FEDERAL MAS SUPPLY SCHEDULE
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE AND SERVICES

GSA Contract Number: GS-35F-178CA

For more information on ordering from Federal Supply go to this website: www.gsa.gov/schedules

Contract Period: 02/09/2015 – 02/08/2025

SAVANT FINANCIAL TECHNOLOGIES INC. DBA ARIEL PARTNERS
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NEW YORK, NY 10036
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Business Size: Small Women Owned Business

Pricelist current through Modification: PS-0022 dated February 9, 2020
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CUSTOMER INFORMATION

1a. Table of awarded Special Item number(s) with appropriate cross-reference to item descriptions and awarded prices.

SPECIAL ITEM NUMBER 54151S – INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

- FPDS Code D301 ADP Facility Management
- FPDS Code D302 IT Systems Development Services
- FPDS Code D306 IT Systems Analysis Services
- FPDS Code D307 Automated Information Systems Services
- FPDS Code D308 Programming Services
- FPDS Code D310 ADP Backup and Security Services
- FPDS Code D311 ADP Data Conversion Services
- FPDS Code D316 IT Network Management Services
- FPDS Code D399 Other ADP & Telecommunications Svcs

1b. Identification of the lowest priced model number and lowest unit price for that model for each special Item Number awarded in the contract.

Please see Page 24 for a list of pricing for labor categories awarded.

1c. Labor Category Descriptions

Please see page 18 for Labor Category Descriptions.

2. Maximum Order: $500,000 per order

NOTE TO ORDERING ACTIVITIES: *If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned contractor for a better price. The contractor may (1) offer a new price for this requirement (2) offer the lowest price available under this contract or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

3. Minimum Order: $100

4. Geographic Coverage (Delivery Area): The Geographic Scope of Contract will be domestic and overseas delivery.

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

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

5. Point(s) of Production: New York, NY, Fairfax, VA, Teaneck, NJ
6. **Discount from list prices or statement of net price:** Basic discount 5% from the awarded commercial price list. Negotiated discount has been applied and the IFF has been added to prices listed.

7. **Quantity Discounts:** None offered

8. **Prompt Payment Terms:** Net 30 Days

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

   Savant Financial Technologies Inc. dba Ariel Partners agrees to accept the Government purchase card for purchases at or below the micro-purchase threshold.

9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold.**

   Savant Financial Technologies Inc. dba Ariel Partners agrees to accept Government purchase cards above the micro-purchase threshold.

10. **Foreign items:** Not Applicable

11a. **Time of Delivery:** As specified on task order

11b. ** Expedited Delivery:** Items available for expedited delivery will be negotiated on task order

11c. ** Overnight and 2-day Delivery:** Please contact Savant Financial Technologies Inc. dba Ariel Partners for more information

11d. **Urgent Requirements:** Please contact Savant Financial Technologies Inc. dba Ariel Partners for more information

12. **F.O.B. Point:** Destination

13a. **Ordering Address**

   Savant Financial Technologies Inc. dba Ariel Partners
   1501 Broadway 12th Floor
   New York, NY 10036

13b. **Ordering procedure:** Ordering activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 when placing an order or establishing a BPA for supplies or services. The ordering procedures, information on Blanket Purchase Agreements (BPA’s) and a sample BPA can be found at the GSA/FSS Schedule Homepage (fss.gsa.gov/schedules).

14. **Payment Address**

   Savant Financial Technologies Inc. dba Ariel Partners
   1501 Broadway 12th Floor
   New York, NY 10036

15. **Warranty Provision:** Not Applicable

16. **Export packing charges, if applicable:** Not Applicable
17. Terms and Conditions of Government Purchase card acceptance: None

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

19. Terms and conditions of installation: Not Applicable

20. Terms and conditions for any other services: 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 (e.g. recycled content, energy efficiency, and/or reduced pollutants): Not Applicable

24b. Section 508 Compliance for Electronic and Information Technology (EIT): Not Applicable

25. Data Universal Number System (DUNS) number: 967272258

26. Savant Financial Technologies Inc. dba Ariel Partners is registered in System for Award Management (SAM) database.
****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 Information Technology Schedule.
   b. The Contractor shall provide services at the Contractor’s facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)
   a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
   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
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 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
applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under
(DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31 (Feb 2007) Time-
and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3),
insert the following provision:

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this
solicitation.
(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative
expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor
performed by—
   (1) The offeror;
   (2) Subcontractors; and/or
   (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

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

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

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

16.  DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING
a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers
54151S 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.
LABOR CATEGORY DESCRIPTIONS

1. SUBJECT MATTER EXPERT V – MASTER

General and Minimum Experience
At least 15 years of experience in the subject matter area of expertise

Functional Responsibilities
Performs services in a specific area of functional expertise. Identifies required tasks and develops a project plan for task completion. Identifies resources requirements for each task. Possesses expert knowledge in a specific functional area to the extent that the individual can serve as an expert resource for a specific task order. Demonstrates exceptional oral and written communications skills. Analyzes user needs to determine functional requirements. Provides highly specialized guidance in an area of expertise.

Minimum Education
Bachelor’s degree in science, technology, engineering, or mathematics (STEM) or equivalent experience required. Master’s degree preferred. Six (6) years of general experience is equivalent to a Bachelor's Degree.

2. SUBJECT MATTER EXPERT IV – EXPERT

General and Minimum Experience
At least 12 years of experience in the subject matter area of expertise

Functional Responsibilities
Performs services in a specific area of functional expertise. Identifies required tasks and develops a project plan for task completion. Identifies resources requirements for each task. Possesses expert knowledge in a specific functional area to the extent that the individual can serve as an expert resource for a specific task order. Demonstrates exceptional oral and written communications skills. Analyzes user needs to determine functional requirements. Provides highly specialized guidance in an area of expertise.

Minimum Education
Bachelor’s degree in science, technology, engineering, or mathematics (STEM) or equivalent experience required. Master’s degree preferred. Six (6) years of general experience is equivalent to a Bachelor's Degree.

3. SUBJECT MATTER EXPERT II – JOURNEYMAN

General and Minimum Experience
At least 6 years of experience in the subject matter area of expertise

Functional Responsibilities
Performs services in a specific area of functional expertise. Identifies required tasks and develops a project plan for task completion. Identifies resources requirements for each task. Possesses expert knowledge in a specific functional area to the extent that the individual can serve as an expert resource for a specific task order. Demonstrates exceptional oral and written communications skills. Analyzes user needs to determine functional requirements. Provides highly specialized guidance in an area of expertise.

Minimum Education
Bachelor’s degree in science, technology, engineering, or mathematics (STEM) or equivalent experience required. Master’s degree preferred. Six (6) years of general experience is equivalent to a Bachelor's Degree.
4. TECHNICAL SPECIALIST

General and Minimum Experience
At least three years of intensive experience in information technology tools for configuration management, networking, or security.

Functional Responsibilities
Top-level technical expert supporting unlimited end user groups. Works with user groups to solve business problems with available technology including hardware, software, databases, and peripherals. Requires high level of diverse technical experience related to studying and analyzing systems needs, systems development, systems process analysis, design, and re-engineering. Has skills and experience related to business management, systems engineering, operations research, and management engineering. Typically requires specialization in particular software or business application utilized in an end user environment. Keeps abreast of technological developments and applications.

Minimum Education
Bachelor’s degree in science, technology, engineering, or mathematics (STEM) or equivalent experience required. Master’s degree preferred. Six (6) years of general experience is equivalent to a Bachelor's Degree.

5. SYSTEMS ENGINEER I – ENTRY LEVEL

General and Minimum Experience
At least three years of systems engineering experience

Functional Responsibilities
Configure and install computer systems, networking equipment. Manage email, anti-spam and virus protection. Setup user accounts, permissions, and passwords. Ensure that all IT equipment complies with industry standards. Analyze and resolve faults, ranging from a major system crash to a forgotten password. Perform routine preventative measures. Implement, maintain, and monitor network security, particularly for internet-connected networks.

Minimum Education
High school diploma or equivalent.

6. TRAINING SPECIALIST II – JOURNEYMAN

General and Minimum Experience
At least five years of training experience depending on the requirement.

Functional Responsibilities
Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Develops and revises training courses. Prepares training catalogs and course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

Minimum Education
Bachelor's degree in Computer Science or equivalent. Six (6) years of development experience is equivalent to a Bachelor's degree.
7. SOFTWARE DEVELOPER V – MASTER

General and Minimum Experience
At least 10 years of systems development experience

Functional Responsibilities
Establish program and data parameters and formats. Coordinate and/or modify user requirements with existing and projected computer capacity and capabilities. Convert symbolic statements of problems into appropriate specifications for coding computer systems identifying functions to be programmed, information processing techniques used, and data representation. Prepare documentation, conduct program tests, correct program errors, and analyze system capabilities to resolve questions of program standards, output requirements, input data acquisition, and programming techniques and controls. Advise on new techniques and estimate costs associated with data programs. Develop procedures and operating instructions. Revise existing programs, systems and procedures to correct deficiencies and maintain more effective data handling, conversion and storage. Develop solutions to a variety of problems of large scope and complexity. Work independently, with management review of end results. Has prime accountability for the maintenance and operating efficiency of a major subsystem.

Minimum Education
Bachelor's degree in Computer Science or equivalent. Six (6) years of development experience is equivalent to a Bachelor's degree. With a Master's degree in IT or equivalent, 3 years of development experience is required. With a PhD, 1 year of development experience is required.

8. SOFTWARE DEVELOPER IV – EXPERT

General and Minimum Experience
At least 8 years of systems development experience

Functional Responsibilities
Establish program and data parameters and formats. Coordinate and/or modify user requirements with existing and projected computer capacity and capabilities. Convert symbolic statements of problems into appropriate specifications for coding computer systems identifying functions to be programmed, information processing techniques used, and data representation. Prepare documentation, conduct program tests, correct program errors, and analyze system capabilities to resolve questions of program standards, output requirements, input data acquisition, and programming techniques and controls. Advise on new techniques and estimate costs associated with data programs. Develop procedures and operating instructions. Revise existing programs, systems and procedures to correct deficiencies and maintain more effective data handling, conversion and storage. Develop solutions to a variety of problems of moderate scope and complexity. Work independently, with management review of end results. Has prime accountability for the maintenance and operating efficiency of a major subsystem.

Minimum Education
Bachelor's degree in Computer Science or equivalent. Six (6) years of development experience is equivalent to a Bachelor's degree. With a Master's degree in IT or equivalent, 3 years of development experience is required. With a PhD, 1 year of development experience is required.
9. SOFTWARE DEVELOPER III – SENIOR

General and Minimum Experience
At least 6 years of systems development experience

Functional Responsibilities
Technical experience participating in systems analysis and design definition. Analyzes, designs, codes and documents software applications. Performs all functions of digital computer programming, using standard design and programming techniques. Analyzes and studies system requirements and develops methods for problem solving by producing data flow diagrams, entity-relationship diagrams and/or associated documents. Advises on computer requirements and limitations to help define automation needs. Providing technical consultation in solving problems of design and reliability, or in maintaining the ability of the system. Writes procedural guidance to be followed by users. Maintains files, records, and operational data and prepares periodic and/or periodical reports and various other documents pertaining to assignments. Participates in the testing of computer programs, revising and refining all necessary documentation as testing is completed. Design, modify, develop, write, and implement software programming applications. Support and/or install software applications. Participate in the testing process through test review and analysis, test witnessing, and certification of software. Write requirement documents, implement and track development timelines, and implement new sets with the development team.

Minimum Education
Bachelor's degree in Computer Science or equivalent. Six (6) years of development experience is equivalent to a Bachelor's degree. With a Master's degree in IT or equivalent, 3 years of development experience is required. With a PhD, 1 year of development experience is required.

10. SOFTWARE DEVELOPER II – JOURNEYMAN

General and Minimum Experience
At least 4 years of systems development experience

Functional Responsibilities
Working under supervision to design, develop and implement information systems. Establish program and data parameters and formats. Coordinate and/or modify user requirements with existing and projected computer capacity and capabilities. Convert symbolic statements of problems into appropriate specifications for coding computer systems identifying functions to be programmed, information processing techniques used, and data representation. Prepare documentation, conduct program tests, correct program errors, and analyzes systems capabilities to resolve questions of program standard, output requirements, input data acquisition programming techniques and controls. Advise on new techniques associated with data processing programs. Performs maintenance on existing software products and contributes knowledge of business applications. Writes programs according to specifications. Works with the technical staff to understand problems had with software and then resolve them. Also, assists in the development of software user manuals.

Minimum Education
Bachelor's Degree in Computer Science or equivalent. Six (6) years of systems development experience is equivalent to a Bachelor's Degree.
11. TESTER

General and Minimum Experience
At least five years of testing experience

Functional Responsibilities
Works under supervision of senior staff to ensure that Information Technology (IT) deliverables or products such as databases, online data management systems, systems documentation products and technology training or user manuals are developed using appropriate, sound, and current technology industry best practices. Under direction of senior technology staff, tests IT project deliverables to ensure that all products and processes comply with client specifications, including the requirements of specific functional practices and target users. As directed by senior technology staff or quality control officer, carefully reviews specifications of each IT deliverable to determine compliance, usability, and dependability as appropriate to intended use. Helps determine the effectiveness of user interfaces with IT products like performance management systems or integrated Commercial-Off-The Shelf (COTS) application systems developed to achieve specific program goals. Conducts beta tests to assess, improve, or disable a technology prototype or to examine early access user experiences of new information management applications.

Minimum Education
High school diploma

12. APPLICATION DEVELOPER II – JOURNEYMAN

General and Minimum Experience
At least six years of software development experience

Functional Responsibilities
Working under supervision to design, develop and implement information systems. Establish program and data parameters and formats. Coordinate and/or modify user requirements with existing and projected computer capacity and capabilities. Convert symbolic statements of problems into appropriate specifications for coding computer systems identifying functions to be programmed, information processing techniques used, and data representation. Prepare documentation, conduct program tests, correct program errors, and analyzes systems capabilities to resolve questions of program standard, output requirements, input data acquisition programming techniques and controls. Advise on new techniques associated with data processing programs. Performs maintenance on existing software products and contributes knowledge of business applications. Writes programs according to specifications. Works with the technical staff to understand problems had with software and then resolve them. Also, assists in the development of software user manuals.

Minimum Education
Bachelor's Degree in Computer Science or equivalent. Six (6) years of systems development experience is equivalent to a Bachelor's Degree.
13. APPLICATION DEVELOPER I

General and Minimum Experience
At least three years of systems development experience

Functional Responsibilities
Working under supervision to design, develop and implement information systems. Establish program and data parameters and formats. Coordinate and/or modify user requirements with existing and projected computer capacity and capabilities. Convert symbolic statements of problems into appropriate specifications for coding computer systems identifying functions to be programmed, information processing techniques used, and data representation. Prepare documentation, conduct program tests, correct program errors, and analyzes systems capabilities to resolve questions of program standard, output requirements, input data acquisition programming techniques and controls. Advise on new techniques associated with data processing programs. Performs maintenance on existing software products and contributes knowledge of business applications. Writes programs according to specifications. Works with the technical staff to understand problems had with software and then resolve them. Also, assists in the development of software user manuals.

Minimum Education
High School Diploma

14. Senior Project Manager

Minimum Experience:
At least 5 years of management experience or 8 years of progressive IT experience to include task lead positions.

Functional Responsibility:
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.

Minimum Education
Bachelor’s Degree or 6 years of directly related experience

15. Expert Project Manager

Minimum Experience
At least 8 years of management experience

Functional Responsibilities: Leads team on large complex projects. Analyzes new and complex project related problems and creates innovative solutions involving finance, scheduling, technology, methodology, tools, and solution components.

Minimum Education
Bachelor’s degree or equivalent experience required. Master’s degree preferred.
16. **Master Project Manager**

**Minimum Experience**
At least 12 years of management experience

**Functional Responsibilities:** Manages execution of the contract for the office. Supervises each subordinate office supervisor (supervisor). Executes the Contractor’s quality control programs. Recruits and hires all supervisors/office managers with approval of Program Manager. Approves hiring of all personnel within area of responsibility. Executed the Contractor's training program within assigned area of responsibility. Reports directly to the Program Manager

**Minimum Education**
Bachelor’s degree or equivalent experience required. Master’s degree preferred.

17. **Journeyman Front End Developer**

**Minimum Experience:**
Three years of directly related experience

**Functional Responsibility:**
Experience using modern, frontend web development tools, techniques, and methods for the creation and deployment of user-facing interfaces. Comfortable working in an agile and lean environment to routinely deploy changes. Frontend web development using modern techniques and frameworks (e.g., HTML5, CSS3, CSS frameworks like LESS and SASS, Responsive Design, Bourbon/Material Design/Twitter Bootstrap). JavaScript development using modern standards, including strict mode compliance, modularization techniques and tools, and frameworks and libraries (e.g., jQuery, frameworks such as Angular, React, Vue, Ember, and graphing libraries such as D3). Consuming RESTful APIs. Use of version control systems, specifically Git and GitHub. Quickly researching and learning new programming tools and techniques. Using and working with open source solutions and community. Creating web layouts from static images.

**Minimum Education:**
Bachelor's degree or professional certification or equivalent experience

18. **Senior Front End Developer**

**Minimum Experience:**
Five years of technical experience in systems design

**Functional Responsibility:**
Experience using modern, frontend web development tools, techniques, and methods for the creation and deployment of user-facing interfaces. Comfortable working in an agile and lean environment to routinely deploy changes. Frontend web development using modern techniques and frameworks (e.g., HTML5, CSS3, CSS frameworks like LESS and SASS, Responsive Design, Bourbon/Material Design/Twitter Bootstrap). JavaScript development using modern standards, including strict mode compliance, modularization techniques and tools, and frameworks and libraries (e.g., jQuery, frameworks such as Angular, React, Vue, Ember, and graphing libraries such as D3). Consuming RESTful APIs. Use of version control systems, specifically Git and GitHub. Quickly researching and learning new programming tools and techniques. Using and working with open source solutions and community. Creating web layouts from static images.

**Minimum Education:**
Bachelor's degree or professional certification or equivalent experience
19. Master Front End Developer

Minimum Experience:
12 years of technical experience in systems design

Functional Responsibility:
Provides advanced technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration and implementation advice on complex problems that requires subject matter expertise knowledge. Expertise in using modern, frontend web development tools, techniques, and methods for the creation and deployment of user-facing interfaces. Comfortable working in an agile and lean environment to routinely deploy changes. Frontend web development using modern techniques and frameworks (e.g., HTML5, CSS3, CSS frameworks like LESS and SASS, Responsive Design, Bourbon/material design/Twitter Bootstrap). JavaScript development using modern standards, including strict mode compliance, modularization techniques and tools, and frameworks and libraries (e.g., JQuery, Frameworks such as Angular, React, or Vue, and graphing packages such as D3). Consuming RESTful APIs. Use of version control systems, specifically Git and GitHub. Quickly researching and learning new programming tools and techniques. Using and working with open source solutions and community. Creating web layouts from static images

Minimum Education:
Bachelor's degree or professional certification or equivalent experience

20. Subject Matter Expert

Minimum Experience:
At least 8 years of experience in the subject matter area of expertise

Functional Responsibilities:
Performs services in a specific area of functional expertise. Identifies required tasks and develops a project plan for task completion. Identifies resources requirements for each task. Possesses expert knowledge in a specific functional area to the extent that the individual can serve as an expert resource for a specific task order. Demonstrates exceptional oral and written communications skills. Analyzes user needs to determine functional requirements. Provides highly specialized guidance in an area of expertise.

Minimum Education:
Bachelor’s degree in science, technology, engineering, or mathematics (STEM) or equivalent experience required. Six (6) years of general experience is equivalent to a Bachelor's Degree

21. Journeyman Test Engineer

Minimum Experience:
Three years of directly related experience.

Functional Responsibility:
Specialist providing testing know-how in for the support of user requirements of complex to highly complex software/hardware applications. Participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design, execution, and reporting and test tools selection.

Minimum Education:
Bachelor's degree in Computer Science or technical equivalent
22. Senior Test Engineer

Minimum Experience:
Five years of directly related experience.

Functional Responsibility:
Subject matter specialist providing testing know-how in for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design, execution, and reporting and test tools selection.

Minimum Education:
Bachelor's degree in Computer Science or technical equivalent

23. Agile Coach

Minimum Experience:
Eight (8) years minimum experience.

Functional Responsibility:
Experience transforming and/or embedding an agile culture using techniques from a wide range or agile and lean methodologies and frameworks, but be methodology agnostic. Help to create an open and trust-based environment, which enables a focus on delivery and facilitates continuous improvement. Coaches may be required to work either: at the team level, working with teams to ensure that delivery teams within agencies are adopting agile and performing effectively; at the portfolio or program level, to help agencies to establish the right processes, techniques and tools for managing a portfolio of work in an agile way; at the organization level, to drive strategic change across the organization and ensure that adoption of agile techniques is embedded from the most senior levels of the organization; or across all levels to ensure that organizations adopt a pragmatic approach to the way in which they govern delivery and continuous improvement of digital services

Minimum Education:
Bachelor’s degree and experience working in an Agile environment, preferably in a variety of situations. 6 years of experience is equivalent to a bachelor’s degree

24. Senior Applications Systems Analyst

Minimum Experience:
5 years of technical experience in systems design, engineering and systems analysis. Demonstrates ability to work independently based on the strategic plan or under general direction.

Functional Responsibility:
Develops software within an organization. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents those programs.

Minimum Education:
Bachelor's degree in Computer Science or equivalent. Six (6) years of development experience is equivalent to a Bachelor's degree.
25. Master Applications Systems Analyst

Minimum Experience:
12 years of technical experience in systems design, engineering and systems analysis. Demonstrates ability to work independently based on the strategic plan or under general direction.

Functional Responsibility:
Develops software within an organization. Directs the software engineering function in developing, releasing, and maintaining software applications/operating systems according to business needs. Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents those programs. Independently based on the strategic plan or under general direction.

Minimum Education:
Bachelor's degree in Computer Science or equivalent. Six (6) years of development experience is equivalent to a Bachelor's degree.

26. Entry Applications Developer

Minimum Experience:
At least one year in applications design and development.

Functional Responsibilities
Working under supervision to design, develop and implement information systems. Establish program and data parameters and formats. Coordinate and/or modify user requirements with existing and projected computer capacity and capabilities. Convert symbolic statements of problems into appropriate specifications for coding computer systems identifying functions to be programmed, information processing techniques used, and data representation. Prepare documentation, conduct program tests, correct program errors, and analyzes systems capabilities to resolve questions of program standard, output requirements, input data acquisition programming techniques and controls. Advise on new techniques associated with data processing programs. Performs maintenance on existing software products and contributes knowledge of business applications. Writes programs according to specifications. Works with the technical staff to understand problems had with software and then resolve them. Also, assists in the development of software user manuals.

Minimum Education
Bachelor’s degree in technical area OR technical training equivalent.
27. **Journeyman Applications Developer**

**Minimum Experience:**
At least three years of systems development experience

**Functional Responsibilities**
Working under supervision to design, develop and implement information systems. Establish program and data parameters and formats. Coordinate and/or modify user requirements with existing and projected computer capacity and capabilities. Convert symbolic statements of problems into appropriate specifications for coding computer systems identifying functions to be programmed, information processing techniques used, and data representation. Prepare documentation, conduct program tests, correct program errors, and analyzes systems capabilities to resolve questions of program standard, output requirements, input data acquisition programming techniques and controls. Performs maintenance on existing software products and contributes knowledge of business applications. Writes programs according to specifications. Works with the technical staff to understand problems had with software and then resolve them. Also, assists in the development of software user manuals.

**Minimum Education**
Bachelor's Degree in Computer Science or technical equivalent.

28. **Senior Applications Developer**

**Minimum Experience:**
At least five years of systems development experience

**Functional Responsibility:**
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. Establish program and data parameters and formats. Coordinate and/or modify user requirements with existing and projected computer capacity and capabilities. Convert symbolic statements of problems into appropriate specifications for coding computer systems identifying functions to be programmed, information processing techniques used, and data representation. Prepare documentation, conduct program tests, correct program errors, and analyzes systems capabilities to resolve questions of program standard, output requirements, input data acquisition programming techniques and controls. Performs maintenance on existing software products and contributes knowledge of business applications. Writes programs according to specifications. Works with the technical staff to understand problems had with software and then resolve them. Also, assists in the development of software user manuals. Advise on new techniques associated with data processing programs.

**Minimum Education**
Bachelor's Degree in Computer Science or technical equivalent.
29. Journeyman UX Designer

Minimum Experience:
At least Three years of directly related experience

Functional Responsibility:
Conduct stakeholder interviews, user requirements analysis, task analysis, conceptual modeling, information architecture, interaction design, and usability testing. Design and specify user interfaces and information architecture. Lead participatory and iterative design activities, including observational studies, customer interviews, usability testing, and other forms of requirements discovery. Produce user requirements specifications & experience goals, personas, storyboards, scenarios, flowcharts, design prototypes, and design specifications. Effectively communicate research findings, conceptual ideas, detailed design, and design rationale and goals both verbally and visually. Plan and facilitate collaborative critiques and analysis & synthesis working sessions Work closely with visual designers and development teams to ensure that customer goals are met and design specifications are delivered upon. Designs and develops primarily internet/web pages and applications. Develops proof-of-concepts and prototypes of easy-to-navigate user interfaces (UIs) that consists of web pages with graphics, icons, and color schemes that are visually appealing. Researchers user needs as well as potential system enhancements. Has familiarity to, or may actually: code, test, debug documents, and implement web applications using a variety of platforms. May create such artifacts as Usability Testing Plan, Testing Scripts, and Usability Testing ReportWeb Content Analyst. Provides for development and content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision-making.

Minimum Education:
Bachelor's degree or professional certification

30. Senior UX Designer

Minimum Experience:
Five years of technical experience in systems design

Functional Responsibility:
Defines, creates, communicates, and manages resource plans and other required project documentation such as style guides and provides updates as necessary. Planning, recruiting, and facilitating the usability testing of a system. Analyzing and synthesizing the results of usability testing in order to provide recommendations for change to a system. Conduct stakeholder interviews, user requirements analysis, task analysis, conceptual modeling, information architecture, interaction design, and usability testing. Design and specify user interfaces and information architecture. Lead participatory and iterative design activities, including observational studies, customer interviews, usability testing, and other forms of requirements discovery. Produce user requirements specifications & experience goals, personas, storyboards, scenarios, flowcharts, design prototypes, and design specifications. Effectively communicate research findings, conceptual ideas, detailed design, and design rationale and goals both verbally and visually. Plan and facilitate collaborative critiques and analysis & synthesis working sessions Work closely with visual designers and development teams to ensure that customer goals are met and design specifications are delivered upon. Designs and develops primarily internet/web pages and applications. Develops proof-of-concepts and prototypes of easy-to-navigate user interfaces (UIs) that consists of web pages with graphics, icons, and color schemes that are visually appealing. Researchers user needs as well as potential system enhancements. Has familiarity to, or may actually: code, test, debug documents, and implement web applications using a variety of platforms. May create such artifacts as Usability Testing Plan, Testing Scripts, and Usability Testing ReportWeb Content Analyst. Provides for development and content that will motivate and entertain users so that they regularly access the website and utilize it as a major source for information and decision-making.

Minimum Education:
Bachelor's degree or professional certification
31. **Junior Back End Developer**

**Minimum Experience:**
At least one year in applications design and development.

**Functional Responsibility:**
Experience using modern, open source software to prototype and deploy backend web applications, including all aspects of server-side processing, data storage, and integration with frontend development. Web development using web programming languages (e.g., Ruby, Python, C#.NET, Java) and frameworks (e.g. Django, Rails, ASP.NET Core MVC, Spring). Developing and consuming web-based, RESTful APIs. Relational and non-relational database systems. Scalable search technology (e.g. ElasticSearch, Solr). Handling large data sets and scaling their handling and storage. Using and working in team environments that use agile methodologies (e.g., Scrum, Lean). Authoring developer-friendly documentation (e.g., API documentation, deployment operations). Test-driven development. Use of version control systems, specifically Git and GitHub. Quickly researching and learning new programming tools and techniques.

**Minimum Education:**
Bachelor's degree or professional certification

32. **Senior Back End Developer**

**Minimum Experience:**
Eight years of technical experience in systems design

**Functional Responsibility:**
Advises on selection of technology with regards to processing, data storage, data access, and applications development. Sets standards for the database structure for the organization (Relational and non-relational database systems). Experience using modern, open source software to prototype and deploy backend web applications, including all aspects of server-side processing, data storage, and integration with frontend development. Web development using web programming languages (e.g., Ruby, Python, C#.NET, Java) and frameworks (e.g. Django, Rails, ASP.NET Core MVC, Spring). Developing and consuming web-based, RESTful APIs. Scalable search technology (e.g. ElasticSearch, Solr). Handling large data sets and scaling their handling and storage. Using and working in team environments that use agile methodologies (e.g., Scrum, Lean). Authoring developer-friendly documentation (e.g., API documentation, deployment operations). Test-driven development. Use of version control systems, specifically Git and GitHub. Quickly researching and learning new programming tools and techniques.

**Minimum Education:**
Bachelor's degree or professional certification
33. **Agile Business Analyst**

**Minimum Experience:**
Five (5) years minimum experience.

**Functional Responsibility:**
Analyzes process and re-engineering, with an understanding of technical problems and solutions as they relate to the current and future Agile business environment. Creates process change by integrating/replacing Agile processes with existing ones and communicating these changes to impacted Business Systems teams. Recommends and facilitates quality improvement efforts. To enhance Agile methodology.

**Minimum Education:**
Bachelor’s degree and experience working in an Agile environment, preferably in a variety of situations.

34. **Business Analyst**

**Minimum Experience:**
At least 5 years of direct business/analytical experience.

**Functional Responsibilities:**
Reviews, analyzes, and evaluates business systems and user needs. Formulates systems to parallel overall business strategies. Writes detailed description of user needs, program functions, and steps required to develop or modify computer programs. Provides consultation on complex projects and is considered to be the top level contributor/specialist. An eye for detail, excellent communication skills, ability to rationalize complex information to make it understandable for others to work, and ability to interrogate reported information and challenge sources where inconsistencies are found.

**Minimum Education:**
Bachelor’s Degree In a related field

35. **Senior Subject Matter Expert**

**Minimum Experience:**
At least 10 years of experience in the subject matter area of expertise

**Functional Responsibilities:**
Performs services in a specific area of functional expertise. Identifies required tasks and develops a project plan for task completion. Identifies resources requirements for each task. Possesses expert knowledge in a specific functional area to the extent that the individual can serve as an expert resource for a specific task order. Demonstrates exceptional oral and written communications skills. Analyzes user needs to determine functional requirements. Provides highly specialized guidance in an area of expertise.

**Minimum Education:** Bachelor’s degree in science, technology, engineering, or mathematics (STEM) or equivalent experience required. Six (6) years of general experience is equivalent to a Bachelor's Degree
36. **Senior Training Specialist**

**Minimum Experience:**
At least five years of training experience depending on the requirement.

**Functional Responsibilities:**
Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews, computer assisted and adaptive testing, behavior-based assessment and performance, and team and unit assessment and measurement. Develops and revises training courses, catalogs and course materials. Trains personnel by conducting formal classroom courses, workshops, and seminars. Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Provides program support to include the testing and installation of computers, peripherals, and/or other hardware, including the installation of enhancements and upgraded versions. Provides program support to include the installation, and documentation of client developed and/or commercially available software, including the installation of enhancements and upgraded versions.

**Minimum Education:**
Bachelor's degree in Computer Science or equivalent. Six (6) years of development experience is equivalent to a Bachelor's degree.

37. **Senior Full Stack Developer**

**Minimum Experience:**
Eight years of technical experience in systems design

**Functional Responsibility:**
Deploys large web-based transaction systems using application servers. Researches, tests, builds, and coordinates the integration of new products per production and client requirements. Proficient with Server, network, and hosting environment. Designs, develops, troubleshoots, debugs, and implements software code (such as HTML, CSS, and JavaScript) for a component of the website. Works with graphic designers and other members of a project team to develop the site concept, interface design, and architecture of the website. Uses relational and nonrelational databases, and has experience building APIs and connecting to the external world. User interface and user experience. Understanding customer and business needs Engineer and implement solutions for web front end and native mobile backend webservices. Participates and contributes to all phases in engineering new digital products, including coding, defect correction, unit testing, code review, and deployment planning. Work in an agile (Scrum) development environment. Production monitoring and support as needed. Provides expertise on current standards and cutting edge technologies and frameworks. Partners closely with product owner to define user requirements. Assists in producing, and executes on well-documented technical designs. Advises on best practices for mobile, web, and backend platform design.

**Minimum Education:**
Bachelor's degree or professional certification. 6 years of experience is equivalent to a bachelor’s degree.
38. **Back End Developer**

**Minimum Experience:**
At least Three years of directly related experience

**Functional Responsibility:**
Experience using modern, open source software to prototype and deploy backend web applications, including all aspects of server-side processing, data storage, and integration with frontend development. Web development using web programming languages (e.g., Ruby, Python, C#.NET, Java) and frameworks (e.g. Django, Rails, ASP.NET Core MVC, Spring). Developing and consuming web-based, RESTful APIs. Relational and non-relational database systems. Scalable search technology (e.g. ElasticSearch, Solr). Handling large data sets and scaling their handling and storage. Using and working in team environments that use agile methodologies (e.g., Scrum, Lean). Authoring developer-friendly documentation (e.g., API documentation, deployment operations). Test-driven development. Use of version control systems, specifically Git and GitHub. Quickly researching and learning new programming tools and techniques.

**Minimum Education:**
Bachelor's degree or professional certification
## LABOR CATEGORY PRICING

<table>
<thead>
<tr>
<th>SERVICE PROPOSED (e.g. Job Title/Task)</th>
<th>Year 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subject Matter Expert V - Master</td>
<td>$ 204.75</td>
</tr>
<tr>
<td>Subject Matter Expert IV - Expert</td>
<td>$ 156.94</td>
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<tr>
<td>Subject Matter Expert II - Journeyman</td>
<td>$ 118.54</td>
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<tr>
<td>Technical Specialist</td>
<td>$ 104.63</td>
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<tr>
<td>Systems Engineer I - Entry Level</td>
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<tr>
<td>Training Specialist II - Journeyman</td>
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<tr>
<td>Software Developer V - Master</td>
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<td>Software Developer IV - Expert</td>
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<td>Software Developer III - Senior</td>
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<td>Software Developer II - Journeyman</td>
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<td>Tester</td>
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<td>Application Developer II Journeyman</td>
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<td>SERVICE PROPOSED</td>
<td>Rate</td>
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<td>-------------------------------------------</td>
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<tr>
<td>Agile Business Analyst</td>
<td>$78.49</td>
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<tr>
<td>Agile Coach</td>
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<tr>
<td>Back End Developer</td>
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<td>Business Analyst</td>
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<tr>
<td>Entry Applications Developer</td>
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<tr>
<td>Expert Project Manager</td>
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<tr>
<td>Journeyman Applications Developer</td>
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<tr>
<td>Journeyman Front End Developer</td>
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<tr>
<td>Journeyman Test Engineer</td>
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<td>Journeyman UX Designer</td>
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<td>Junior Back End Developer</td>
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<td>Master Applications Systems Analyst</td>
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<td>Master Front End Developer</td>
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<td>Senior Applications Developer</td>
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<td>Senior Applications Systems Analyst</td>
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<td>Senior Back End Developer</td>
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<td>Senior Front End Developer</td>
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<tr>
<td>SME (Subject Matter Expert)</td>
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