; determination.</td>
</tr>
<tr>
<td><strong>Note:</strong> The ordering activity should request GSA Schedule contractors to submit firm-fixed prices to perform the services identified in the SOW.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Orders over the Simplified Acquisition Threshold</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Prepare the RFQ (including the SOW and evaluation criteria) and post on eBuy to afford all Schedule contractors the opportunity to respond, or provide the RFQ to as many Schedule contractors as practicable, consistent with market research, to reasonably ensure that quotes are received from at least three contractors.</td>
</tr>
<tr>
<td>• Seek price reductions.</td>
</tr>
<tr>
<td>• Evaluate all responses and place the order, or establish the BPA with the GSA Schedule contractor that represents the best value (refer to FAR 8.405-2(d)).</td>
</tr>
<tr>
<td><strong>Note:</strong> The ordering activity should request GSA Schedule contractors to submit firm-fixed prices to perform the services identified in the SOW.</td>
</tr>
</tbody>
</table>

### Developing a Statement of Work (SOW)

In the SOW, include the following information:

- Work to be performed,
- Location of work,
- Period of performance;
- Deliverable schedule, and
- Special standards and any special requirements, where applicable.

### Preparing a Request for Quote (RFQ)

- Include the SOW and evaluation criteria;
- Request fixed price, ceiling price, or, if not possible, labor hour or time and materials order;
- If preferred, request a performance plan from contractors and information on past experience; and include information on the basis for selection.
- May be posted on GSA’s electronic RFQ system, e-Buy

For more information related to ordering services, go to [http://www.gsa.gov/schedules-ordering](http://www.gsa.gov/schedules-ordering) and see guidelines in the Multiple Award Schedule (MAS) Desk Reference Guide.
BLANKET PURCHASE AGREEMENT

Ordering activities may establish BPAs under any schedule contract to fill repetitive needs for supplies or services. 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 BPAs and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). In determining how many BPAs to establish, consider:

- The scope and complexity of the requirement(s);
- The need to periodically compare multiple technical approaches or prices;
- The administrative costs of BPAs; and
- The technical qualifications of the schedule contractor(s).

Establishment of a single BPA, or multiple BPAs, shall be made using the same procedures outlined in 8.405-1 or 8.405-2. BPAs shall address the frequency of ordering, invoicing, discounts, requirements (e.g. estimated quantities, work to be performed), delivery locations, and time.

When establishing multiple BPAs, the ordering activity shall specify the procedures for placing orders under the BPAs.

Establishment of a multi-agency BPA against a Federal Supply Schedule contract is permitted if the multi-agency BPA identifies the participating agencies and their estimated requirements at the time the BPA is established.

Ordering from BPAs:

Single BPA. If the ordering activity establishes one BPA, authorized users may place the order directly under the established BPA when the need for the supply or service arises.

Multiple BPAs. If the ordering activity establishes multiple BPAs, before placing an order exceeding the micro-purchase threshold, the ordering activity shall:

- Forward the requirement, or statement of work and the evaluation criteria, to an appropriate number of BPA holders, as established in the BPA ordering procedures; and
- Evaluate the responses received, make a best value determination (see 8.404(d)), and place the order with the BPA holder that represents the best value.

BPAs for hourly rate services. If the BPA is for hourly rate services, the ordering activity shall develop a statement of work for requirements covered by the BPA. All orders under the BPA shall specify a price for the performance of the tasks identified in the statement of work.

Duration of BPAs. BPAs generally should not exceed five years in length, but may do so to meet program requirements. Contractors may be awarded BPAs that extend beyond the current term of their GSA Schedule contract, so long as there are option periods in their GSA Schedule contract that, if exercised, will cover the BPA’s period of performance.

Review of BPAs:

The ordering activity that established the BPA shall review it at least once a year to determine whether:

- The schedule contract, upon which the BPA was established, is still in effect;
- The BPA still represents the best value (see 8.404(d)); and
- Estimated quantities/amounts have been exceeded and additional price reductions can be obtained.

The ordering activity shall document the results of its review.
LABOR CATEGORY DESCRIPTIONS

Analyst II
Assists to solve computer, business, scientific, engineering, policy/compliance or other discipline system/process problems and enables system to meet the needs of the organization. Performs system studies to assist organization in realizing maximum benefits from investments in equipment, personnel, and business processes or to comply with internal or external requirements. Plans and designs new systems/processes or devises ways to apply existing systems resources to additional operations. Analyzes requirements, procedures, and problems to improve existing system/processes. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.
Minimum Education: BA/BS or equivalent
Minimum Experience: 1-2 years of relevant experience

Business Systems Analyst
Under general supervision, formulates and defines systems scope and objectives through research and fact-finding combined with an understanding of applicable business systems and industry requirements. With this knowledge, develops or modifies moderately complex information systems. Includes analysis of business and user needs, documenting requirements, and revising existing system logic difficulties as necessary. Guides and advises less-experienced Business Systems Analysts. Competent to work in some phases of systems analysis and considers the business implications of the application of technology to the current business environment.
Minimum Education: BA/BS or equivalent
Minimum Experience: 2 to 4 years of relevant experience

Chief Engineer
Leads the team in establishing the overall design of system architecture and enterprise organization and defines system and application specifications. Provides engineering expertise, issue identification, and issue resolution skills to technical system design and development. Relies on expertise in a variety of engineering concepts, practices, and procedures to plan and accomplish goals. Leads the work of others and performs a variety of tasks. A wide degree of creativity and latitude is expected.
Minimum Education: BA/BS or equivalent and may require certification
Minimum Experience: 8 years of relevant experience

Chief Enterprises System Architect
Responsible for overseeing the design of system architecture for an organization on an enterprise level. Leads team in defining system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates extensive expertise in a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Recognized as technical leader and resource.
Minimum Education: BA/BS or equivalent and may require advanced degree or certification
Minimum Experience: 8 years of relevant experience

Consultant
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Works with end user groups to evaluate and solve technical problems. Evaluates existing systems and/or user needs to analyze, design, recommend, and implement system changes. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.
Minimum Education: BA/BS or equivalent
Minimum Experience: 6 to 8 years of relevant experience
Database Administrator II
Assists with planning and coordinated administration of one or more large, centralized databases. Reviews database design and integration of host systems and makes recommendations for enhancements and improvements. Ensures accurate, appropriated, and effective use of data. Performs audits to ensure accuracy and proper use of data. Matches user requirements with system capabilities. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Determines file organization, indexing methods, and security procedures for specific user applications. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.
Minimum Education: BA/BS or equivalent
Minimum Experience: 2 to 4 years of relevant experience

Database Administrator III
Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.
Minimum Education: BA/BS or equivalent
Minimum Experience: 4 to 6 years of relevant experience

Database Administrator IV
Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Develops and formulates standards, procedures, and conventions for database use. Works with technical/programming staff to ensure database security. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.
Minimum Education: BA/BS or equivalent
Minimum Experience: 4-6 years of relevant experience

Engineer V
Provides expert consultation in one or more areas for the design, development, analysis, and implementation of technical products and systems. Recognized as technical leader and resource. Responsible for all internal activities and product development. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. Will very likely direct and lead the work of others.
Minimum Education: BA/BS or equivalent and may require certification
Minimum Experience: 6-8 years of relevant experience

Engineer II
Assists with the design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.
Minimum Education: BA/BS or equivalent
Minimum Experience: 1-2 years of relevant experience
Enterprise System Architect V
Responsible for designing architecture for an organization on an enterprise level. Defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Works under general supervision. Performs a variety of tasks. Will very likely direct and lead the work of others.
Minimum Education: BA/BS or equivalent and may require advanced degree or certification
Minimum Experience: 6-8 years of relevant experience

Group Lead V
Designs, plans, and coordinates a work team or teams on task-level projects. Provides technical support to project team members. Designs and implements the components required for complex technical functions. Generally, manages a group of technical, engineering, and/or scientific analysts. Relies on experience and judgment to plan and accomplish goals. The individual will: (1) Identify and assign priorities to complete assigned projects as required in order to optimize schedules, budgets, and technical excellence; (2) Maintain close contact with customer representatives to identify and respond to customer requests and to ensure that potential sources of difficulty are made known to Company management; (3) Establish and maintain status reports in order to show progress and problems to the customer and to Company management; (4) Provide support to Advanced Program personnel in identifying and acquiring potential business. Typically reports to a senior manager.
Minimum Education: BA/BS or equivalent
Minimum Experience: 8 years of relevant experience

Help Desk Specialist I
Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment.
Minimum Education: BA/BS or equivalent
Minimum Experience: 0-2 years of relevant experience

Help Desk Specialist II
Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks and monitors the problem to ensure a timely resolution. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.
Minimum Education: BA/BS or equivalent
Minimum Experience: 2-4 years of relevant experience

Help Desk Specialist IV
Helps supervise the day-to-day operations of the help desk. Identifies, researches, and resolves complex technical problems. Creates and manages escalation procedures and ensures service levels are maintained. Documents, tracks, and monitors problems to ensure resolution in a timely manner. A level I supervisor is considered a working supervisor with little authority for personnel actions. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.
Minimum Education: BA/BS or equivalent
Minimum Experience: 4-6 years of relevant experience
**Intermediate Business Analyst**
Under general supervision provides analysis associated with content, processes, and procedures related to enterprise applications. Applies functional knowledge to design and customize workflow systems that provide seamless integration for client/server applications. Writes functional requirements, develops test plans, and works with production issues.

*Minimum Education:* BA/BS or equivalent  
*Minimum Experience:* 4 to 6 years of relevant experience

**IT Computer Specialist I**
Assists with research, performing studies and surveys to obtain data, and supports analyze of problems to provide inputs on recommended solutions or technology. Requires basic knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on senior resources’ experience and judgment to plan and accomplish goals. Performs and supports a variety of complicated tasks within the team.

*Minimum Education:* BA/BS or equivalent  
*Minimum Experience:* 0-1 years of relevant experience

**IT Computer Specialist II**
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires advanced knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on personal experience and judgment to plan and accomplish goals. Performs and directs a variety of complicated tasks. A wide degree of creativity and latitude is expected.

*Minimum Education:* BA/BS or equivalent  
*Minimum Experience:* 1-2 years of relevant experience

**IT Security Specialist I**
Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.

*Minimum Education:* BA/BS or equivalent  
*Minimum Experience:* 0-1 years of relevant experience

**IT Security Specialist IV**
Responsible for developing and managing Information Systems security, including disaster recovery, database protection and software development. Analyzes information security systems and applications and recommends and develops security measures to protect information against unauthorized modification or loss. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

*Minimum Education:* BA/BS or equivalent  
*Minimum Experience:* 4-6 years of relevant experience
IT Security Specialist V
Ensures that all system platforms are functional and secure. Works with upper management to determine acceptable level of risk for enterprise computing platforms. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others.
**Minimum Education:** BA/BS or equivalent
**Minimum Experience:** 6-8 years of relevant experience

IT Security Specialist – Pen Tester
Performs analysis of information systems for any potential vulnerability that could be present due to a poor or improper system configuration, hardware or software flaws, and operational weaknesses in processes or technical countermeasures. Conducts analysis from the position of a potential attacker. Identifies vulnerabilities in the use of encryption, authentication, authorization, session management, application logic, web server configuration and numerous other critical areas of concern. Attempts to gain unauthorized access to information or services beyond the intent of the applications. Determines potential business impact of security vulnerabilities found during the testing.
**Minimum Education:** BA/BS or equivalent
**Minimum Experience:** 8 to 10 years of relevant experience

IT Subject Matter Specialist II
Provides extremely high-level subject matter proficiency 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 that require doctorate level knowledge of the subject matter for effective implementation
**Minimum Education:** BA/BS or equivalent
**Minimum Experience:** 2 to 4 years of relevant experience

Network Engineer I
Provides technical support in the installation and maintenance of employer's or customer's Local Area Network (LAN). Assists in the evaluation of hardware and software, including peripheral, output, and telecommunications equipment. Installs network hardware and software, including network operating systems. Monitors data communications to ensure that network is available to all users. Troubleshoots and resolves routine problems. Generally responsible for maintaining a simple network of 25 or fewer nodes, or for a section of a larger network. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.
**Minimum Education:** BA/BS or equivalent
**Minimum Experience:** 0 to 2 years of relevant experience

Net Engineer II
Install, maintains, and coordinates the use of employer's or customer's Local Area or Wide Area Network (LANWAN). Evaluates hardware and software, including peripheral, output, and telecommunications equipment. Enforces security procedures, installs network software, and manages network performance. Troubleshoots and resolves complex problems. Implements and coordinated network policies, procedures, and standards. Trains users. Generally responsible for maintaining moderately complex networks of 25 to 100 nodes. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.
**Minimum Education:** BA/BS or equivalent
**Minimum Experience:** 1-2 years of relevant experience
Network Engineer V
Installs and maintains complex networks that typically link numerous computing platforms, operating systems, and
topologies across widely dispersed geographic areas. Evaluates hardware and software suitable for large,
complex networks. Tests and implements interface programs. Develops security procedures. Manages network
performance. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical
applications. Maintains fault-tolerant systems and manages system backups. Familiar with a variety of the field's
concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a
variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads
others. Works under general supervision. Typically reports to a manager or head of a unit/department. Typically
requires certification as a network engineer and may require extensive expertise across hardware and systems
supplies by multiple vendors.
Minimum Education: BA/BS or equivalent
Minimum Experience: 8 to 10 years of relevant experience

Project Manager II
Defines and manages timelines, staff, and other resources to ensure successful performance of the contract
requirements. Efficiently identifies and solves project issues. Manage IT projects throughout the full
project/contract lifecycle. Demonstrates leadership (sets example for other support staff) and manages client
relationship. Plans and schedules project deliverables, goals and milestones. Responsible for all aspects of task-
level project performance (i.e., technical, contractual, administrative, financial). Supervises personnel and
subcontractors involved in the project, organizes and assigns responsibilities and tasks to project personnel,
oversees the successful completion of assigned tasks, and maintains project quality and conformity to performance
requirements. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine
technical, administrative, and managerial problems. BS/BA degree in related field (or equivalent) plus 4 to 6 years
of related experience, 2 of which must be in a supervisory role.
Minimum Education: BA/BS in a related field or equivalent
Minimum Experience: 4 to 7 years of relevant experience

Project Manager III
Defines and manages timelines, staff, and other resources to ensure successful performance of project/contract
requirements. Efficiently identifies and solves project issues. Manages complex IT projects/programs throughout
the full project/contract lifecycle. Demonstrates leadership (sets example for other support staff) and manages client
relationship. Plans and schedules project deliverables, goals, and milestones. Responsible for all aspects of project/program performance (i.e., technical, contractual, administrative, financial). May support multiple projects
simultaneously. Supervises personnel and subcontractors involved in the project/program, organizes and assigns responsibilities and tasks to project personnel, oversees the successful completion of assigned tasks, and maintains project quality and conformity to performance requirements. Exercises independent judgment, as well
as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems.
Minimum Education: BA/BS in a related field or equivalent
Minimum Experience: 8 to 10 years of relevant experience

Software Engineer II
Assist in the design and coding of software products. Prepares comprehensive test plans. Conducts tests. Identifies
and debugs relatively simple problems. Provides test results and recommends more complex corrections to senior
developers. Codes enhancements and supports features. Participates in writing product and user documentation.
Requires extensive knowledge of one or more platforms and operating systems, and of programming languages.
Typically requires knowledge of one or more systems architectures. Familiar with standard concepts, practices,
and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals.
Works under general supervision.
Minimum Education: BA/BS or equivalent
Minimum Experience: 2 to 4 years of relevant experience

Software Engineer III
Designs and codes software components, units, and modules that meet product specification and development schedules. Tests and debugs assigned components and units. Participated in large system and subsystem planning. Adheres to product build and release schedules and strategies. Acts as a technical resource for lower-level developers. Requires comprehensive knowledge of one or more platforms and operating systems, and of programming languages. Typically requires knowledge of one or more systems architectures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected.
Works under general supervision. Typically reports to a manager or head of a unit/department.
Minimum Education: BA/BS or equivalent
Minimum Experience: 4 to 6 years of relevant experience

Software Developer II
Under general supervision, develops codes, tests, and debugs new software or enhancements to existing software. Has good understanding of business applications. Works with technical staff to understand problems with software and resolve them. Resolves customer complaints with software and responds to suggestions for improvements and enhancements. May assist in development of software user manuals. Requires two years’ experience in the field.
Minimum Education: BA/BS or equivalent
Minimum Experience: 2 years of relevant experience

Sr. Software Developer
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. Requires five years’ experience in the field.
Minimum Education: BA/BS in related field or equivalent
Minimum Experience: 5 years of relevant experience

Systems Administrator I
Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management request for information. May require extensive knowledge of software such as Microsoft Office and similar suites of business applications. May be a resident expert for applications running on a department-wide LAN or for the entire computer system in a smaller enterprise.
Minimum Education: BA/BS in related field or equivalent
Minimum Experience: 0 to 2 years of relevant experience

System Administrator II
Maintains data files and control procedures for a simple system of networked personal computers or for a group of desktop computers linked to a host server. Responsible for system security and data integrity. Assigns passwords and monitors use of resources. Back up files as required. May produce periodic business reports, generate output such as labels, letters, and forms, and respond to frequent management request for information.
May require extensive knowledge of software such as Microsoft Office and similar suites of business applications. May be a resident expert for applications running on a department-wide LAN or for the entire computer system in a smaller enterprise.

**Minimum Education:** BA/BS or equivalent  
**Minimum Experience:** 1-2 years of relevant experience

### Systems Administrator IV
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. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. May lead or direct others.

**Minimum Education:** BA/BS in a related field or equivalent  
**Minimum Experience:** 6 to 8 years of relevant experience

### Systems Administrator V
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. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field. Will likely lead or direct others.

**Minimum Education:** BA/BS in a related field or equivalent  
**Minimum Experience:** 8 to 10 years of relevant experience

### System Engineer IV
Performs a full range of engineering tasks represented by the activities listed under less senior engineering positions. Work requires a high degree of creative ability and engineering and programming skills. May coordinate and lead the work of subordinate engineers on assigned projects. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others.

**Minimum Education:** BA/BS or equivalent  
**Minimum Experience:** 4-6 years of relevant experience

### Technician I
Assists engineers/scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical systems and components. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Typically works under immediate supervision. Primary job functions do not typically require exercising independent judgment.

**Minimum Education:** HS/GED or equivalent  
**Minimum Experience:** 0-1 years of relevant experience

### Voice Communications Technician
Monitors and responds to complex technical control facility hardware and software problems. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Maintains PBX/systems and associated hardware.

**Minimum Education:** High School Diploma/GED  
**Minimum Experience:** 2 to 4 years of relevant experience
Web Content Administrator
Responsible for developing and providing 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. Responsible for managing/performing website editorial activities including gathering and researching information that enhances the value of the site. Locates, negotiates and pursues content. Seeks out customers to gather feedback for website improvement and enhancements. Requires experience in production management, web page design, HTML and web graphics types and standards.
Minimum Education: BA/BS in a related field or equivalent
Minimum Experience: 2 years of relevant experience

Web Designer/Developer I
Assists with website design and creation. Helps plan, design, develop, test, edit, maintain, and document look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. May require knowledge of programming techniques and computer internet systems. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision and guidance.
Minimum Education: BA/BS in a related field or equivalent
Minimum Experience: 0 to 2 years of relevant experience

Web Designer/Developer III
Performs website design and creation. Plans, designs, develops, tests, edits, maintains, and documents look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site. Requires knowledge of programming techniques and computer internet systems. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required. Familiar with standard concepts, practices, and procedures within a particular field.
Minimum Education: BA/BS or equivalent
Minimum Experience: 2-4 years of relevant experience

Data Technician III
Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on general experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Reports to a supervisor or manager. A wide degree of creativity and latitude is expected. May be required to complete an apprenticeship and/or formal training in area of specialty.
Minimum Education: Requires a HS diploma (or equivalent)
Minimum Experience: 4 to 6 years of relevant experience
Data Technician V
Collects, reviews, and inputs data into a computer processing system; audits output data. May be expected to code data and input data for computer processing. Identifies and resolves production related errors. Maintains and revises procedural lists, control records and coding schemes to process source data. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a senior supervisor or senior manager. A wide degree of creativity and latitude is expected. Team Lead who will lead and direct others. May be required to complete an apprenticeship and/or formal training in area of specialty.
Minimum Education: Requires a HS diploma (or equivalent)
Minimum Experience: 8 to 10 years of relevant experience

Database Specialist II
Assists to design and build relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with standard concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision.
Minimum Education: BA/BS or equivalent
Minimum Experience: 2 to 4 years of relevant experience

Database Specialist IV
Designs and builds relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting old data. May evaluate new data sources for adherence to the organization's quality standards and ease of integration. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Will lead and direct the work of others. Works under minimal supervision. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.
Minimum Education: BA/BS or equivalent
Minimum Experience: 6 to 8 years of relevant experience

Engineer III
Responsible for design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. May be required to lead and/or provide guidance to other engineers/technician. Works under general supervision. Typically reports to a manager.
Minimum Education: BA/BS or equivalent
Minimum Experience: 4 to 6 years of relevant experience

Enterprise System Architect II
Assists with designing architecture for an organization on an enterprise level. Helps defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with standard concepts, practices,
and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under management supervision.
Minimum Education: BA/BS or equivalent
Minimum Experience: 2 to 4 years of relevant experience

Enterprise System Architect III
Assists with designing architecture for an organization on an enterprise level. Helps defines system and application architecture and provides vision, problem anticipation, and problem solving ability to organization. Demonstrates expertise in a variety of the field's concepts, practices, and procedures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Works under general supervision.
Minimum Education: BA/BS or equivalent
Minimum Experience: 4 to 6 years of relevant experience

GIS Specialist II
Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under supervision. A certain degree of creativity and latitude is required. Reports to a supervisor or manager.
Minimum Education: BA/BS or equivalent
Minimum Experience: 2 to 4 years of relevant experience

GIS Specialist V
Utilizes Geographic Information System techniques to provide a better understanding of certain variables in a given geographic location. Extracts data from GIS software and uses varying analysis methods to arrive at results. Recommends appropriate reactionary strategies in response to GIS analysis. Provides maps and data sets to clients to supplement analysis. Knowledgeable of GIS software and technology. Works in conjunction with CADD drafters and technicians. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under minimal supervision. Very likely will lead and direct others. A certain degree of creativity and latitude is required. Reports to a senior supervisor or senior manager.
Minimum Education: BA/BS or equivalent
Minimum Experience: 8 to 10 years of relevant experience

Help Desk Specialist V
Supervises the day-to-day operations of the help desk. Identifies, researches, and resolves complex technical problems. Creates and manages escalation procedures and ensures service levels are maintained. Documents, tracks, and monitors problems to ensure resolution in a timely manner. A level II supervisor has authority for personnel actions and oversees most day-t-day operations of group. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. A wide degree of creativity and latitude is expected. Reports to a senior manager or head of a unit/department.
Minimum Education: BA/BS or equivalent
Minimum Experience: 6 to 8 years of relevant experience

IT/Computer Specialist IV
Conducts research, performs studies and surveys to obtain data, and analyzes problems to advise on or recommend solutions, utilizing knowledge of theory, principles, or technology of specific discipline or field of specialization. Requires knowledge in fields defined as information technology, computer programming, computer security, computer systems analysis, database management, information systems, Internet applications and development, software development, and related fields. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Works under minimal supervision. A wide degree of creativity and latitude is expected.

Minimum Education: BA/BS in related field or equivalent
Minimum Experience: 8+ years of relevant experience

IT Security Specialist I
Assists in the maintenance of systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under immediate supervision.

Minimum Education: BA/BS in related field or equivalent
Minimum Experience: 0 to 2 years of relevant experience

IT Security Specialist III
Analyzes information security systems and applications and recommends and develops security measures to protect information against unauthorized modification or loss. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected. Works under general supervision.

Minimum Education: BA/BS in related field or equivalent
Minimum Experience: 4 to 6 years of relevant experience

Network Engineer IV
Installs and maintains complex networks that typically link numerous computing platforms, operating systems, and network topologies across widely dispersed geographic areas. Evaluates hardware and software suitable for large, complex networks. Tests and implements interface programs. Develops security procedures. Manages network performance. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Maintains fault-tolerant systems and manages systems backups. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Very likely directs and leads others. Works under minimal supervision. Typically reports to a manager or head of a unit/department. Typically requires certification as a network engineer and may require extensive expertise across hardware and systems supplies by multiple vendors.

Minimum Education: BA/BS or equivalent
Minimum Experience: 6 to 8 years of relevant experience

Program Manager II
This individual will work under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program. Works with minimal supervision and relies on experience to make decisions.

Minimum Education: BS in related field or equivalent
Minimum Experience: 6 years of related experience, 3 of which must be in a supervisory role
Program Manager V
This individual will work under very broad supervision in providing management and technical direction to program personnel. Will regularly exercise independent judgment, as well as a high-level of analytical skill in solving complex technical, administrative and managerial problems. Will be responsible for all aspects of program performance. The individual will: (1) Be responsible for all aspects of program performance (i.e., technical, contractual, administrative, financial); (2) Manage all aspects of program activity; (3) Provide technical and financial reports in order to show progress to Corporate management and customers; (4) Maintain customer contacts to ensure conformity to all contractual obligations; (5) Assume the initiative and provide support to Corporate management in identifying future requirements; (6) Develop, maintain, and implement a Program Management Plan that guides the performance of all functional activities performed on the Program. Works with limited supervision. Relies on extensive experience to make decisions and accomplish goals. Reports directly to senior management.
Minimum Education: BS in a related field or equivalent
Minimum Experience: 15 years of related experience, 7 of which must be in a supervisory role

Programmer Analyst II
Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manuals for users to describe installation and operating procedures. Familiar with relational databases and client-server concepts. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required. Requires proficiency in programming languages.
Minimum Education: BA/BS in a related field or equivalent
Minimum Experience: 2 to 4 years of relevant experience

Programmer Analyst IV
Works with users to identify current operating procedures and clarify program objectives. Outlines steps required for program development, including diagrams and charts. Writes program documentation and operations guidelines. Provides technical guidance to lower-level analyst/programmers. Requires comprehensive knowledge of programming techniques, networked and centralized operating systems, and the capabilities of enterprise database products and development suites. May team with external consultants in the development of unique applications that meet employer's requirements. Works under limited supervision; reports directly to senior manager. Requires detailed and comprehensive knowledge of employer's applications and systems. A wide degree of creativity and latitude is expected. Requires proficiency in programming languages
Minimum Education: BA/BS in a related field or equivalent
Minimum Experience: 6 to 8 years of relevant experience

Project Manager IV
Is responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Will probably work on multiple projects simultaneously. Supervises personnel
involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems. Works with minimal management supervision. May report to senior management.

**Minimum Education:** BA/BS in a related field or equivalent  
**Minimum Experience:** 8 to 10 years of relevant experience

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**Project Manager V**  
Responsible for all aspects of field and/or task-level project performance (i.e., technical, contractual, administrative, financial). Will work on multiple projects simultaneously. Supervises personnel involved in all aspects of project activity, organizes and assigns responsibilities to subordinates, oversees the successful completion of all assigned tasks, and maintains customer contacts to ensure conformity to all contractual obligations. Exercises independent judgment, as well as a high-level of analytical skill, in solving non-routine technical, administrative, and managerial problems. Works with limited management supervision. Relies on extensive knowledge to make decisions and accomplish goals. Reports directly to senior management.  
**Minimum Education:** BA/BS in a related field or equivalent  
**Minimum Experience:** 10 + years of related experience, 4 of which must be in a supervisory role.

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**Quality Assurance Specialist II**  
Responsible for assisting with all activities involving quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. Relies on instructions and pre-established guidelines to perform the functions of the job, but a certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.  
**Minimum Education:** BS/BA degree (or equivalent) in area of specialty  
**Minimum Experience:** 2 to 4 years of experience in the field or in a related area

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**Quality Assurance Specialist III**  
Responsible for quality assurance and compliance with applicable regulatory requirements; conducts audits and reviews/analyzes data and documentation. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. May lead and direct the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.  
**Minimum Education:** BS/BA degree (or equivalent) in area of specialty  
**Minimum Experience:** 6 to 8 years of experience in the field or in a related area. May require an advanced degree

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**Scientific Programmer I**  
Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Reports to a supervisor or manager.  
**Minimum Education:** BS/BA degree (or equivalent) in area of specialty  
**Minimum Experience:** 0 to 2 years of experience in related area
Scientific Programmer III
Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. May lead and direct others. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 4 to 6 years of experience in related area

Scientific Programmer V
Converts scientific, engineering, and other technical problem formulations to formats that can be processed by computer. Resolves symbolic formulations, prepares flowcharts and block diagrams, and encodes resultant equations for processing by applying extensive knowledge of branch of science, engineering, or advanced mathematics, such as differential equations or numerical analysis, and understanding of capabilities and limitations of computer. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under limited supervision. Very likely will lead and direct others. A certain degree of creativity and latitude is required. Reports to a senior supervisor or senior manager.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 8 to 10 years of experience in related area

Scientist II
Perform scientific analysis/research in support of more senior level scientists. Analyze, design, code, and document computer applications used for scientific projects. Provide technical science and engineering support in the areas of data acquisition and education, equipment maintenance and repair, and information display for scientific analysis. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under supervision. Typically reports to a supervisor or manager.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 8 to 10 years of experience in related area

Scientist III
Perform scientific analysis/research in support of more senior level scientists. Analyze, design, code, and document computer applications used for scientific projects. Provide technical science and engineering support in the areas of data acquisition and education, equipment maintenance and repair, and information display for scientific analysis. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under general supervision. May lead or direct others. Typically reports to a supervisor or manager.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 6 to 8 years of experience in related area

Scientist V
Lead advanced scientific research and analyses to solve physical problems. Lead efforts to analyze, design, code, and document complex applications for computers appropriate to scientific projects. Lead the design, development, and test of complex instruments for scientific measurements. Author papers to be published in refereed scientific publications and/or presented at scientific conferences. Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under limited supervision. Very likely will lead and direct others. A
Software Engineer IV
Develops technical designs and specifications for software products. Researched and integrated design strategies, product specifications, development schedules, and user expectations into product capabilities. Uses software development technologies and tools to build, test, and maintain product modules, components, and subsystems. Provides technical leadership to lower-level developers. May provide product demonstrations and participate in trade shows and seminars. May require interaction with customers, vendors and external development partners. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Works under minimal supervision. May lead and direct others. A certain degree of creativity and latitude is required. Reports to a senior supervisor or senior manager.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 8 to 10 years of experience in related area

Software Engineer V
Oversees technical design, development, and implementation of large projects and/or major software products and systems. Assists in defining architecture requirements and establishing standards for design and development. Consults with management and customers regarding product feasibility and viability of product plans and designs. Factors emerging technologies and product supportability into design and implementation. Serves as primary technical resource to development team. May act as team leader in prioritizing group tasks, determining individual assignments, and reviewing work of lower-level developers. Provides product demonstrations and participates in trade shows, seminars, industry panels, and user group meetings. Interacts with customers regarding strategies, requirements, problem solving, and support. This is normally the senior non-management developer level. Works under limited supervision. Very likely will lead and direct others. A certain degree of creativity and latitude is required. Reports to a senior supervisor or senior manager.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 8 to 10 years of experience in related area

System Engineer II
Assist in the design and coding of software products. Prepares comprehensive test plans. Conducts tests. Identifies and debugs relatively simple problems. Provides test results and recommends more complex corrections to senior developers. Codes enhancements and supports features. Participates in writing product and user documentation. Requires extensive knowledge of one or more platforms and operating systems, and of programming languages. Typically requires knowledge of one or more systems architectures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. Reports to a supervisor or manager.
Minimum Education: BS/BA degree (or equivalent) in area of specialty
Minimum Experience: 2 to 4 years of experience in related area

System Engineer V
Performs engineering work in the research, development, analysis, and design of products and systems. Interacts at the highest levels with client engineers and customers. Work requires the highest degree of creative ability, engineering and programming skills, and independent judgment. Will likely coordinate and technically lead projects and subordinated engineers. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Works under general supervision. Typically reports to a manager or head of a unit/department. Works under limited supervision. Leads and direct others. A certain degree of creativity and latitude is required. Reports to a senior supervisor or senior manager.

**Minimum Education:** BS/BA degree (or equivalent) in area of specialty  
**Minimum Experience:** 8 to 10 years of experience in related area

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**Technical Writer II**  
Researches subject matter, writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Familiar with standard concepts, practices, and procedures within a particular field. A high degree of creativity and latitude is required. Relies on limited experience and judgment to plan and accomplish goals. Works under general supervision. Typically reports to a supervisor or manager.  
**Minimum Education:** BS/BA degree (or equivalent) in area of specialty  
**Minimum Experience:** 2 to 4 years of experience in related area

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**Technical Writer IV**  
Researches subject matter, writes and edits material for reports, manuals, proposals, instructional material, catalogs, technical and outreach publications, and software and hardware documentations. Task may also include obtaining technical data from independent observation, reviews with staff members, and/or studies of published materials and existing documentation. Coordinate efforts of technical artists and illustrators in preparing reports, articles, and publications of internal and external distribution. Obtain background information on technologies, methods, and standards. Revises text and recommends changes in scope, format, and content to ensure conformance with established standards. A high degree of creativity and latitude is required. Relies on experience and judgment to plan and accomplish goals. Works under minimal supervision. May lead and direct others. A certain degree of creativity and latitude is required. Reports to a manager or head of a unit/department.  
**Minimum Education:** BS/BA degree (or equivalent) in area of specialty  
**Minimum Experience:** 6 to 8 years of experience in related area

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**Technician III**  
Assists engineers/scientists in project efforts. Operates, constructs, maintains, and/or tests electrical/mechanical systems and components. Must be familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Typically reports to a supervisor or manager. A wide degree of creativity and latitude is expected. May be required to complete an apprenticeship and/or formal training in area of specialty. Works under general supervision. May lead and direct others. May report to a supervisor or manager.  
**Minimum Education:** HS diploma (or equivalent)  
**Minimum Experience:** 4 to 6 years of experience in related area

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**Web Programmer III**  
Plans, designs, development, tests, edits, maintains, and documents web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plan outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on general experience and judgment to plan and accomplish goals. Performs a variety of
complicated tasks. Works under general supervision. May lead and direct others. Typically reports to a supervisor or manager.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 4 to 6 years of experience in related area

Web Programmer V
Plans, designs, development, tests, edits, maintains, and documents web programs. Applies knowledge of programming techniques and computer internet systems. Formulates plan outlining steps required to develop program, using structured analysis and design. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. A wide degree of creativity and latitude is expected. Works under limited supervision. Leads and direct others. A certain degree of creativity and latitude is required. Reports to a senior supervisor or senior manager.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 8 to 10 years of experience in related area

Cloud Integration Services Project Manager
Leads team on large projects or significant segment of large complex projects. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components. Provides applications systems analysis and programming activities for a Government site, facility or multiple locations. Prepares long and short-range plans for application selection, systems development, systems maintenance, and production activities and for necessary support resources. Oversees all aspects of projects.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 8 to 10 years of experience in related area. 4 years of experience must be in a supervisory role

Cloud Integration Services Subject Matter Expert I
Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. 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. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.
Minimum Education: BS/BA degree in a related area (or equivalent). Works under general supervision by Team Lead or Project Lead.
Minimum Experience: 2 to 4 years of experience in related area

Cloud Integration Services Subject Matter Expert II
Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. 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. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions. Works under minimal supervision by Team Lead or Project Lead.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 4 to 6 years of experience in related area

Cloud Integration Services Subject Matter Expert III
Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as business, computer science, engineering, mathematics, or the various sciences. 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. Works under limited supervision by Team Lead or Project Lead. Reports to senior management. Will likely direct and lead others.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in related area

Cloud Integration Services Quality Assurance Analyst
Provides development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Provides an independent assessment of how the project's software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in related area

Cloud Integration Services System Programmer
Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 8 to 10 years of experience in related area

Cloud Integration Services Hardware/Software Specialist
Provides analysis related to the design, development, and implementation of hardware/software for products. Develops test strategies, devices, and systems. Performs stress and performance tests on a variety of computer hardware/software for a specified cloud computing systems, software systems, hardware systems, operating systems, and/or application software. May require certification and may require extensive expertise across hardware and software supplied by multiple vendors.
Minimum Education: BS/BA degree in a related area (or equivalent)
Minimum Experience: 6 to 8 years of experience in related area

Cloud Integration Services Security Specialist
Determines enterprise information assurance and security standards. develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an
organization. Recommends information assurance/security solutions to support customers’ requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Ensures that all information systems are functional and secure. 

**Minimum Education:** BS/BA degree in a related area (or equivalent)

**Minimum Experience:** 6 to 8 years of experience in related area

### Cloud Integration Services Test Manager

Evaluates, recommends, and implements automated test tools and strategies. Designs, implements, and conducts test and evaluation procedures to ensure system requirements are met. 

**Minimum Education:** BS/BA degree in a related area (or equivalent)

**Minimum Experience:** 8 to 10 years of experience in related area

### Cloud Integration Services Change Management Lead

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. Assist in preparation of key strategic planning documentation, including OMB Form 300. 

**Minimum Education:** BS/BA degree in a related area (or equivalent)

**Minimum Experience:** 8 to 10 years of experience in related area

### Experience/Education Substitutions

Education and experience may be substituted for each other. Each year of experience may be substituted for 1 year of education and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience and education.

<table>
<thead>
<tr>
<th>Degree</th>
<th>Experience Equivalent</th>
<th>Other Equivalence</th>
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<tbody>
<tr>
<td>Associate’s Degree</td>
<td>2 years relevant experience</td>
<td>Vocational or technical training in work related field</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>Associates Degree + 2 years relevant experience or 4 years relevant experience</td>
<td>Relevant Professional certification</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>Bachelor’s +2 years relevant experience, or Associate’s +4 years relevant experience</td>
<td>Relevant Professional certification</td>
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<tr>
<td>Doctoral Degree</td>
<td>Master’s +2 years relevant experience, or Bachelor’s +4 years relevant experience</td>
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**HOURLY RATES FOR SERVICES**  
**SIN 54151S**

<table>
<thead>
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<th>Labor Category</th>
<th>On Site Price</th>
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<tbody>
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<td>Analyst II</td>
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<td>Business System Analyst – Intermediate</td>
<td>$94.60</td>
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<tr>
<td>Chief Engineer</td>
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<td>Chief Enterprises System Architect</td>
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<td>Consultant</td>
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<td>Database Administrator II</td>
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<tr>
<td>Web Programmer III</td>
<td>$106.59</td>
</tr>
<tr>
<td>Web Programmer V</td>
<td>$130.62</td>
</tr>
</tbody>
</table>
Service Contract Labor Standards: GAMA-1 Technologies, LLC uses no SCLS/SCA-eligible labor in the execution of these programs. The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Multiple Award Schedule (MAS) and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and/or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.