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

Schedule Title: Multiple Award Schedule (MAS)

Federal Supply Group: Information Technology

Contract Number: GS-35F-172CA

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at www.fss.gsa.gov

Contract Period: 2/6/2015 to 2/5/2025

Contractor's Name: Systems Development and Analysis, Inc.

Contractors Address: 210 N 21st St., Suite B, Purcellville, VA 20132-3026

Contractors Phone: 540-338-3730

Contractors Fax: 540-338-4657

Contractors Web Site: www.systemsdev.com

Contract Administrator: Susan M Kirk, s.kirk@systemsdev.com

Business Size and Status: Small Business

This price list is effective through A824, signed 8/20/2020
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CUSTOMER INFORMATION

1a. **Table of awarded special item number(s):**
   - 511210 Term and Perpetual Software Licenses
   - 54151S Information Technology Professional Services,
     OLM Order level Materials

1b. **Identification of the lowest priced model:** 1 hour of Associate Administrator:

2. **Maximum order:** $500,000

3. **Minimum order:** The minimum dollar value of orders to be issued is $100.

4. **Geographic coverage (delivery area):** The 48 contiguous states, Alaska, Hawaii, Puerto Rico and the District of Columbia, the U.S. Territories and commonwealths overseas U.S. Government installations including international organizations of which the U.S. is a member (i.e. NATO, the U.N. etc.) and other agencies authorized by statute.

5. **Point(s) of production (city, county, and State or foreign country):** Metro Washington DC

6. **Statement of net price:** Prices shown in this pricelist are net, that is after discounts have been taken

7. **Quantity discounts:** 3.5% to 10.0% for orders exceeding specified quantities (SIN 511210), 1% off GSA prices for orders exceeding $250,000 (SIN 54151S)

8. **Prompt payment terms:** 0% net 30 days ARO. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of contractual agreement in exchange for other concessions.

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

9b. **Notification:** Credit cards will be acceptable for payment above the micro-purchase threshold

10. **Foreign items:** None

11a. **Time of delivery:** Up to 30 days ARO

11b. **Expedited Delivery:** Items available for expedited delivery are noted in this price list

11c. **Overnight and 2-day delivery:** Overnight and 2-day deliveries are available on certain items with fee to be negotiated at time of order.

11d. **Urgent Requirements:** The Contractor will note the “Urgent Requirements” clause in its contract. Please contact us for details.

12. **F.O.B. point:** Washington, DC
13a. Ordering address: 210 N 21st St., Suite B, Purcellville, VA 20132-3026

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address: 210 N 21st St., Suite B, Purcellville, VA 20132-3026

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

   (1) Time of delivery/installation quotations for individual orders

   (2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/service/software package submitted in response to requirements which result in orders under this schedule contract.

   (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

16. Export packing charges: Not applicable

17. Terms and conditions of Government purchase card acceptance: Not applicable

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

19. Terms and conditions of installation: Not applicable

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: Not applicable

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

   21. List of service and distribution points: Not applicable

   22. List of participating dealers: Not applicable

   23. Preventive maintenance: Not applicable

   24a. Special attributes such as environmental attributes: Not applicable

24b. Section 508 compliance information is available: On contractor’s web site

25. Data Universal Number System (DUNS) number: 198323081

26. Notification: Contractor is registered in the SAM database
1. INSPECTION/ACCEPTANCE

The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The ordering activity reserves the right to inspect or test any software that has been tendered for acceptance. The ordering activity may require repair or replacement of nonconforming software at no increase in contract price. The ordering activity must exercise its post-acceptance rights (1) within a reasonable time after the defect was discovered or should have been discovered; and (2) before any substantial change occurs in the condition of the software, unless the change is due to the defect in the software.

2. ENTERPRISE USER LICENSE AGREEMENTS REQUIREMENTS (EULA)

The Contractor shall provide all Enterprise User License Agreements in an editable Microsoft Office (Word) format.

3. GUARANTEE/WARRANTY

a. Unless specified otherwise in this contract, the Contractor’s standard commercial guarantee/warranty as stated in the contract’s commercial pricelist will apply to this contract.

b. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract. If no implied warranties are given, an express warranty of at least 60 days must be given in accordance with FAR 12.404(b)(2)

c. Limitation of Liability. Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the ordering activity for consequential damages resulting from any defect or deficiencies in accepted items.

4. TECHNICAL SERVICES

The Contractor, without additional charge to the ordering activity, shall provide a hot line technical support number for the purpose of providing user assistance and guidance in the implementation of the software. The technical support number is 540-338-3730 and it is available from 8:30 AM, eastern to 4:30 PM Eastern, M thru F.

5. SOFTWARE MAINTENANCE

a. Software maintenance as it is defined: (select software maintenance type):
Software maintenance as a product includes the publishing of bug/defect fixes via patches and updates/upgrades in function and technology to maintain the operability and usability of the software product. It may also include other no charge support that is included in the purchase price of the product in the commercial marketplace. No charge support includes items such as user blogs, discussion forums, on-line help libraries and FAQs (Frequently Asked Questions), hosted chat rooms, and limited telephone, email and/or web-based general technical support for user’s self-diagnostics. Software maintenance as a product does NOT include the creation, design, implementation, integration, etc. of a software package. These examples are considered software maintenance as a service. Software Maintenance as a product is billed at the time of purchase.

Software maintenance as a service creates, designs, implements, and/or integrates customized changes to software that solve one or more problems and is not included with the price of the software. Software maintenance as a service includes person-to-person communications regardless of the medium used to communicate: telephone support, on-line technical support, customized support, and/or technical expertise which are charged commercially. Software maintenance as a service is billed arrears in accordance with 31 U.S.C. 3324. Software maintenance as a service is billed in arrears in accordance with 31 U.S.C. 3324.

b. Invoices for maintenance service shall be submitted by the Contractor on a quarterly or monthly basis, after the completion of such period. Maintenance charges must be paid in arrears (31 U.S.C. 3324).

PROMPT PAYMENT DISCOUNT, IF APPLICABLE, SHALL BE SHOWN ON THE INVOICE.

6. PERIODS OF TERM LICENSES AND MAINTENANCE

a. The Contractor shall honor orders for periods for the duration of the contract period or a lessor period of time.

b. Term licenses and/or maintenance may be discontinued by the ordering activity on thirty (30) calendar days written notice to the Contractor.

c. Annual Funding. When annually appropriated funds are cited on an order for term licenses and/or maintenance, the period of the term licenses and/or maintenance shall automatically expire on September 30 of the contract period, or at the end of the contract period, whichever occurs first. Renewal of the term licenses and/or maintenance orders citing the new appropriation shall be required, if the term licenses and/or maintenance is to be continued during any remainder of the contract period.

d. Cross-Year Funding Within Contract Period. Where an ordering activity’s specific appropriation authority provides for funds in excess of a 12 month (fiscal year) period, the ordering activity may place an order under this schedule contract for a period up to the expiration of the contract period, notwithstanding the intervening fiscal years.
e. Ordering activities should notify the Contractor in writing thirty (30) calendar days prior to the expiration of an order, if the term licenses and/or maintenance is to be terminated at that time. Orders for the continuation of term licenses and/or maintenance will be required if the term licenses and/or maintenance is to be continued during the subsequent period.

7. CONVERSION FROM TERM LICENSE TO PERPETUAL LICENSE

a. The ordering activity may convert term licenses to perpetual licenses for any or all software at any time following acceptance of software. At the request of the ordering activity the Contractor shall furnish, within ten (10) calendar days, for each software product that is contemplated for conversion, the total amount of conversion credits which have accrued while the software was on a term license and the date of the last update or enhancement.

b. Conversion credits which are provided shall, within the limits specified, continue to accrue from one contract period to the next, provided the software remains on a term license within the ordering activity.

c. The term license for each software product shall be discontinued on the day immediately preceding the effective date of conversion from a term license to a perpetual license.

d. The price the ordering activity shall pay will be the perpetual license price that prevailed at the time such software was initially ordered under a term license, or the perpetual license price prevailing at the time of conversion from a term license to a perpetual license, whichever is the less, minus an amount equal to \% of all term license payments during the period that the software was under a term license within the ordering activity.

8. TERM LICENSE CESSATION

a. After a software product has been on a continuous term license for a period of 60 months, a fully paid-up, non-exclusive, perpetual license for the software product shall automatically accrue to the ordering activity. The period of continuous term license for automatic accrual of a fully paid-up perpetual license does not have to be achieved during a particular fiscal year; it is a written Contractor commitment which continues to be available for software that is initially ordered under this contract, until a fully paid-up perpetual license accrues to the ordering activity. However, should the term license of the software be discontinued before the specified period of the continuous term license has been satisfied, the perpetual license accrual shall be forfeited.

b. The Contractor agrees to provide updates and maintenance service for the software after a perpetual license has accrued, if the licensee elects to order such services. Title to the software shall remain with the Contractor.

9. UTILIZATION LIMITATIONS -

a. Software acquisition is limited to commercial computer software defined in FAR Part 2.101.

b. When acquired by the ordering activity, commercial computer software and related documentation so legend shall be subject to the following:
Title to and ownership of the software and documentation shall remain with the Contractor, unless otherwise specified.

Software licenses are by site and by ordering activity. An ordering activity is defined as a cabinet level or independent ordering activity. The software may be used by any subdivision of the ordering activity (service, bureau, division, command, etc.) that has access to the site the software is placed at, even if the subdivision did not participate in the acquisition of the software. Further, the software may be used on a sharing basis where multiple agencies have joint projects that can be satisfied by the use of the software placed at one ordering activity's site. This would allow other agencies access to one ordering activity's database. For ordering activity public domain databases, user agencies and third parties may use the computer program to enter, retrieve, analyze and present data. The user ordering activity will take appropriate action by instruction, agreement, or otherwise, to protect the Contractor's proprietary property with any third parties that are permitted access to the computer programs and documentation in connection with the user ordering activity's permitted use of the computer programs and documentation. For purposes of this section, all such permitted third parties shall be deemed agents of the user ordering activity.

Except as is provided in paragraph 8.b(2) above, the ordering activity shall not provide or otherwise make available the software or documentation, or any portion thereof, in any form, to any third party without the prior written approval of the Contractor. Third parties do not include prime Contractors, subcontractors and agents of the ordering activity who have the ordering activity's permission to use the licensed software and documentation at the facility, and who have agreed to use the licensed software and documentation only in accordance with these restrictions. This provision does not limit the right of the ordering activity to use software, documentation, or information therein, which the ordering activity may already have or obtains without restrictions.

The ordering activity shall have the right to use the computer software and documentation with the computer for which it is acquired at any other facility to which that computer may be transferred, or in cases of Disaster Recovery, the ordering activity has the right to transfer the software to another site if the ordering activity site for which it is acquired is deemed to be unsafe for ordering activity personnel; to use the computer software and documentation with a backup computer when the primary computer is inoperative; to copy computer programs for safekeeping (archives) or backup purposes; to transfer a copy of the software to another site for purposes of benchmarking new hardware and/or software; and to modify the software and documentation or combine it with other software, provided that the unmodified portions shall remain subject to these restrictions.

"Commercial Computer Software" may be marked with the Contractor's standard commercial restricted rights legend, but the schedule contract and schedule pricelist, including this clause, "Utilization Limitations" are the only governing terms and conditions, and shall take precedence and supersede any different or additional terms and conditions included in the standard commercial legend.

10. SOFTWARE CONVERSIONS -

Full monetary credit will be allowed to the ordering activity when conversion from one version of the software to another is made as the result of a change in operating system, or from one computer system to another. Under a perpetual license, the purchase price of the new software shall be reduced by the
amount that was paid to purchase the earlier version. Under a term license, conversion credits which
accrued while the earlier version was under a term license shall carry forward and remain available as
conversion credits which may be applied towards the perpetual license price of the new version.

11. DESCRIPTIONS AND EQUIPMENT COMPATIBILITY

The Contractor shall include, in the schedule pricelist, a complete description of each software
product and a list of equipment on which the software can be used. Also, included shall be a brief,
introductory explanation of the modules and documentation which are offered.

12. RIGHT-TO-COPY PRICING

The Contractor shall insert the discounted pricing for right-to-copy licenses. Not Offered.
1. SCOPE

a. The prices, terms and conditions stated under Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this 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 1-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-

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

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

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

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

6. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS
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 52.2124 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. FAR 52.216-31 (MAR 2009) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract.

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

b. The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by— (1) The offeror; (2) Subcontractors; and/or (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.
16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

a. The Contractor shall provide a description of each type of IT Service offered. 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.

c. The following is an example of the manner in which the description of a commercial job title should be presented:

EXAMPLE: Commercial Job Title: System Engineer
Minimum/General Experience: Three (3) years of technical experience which applies to systems analysis and design techniques for complex computer systems. Requires competence in all phases of systems analysis techniques, concepts and methods; also requires knowledge of available hardware, system software, input/output devices, structure and management practices. Functional Responsibility: Guides users in formulating requirements, advises alternative approaches, conducts feasibility studies. Minimum Education: Bachelor’s Degree in Computer Science
**OFFER and PRICE SHEETS**

**TERM and PERPETUAL SOFTWARE LICENSES and SOFTWARE MAINTENANCE**

<table>
<thead>
<tr>
<th>MANUF. NAME</th>
<th>MANUF. PART NO.</th>
<th>PRODUCT NAME</th>
<th>GSA OFFER PRICE (with IFF)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Centrifuge Systems</td>
<td>V3-S-1YSUB</td>
<td>V3 Server Annual Subscription</td>
<td>$15,440.60</td>
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<tr>
<td>Centrifuge Systems</td>
<td>V3-5-1YSUB</td>
<td>V3 5 Named Users Annual Subscription</td>
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<tr>
<td>Centrifuge Systems</td>
<td>V3-1-1YSUB</td>
<td>V3 Single User Annual Subscription</td>
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<td>V3 Server Perpetual License</td>
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<td>V3 5 Named Users Perpetual License</td>
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<td>V3 Single User Perpetual License</td>
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<td>V3-S-MX</td>
<td>V3 Server License Annual Maintenance</td>
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<td>V3-5 MX</td>
<td>V3 5 Named Users Annual Maintenance</td>
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</tr>
<tr>
<td>Centrifuge Systems</td>
<td>V3-1-MX</td>
<td>V3 User License Annual Maintenance</td>
<td>$1,737.00</td>
</tr>
</tbody>
</table>

**LABOR CATEGORY HOURLY RATES**

1. Principal Systems Analyst-3     $180.40
2. Principal Systems Analyst-2     $180.39
3. Principal Systems Analyst-1     $172.80
4. Principal Systems Programmer-1  $163.30
5. Advisory Systems Analyst-3      $168.17
6. Advisory Systems Engineer-2     $186.10
7. Advisory Database Engineer-1     $186.10
8. Advisory Application Developer-1 $168.16
9. Specialist Applications Developer-3 $161.41
10. Specialist Systems Architect-2  $188.02
11. Specialist Systems Engineer-2   $172.80
12. Specialist Applications Developer-2 $161.39
13. Specialist Systems Architect-1  $188.01
<table>
<thead>
<tr>
<th>#</th>
<th>Title</th>
<th>Experience Requirement</th>
<th>Functional Responsibility</th>
<th>Minimum Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Principal Systems Analyst-3</td>
<td>At least 11 years of related experience with increasing levels of responsibility.</td>
<td>Familiarity with research methods, systems analysis techniques, operating systems, client-server technology, internet technology, database management systems and programming, object-oriented programming, and higher-order programming languages. Experience in managing user-driven system requirements and priorities in the context of daily project requirements, the analysis, design, and integration of systems and applications software on systems, and the production of specifications for coding, testing, and debugging of computer software. Provides support for the planning, analysis, integration, testing, installation, troubleshooting, of automated systems as well as support for their acquisition, operation, maintenance, and training, including the following: applies industry knowledge and mathematical, statistical, economic, and operations research methods and techniques to identify and analyze the feasibility of alternative solutions to management, operational and modeling and simulation problems; researches and resolves complex technical problems; reviews analyses and recommended solutions and implementation schemes; reviews plans for automated systems to improve production and/or work.</td>
<td>Doctor’s degree in computer science, information systems, engineering, operations research, or other relevant field.</td>
</tr>
</tbody>
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flow; reviews project plans and provides supervision and technical direction; reviews personnel assignments for specific tasks; confers with users to analyze current methods and operating procedures, identify problems, and document requirements; confers with systems architects, engineers, and analysts to determine application requirements and propose alternative solutions; reviews and recommends innovative approaches to addressing technical problems; reviews the definition of the problem and development of system requirements and program specifications; reviews designs for enhancing system functionality to meet changing user requirements; coordinates with management to ensure problem solution and user satisfaction; advises users in the implementation of upgraded and/or new systems; provides expertise in the use of computer program modeling and computational software for systems analysis applications; provides expertise in post-implementation analyses; provides expertise in the resolution of technical problems; prepares technical reports; prepares and presents presentations and briefings.
<p>| 2 | Principal Systems Analyst-2 | At least 9 years of related experience with increasing levels of responsibility. | Familiarity with research methods, systems analysis techniques, operating systems, client-server technology, internet technology, database management systems and programming, object-oriented programming, and high-order programming languages. Experience in managing user-driven system requirements and priorities in the context of daily project requirements, the analysis, design, and integration of systems and applications software on systems, and the production of specifications for coding, testing, and debugging of computer software. Provides support for the planning, analysis, integration, testing, installation, troubleshooting, of automated systems as well as support for their acquisition, operation, maintenance, and training, including the following: applies industry knowledge and mathematical, statistical, economic, and operations research methods and techniques to identify and analyze the feasibility of alternative solutions to management, operational and modeling and simulation problems; researches and resolves complex technical problems; reviews analyses and recommended solutions and implementation schemes; reviews plans for automated systems to improve production and/or work flow; reviews project plans and provides supervision and technical direction; reviews personnel assignments for specific tasks; confers with users to analyze current methods and operating procedures, identify problems, and document requirements; confers with systems architects, engineers, and analysts to determine application requirements and propose alternative solutions; reviews and recommends innovative approaches to addressing technical problems; reviews the definition of the problem and development of system requirements and program specifications; reviews designs for enhancing system functionality to meet changing user requirements; coordinates with management to ensure problem solution and user satisfaction; advises users in the implementation of upgraded and/or new systems; provides expertise in the use of computer program modeling and computational software for systems analysis applications; provides expertise in post-implementation analyses; provides expertise in the resolution of technical problems; prepares technical reports; prepares and presents presentations and briefings. | Doctor’s degree in computer science, information systems, engineering, operations research, or other relevant field. |</p>
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<th>No.</th>
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<th>Experience/Qualifications</th>
<th>Requirements</th>
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<tr>
<td>3</td>
<td>Principal Systems Analyst-1</td>
<td>At least 7 years of related experience with increasing levels of responsibility. Familiarity with research methods, systems analysis techniques, operating systems, client-server technology, internet technology, database management systems and programming, object-oriented programming, and higher-order programming languages. Experience in managing user-driven system requirements and priorities in the context of daily project requirements, the analysis, design, and integration of systems and applications software on systems, and the production of specifications for coding, testing, and debugging of computer software. Provides support for the planning, analysis, integration, testing, installation, troubleshooting, of automated systems as well as support for their acquisition, operation, maintenance, and training, including the following: applies industry knowledge and mathematical, statistical, economic, and operations research methods and techniques to identify and analyze the feasibility of alternative solutions to management, operational and modeling and simulation problems; researches and resolves complex technical problems; reviews analyses and recommended solutions and implementation schemes; reviews plans for automated systems to improve production and/or work flow; reviews project plans and provides supervision and technical direction; reviews personnel assignments for specific tasks; confers with users to analyze current methods and operating procedures, identify problems, and document requirements; confers with systems architects, engineers, and analysts to determine application requirements and propose alternative solutions; reviews and recommends innovative approaches to addressing technical problems; reviews the definition of the problem and development of system requirements and program specifications; reviews designs for enhancing system functionality to meet changing user requirements; coordinates with management to ensure problem solution and user satisfaction; advises users in the implementation of upgraded and/or new systems; provides expertise in the use of computer program modeling and computational software for systems analysis applications; provides expertise in post-implementation analyses; provides expertise in the resolution of technical problems; prepares technical reports; prepares and presents presentations and briefings.</td>
<td>Doctor’s degree in computer science, information systems, engineering, operations research, or other relevant field.</td>
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<td>4</td>
<td>Principal Systems Programmer-1</td>
<td>At least 7 years of related experience with increasing levels of responsibility.</td>
<td>Knowledge of state-of-the-art computer equipment, operating systems, database systems, high level computer languages, client/server networks, requirements development, graphical user interface design, and application programming languages, and experience with application software design, specification, implementation, testing and documentation. Provides planning, design, evaluation, testing, documentation, and acceptance support for including the following: identifies the nature and scope of processes to be automated; employs of state-of-the-art concepts, hardware and software to plan and develop solutions for business administration, management and client-driven problems; supervises the tasks associated with development and design of data processing systems; advises in the definition of functional requirements and design specifications; approves the purchase or lease of computer hardware and peripheral devices; approves the purchase of third-party software products; provides technical direction and assistance; advises in the resolution of system and application software problems; advises in the analysis of performance-based changes to system hardware and software; reviews the adequacy of system and application documentation, technical reports and other documentation</td>
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<td>5</td>
<td>Advisory Systems Analyst-3</td>
<td>At least 7 years of related experience with increasing levels of responsibility.</td>
<td>Familiarity with research methods, systems analysis techniques, operating systems, client-server technology, internet technology, database management systems and programming, object-oriented programming, and high-order programming languages. Experience in the analysis, design, and integration of systems and applications software on systems and the production of specifications for coding, testing, and debugging of computer software. Provides support for the planning, analysis, integration, testing, installation, troubleshooting, of automated systems as well as support for their acquisition, operation, maintenance, and training, including the following: applies industry knowledge and mathematical, statistical, economic, and operations research methods and techniques to identify and analyze the feasibility of alternative solutions to management, operational and modeling and simulation problems; supports research and analysis efforts; prepares analyses and recommends solutions and implementation schemes to decision makers; reviews plans for automated systems to improve production and/or work flow; reviews project plans and provides supervision and technical direction; reviews personnel assignments for specific tasks; confers with users to analyze current methods and operating procedures, identify problems, and document requirements; confers with systems architects, engineers, and analysts to determine application requirements and propose alternative solutions; recommends innovative approaches to addressing technical problems; reviews the definition of the problem and development of system requirements and program specifications; reviews designs for enhancing system functionality to meet changing user requirements; coordinates with management to ensure problem solution and user satisfaction; works with users to implement upgraded and/or new systems; provides expertise in the use of computer program modeling and computational software for systems analysis applications; provides expertise in post-implementation analyses; provides expertise in the resolution of technical problems; prepares technical reports; prepares and presents presentations and briefings.</td>
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<td>Advisory Systems Engineer-2</td>
<td>At least 5 years of related experience with increasing levels of responsibility.</td>
<td>General experience in systems acquisition, engineering, integration, design, testing, and evaluation; project management; business process improvement/reengineering; and program management techniques. Specific experience in network analysis, engineering, modeling and simulations; information security; and operational analysis, including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques; user, functional, and data requirements analysis; systems analysis; and documentation. Provides design, development, analysis, and implementation support for including the following: applies established technical and management principles and techniques to specify and guide the development of information systems; specifies principal hardware, systems software, communications and applications software components of information systems; coordinates system development efforts with other automation initiatives and systems as required; designs, develops, specifies, evaluates and recommends modifications to systems in response to technical and operational requirements; provides technical assistance, especially in the areas of problem identification and resolution; provides technical direction to systems analysts and programmers, and coordinates with systems architects; coordinates with the systems architect and systems analysts to produce user and technical documentation; plans for and conducts demonstrations of the system's capabilities.</td>
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<td>7</td>
<td>Advisory Database Engineer-1</td>
<td>At least 3 years of related experience with increasing levels of responsibility.</td>
<td>Provides technical/management leadership on major database tasks and technology assignments; establishes goals and plans that meet project objectives; possesses domain and expert technical knowledge; directs and controls user-oriented activities having overall responsibility for ensuring that technical requirements are met; interacts with users and with senior management; supervises database engineering staff. Experience in the following: designing logical data models; designing and reviewing data management processes; designing data warehouses and data marts; normalized and dimensional form schema design; designing relational databases; system performance and tuning; application development and data modeling. Knowledge of database concepts, processes, practices and procedures, concurrency control and transaction processing, object oriented and object relational databases, and network concepts, SQL, data modeling tools, and advanced database concepts such as replication and parallel operations. Provides technical expertise for database design, implementation, information storage and retrieval, data flow and analysis including the following: supports all activities related to the administration of computerized databases; oversees creation and maintenance of databases in a client/server environment; oversees designs of logical data models for databases; oversees designs of physical databases; oversees implementation of logical data models; oversees database design, development, implementation, information storage and retrieval, data flow and analysis activities; oversees planning, designing development and modification of databases structures that fit into the overall architecture of the system under development; oversees the application of system life cycle from requirements through database design and implementation; oversees s requirements development and database design activities including security, backup and recovery, and availability; develops long-range requirements for database administration and design in conjunction with other managers in the information systems function; approves recommended database products to support user requirements; prepares technical reports, related documentation, and briefing materials; prepares activity and progress reports regarding database management.</td>
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<td>Position</td>
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<td>8</td>
<td>Advisory Developer-1</td>
<td>At least 3 years of related experience with increasing levels of responsibility.</td>
<td>General experience in systems acquisition, engineering, integration, design, testing, and evaluation; project management; business process improvement/reengineering; and program management techniques. Specific experience in network analysis, engineering, modeling and simulations; information security; and operational analysis, including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques; user, functional, and data requirements analysis; systems analysis; and documentation. Provides design, development, analysis, and implementation support including the following: applies established technical and management principles and techniques to specify and guide the development of information systems; specifies principal hardware, systems software, communications and applications software components of information systems; coordinates system development efforts with other automation initiatives and systems as required; designs, develops, specifies, evaluates and recommends modifications to systems in response to technical and operational requirements; provides technical assistance, especially in the areas of problem identification and resolution; provides technical direction to systems analysts and programmers, and coordinates with systems architects; coordinates with the systems architect and systems analysts to produce user and technical documentation; plans for and conducts demonstrations of the system's capabilities.</td>
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<td>9</td>
<td>Specialist Developer-3</td>
<td>At least 8 years of related experience with increasing levels of responsibility.</td>
<td>Familiarity with system acquisition, systems integration, project management, business process improvement/reengineering, and program management techniques. Experience in systems engineering, design, testing and evaluation; software engineering and development; information and communications</td>
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<td>systems; network analysis, engineering, modeling and simulations; information security; and operational analysis, including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques; user, functional, and data requirements analysis; systems analysis; and documentation. Provides design, development, analysis, and implementation support including the following: recommends approaches to systems architecture, development, integration, testing, and implementation; recommends the acquisition of software and hardware products; develops requirements documentation; recommends plans, cases, and systems for testing software; performs system requirements assessments using testing and analysis techniques; recommends approaches to resolving technical problems; recommends changes to system baselines; acts as liaison between software and hardware engineering; prepares technical reports, related documentation, and briefing materials.</td>
<td>operations research, or other relevant field.</td>
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<td>10</td>
<td>Specialist Systems Architect-2</td>
<td>At least 9 years of related experience with increasing levels of responsibility.</td>
<td>Knowledge of computer hardware, operating systems, database management systems, intra- and interprocess/systems communications, logic programming, graphical user interface techniques, and information systems architecture and design. Specific experience in system design and analysis, system integration, system interoperability, system implementation, planning and design of large-scale systems, design of graphical user interfaces, system prototyping, system testing and evaluation, workstation environments, large-scale databases, and development and implementation of user training programs and conduct of system demonstrations. Specific experience in overall project management and direction for advanced system development efforts including scheduling, resource acquisition and allocation, recruiting, preparation of proposals, vendor negotiation, and interfacing with senior-level sponsor/client representatives. Provides design, development, analysis, and implementation support for including the following: possesses subject matter expertise in systems architecture; performs technical management functions for information system projects; provides technical project management and direction to project teams; coordinates and supervises the activities of multiple project teams; performs technical analyses for system architecture planning; performs technical analyses of system implementation, integration, implementation, and interoperability; applies technical and operational skills to develop the overall concept and design of systems and guides their development; coordinates the development of short-, medium- and long-range goals and schedules with project management; recommends overall plans for the phased design, implementation and integration of large-scale systems; recommends knowledge acquisition sessions; develops and presents technical analyses, research papers, and briefings on technical aspects of system architecture.</td>
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<td>11</td>
<td>Specialist Systems Engineer-2</td>
<td>At least 6 years of related experience with increasing levels of responsibility.</td>
<td>Familiarity with system acquisition, systems integration, project management, business process improvement/reengineering, and program management techniques. Experience in systems engineering, design, testing and evaluation; software engineering and development; information and communications systems; network analysis, engineering, modeling and simulations; information security; and operational analysis, including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques; user, functional, and data requirements analysis; systems analysis; and documentation. Provides design, development, analysis, and implementation support for including the following: recommends approaches to systems architecture, development, integration, testing, and implementation; recommends the acquisition of software and hardware products; develops requirements documentation; recommends plans, cases, and systems for testing software; performs system requirements assessments using testing and analysis techniques; recommends approaches to resolving technical problems; recommends changes to system baselines; acts as liaison between software and hardware engineering; prepares technical reports, related documentation, and briefing materials.</td>
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<td>12</td>
<td>Specialist Applications Developer-2</td>
<td>At least 6 years of related experience with increasing levels of responsibility.</td>
<td>Familiarity with system acquisition, systems integration, project management, business process improvement/reengineering, and program management techniques. Experience in systems engineering, design, testing and evaluation; software engineering and development; information and communications systems; network analysis, engineering, modeling and simulations; information security; and operational analysis, including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques; user, functional, and data requirements analysis; systems analysis; and documentation. Provides design, development, analysis, and implementation support including the following: recommends approaches to systems architecture, development, integration, testing, and implementation; recommends the acquisition of software and hardware products; develops requirements documentation; recommends plans, cases, and systems for testing software; performs system requirements assessments using testing and analysis techniques; recommends approaches to resolution of technical problems; recommends changes to system baselines; acts as liaison between software and hardware engineering; prepares technical reports, related documentation, and briefing materials.</td>
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<td>13</td>
<td>Specialist Systems Architect-1</td>
<td>At least 7 years of related experience with increasing levels of responsibility.</td>
<td>Knowledge of computer hardware, operating systems, database management systems, intra- and interprocess/systems communications, logic programming, graphical user interface techniques, and information systems architecture and design. Specific experience in</td>
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system design and analysis, system integration, system interoperability, system implementation, planning and design of large-scale systems, design of graphical user interfaces, system prototyping, system testing and evaluation, workstation environments, large-scale databases, and development and implementation of user training programs and conduct of system demonstrations. Specific experience in overall project management and direction for advanced system development efforts including scheduling, resource acquisition and allocation, recruiting, preparation of proposals, vendor negotiation, and interfacing with senior-level sponsor/client representatives. Provides design, development, analysis, and implementation support for including the following: possesses subject matter expertise in systems architecture; performs technical management functions for information system projects; provides technical project management and direction to project teams; coordinates and supervises the activities of multiple project teams; performs technical analyses for system architecture planning; performs technical analyses of system implementation, integration, implementation, and interoperability; applies technical and operational skills to develop the overall concept and design of systems and guides their development; coordinates the development of short-, medium- and long-range goals and schedules with project management; recommends overall plans for the phased design, implementation and integration of large-scale systems; recommends knowledge acquisition sessions; develops and presents technical analyses, research papers, and briefings on technical aspects of system architecture.

government, operations research, or other relevant field.
| 14 | Specialist Database Engineer-1 | At least 4 years of related experience with increasing levels of responsibility. | Independently analyzes, compiles requirements, and develops database solutions for full-featured database systems and related tools; plans, designs, develops and modifies complex databases structures and database administration tools using current products and programming languages; collaborates with senior technical and user staff to complete projects. Functions as a technical expert across multiple database projects. Experience in the following: designing logical data models; designing and reviewing data management processes; designing data warehouses and data marts; normalized and dimensional form schema design; designing relational databases; system performance and tuning; application development and data modeling. Knowledge of database concepts, processes, practices and procedures, concurrency control and transaction processing, object oriented and object relational databases, and network concepts, SQL, data modeling tools, and advanced database concepts such as replication and parallel operations. Provides technical expertise for database design, development, implementation, information storage and retrieval, data flow and analysis including the following: supports all activities related to the administration of computerized databases; designs, creates, and maintains databases in a client/server environment; designs logical data models | Master’s degree in computer science, information systems, engineering, operations research, or other relevant field. |
for databases; designs physical databases; works with database administrators in the implementation of logical data models; develops information models for use in designing and building database management systems; coordinates database design, development, implementation, information storage and retrieval, data flow and analysis activities; conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data; assists in the planning, designing development and modification of databases structures that fit into the overall architecture of the system under development; maintains, upgrades and administers database systems and related tools; coordinates the application of system life cycle from requirements through database design and implementation; ensures the database integration and operation with other system components; coordinates requirements development and database design activities including security, backup and recovery, and availability; develops long-range requirements for database administration and design in conjunction with other managers in the information systems function; evaluates and recommends available database products to support user requirements; oversees maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design; defines database organization and indexing methods; prepares technical reports, related documentation, and briefing materials; prepares activity and progress reports regarding database management.
| 15 | Specialist Systems Engineer-1 | At least 4 years of related experience with increasing levels of responsibility. | Familiarity with system acquisition, systems integration, project management, business process improvement/reengineering, and program management techniques. Experience in systems engineering, design, testing and evaluation; software engineering and development; information and communications systems; network analysis, engineering, modeling and simulations; information security; and operational analysis, including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques; user, functional, and data requirements analysis; systems analysis; and documentation. Provides design, development, analysis, and implementation support for including the following: recommends approaches to systems architecture, development, integration, testing, and implementation; recommends the acquisition of software and hardware products; develops requirements documentation; recommends plans, cases, and systems for testing software; performs system requirements assessments using testing and analysis techniques; recommends approaches to resolving technical problems; recommends changes to system baselines; acts as liaison between software and hardware engineering; prepares technical reports, related documentation, and briefing materials. | Master’s degree in computer science, information systems, engineering, operations research, or other relevant field. |
| 16 | Senior | At least 5 years of | In-depth knowledge and experience in specialized | Doctor’s degree |
| Subject Matter Expert-2 | related experience with increasing levels of responsibility. | scientific, information technology, and/or information systems areas such as the following: scientific or engineering disciplines, operations research, artificial intelligence, business management, data management, business process reengineering, cost/benefit and operational effectiveness, networking, telecommunications, vulnerability and survivability, and modeling, simulation, and gaming. Knowledge of computer hardware, operating systems, and database management systems; information system design, analysis, integration, interoperability, and implementation; and business case, economic, feasibility, risk, and trade-off analysis. Provides support for the planning, analysis, integration, testing, installation, troubleshooting, of automated systems as well as support for their acquisition, operation, maintenance, and training, including the following: applies technical and operational skills to develop the overall concept and design of systems and guides their development; performs planning and analysis in support of program or strategic development efforts; applies industry knowledge and mathematical, statistical, economic, and operations research methods and techniques to identify and analyze the feasibility of alternative solutions to management, operational and modeling and simulation problems; establishes technical and performance standards; develops and implements technical and management processes and procedures; establishes and evaluates requirements; designs, develops, specifies, evaluates and recommends modifications to systems in response to technical and operational requirements; directs innovative systems research and development efforts; researches and resolves complex technical problems; creates and exercises models and simulations; recommends system and process improvements to achieve higher quality, reliability, effectiveness, and client satisfaction; develops and presents technical analyses, research papers, and briefings; participates in national and international conferences. | in computer science, information systems, engineering, operations research, or other relevant field. |
| 17 | Senior Program Manager-2 | At least 5 years of related experience with increasing levels of responsibility. | Knowledge of computer hardware, operating systems, database management systems, and information system design, analysis, integration, interoperability, and implementation. Experience in managing information system projects including planning, budgeting, procurement, scheduling, evaluation, administration, and interfacing with sponsor/client representatives. Provides project and program management support for information system development projects, including the following: assesses operational missions and program goals; directs and reviews system development proposals in response to client and/or internal requirements; evaluates work statements, cost summaries, and task management plans; analyzes, negotiates, and resolves problems concerning project scope, costing, staffing, and delivery; participates in the selection of vendors and contractors; manages the selection, training, supervision, and evaluation of staff members; organizes, prioritizes, schedules, and
administrates personnel, procurement, and contract activities; develops project controls and reporting procedures; administers and evaluates development tasks for multiple projects with regard to technology, budgets, and schedules; monitors, measures, and reports on costs, schedules, deliverables, quality, and performance levels; monitors and evaluates conformance to applicable standards, schedules, and costs; serves as the principal point of contact with sponsors/clients; prepares and presents reports and briefings to management, staff, and clients. |
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<td>Doctor’s degree in computer science, information systems, engineering, operations research, or other relevant field.</td>
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<td>18</td>
<td>Senior Database Engineer-2</td>
<td>At least 2 years of related experience with increasing levels of responsibility.</td>
<td>Experience in designing logical data models, designing and reviewing data management processes, designing data warehouses and data marts, normalized and dimensional form schema design, designing relational databases, system performance and tuning, application development and data modeling. Knowledge of database concepts, processes, practices and procedures, concurrency control and transaction processing, object oriented and object relational databases, and network concepts, SQL, data modeling tools, and advanced database concepts such as replication and parallel operations. Provides technical expertise for database design, development, implementation, information storage and retrieval, data flow and analysis including the following: supports the development of long and short term requirements for database administration and design; defines database design alternatives; designs logical data models for databases; designs physical databases; works with database administrators in the implementation of logical data models; develops information models for use in designing and building database management systems; translates specifications into designs; transforms designs into functional databases; supports the database design, development, implementation, information storage and retrieval, data flow and analysis activities; assists in developing databases, database parser software, and database loading software; performs quality assurance on databases; assists in the planning, designing development and modification of databases structures that fit into the overall architecture of the system under development; maintains, upgrades and administers database systems and related tools; coordinates the application of system life cycle from requirements through database design and implementation; ensures the database integration and operation with other system components; coordinates requirements development and database design activities including security, backup and recovery, and availability; directs test of database design scenarios; supports the analysis and evaluation of system improvements, optimization, development and/or maintenance efforts; prepares technical reports, related documentation, and briefing materials.</td>
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<td>19</td>
<td>Senior Systems Engineer-1</td>
<td>At least 1 year of related experience.</td>
<td>Familiarity with systems engineering, design, testing and evaluation; software engineering and development; information and communications systems; network analysis, engineering, modeling and simulations;</td>
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information security; and operational analysis. Experience in software engineering, development and testing including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques. Provides design, development, analysis, and implementation support for including the following: specifies, analyzes, designs, programs, and tests software; evaluates user needs; specifies, designs, and develops utility programs and operating system enhancements; develops plans, cases, and systems for testing software; documents test results; researches, proposes, and develops solutions to identified software problems; assists in the identification and evaluation of software and hardware products; prepares software and user documentation; prepares technical reports, related documentation, and briefing materials.

20  Advisory Systems Engineer-1  At least 4 years of related experience with increasing levels of responsibility.

General experience in systems acquisition, engineering, integration, design, testing, and evaluation; project management; business process improvement/reengineering; and program management techniques. Specific experience in network analysis, engineering, modeling and simulations; information security; and operational analysis, including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques; user, functional, and data requirements analysis; systems analysis; and documentation. Provides design, development, analysis, and implementation support for including the following: applies established technical and management principles and techniques to specify and guide the development of information systems; specifies principal hardware, systems software, communications and applications software components of information systems; coordinates system development efforts with other automation initiatives and systems as required; designs, develops, specifies, evaluates and recommends modifications to systems in response to technical and operational requirements; provides technical assistance, especially in the areas of problem identification and resolution; provides technical direction to systems analysts and programmers, and coordinates with systems architects; coordinates with the systems architect and systems analysts to produce user and technical documentation.

Doctor’s degree in computer science, information systems, engineering, operations research, or other relevant field.
21 | Advisory Systems Analyst-1 | At least 3 years of related experience with increasing levels of responsibility. | Familiarity with research methods, systems analysis techniques, operating systems, client-server technology, internet technology, database management systems and programming, object-oriented programming, and highorder programming languages. Experience in the analysis, design, and integration of systems and applications software on systems and the production of specifications for coding, testing, and debugging of computer software. Provides support for the planning. | Doctor’s degree in computer science, information systems, engineering, operations research, or other relevant field. |
analysis, integration, testing, installation, troubleshooting, of automated systems as well as support for their acquisition, operation, maintenance, and training, including the following: applies industry knowledge and mathematical, statistical, economic, and operations research methods and techniques to identify and analyze the feasibility of alternative solutions to management, operational and modeling and simulation problems; supports research and analysis efforts; prepares analyses and recommends solutions and implementation schemes to decision makers; reviews plans for automated systems to improve production and/or work flow; reviews project plans and provides supervision and technical direction; reviews personnel assignments for specific tasks; confers with users to analyze current methods and operating procedures, identify problems, and document requirements; confers with systems architects, engineers, and analysts to determine application requirements and propose alternative solutions; recommends innovative approaches to addressing technical problems; reviews the definition of the problem and development of system requirements and program specifications; reviews designs for enhancing system functionality to meet changing user requirements; coordinates with management to ensure problem solution and user satisfaction; works with users to implement upgraded and/or new systems; provides expertise in the use of computer program modeling and computational software for systems analysis applications; provides expertise in post-implementation analyses; provides expertise in the resolution of technical problems; prepares technical reports; prepares and presents presentations and briefings.
<p>| 22 | Advisory Systems Architect-1 | At least 11 years of related experience with increasing levels of responsibility. | Knowledge of computer hardware, operating systems, database management systems, intra- and inter process/systems communications, logic programming, graphical user interface techniques, and information systems architecture and design. Specific experience in system design and analysis, system integration, system interoperability, system implementation, planning and design of large-scale systems, design of graphical user interfaces, system prototyping, system testing and evaluation, workstation environments, large-scale databases, and development and implementation of user training programs and conduct of system demonstrations. Specific experience in overall project management and direction for advanced system development efforts including scheduling, resource acquisition and allocation, recruiting, preparation of proposals, vendor negotiation, and interfacing with senior-level sponsor/client representatives. Provides design, development, analysis, and implementation support for including the following: possesses subject matter expertise in systems architecture; performs technical management functions for information system projects; provides technical project management and direction to project teams; coordinates and supervises the activities of multiple project teams; performs technical analyses for system architecture planning; performs technical analyses of system implementation, integration, implementation, and interoperability; applies technical and operational skills to develop the overall concept and design of systems and guides their development; coordinates the development of short-, medium- and long-range goals and schedules with project management; recommends overall plans for the phased design, implementation and integration of largescale systems; recommends knowledge acquisition sessions; develops and presents technical analyses, research papers, and briefings on technical aspects of system architecture. | Doctor’s degree in computer science, information systems, engineering, operations research, or other relevant field. |</p>
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<tr>
<td>23</td>
<td>Specialist Systems Analyst-3</td>
<td>At least 4 years of related experience</td>
<td>Master's degree in computer science, information systems, engineering, operations research, or other relevant field.</td>
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<td>Familiarity with research methods, systems analysis techniques, operating systems, client-server technology, internet technology, database management systems and programming, object-oriented programming, and high-order programming languages. Experience in the analysis, design, and integration of systems and applications software on systems and the production of specifications for coding, testing, and debugging of computer software. Provides support for the planning, analysis, integration, testing, installation, troubleshooting, of automated systems as well as support for their acquisition, operation, maintenance, and training, including the following: applies industry knowledge and mathematical, statistical, economic, and operations research methods and techniques to identify and analyze the feasibility of alternative solutions to management, operational and modeling and simulation problems; supports research and analysis efforts; prepares analyses and recommends solutions and implementation schemes to decision makers; reviews plans for automated systems to improve production and/or work flow; reviews project plans and provides supervision and technical direction; reviews personnel assignments for specific tasks; confers with users to analyze current methods and operating procedures, identify problems, and document requirements; confers with systems architects, engineers, and analysts to determine application requirements and propose alternative solutions; recommends innovative approaches to addressing technical problems; reviews the definition of the problem and development of system requirements and program specifications; reviews designs for enhancing system functionality to meet changing user requirements; coordinates with management to ensure problem solution and user satisfaction; works with users to implement upgraded and/or new systems; provides expertise in the use of computer program modeling and computational software for systems analysis applications; provides expertise in post-implementation analyses; provides expertise in the resolution of technical problems; prepares technical reports; prepares and presents presentations and briefings.</td>
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<tr>
<td>24</td>
<td>Senior Systems Engineer-3</td>
<td>At least 3 years of related experience</td>
<td>Master's degree in computer science.</td>
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<td>with increasing</td>
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<td></td>
<td></td>
<td>General experience in systems acquisition, engineering, integration, design, testing, and evaluation; project management; business process</td>
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<td><strong>levels of responsibility.</strong></td>
<td>improvement/reengineering; and program management techniques. Specific experience in network analysis, engineering, modeling and simulations; information security; and operational analysis, including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques; user, functional, and data requirements analysis; systems analysis; and documentation. Provides design, development, analysis, and implementation support for including the following: applies established technical and management principles and techniques to specify and guide the development of information systems; specifies principal hardware, systems software, communications and applications software components of information systems; coordinates system development efforts with other automation initiatives and systems as required; designs, develops, specifies, evaluates and recommends modifications to systems in response to technical and operational requirements; provides technical assistance, especially in the areas of problem identification and resolution; provides technical direction to systems analysts and programmers, and coordinates with systems architects; coordinates with the systems architect and systems analysts to produce user and technical documentation; plans for and conducts demonstrations of the system's capabilities.</td>
<td>information systems, engineering, operations research, or other relevant field.</td>
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<tr>
<td>25</td>
<td>Senior Systems Engineer-2</td>
<td>At least 2 years of related experience with increasing levels of responsibility.</td>
<td>General experience in systems acquisition, engineering, integration, design, testing, and evaluation; project management; business process improvement/reengineering; and program management techniques. Specific experience in network analysis, engineering, modeling and simulations; information security; and operational analysis, including: functional and technical systems architecture; DBMS technologies; object oriented principles; structured analysis; and design and evaluation methodologies, tools and techniques; user, functional, and data requirements analysis; systems analysis; and documentation. Provides design, development, analysis, and implementation support for including the following: applies established technical and management principles and techniques to specify and guide the development of information systems; specifies principal hardware, systems software, communications and applications software components of information systems; coordinates system development efforts with other automation initiatives and systems as required; designs, develops, specifies, evaluates and recommends modifications to systems in response to technical and operational requirements; provides technical assistance, especially in the areas of problem identification and resolution; provides technical direction to systems analysts and programmers, and coordinates with systems architects; coordinates with the systems architect and systems analysts to produce user and technical documentation; plans for and conducts demonstrations of the system's capabilities.</td>
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<tr>
<td>26</td>
<td>Associate Administrator-2</td>
<td>At least 5 years of experience.</td>
<td>In addition to secretarial duties (filing taking phone calls, scheduling appointments, making travel arrangements), this position will provide administrative support to executive staff with office management responsibilities to include budgeting, personnel records and payroll. The Associate Administrator may be required to work independently on projects requiring research and preparation of briefing charts and other presentation materials.</td>
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</tbody>
</table>
Footnote to Labor Category Descriptions

It is the policy of Systems Development and Analysis Inc. to accept the substitution of experience, beyond that required to qualify for the Labor Category, as a substitute for Minimum Education requirements in accord with the following table:

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Equivalent Degree + Related Experience</th>
<th>Equivalent Related Experience</th>
<th>Equivalent General Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate’s Degree</td>
<td>High School Diploma + 3 years</td>
<td>3 years</td>
<td>6 years</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>Associate’s Degree + 4 years</td>
<td>7 years</td>
<td>14 years</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>Bachelor’s Degree + 4 years</td>
<td>11 years</td>
<td>22 years</td>
</tr>
<tr>
<td>Doctor’s Degree</td>
<td>Master’s Degree + 5 years</td>
<td>16 years</td>
<td>32 years</td>
</tr>
</tbody>
</table>

SCLS STATEMENT

The Service Contract Labor Standards (SCLS) are applicable to this contract and they apply to the entire MAS Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29CRF 5413.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and/or when the Contractor adds SCLS labor categories / employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and applicable wage determination (WD) number. Failure to do so may result in cancellation of the contract.