

**FEDERAL SUPPLY SERVICE**

**AUTHORIZED FEDERAL SUPPLY SERVICE PRICE LIST**

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

**INFORMATION TECHNOLOGY SCHEDULE PRICELIST  
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY  
EQUIPMENT, SOFTWARE AND SERVICES**

**SPECIAL ITEM NUMBER 132-51  
INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES**

FPDS Code D302 IT Systems Development Services  
FPDS Code D306 IT Systems Analysis Services  
FPDS Code D307 Automated Information Systems Design and Integration Services  
FPDS Code D308 Programming Services  
FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified

Contract Number: **GS-35F-197AA**

For more information on ordering from Federal Supply Schedules  
click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).

Period Covered by Contract: **March 1, 2013 – February 28, 2018**

Prices Shown Herein are Net (Discount Deducted)

**Integrity Applications Incorporated**  
15020 Conference Center Drive, Suite 100, Chantilly, VA 20151  
(703) 378-8672 – Voice  
(703) 378-8978 – Fax  
[www.integrity-apps.com](http://www.integrity-apps.com)

Business Size: **Large Business**

## INFORMATION FOR ORDERING ACTIVITIES

### 1. CUSTOMER INFORMATION

#### 1a. SIN DESCRIPTION

132-51 Information Technology Professional Services - SUBJECT TO COOPERATIVE PURCHASING - Includes resources and facilities management, database planning and design, systems analysis and design, network services, programming, conversion and implementation support, network services project management, data/records management, and other services relevant to 29CFR541.400.

**1b. LOWEST PRICED MODEL NUMBER AND UNIT PRICE** – Not Applicable – Professional Services

**1c. HOURLY RATES:** This PriceList includes hourly rates for the services offered herein; descriptions of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services are provided in the section, “Description of IT Professional Services”.

### 2. MAXIMUM ORDER\*: 132-51 \$500,000 per order

The maximum order is a dollar amount at which it is suggested that the ordering agency request higher discounts from the contractor before issuing the order. The contractor may: 1) Offer a new lower price, 2) Offer the lowest price available under the contract, or 3) Decline the order within five (5) days. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the Schedule contract even though it exceeds the maximum order threshold.

**3. MINIMUM ORDER:** The minimum order that may be placed under this contract is eight (8) hours of a single labor category.

**4. GEOGRAPHIC COVERAGE (DELIVERY AREA):** The 48 contiguous states – CONUS

**5. POINTS OF PRODUCTS** – Not Applicable – Professional Services

**6. DISCOUNTS FROM LIST PRICES OR STATEMENT OF NET PRICE:** Discounts vary by labor category and range from 2% - 16.5% from MFC prices. Labor hour rates shown in the Hourly Rate Table are net (discount deducted).

**7. QUANTITY DISCOUNTS:** An additional discount of 0.5% applies to Delivery Orders with initial awarded value of \$500,000 or more.

**8. PROMPT PAYMENT DISCOUNT:** Payment terms are net, 30 days.

### 9. GOVERNMENT PURCHASE CARD

9a. Integrity Applications Incorporated accepts Government Purchase Card payments at or below the micro-purchase threshold.

9b. Integrity Applications Incorporated accepts Government Purchase Card payments above the micro-purchase threshold.

**10. FOREIGN ITEMS/TRADE AGREEMENTS ACT COMPLIANCE:** – Not Applicable

**11. DELIVERY**

**11a. TIME OF DELIVERY:** 30 Days ARO

**11b. EXPEDITED DELIVERY:** Contact the Contractor for Availability

**11c. OVERNIGHT AND 2-DAY DELIVERY:** N/A

**11d. URGENT REQUIRMENTS:** N/A

**12. FOB POINT:** Destination

**13. ORDERING ADDRESS AND PROCEDURES**

**13a. ORDERING ADDRESS:**

The Integrity Applications Incorporated point of contact for information and ordering is:

**Jane Brady, Director of Contracts**  
**Voice: 703-674-3156**  
**Facsimile: 703-378-8754 (number to fax orders)**  
**[jbrady@integrity-apps.com](mailto:jbrady@integrity-apps.com)**

For mailed orders, please use the following address:

**Integrity Applications Incorporated**  
**Attn: Jane Brady**  
**15020 Conference Center Drive, Suite 100**  
**Chantilly, VA 20151**

**13b. ORDERING PROCEDURES:** For Supplies and Services, the ordering procedures information is on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).

**14. PAYMENT ADDRESS:**

For remitting payment, please use the following address:

**Integrity Applications Incorporated**  
**P.O. Box 230099**  
**Centreville, VA 20120-0099**

**15. WARRANTY PROVISION:** Not applicable. (Professional Labor Services only).

**16. EXPORT PACKING CHARGES:** Not applicable

**17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:** (thresholds above the micro-purchase level)

**18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE):** Not Applicable.

**19. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** Not Applicable.

**20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):** Not Applicable

**20a. TERMS AND CONDITIONS FOR OTHER SERVICES:** Not Applicable

**21. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):** Not Applicable

**22. LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** Not Applicable

**23. PREVENTIVE MAINTENANCE (IF APPLICABLE):** Not Applicable

**24. SPECIAL ATTRIBUTES**

**24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** Not Applicable

**24b. Section 508 Compliance for EIT:** Not Applicable

**25. DUNS NUMBER:** 047939504

**26. NOTIFICATION REGARDING REGISTRATION IN CENTRAL CONTRACTOR REGISTRATION (CCR) DATABASE:** SAM registration valid thru 03/26/2014.

## TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)

**\*\*\*\*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 132-51 Information Technology Professional Services apply exclusively to IT 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/IAM 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 (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS COMMERCIAL ITEMS (MAR 2009) (ALTERNATE IOCT 2008) (DEVIATION I - FEB 2007) applies to Time-and- Materials and Labor-Hour Contracts orders placed under this contract.

## **7. RESPONSIBILITIES OF THE CONTRACTOR**

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

## **8. RESPONSIBILITIES OF THE ORDERING ACTIVITY**

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

## 9. INDEPENDENT CONTRACTOR

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

## 10. ORGANIZATIONAL CONFLICTS OF INTEREST

### a. Definitions.

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

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

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

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

## 11. INVOICES

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

## 12. PAYMENTS

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

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

(b) The 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.

## DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

Founded in 1999, IAI is a Veteran Owned Business with a reputation for quality and excellence. IAI is headquartered in Chantilly, Virginia with offices in California, Colorado, Massachusetts, Maryland and Michigan. IAI provides non-conflicted, high-demand systems and software conceptualization, design, architecture, development, integration, and engineering support services to intelligence, national security, defense, and space programs across the breadth of agencies in the Intelligence Community (IC), the uniformed service departments, and other civilian agencies of the U.S. Government (USG). IAI has significant experience and a record of success with USG programs and customers that require superior program management and business process, systems, and software engineering support by delivering best value solutions to customers. IAI has repeatedly been recognized by industry publications as one of the country's best places to work (number 2 on the Great Place to Work® Rankings: 2011 Best Small & Medium Workplaces list), and we have been recognized numerous times by our customers for the outstanding work we perform on their behalf. As an example, IAI was recognized in 2006 as the Small Business Contractor of the Year by the U.S. Air Force Space and Missile Systems Center (SMC). IAI has earned a stellar reputation as a leading professional engineering and acquisition services firm providing our Government customers with outstanding services for systems engineering and technical assistance (SETA), multiple advanced technologies, space, and geospatial-related acquisition programs. IAI has extensive domain expertise in business processing, high-volume data exploitation, IMINT, SIGINT, GEOINT, MASINT, and Multi-INT collection systems.

IAI provides best-value services and solutions to our customers based on the creative development and innovative applications of systems and technology. Our success is a direct result of superior performance, timely results, and the high quality of IAI's people, many of whom enjoy well established reputations within the intelligence, defense, and law enforcement communities and with the commercial customers that we support.

### **Applicable Capabilities and Relevant Experience:**

IAI has a proven history of providing superior IT services and world-class talent within a given field of expertise across the U.S. Government, including the Intelligence Community (IC) and Department of Defense (DoD) customer base. The talent pool IAI provides to its customers fully embodies that corporate philosophy. We possess the personnel, experience, knowledge, and qualifications to support all facets of our proposed GSA IT Schedule 70 labor categories, as demonstrated by the information technology (IT); business process reengineering; program and project management; education and training; and enterprise design, integration, and consolidation services and support we provide to the intelligence, defense, and civil aerospace communities. These services include, but are not limited to system design, development, and integration; software development and integration; system engineering processes and process improvement; program management; cost estimation and project control; performance analysis and evaluation; technology assessments; requirements definition and analysis; architecture definition; trade studies including cost-benefit analysis; test and evaluation; and data integration, management, correlation, fusion, and analysis. Specific relevant areas of expertise include:

- **Information Technology Services:** IAI provides world-class IT technology services, including software and systems design, development, integration and test, independent verification and validation (IV&V), deployment, and operations and maintenance (O&M) on several programs for our IC and USG customers. Our experience and expertise spans the entire software and systems design and development lifecycle and includes specialized engineering services, such as data fusion and manipulation; analytical tools development for spatio-temporally-situated data from heterogeneous data sources; sophisticated data discovery and search and retrieval solutions; the application of n-dimensional data filtering; and multi-model graphical user interfaces (GUIs) to assist in data visualization and presentation. Our software engineers have experience in the latest development languages and techniques, including Java, Ruby on Rails, Hadoop, Oracle, SharePoint, C#, various security protocols (e.g. LDAP, single sign-on), Oracle and SQL Server database integration, and web portal development. IAI's IT experts also plays a key systems engineering role supporting a variety of non-developmental lifecycle activities, including configuration management; quality

assurance; program control; requirements management; test management (e.g. IV&V); and schedule management (e.g. IMS).

- **Business Process Reengineering:** Central to IAI's success is our corporate focus on providing engineering, technical, and programmatic support services that are enabled through an integrated suite of proven, applied, industry-accepted documented business process and systems engineering and program management processes and procedures that reflect a corporate policy of continuous process improvement. IAI has developed and applied our tailorable business process, systems engineering, and program management processes and procedures in support of numerous government programs in many different technical and programmatic areas. Our process suite is derived from industry-best practices, which are upheld by the International Council on System Engineering (INCOSE) and the Project Management Institute (PMI), and defines processes and procedures for managing all aspects and phases of our customers' most important initiatives, including but not limited to requirements definition and traceability, technology roadmaps, technical evaluations, overall architecture definition, and portfolio management.
- **Program/Project Management:** IAI provides program and project management support to our IC, DoD, and other USG customers for some of their largest and most critical initiatives and acquisitions, including many within DIA, NRO, NGA, NOAA, NASA, and the US Air Force Space and Missile Systems Center (SMC). The majority of our program and project management staff has direct programmatic office experience within these organizations, thereby enhancing our staff's productivity and credibility as a result of their understanding of the organizations and the organizations' missions and strategic goals and objectives. We apply standard program/project management and technical tools and processes to ensure our customers have complete insight into the progress of each project. Our program and project management support services include providing monthly progress/status and Contract Financial Status Reports (CFSR); conducting/implementing Earned Value Management Systems (EVMS); managing tasks/staffing requirements; tracking Contract Deliverables Requirements List (CDRLs); developing and maintaining integrated master (IMS) and project-level schedules; and making recommendations to our Government leaders for those hard management decisions needed to keep the project on track, and within scope and budget.
- **Education/Training:** IAI has considerable experience providing enduring training and education solutions to its customers within the Intelligence Community (IC) and Department of Defense (DoD). Our experience includes designing, developing, and tailoring lesson plans and hands-on training courses for our customers' users and IT support personnel who use and support the IT systems and capabilities we develop. Our training offerings are tailored to meet the varied and specific needs of our clients to ensure their acceptance and use of the customer-specific applications we develop in support of their missions. IAI's training experience includes conducting classroom-based training courses CONUS and OCONUS for our government customers' user communities and IT support personnel, as well as providing training via various electronic modes of delivery, including web-based and video teleconference (VTC) training.
- **Enterprise Design, Integration, and Consolidation:** IAI has a long and successful history of providing our customers with high-quality systems engineering and integration support. We provide a full array of systems engineering, analysis and subject matter expertise (SME) services ranging from early concept definition; requirements development and maintenance; component-, system-, and enterprise-level design; architecture engineering and design; data design; data fusion and consolidation; modeling and simulation (M&S); trade studies; independent verification and validation (IV&V); test and evaluation (T&E) engineering; component, system, and enterprise-level integration engineering and support; deployment; operations and maintenance support; implementation; program management; and business process reengineering. We are currently key

members of several systems engineering teams within DIA, NGA, NRO, and other USG customer program offices, where we provide support for the design, development, operation, and acquisition of major systems and capabilities for a variety of enterprise-level systems, including data/information processing, document management, media exploitation, and space-, air-, and ground-based systems.

#### **IAI Staff:**

IAI is a veteran owned business with 2/3rds of our employees having advanced degrees and 90% having active TS/SCI clearance. The IAI staff is a unique blend of senior engineers, scientists and program managers who excel in teaming with the IC and DoD to solve the nation's most challenging problems. IAI is known and respected within IC, DoD and other highly classified customers for innovative and cost effective solutions.

## LABOR CATEGORIES/DESCRIPTIONS

IAI has structured its GSA Information Technology (IT) Schedule (Schedule 70) labor categories to provide customers and clients with the flexibility to easily identify and acquire the resources they need with the requisite skills, experience, and education levels necessary to meet their specific needs for their tasks and programs. We have identified and categorized our IT Schedule 70 labor categories into six high-level classifications consisting of increasing skills, experience, and/or education. These overarching categories include the following:

- IT Management Staff
- IT Administrative Staff
- Systems Engineering and Integration Staff
- IT Development Staff
- IT Professional Staff
- IT Subject Matter Expert (SME) Staff

The decomposition of each overarching classification and their associated functional responsibilities and minimum skills, experience, and education levels are contained in the following sections.

### Information Technology (IT) Management Staff

*The following labor categories represent those that comprise IAI's Management Staff offerings. In general terms, Management Staff labor categories comprise those services required to define, establish, implement, maintain, and manage our customers' and clients' IT programs and projects.*

#### Program Manager I

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 15

**Minimum/General Experience:** Experienced in program/project management with demonstrated knowledge of a relevant technical discipline. Possess the ability to plan, direct, supervise, and coordinate program-level technical, programmatic, and administrative activities simultaneously. Knowledge of and experience in requirements definition, work planning, budget development and control, and communication methods and procedures required. Able to understand requirements of the type for tasks to be performed, review and evaluate all work performed, provide direction, and ensure compliance with all customer requirements and policies

**Functional Responsibility:** For large, high-risk, complex IT, and/or enterprise-level systems, performs a wide range of programmatic and portfolio support services to direct the performance of a variety of related projects and ensures the success of the customer's/client's strategic and operational goals and objectives. Oversees and manages all aspects of a program's technology development lifecycle, including many of the following: systems analysis, systems engineering, software development, configuration management, quality assurance, deployment, and operations and maintenance, as well as day-to-day program administration functions

## Program Manager II

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Experienced in program/project management with demonstrated knowledge of a relevant technical discipline. Possess the ability to plan, direct, supervise, and coordinate program-level technical, programmatic, and administrative activities simultaneously. Knowledge of and experience in requirements definition, work planning, budget development and control, and communication methods and procedures required. Able to understand requirements of the type for tasks to be performed, review and evaluate all work performed, provide direction, and ensure compliance with all customer requirements and policies

**Functional Responsibility:** For medium- to large-sized complex IT programs, performs a wide range of programmatic and portfolio support services to direct the performance of a variety of related projects and ensures the success of the customer's/client's strategic and operational goals and objectives. Oversees and manages all aspects of a program's technology development lifecycle, including many of the following: systems analysis, systems engineering, software development, configuration management, quality assurance, deployment, and operations and maintenance, as well as day-to-day program administration functions.

## Program Manager III

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** Experienced in program/project management with demonstrated knowledge of a relevant technical discipline. Possess the ability to plan, direct, supervise, and coordinate program-level technical, programmatic, and administrative activities simultaneously. Knowledge of and experience in requirements definition, work planning, budget development and control, and communication methods and procedures required. Able to understand requirements of the type for tasks to be performed, review and evaluate all work performed, provide direction, and ensure compliance with all customer requirements and policies

**Functional Responsibility:** For small- to medium-sized programs, performs a wide range of programmatic and portfolio support services to direct the performance of a variety of related projects and ensures the success of the customer's/client's strategic and operational goals and objectives. Oversees and manages all aspects of a program's technology development lifecycle, including many of the following: systems analysis, systems engineering, software development, configuration management, quality assurance, deployment, and operations and maintenance, as well as day-to-day program administration functions.

## Project Manager I

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 15

**Minimum/General Experience:** Minimum of 15 years of general IT and/or engineering experience performing complex functional activities, including five years of experience managing and supervising teams of engineers and/or information management professionals in the analysis, design, development, integration, deployment, and/or

operations and maintenance of IT systems. Able to exercise independent judgment, analytic skills in the resolution of complex technical, administrative, and managerial problems. Capable of providing overall direction for all project level activities.

**Functional Responsibility:** Responsible for all aspects of project performance (i.e., technical, contractual, administrative, financial) for complex IT systems and initiatives. Manages and supervises personnel involved in all aspects of project and/or task order activity, organizes and assigns responsibilities to subordinates, and oversees the successful completion of all assigned tasks.

## Project Manager II

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Minimum of 12 years of general IT and/or engineering experience performing complex functional activities, including four years of experience managing and supervising teams of engineers and/or information management professionals in the analysis, design, development, integration, deployment, and/or operations and maintenance of IT systems. Able to exercise independent judgment, analytic skills in the resolution of complex technical, administrative, and managerial problems. Capable of providing overall direction for all project level activities.

**Functional Responsibility:** Responsible for all aspects of project performance (i.e., technical, contractual, administrative, financial) for complex IT systems and initiatives. Manages and supervises personnel involved in all aspects of project and/or task order activity, organizes and assigns responsibilities to subordinates, and oversees the successful completion of all assigned tasks.

## Project Manager III

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** Minimum of 8 years of general IT and/or engineering experience performing complex functional activities, including three years of experience managing and supervising teams of engineers and/or information management professionals in the analysis, design, development, integration, deployment, and/or operations and maintenance of IT systems. Able to exercise independent judgment, analytic skills in the resolution of complex technical, administrative, and managerial problems. Capable of providing overall direction for all project level activities.

**Functional Responsibility:** Responsible for all aspects of project performance (i.e., technical, contractual, administrative, financial). Manages and supervises personnel involved in all aspects of project and/or task order activity, organizes and assigns responsibilities to subordinates, and oversees the successful completion of all assigned tasks.

## Project Manager IV

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** Minimum of 5 years of general IT and/or engineering experience performing complex functional activities, including one year of experience managing and supervising teams of engineers and/or information management professionals in the analysis, design, development, integration, deployment, and/or operations and maintenance of IT systems. Able to exercise independent judgment, analytic skills in the resolution of complex technical, administrative, and managerial problems. Capable of providing overall direction for all project level activities.

**Functional Responsibility:** Under minimal supervision, responsible for all aspects of project performance (i.e., technical, contractual, administrative, financial). Manages and supervises personnel involved in all aspects of project and/or task order activity, organizes and assigns responsibilities to subordinates, and oversees the successful completion of all assigned tasks.

## Information Technology (IT) Administrative Staff

*The following labor categories represent those that comprise IAI's Administrative Staff offerings. In general terms, Administrative Staff labor categories comprise those services required to support IT program/project control, financial reporting, and resource planning.*

## Project Integrator/Analyst I

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** 8 years of experience working in support of information technology, systems engineering, and/or similar engineering projects or programs. Possess the ability to work independently and in a team environment. Have experience providing project management support, such as development of project/program deliverables, schedule development and management, work breakdown structures (WBS), cost estimation, contracts and subcontracts administration, transition planning, risk management, logistics planning, facilities planning, and requirements management, across projects' lifecycles.

**Functional Responsibility:** Provides, and may supervise teams that provide, a wide range of programmatic support services, including the following activities:

- Supports the development and maintenance of program- and project-level schedules, budgets, and plans
- Coordinates project and program schedules to facilitate on-time completion of tasks and deliverables
- Supports the development of contract change proposals, management plans, and programmatic operating plans and procedures
- May support the negotiation of contractual changes

## Project Integrator/Analyst II

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** 5 years of experience working in support of information technology, systems engineering, and/or similar engineering projects or programs. Possess the ability to work independently and in a team environment. Have experience providing project management support, such as development of project/program deliverables, schedule development and management, work breakdown structures (WBS), cost estimation, contracts and subcontracts administration, transition planning, risk management, logistics planning, facilities planning, and requirements management, across projects' lifecycles.

**Functional Responsibility:** Provides a wide range of programmatic support services, including the following activities:

- Supports the development and maintenance of program- and project-level schedules, budgets, and plans
- Coordinates project and program schedules to facilitate on-time completion of tasks and deliverables
- Supports the development of contract change proposals, management plans, and programmatic operating plans and procedures
- May support the negotiation of contractual changes

## Project Integrator/Analyst III

**Minimum Education Requirements:** Associate's degree or equivalent

**Minimum Years of Experience:** 2

**Minimum/General Experience:** 2 years of experience working in support of information technology, systems engineering, and/or similar engineering projects or programs. Possess the ability to work independently and in a team environment. Have experience providing project management support, such as development of project/program deliverables, schedule development and management, work breakdown structures (WBS), cost estimation, contracts and subcontracts administration, transition planning, risk management, logistics planning, facilities planning, and requirements management, across projects' lifecycles.

**Functional Responsibility:** Provides a wide range of programmatic support services, including the following activities:

- Supports the development and maintenance of program- and project-level schedules, budgets, and plans
- Coordinates project and program schedules to facilitate on-time completion of tasks and deliverables
- Supports the development of contract change proposals, management plans, and programmatic operating plans and procedures
- May support the negotiation of contractual changes

## Project Integrator/Analyst IV

**Minimum Education Requirements:** Associate's degree or equivalent

**Minimum Years of Experience:** 0

**Minimum/General Experience:** Possess an understanding of information technology, systems engineering, and/or similar engineering projects or programs. Possess the ability to work independently and in a team environment. Have experience providing project management support, such as development of project/program deliverables, schedule development and management, work breakdown structures (WBS), cost estimation, contracts and subcontracts administration, transition planning, risk management, logistics planning, facilities planning, and requirements management, across projects' lifecycles.

**Functional Responsibility:** Under supervision, provides a wide range of programmatic support services, including the following activities:

- Supports the development and maintenance of program- and project-level schedules, budgets, and plans
- Coordinates project and program schedules to facilitate on-time completion of tasks and deliverables
- Supports the development of contract change proposals, management plans, and programmatic operating plans and procedures
- May support the negotiation of contractual changes

## Systems Engineering and Integration Staff

*The following labor categories represent those that comprise IAI's Systems Engineering and Integration Staff offerings. In general terms, Systems Engineering and Integration Staff labor categories comprise those services required to analyze, decompose, document, and prioritize our customers' requirements, goals, and objectives; develop systems requirements specifications, concepts of operation (CONOPS), trade studies, and design, system test, deployment, operations and maintenance, and similar documentation; analyze, evaluate, and propose technical solutions and designs; support and conduct system-level and integration testing of developed systems; and facilitate the development of systems through the collaboration with development teams and customer stakeholders.*

## Systems Architect

**Minimum Education Requirements:** Bachelor's degree in Computer Science, Mathematics, or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Minimum of 12 years of experience managing, designing, developing, and architecting complex IT solutions. Have experience analyzing requirements, evaluating design alternatives, developing, integrating, testing, and deploying enterprise-level or significant components of enterprise-level systems. Have an advanced understanding of IT system design and development methodologies, techniques, and tools, as well as Cloud Computing Models, databases, SOA, programming languages, SANs, servers, networks, and peripherals.

**Functional Responsibility:** Architects, designs, and develops enterprise-level, complex IT systems that meet or exceed customers' strategic goals and objectives. Participates in all aspects of a program's technology development lifecycle, including many of the following: systems analysis, systems engineering, software development, configuration management, quality assurance, deployment, and operations and maintenance, and may manage various

components within the project lifecycle. Evaluates and analyzes the cost, portability, scalability, security, compatibility, stability, interoperability, and usability of new technologies and incorporates engineering strategies for introducing new technologies into the client's IT infrastructure to facilitate and improve its business processes, namely, collection, analysis, production and dissemination.

### Data Architect

**Minimum Education Requirements:** Bachelor's degree in Computer Science, Mathematics, or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Minimum of 12 years of experience managing, designing, developing, and architecting complex IT solutions. Have experience providing strategic analysis, design, and development of data models, databases, and data for enterprise-level systems or significant components of enterprise-level systems. Have an advanced understanding of IT system design and development methodologies, techniques, and tools, as well as an advanced understanding of database technologies, database design tools, data standards development, and data access techniques.

**Functional Responsibility:** Architects, designs, and develops enterprise-level, high-volume database systems that meet or exceed customers' strategic goals and objectives. Participates in all aspects of a program's technology development lifecycle, including many of the following: systems analysis, systems engineering, software development, configuration management, quality assurance, deployment, and operations and maintenance, and may manage various components within the project lifecycle. Provide extensive technical, strategic advice and guidance of the highest level to senior managers and technical resources concerning the creation and implementation of new data standards and databases. Provide complete assessments of the technical characteristics of proposals and alternatives considered to optimize database performance and modify or update the structure, design, and/or technologies of existing databases.

### Systems Analyst I

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Minimum of 12 years of general experience and the ability to lead teams in the development and application of a variety of concepts, processes, procedures, and analysis techniques, such as statistical analysis, modeling and simulation, etc. to support the implementation of IT systems. Have well-established experience with and domain expertise in one or more of the following disciplines: requirements analysis, business process reengineering, configuration management, change management, information security/assurance, IT training/education techniques and design, operations and maintenance, risk analysis, financial analysis, software development methodologies, and policy analysis and management.

**Functional Responsibility:** Works independently or leads teams in the application of fundamental science, engineering, and business analysis concepts, processes, and procedures in one of the disciplines above in support of the design and development of IT systems or in support of IT projects or programs. Provides strategic thinking, and leads customers' development of strategic plans, goals, and initiatives and presents them to customer senior management.

## Systems Analyst II

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** Minimum of 8 years of general experience and the ability to lead teams in the application of a variety of fundamental concepts, processes, procedures, and analysis techniques, such as statistical analysis, modeling and simulation, etc. to support the implementation of IT systems. Have practical experience with and expertise in one or more of the following disciplines: requirements analysis, business process reengineering, configuration management, change management, information security/assurance, IT training/education techniques and design, operations and maintenance, risk analysis, financial analysis, software development methodologies, and policy analysis and management.

**Functional Responsibility:** Works independently or leads teams in the application of fundamental science, engineering, and business analysis concepts, processes, and procedures in one of the disciplines above in support of the design and development of IT systems or in support of IT projects or programs. Provides strategic thinking, and supports customers' development of strategic plans, goals, and initiatives.

## Systems Analyst III

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** Minimum of 5 years of general experience and the ability to use and apply a variety of fundamental concepts, processes, procedures, and analysis techniques, such as statistical analysis, modeling and simulation, etc. to support the implementation of IT systems. Have practical experience with and knowledge of one or more of the following disciplines: requirements analysis, business process reengineering, configuration management, change management, information security/assurance, IT training/education techniques and design, operations and maintenance, risk analysis, financial analysis, software development methodologies, and policy analysis and management.

**Functional Responsibility:** Works independently or as a team member to apply fundamental science, engineering, and business analysis concepts, processes, and procedures in one of the disciplines above in support of the design and development of IT systems or in support of IT projects or programs. Duties may include the analysis of user requirements, procedures, and problems; review of computer system capabilities, workflow, and limitations; evaluation of design or solution alternatives; and group facilitation, interviewing, training, and/or additional forms of knowledge transfer.

## Systems Analyst IV

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 2

**Minimum/General Experience:** Possess the ability to use and apply a variety of fundamental concepts, processes, procedures, and analysis techniques, including statistical analysis, modeling and simulation, etc. to support the implementation of IT systems. Have knowledge of one or more of the following disciplines: requirements analysis, business process reengineering, configuration management, change management, information security/assurance, IT

training/education techniques and design, operations and maintenance, risk analysis, financial analysis, software development methodologies, and policy analysis and management.

**Functional Responsibility:** Under minimal supervision, applies fundamental science, engineering, and business analysis concepts, processes, and procedures in one of the disciplines above in support of the design and development of IT systems or in support of IT projects or programs. Duties may include the analysis of user requirements, procedures, and problems; review of computer system capabilities, workflow, and limitations; evaluation of design or solution alternatives; and group facilitation, interviewing, training, and/or additional forms of knowledge transfer.

### Systems Analyst V

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 0

**Minimum/General Experience:** Possess the ability to use and apply a variety of fundamental concepts, processes, procedures, and analysis techniques, including statistical analysis, modeling and simulation, etc. to support the implementation of IT systems. Have knowledge of one or more of the following disciplines: requirements analysis, business process reengineering, configuration management, change management, information security/assurance, IT training/education techniques and design, operations and maintenance, risk analysis, financial analysis, software development methodologies, and policy analysis and management.

**Functional Responsibility:** Under supervision, applies fundamental science, engineering, and business analysis concepts, processes, and procedures in one of the disciplines above in support of the design and development of IT systems or in support of IT projects or programs. Duties may include the analysis of user requirements, procedures, and problems; review of computer system capabilities, workflow, and limitations; evaluation of design or solution alternatives; and group facilitation, interviewing, training, and/or additional forms of knowledge transfer.

### Systems Engineer I

**Minimum Education Requirements:** Bachelor's degree in Systems Engineering, Computer Science, Mathematics, or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Have experience managing teams that perform a variety of engineering functions, including systems engineering planning, requirements analysis and development, information security planning, systems interface analysis and design, testing and validation, risk assessment and analysis, modeling and simulation, performance management, capacity planning, benchmarking, and information engineering. Have experience managing the planning, analysis, design, development, integration, deployment, and/or operations and maintenance of IT systems.

**Functional Responsibility:** Recognized as an expert Systems Engineer and may hold the title of Systems Engineering Manager. Manages the definition, development, execution, and evaluation of systems engineering activities within a project or program. Provide end-to-end project management support for the entire software and systems development lifecycle. Maintain the integrity of the systems-of-systems by defining requirements architecture and interfaces, and collect and analyze customer needs to identify, predict, interpret, and evaluate system and network requirements. Provide a total systems perspective, including a technical understanding of relationships, dependencies, and requirements of hardware and software components.

## Systems Engineer II

**Minimum Education Requirements:** Bachelor's degree in Systems Engineering, Computer Science, Mathematics, or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** Have experience leading and performing a variety of engineering functions, including systems engineering planning, requirements analysis and development, information security planning, systems interface analysis and design, testing and validation, risk assessment and analysis, modeling and simulation, performance management, capacity planning, benchmarking, and information engineering. Have experience leading and performing the planning, analysis, design, development, integration, deployment, and/or operations and maintenance of IT systems.

**Functional Responsibility:** Leads and assists in the definition, development, execution, and evaluation of systems engineering activities within a project or program. Provide end-to-end project management support for the entire software and systems development lifecycle. Maintain the integrity of the systems-of-systems by defining requirements architecture and interfaces, and collect and analyze customer needs to identify, predict, interpret, and evaluate system and network requirements. Provide a total systems perspective, including a technical understanding of relationships, dependencies, and requirements of hardware and software components.

## Systems Engineer III

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** Have experience supporting and performing a variety of engineering functions, including systems engineering planning, requirements analysis and development, information security planning, systems interface analysis and design, testing and validation, risk assessment and analysis, modeling and simulation, performance management, capacity planning, benchmarking, and information engineering. Have experience performing or supporting the planning, analysis, design, development, integration, deployment, and/or operations and maintenance of IT systems.

**Functional Responsibility:** Under minimal supervision, assists in defining and executing systems engineering activities within a project or program. Maintain the integrity of the systems-of-systems by defining requirements architecture and interfaces, and collect and analyze customer needs to identify, predict, interpret, and evaluate system and network requirements. Analyze, design, evaluate, model, simulate, install, configure, test, maintain, and support network systems, such as satellite networks, local area networks (LANs), wide area networks (WANs), the Internet, intranets, and other data communications systems ranging from a connection between two offices in the same building to globally distributed networks, voice mail, and e-mail systems. Prepare engineering plans and site installation technical design packages, and manage the analysis, acquisition, and installation of hardware and software for facility additions, moves or changes, including analysis, telecommunications (LAN, WAN, voice, video) planning, cabling, IT requirements, etc.

## Systems Engineer IV

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 2

**Minimum/General Experience:** Have an understanding of and possess the ability to support and perform a variety of engineering functions, including systems engineering planning, requirements analysis and development, information security planning, systems interface analysis and design, testing and validation, risk assessment and analysis, modeling and simulation, performance management, capacity planning, benchmarking, and information engineering. Have knowledge of and the ability to support the planning, analysis, design, development, integration, deployment, and/or operations and maintenance of IT systems.

**Functional Responsibility:** Under general supervision, assists in defining and executing systems engineering activities within a project or program. Plan, implement, integrate, test (verification and validation), document, and maintain solutions for systems and/or subsystems. Prepare engineering plans and site installation technical design packages, and manage the analysis, acquisition, and installation of hardware and software for facility additions, moves or changes, including analysis, telecommunications (LAN, WAN, voice, video) planning, cabling, IT requirements, etc.

## Systems Engineer V

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 0

**Minimum/General Experience:** Have an understanding of and possess the ability to support and perform a variety of engineering functions, including systems engineering planning, requirements analysis and development, information security planning, systems interface analysis and design, testing and validation, risk assessment and analysis, modeling and simulation, performance management, capacity planning, benchmarking, and information engineering. Have knowledge of and the ability to support the planning, analysis, design, development, integration, deployment, and/or operations and maintenance of IT systems.

**Functional Responsibility:** Under supervision, assists in defining and executing systems engineering activities within a project or program. Plan, implement, integrate, test (verification and validation), document, and maintain solutions for systems and/or subsystems. Assist in the preparation of engineering plans and site installation technical design packages, and support the analysis, acquisition, and installation of hardware and software for facility additions, moves or changes, including analysis, telecommunications (LAN, WAN, voice, video) planning, cabling, IT requirements, etc.

## Systems Integrator I

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Have experience managing teams that define and perform a variety of systems integration activities, such as the ability to develop functional and technical specifications and standards, solve hardware and software interface problems, define input/output parameters, evaluate alternative technical designs and solutions, and ensure the successful integration of entire systems or subsystems. Have demonstrated experience on high-risk and/or complex IT programs managing the analysis and development of system and subsystem requirements,

verification and validation processes and procedures, integration and deployment plans, interface control documents, transition plans, and risk management plans.

**Functional Responsibility:** Manages and performs a wide range of integration engineering support services, including the following activities:

- Identify, analyze, and evaluate technical concepts, requirements, and solutions for systems and/or subsystems, taking into consideration special technology needs and requirements associated with new and legacy software, servers, workstations, peripherals, networks, and telecommunications systems
- Establish functional and technical specifications and standards; solve hardware and software interface problems for new and legacy systems; identify and define interface parameters; define and develop verification and validation test scenarios, scripts, processes, procedures, and reports; define and develop transition and deployment plans
- Gathers, analyzes, composes, and maintains technical information, documents and deliverables, such as functional descriptions, system specifications, user's manuals, special reports, and other customer deliverables, and translates these materials into clear, unambiguous, discernible requirements, deliverables and presentations for technical and non-technical personnel
- Work with systems engineers, systems analysts, developers/programmers, technicians, scientists and top-level managers in the design, testing and evaluation of systems
- Test and evaluate hardware and software to determine efficiency, reliability, and compatibility with existing systems, and make purchase recommendations

## Systems Integrator II

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** Have demonstrated experience leading and performing a variety of systems integration activities, such as the ability to develop functional and technical specifications and standards, solve hardware and software interface problems, define input/output parameters, evaluate alternative technical designs and solutions, and ensure the successful integration of entire systems or subsystems. Have demonstrated experience leading the analysis and development of system and subsystem requirements, verification and validation processes and procedures, integration and deployment plans, interface control documents, transition plans, and risk management plans.

**Functional Responsibility:** Leads and provides a wide range of integration engineering support services, including the following activities:

- Identify, analyze, and evaluate technical concepts, requirements, and solutions for systems and/or subsystems, taking into consideration special technology needs and requirements associated with new and legacy software, servers, workstations, peripherals, networks, and telecommunications systems
- Establish functional and technical specifications and standards; solve hardware and software interface problems for new and legacy systems; identify and define interface parameters; define and develop verification and validation test scenarios, scripts, processes, procedures, and reports; define and develop transition and deployment plans

- Gathers, analyzes, composes, and maintains technical information, documents and deliverables, such as functional descriptions, system specifications, user's manuals, special reports, and other customer deliverables, and translates these materials into clear, unambiguous, discernible requirements, deliverables and presentations for technical and non-technical personnel
- Work with systems engineers, systems analysts, developers/programmers, technicians, scientists and top-level managers in the design, testing and evaluation of systems
- Test and evaluate hardware and software to determine efficiency, reliability, and compatibility with existing system, and make purchase recommendations

### Systems Integrator III

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** Have demonstrated experience supporting and performing a variety of systems integration activities, such as the ability to develop functional and technical specifications and standards, solve hardware and software interface problems, define input/output parameters, evaluate alternative technical designs and solutions, and ensure the successful integration of entire systems or subsystems. Have demonstrated experience supporting the analysis and development of system and subsystem requirements, verification and validation processes and procedures, integration and deployment plans, interface control documents, transition plans, and risk management plans.

**Functional Responsibility:** Under minimal supervision, provides a wide range of integration engineering support services, including the following activities:

- Identify, analyze, and evaluate technical concepts, requirements, and solutions for systems and/or subsystems, taking into consideration special technology needs and requirements associated with new and legacy software, servers, workstations, peripherals, networks, and telecommunications systems
- Establish functional and technical specifications and standards; solve hardware and software interface problems for new and legacy systems; identify and define interface parameters; define and develop verification and validation test scenarios, scripts, processes, procedures, and reports; define and develop transition and deployment plans
- Gathers, analyzes, composes, and maintains technical information, documents and deliverables, such as functional descriptions, system specifications, user's manuals, special reports, and other customer deliverables, and translates these materials into clear, unambiguous, discernible requirements, deliverables and presentations for technical and non-technical personnel

### Systems Integrator IV

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 2

**Minimum/General Experience:** Have an understanding of and possess the ability to develop functional and technical specifications and standards, solve hardware and software interface problems, define input/output parameters, evaluate alternative technical designs and solutions, and ensure the successful integration of entire

systems or subsystems. Possess the ability to support the analysis and development of system and subsystem requirements, verification and validation processes and procedures, integration and deployment plans, interface control documents, transition plans, and risk management plans.

**Functional Responsibility:** Under general supervision, provides a wide range of integration engineering support services, including the following activities:

- Gathers, analyzes, composes, and maintains technical information, documents and deliverables, such as functional descriptions, system specifications, user's manuals, special reports, and other customer deliverables, and translates these materials into clear, unambiguous, discernible requirements, deliverables and presentations for technical and non-technical personnel
- Work with systems engineers, systems analysts, developers/programmers, technicians, scientists and top-level managers in the design, testing and evaluation of systems
- Test and evaluate hardware and software to determine efficiency, reliability, and compatibility with existing system, and make purchase recommendations

### Systems Integrator V

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 0

**Minimum/General Experience:** Have an understanding of and possess the ability to support the development of functional and technical specifications and standards, solve hardware and software interface problems, define input/output parameters, evaluate alternative technical designs and solutions, and ensure the successful integration of entire systems or subsystems. Possess the ability to support the analysis and development of system and subsystem requirements, verification and validation processes and procedures, integration and deployment plans, interface control documents, transition plans, and risk management plans.

**Functional Responsibility:** Under supervision, supports and assists more senior engineers in a wide range of integration engineering support services, including the following activities:

- Gathers, analyzes, composes, and maintains technical information, documents and deliverables, such as functional descriptions, system specifications, user's manuals, special reports, and other customer deliverables, and translates these materials into clear, unambiguous, discernible requirements, deliverables and presentations for technical and non-technical personnel
- Work with systems engineers, systems analysts, developers/programmers, technicians, scientists and top-level managers in the design, testing and evaluation of systems
- Test and evaluate hardware and software to determine efficiency, reliability, and compatibility with existing system, and make purchase recommendations

## Information Technology (IT) Development Staff

*The following labor categories represent those that comprise IAI's IT Development Staff offerings. In general terms, IAI's IT Development Staff labor categories comprise those services required to design, develop, integrate, test, and maintain information processing, workflow, analytical, tactical, and business management IT systems employing modern software development techniques, methodologies, frameworks, languages, and integrated development environments (IDEs).*

### Software Engineer I

**Minimum Education Requirements:** Bachelor's degree in Computer Science, Mathematics, or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Minimum of 12 years of experience supporting the research, design, and development of complex and enterprise-level IT solutions. Possess an expert understanding of software development lifecycles and methodologies, such as the Agile methodology. Have 8 years demonstrated experience with the following disciplines: requirements analysis, business process reengineering, configuration management, information security/assurance, and risk analysis as they pertain to software design and development. Have experience with Computer Aided Software Engineering (CASE) tools.

**Functional Responsibility:** Leads and provides subject matter expertise in the analysis, architecture, design, and development complex and enterprise-level IT systems that meet or exceed customers' strategic goals and objectives. Develops and manages the development of software engineering documentation and deliverables, including software requirements, software design, systems design, and interface control documents. Develops software development schedules, levels of effort, and cost estimates associated with the analysis, design, development, integration, testing, and deployment of complex and enterprise-level IT systems. Serves as a subject matter expert (SME) for emerging technologies and techniques to determine their applicability to systems design, development, and integration.

### Software Engineer II

**Minimum Education Requirements:** Bachelor's degree in Computer Science, Mathematics, or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** Minimum of 8 years of experience supporting the research, design, and development of complex and enterprise-level IT solutions. Possess an advanced understanding of software development lifecycles and methodologies, such as the Agile methodology. Have experience with the following disciplines: requirements analysis, business process reengineering, configuration management, information security/assurance, and risk analysis as they pertain to software design and development. Must have experience with Computer Aided Software Engineering (CASE) tools.

**Functional Responsibility:** Supports and may lead the analysis, architecture, design, and development complex and enterprise-level IT systems that meet or exceed customers' strategic goals and objectives. Develops and may manage the development of software engineering documentation and deliverables, including software requirements, software design, systems design, and interface control documents. Analyzes and develops computer systems possessing a wide range of capabilities, including numerous engineering, business and records management functions, while applying principles and techniques of computer science, engineering, and mathematical analysis. Serves as a subject matter expert (SME) for emerging technologies and techniques to determine their applicability to systems design,

development, and integration. Supports software design and development activities using formal specifications, data flow diagrams, other accepted design techniques and Computer Aided Software Engineering (CASE) tools.

### Software Engineer III

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** Minimum of 5 years of experience supporting the research, design, and development of complex IT solutions. Possess a thorough understanding of software development lifecycles and methodologies, such as the Agile methodology. Have experience with the following disciplines: requirements analysis, business process reengineering, configuration management, information security/assurance, and risk analysis as they pertain to software design and development. Have experience with Computer Aided Software Engineering (CASE) tools.

**Functional Responsibility:** Under general supervision, supports the analysis, architecture, design, and development complex IT systems that meet or exceed customers' strategic goals and objectives. Develops software engineering documentation and deliverables, including software requirements, software design, systems design, and interface control documents. Analyzes and develops computer systems possessing a wide range of capabilities, including numerous engineering, business and records management functions, while applying principles and techniques of computer science, engineering, and mathematical analysis. Evaluates and analyzes emerging technologies to determine their applicability to systems design, development, and integration. Supports software design and development activities using formal specifications, data flow diagrams, other accepted design techniques and Computer Aided Software Engineering (CASE) tools.

### Software Engineer IV

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 2

**Minimum/General Experience:** Minimum of 2 years of experience supporting the research, design, and development of complex IT solutions. Understand software development lifecycles and methodologies, such as the Agile methodology. Have knowledge of one or more of the following disciplines: requirements analysis, business process reengineering, configuration management, information security/assurance, and risk analysis as they pertain to software design and development. Have knowledge of or experience with Computer Aided Software Engineering (CASE) tools.

**Functional Responsibility:** Under the supervision of senior software engineers, supports the analysis, architecture, design, and development complex IT systems that meet or exceed customers' strategic goals and objectives. May develop or support the development of software engineering documentation and deliverables, including software requirements, software design, systems design, and interface control documents. Analyzes and develops computer systems possessing a wide range of capabilities, including numerous engineering, business and records management functions, while applying principles and techniques of computer science, engineering, and mathematical analysis. Supports the testing and debugging of custom developed and customized COTS. Evaluates and analyzes emerging technologies to determine their applicability to systems design, development, and integration.

## Software Engineer V

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 0

**Minimum/General Experience:** Possess the ability to support the research, design, and development of complex IT solutions. Understand software development lifecycles and methodologies, such as the Agile methodology. Have knowledge of one or more of the following disciplines: requirements analysis, business process reengineering, configuration management, information security/assurance, and risk analysis as they pertain to software design and development. Have knowledge of or experience with Computer Aided Software Engineering (CASE) tools.

**Functional Responsibility:** Under the supervision of senior software engineers, supports the analysis, architecture, design, and development complex IT systems that meet or exceed customers' strategic goals and objectives. May develop or support the development of software engineering documentation and deliverables, including software requirements, software design, systems design, and interface control documents. Analyzes and develops computer systems possessing a wide range of capabilities, including numerous engineering, business and records management functions, while applying principles and techniques of computer science, engineering, and mathematical analysis. Supports the testing and debugging of custom developed and customized COTS. Evaluates and analyzes emerging technologies to determine their applicability to systems design, development, and integration.

## Applications Developer I

**Minimum Education Requirements:** Bachelor's degree in Computer Science, Information Systems, Mathematics, or similar technical discipline or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** 12 years of experience designing, developing, testing, and maintaining software applications consisting of integrated COTS, custom code, or a combination of the two. Have experience designing, developing, testing, and maintaining applications developed in one or more of the following computer languages: Java, C, C++, C#, .NET, Microsoft Visual Basic, Ruby on Rails, XML, and SQL. Have demonstrated experience working with various programming methodologies, such as Agile, one or more COTS integrated development environments (IDEs), such as Eclipse and Microsoft Visual Studio, and one or more application frameworks, such as Hibernate, Spring, and Struts.

**Functional Responsibility:** Directs and supports development teams and individuals that participate in all phases of software development, including system design, analysis, architecture, and engineering. Programs, designs, analyzes, codes, implements, and tests software applications, modules, and databases in various languages, including those associated with scientific, technical, or engineering problems. Designs software application components using dataflow diagrams, flow charts, block diagrams, pseudo code, prototyping, and other methods. Documents software design, as well as required system, application, and user documents. Leads and participates in and may lead various software lifecycle reviews, including design reviews. Directs technical research on emerging technologies to determine impacts on application execution.

## Applications Developer II

**Minimum Education Requirements:** Bachelor's degree in Computer Science, Information Systems, Mathematics, or similar technical discipline or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** 8 years of experience designing, developing, testing, and maintaining software applications consisting of integrated COTS, custom code, or a combination of the two. Have experience designing, developing, testing, and maintaining applications developed in one or more of the following computer languages: Java, C, C++, C#, .NET, Microsoft Visual Basic, Ruby on Rails, XML, and SQL. Have experience working with various programming methodologies, such as Agile, one or more COTS integrated development environments (IDEs), such as Eclipse and Microsoft Visual Studio, and one or more application frameworks, such as Hibernate, Spring, and Struts.

**Functional Responsibility:** Works independently or may lead a development team that participates in all phases of software development, including system design, analysis, architecture, and engineering. Programs, designs, analyzes, codes, implements, and tests software applications, modules, and databases in various languages, including those associated with scientific, technical, or engineering problems. Designs software application components using dataflow diagrams, flow charts, block diagrams, pseudo code, prototyping, and other methods. Tests, debugs, and refines application software to achieve required functionality, performance, and look and feel. May also prepare test scripts and descriptions. Documents software design, as well as required system, application, and user documents. Participates in and may lead various software lifecycle reviews, including design reviews. Leads technical research on emerging technologies to determine impacts on application execution.

## Applications Developer III

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** 5 years of experience designing, developing, testing, and maintaining software applications consisting of integrated COTS, custom code, or a combination of the two. Have experience designing, developing, testing, and maintaining applications developed in one or more of the following computer languages: Java, C, C++, C#, .NET, Microsoft Visual Basic, Ruby on Rails, XML, and SQL. Have advanced knowledge of and experience with various programming methodologies, such as Agile, one or more COTS integrated development environments (IDEs), such as Eclipse and Microsoft Visual Studio, and one or more application frameworks, such as Hibernate, Spring, and Struts.

**Functional Responsibility:** Works independently or as a member of a development team and participates in all phases of software development, including system design, analysis, architecture, and engineering. Programs, designs, analyzes, codes, implements, and tests software applications, modules, and databases in various languages, including those associated with scientific, technical, or engineering problems. Designs software application components using dataflow diagrams, flow charts, block diagrams, pseudo code, prototyping, and other methods. Tests, debugs, and refines application software to achieve required functionality, performance, and look and feel. May also prepare test scripts and descriptions. Documents software design, as well as required system, application, and user documents. Participates in various software lifecycle reviews, including design reviews. Performs technical research on emerging technologies to determine impacts on application execution.

## Applications Developer IV

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 2

**Minimum/General Experience:** 2 years of general experience and at least one year of experience designing, developing, testing, and maintaining software applications consisting of integrated COTS, custom code, or a combination of the two. Have experience designing, developing, testing, and maintaining applications developed in one or more of the following computer languages: Java, C, C++, C#, .NET, Microsoft Visual Basic, Ruby on Rails, XML, and SQL. Have knowledge of various programming methodologies, including Agile, one or more COTS integrated development environments (IDEs), including Eclipse and Microsoft Visual Studio, and one or more application frameworks, such as Hibernate, Spring, and Struts.

**Functional Responsibility:** Under supervision, works independently or as a member of a development team to design, develop, integrate, test, and maintain computer-based applications. May also redesign, modify, integrate, and test existing applications to enhance functionality, performance, and/or reduce client's cost of ownership and operation. Designs software application components using dataflow diagrams, flow charts, block diagrams, pseudo code, prototyping, and other methods. Develops application software and/or "glue code" required to integrate COTS products. Tests, debugs, and refines application software to achieve required functionality, performance, and look and feel. May also prepare test scripts and descriptions. Documents software design, as well as required system, application, and user documents.

## Applications Developer V

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 0

**Minimum/General Experience:** Possess an understanding of and skills to support the design, development, testing, and maintenance software applications consisting of integrated COTS, custom code, or a combination of the two. Have experience designing, developing, testing, and maintaining applications developed in one or more of the following computer languages: Java, C, C++, C#, .NET, Microsoft Visual Basic, Ruby on Rails, XML, and SQL. Have knowledge of various programming methodologies; including Agile, one or more COTS integrated development environments (IDEs), including Eclipse and Microsoft Visual Studio, and one or more application frameworks, such as Hibernate, Spring, and Struts.

**Functional Responsibility:** Under supervision, works as a member of a development team to design, develop, integrate, test, and maintain computer-based applications. May also support the redesign, modification, integration, and testing of existing applications to enhance functionality, performance, and/or reduce client's cost of ownership and operation. Supports the design of software application components using dataflow diagrams, flow charts, block diagrams, pseudo code, prototyping, and other methods. Supports the development of application software and/or "glue code" required to integrate COTS products. Tests, debugs, and refines application software to achieve required functionality, performance, and look and feel. May also prepare test scripts and descriptions. Documents software design, as well as required system, application, and user documents.

## Web Developer I

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 10

**Minimum/General Experience:** 10 years of experience, including 7 years of experience designing and developing complex IT applications and systems, web pages, web-based applications, and web sites. Possess 7 years of experience with web design languages and web graphics types and standards. Have experience with one or more of the following technologies: SharePoint development and administration, C#.NET, ASP.NET, Microsoft Visual Basic; Microsoft Visual Studio, XML, HTML, DHTML, JavaScript, Java, C++, Ruby on Rails.

**Functional Responsibility:** Leads the definition, development, testing, deployment, and maintenance of well-integrated and cost-effective web-based applications, web pages, web infrastructures, and web sites for internal and external client users. Works closely with client project managers and technical leaders to understand customers' business goals and objectives and systems requirements. Designs and implements an intranet strategy for authorization of users to access controlled components. Provides recommendations for server operating systems, hardware requirements and encryption standards for communications to and from secure servers.

- Provides technical advice and expertise to webmasters and web developers.

## Web Developer II

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** Have at least 8 years of experience, including 5 years of experience designing and developing web pages, web-based applications, and web sites. Have 5 years of experience with web design languages and web graphics types and standards. Have experience with one or more of the following technologies: SharePoint development and administration, C#.NET, ASP.NET, Microsoft Visual Basic; Microsoft Visual Studio, XML, HTML, DHTML, JavaScript, Java, C++, Ruby on Rails.

**Functional Responsibility:** Leads the definition, development, testing, deployment, and maintenance of well-integrated and cost-effective web-based applications, web pages, web infrastructures, and web sites for internal and external client users. Works closely with client project managers and technical leaders to understand customers' business goals and objectives and systems requirements. Designs and implements an intranet strategy for authorization of users to access controlled components. Provides recommendations for server operating systems, hardware requirements and encryption standards for communications to and from secure servers. Provides technical advice and expertise to webmasters and web developers.

## Web Developer III

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** 5 years of experience, including 3 years of experience designing and developing web pages, web-based applications, and web sites. Have 2 years of experience with web design languages and web graphics types and standards. Have experience with one or more of the following technologies: SharePoint

development and administration, C#.NET, ASP.NET, Microsoft Visual Basic; Microsoft Visual Studio, XML, HTML, DHTML, JavaScript, Java, C++, Ruby on Rails.

**Functional Responsibility:** Assists in and may lead the definition, development, testing, deployment, and maintenance of web-based applications, web pages, and web sites. Collaborates with graphic artists to develop web page graphics that support interactive, marketing-focused content. Provides technical consultation in new systems development, new package evaluations and enhancements of existing systems. Prepares functional specifications from which programs will be written, then designs, codes, tests, debugs and documents programs.

#### Web Developer IV

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 2

**Minimum/General Experience:** 2 years of experience, including one year of experience designing and developing web pages, web-based applications, and web sites. Have one year of experience with web design languages and web graphics types and standards. Have experience with one or more of the following technologies: SharePoint development and administration, C#.NET, ASP.NET, Microsoft Visual Basic; Microsoft Visual Studio, XML, HTML, DHTML, JavaScript, Java, C++, Ruby on Rails.

**Functional Responsibility:** Under general supervision, assists in the definition, development, testing, deployment, and maintenance of web-based applications, web pages, and web sites. Collaborates with graphic artists to develop web page graphics that support interactive, marketing-focused content. Prepares functional specifications from which programs will be written, then designs, codes, tests, debugs and documents programs. May support the development of user manuals and training materials.

#### Web Developer V

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 0

**Minimum/General Experience:** Possess an understanding of techniques and methodologies used to design and develop web pages, web-based applications, and web sites. Have knowledge and understanding of web design languages and web graphics types and standards. Have knowledge and understanding of one or more of the following technologies: SharePoint development and administration, C#.NET, ASP.NET, Microsoft Visual Basic; Microsoft Visual Studio, XML, HTML, DHTML, JavaScript, Java, C++, Ruby on Rails.

**Functional Responsibility:** Under general supervision, assists in the definition, development, testing, deployment, and maintenance of web-based applications, web pages, and web sites. Collaborates with graphic artists to develop web page graphics that support interactive, marketing-focused content. Prepares functional specifications from which programs will be written, then designs, codes, tests, debugs and documents programs. May support the development of user manuals and training materials.

## Database Engineer I

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** 12 years of experience in the design, maintenance, and development of databases. Possess expert knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management. Have experience working with software development staff in the overall design, development, integration, testing, and deployment of IT systems. Possess expert knowledge of and experience with a variety of RDBMS, such as Oracle, SQL Server, and Sybase, as well as various forms of SQL. Have expert understanding of federated, distributed, and Cloud-based databases and repositories.

**Functional Responsibility:** Leads the design, maintenance, enhancement, and coding of relational databases. Serves as a SME to analyze and determine information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting requirements for engineering staff and clients. Directs the development of logical and physical data models, and participates in data acquisition and access analysis and design. Directs the design and implementation of strategies for data and information archival, recovery, migration, and loading. Manages new data element design and development, ensuring consistency and integration with existing data warehouse structure. Manages the analysis, evaluation, and resolution of database performance and functionality issues. Manages the development and testing of queries, reports, and database enhancements. Directs the implementation of upgrades and maintenance of hardware and software pertaining to database systems.

## Database Engineer II

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** 8 years of experience in the design, maintenance, and development of databases. Possess advanced knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management. Have experience working with software development staff in the overall design, development, integration, testing, and deployment of IT systems. Have advanced knowledge of and experience with a variety of RDBMS, such as Oracle, SQL Server, and Sybase, as well as various forms of SQL. Have thorough understanding of federated, distributed, and Cloud-based databases and repositories.

**Functional Responsibility:** Participates in and may lead the design, maintenance, enhancement, and coding of relational databases. Works with engineering staff and clients to analyze and determine information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting requirements. Assists with the development of logical and physical data models, and participates in data acquisition and access analysis and design. Supports the design and implementation of strategies for data and information archival, recovery, migration, and loading. Coordinates new data element design and development, ensuring consistency and integration with existing data warehouse structure. Analyzes, evaluates, addresses, and resolves database performance and functionality issues. Assists with the development and testing of queries, reports, and

database enhancements. Assists with upgrades and maintenance of hardware and software pertaining to database systems.

### Database Engineer III

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** 5 years of experience in the design, maintenance, and development of databases. Have thorough knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management. Have experience working with software development staff in the overall design, development, integration, testing, and deployment of IT systems. Have thorough knowledge of and experience with a variety of RDBMS', such as Oracle, SQL Server, and Sybase, as well as various forms of SQL.

**Functional Responsibility:** Under limited, general supervision, participates in the design, maintenance, enhancement, and coding of relational databases. Works with engineering staff and clients to analyze and determine information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting requirements. Assists with the development of logical and physical data models, and participates in data acquisition and access analysis and design. Supports the design and implementation of strategies for data and information archival, recovery, migration, and loading. Analyzes, evaluates, addresses, and resolves database performance and functionality issues. Assists with the development and testing of queries, reports, and database enhancements. Assists with upgrades and maintenance of hardware and software pertaining to database systems.

### Database Engineer IV

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 2

**Minimum/General Experience:** 2 years of experience in the design, maintenance, and development of databases. Have knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management.

**Functional Responsibility:** Under supervision, participates in the design, maintenance, enhancement, and coding of relational databases. Works with engineering staff and clients to analyze and determine information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting requirements. Assists with the development of logical and physical data models, and participates in data acquisition and access analysis and design. Supports the design and implementation of strategies for data and information archival, recovery, migration, and loading. Analyzes, evaluates, addresses, and resolves database performance and functionality issues. Assists with the development and testing of queries, reports, and database enhancements. Assists with upgrades and maintenance of hardware and software pertaining to database systems.

## Database Engineer V

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 0

**Minimum/General Experience:** Possess an understanding of the design, maintenance, and development of databases. Have knowledge of the principles, methods, and techniques used in all phases of database development, coding, and design, including business analysis, event modeling, logical and physical database design, data access analysis and design, DBMS optimization, archive and recovery strategy, load strategy design and implementation, security, and change management.

**Functional Responsibility:** Under supervision, participates in the design, maintenance, enhancement, and coding of relational databases. Works with engineering staff and clients to analyze and determine information needs and elements, data relationships and attributes, data flow and storage requirements, and data output and reporting requirements. Assists with the development of logical and physical data models, and participates in data acquisition and access analysis and design. Supports the design and implementation of strategies for data and information archival, recovery, migration, and loading. Analyzes, evaluates, addresses, and resolves database performance and functionality issues. Assists with the development and testing of queries, reports, and database enhancements. Assists with upgrades and maintenance of hardware and software pertaining to database systems.

## Information Technology (IT) Professional Staff

*The following labor categories represent those that comprise IAI's Professional Staff offerings. In general terms, IAI's Professional Staff labor categories comprise a wide range of IT support services required to facilitate the successful deployment developed systems, including configuration management, quality assurance, and technical writing and editing.*

## Configuration Management Specialist

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** Minimum of 5 years of system analysis or engineering experience on IT projects and programs, including two years of configuration management (CM) experience. CM experience should include the establishment and maintenance of configuration management standards, guidelines, processes, procedures, and libraries for systems, software, and associated documentation. Have experience with established configuration management products and tools, such as ClearCase, PVCS, CVS, and Subversion. Possess excellent written and verbal communication skills.

**Functional Responsibility:** Responsible for defining, establishing, and enforcing all aspects of configuration management activities for IT projects and programs, including the preparation, maintenance, and enforcement of configuration management plans and procedures. Provides configuration management for requirements, systems, software, applications, hardware, and associated documentation in the program's configuration management library. Provide end-to-end project configuration management support for the entire software and systems development lifecycle. Evaluates, selects and configures configuration management tools/products for use on IT projects and programs. Monitors software development activities, including proposed changes to software baselines. Coordinates application, software, and system releases and upgrades with engineering staff, users, and stakeholders. Serves as

gatekeeper for CM library, its structure, and procedures to ensure system integrity. Defines and manages procedures for development, release, production, and test configuration libraries, and verifies completeness, authenticity, and accuracy of configuration release items as they transition from one phase of the system/software lifecycle to the next.

### Quality Assurance Specialist

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 5

**Minimum/General Experience:** Minimum 5 years of demonstrated experience working with IT systems quality control methods and tools and possess a thorough understanding of systems and software development lifecycles. Have experience performing software and/or systems integration and testing, including verification and validation of systems and associated requirements. Possess the ability to develop, collect, and interpret metrics as they pertain to quality assessments of systems and software. Possess excellent written and verbal communication skills.

**Functional Responsibility:** Responsible for developing, enacting, and maintaining quality assurance plans, standards, processes, and procedures for IT projects and programs of various complexities. Assesses and reports on the quality of software, systems, and related documentation. Implements and conducts quality assessment reviews, formal and informal, during the software development lifecycle to determine the quality of software products and systems.

### Technical Writer/Editor

**Minimum Education Requirements:** Bachelor's degree or equivalent

**Minimum Years of Experience:** 4

**Minimum/General Experience:** 4 years of experience supporting IT projects and programs as a systems analyst or technical writer, supporting the development of programmatic documentation, including user manuals, training/instructional materials, proposals, or other program deliverables. Have the ability to develop presentation materials and briefings for senior-level managers, customers, and stakeholders. Possess excellent written and verbal communication skills. Demonstrate the ability to work independently or under limited general direction.

**Functional Responsibility:** Assists in collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, reports, presentations, and other program deliverables. Edits functional descriptions, system specifications, user manuals, reports, presentations, briefings, and other deliverables and documents. May support the development and editing of documents, reports, and briefings to obtain system and software accreditation. May also support the development and editing of program, configuration, and engineering management processes, procedures, and plans for IT projects and programs.

### Information Technology (IT) Subject Matter Expert (SME) Staff

*The following labor categories represent those that comprise IAI's Subject Matter Expert (SME) Staff offerings. In general terms, IAI's SME Staff labor categories include the services of highly skilled, highly technical resources who are experts in one or more technical disciplines, including multi-platform IT architectures; geospatial systems and technologies; electronic sensor technologies; Cloud Computing Environments and Models; cross-domain visualization; multi-source data integration and fusion; special communications systems and technologies; and advanced collection and processing techniques and technologies for various sensor phenomenology.*

### Functional IT Subject Matter Expert (SME)

**Minimum Education Requirements:** Advanced degree in Computer Science, Systems Engineering, Mathematics, or similar technical discipline, or equivalent

**Minimum Years of Experience:** 18

**Minimum/General Experience:** Minimum of 18 years of experience designing, developing, architecting, directing, and managing complex IT solutions. Demonstrated experience analyzing requirements, evaluating design alternatives, developing, integrating, testing, and deploying enterprise-level systems to introduce, integrate, and deploy state-of-the-art technologies and enhance and optimize performance, introduce operating efficiencies, and reduce operating costs. Recognized as an expert in technologies under consideration by customer. Have a minimum of 12 years of technical and engineering experience where a specific subject matter expertise is required to independently design, develop, and integrate technologies.

**Functional Responsibility:** Provides independent technical direction, management, and analysis support services in the design and implementation of systems that consist of state-of-the-art technologies. Participates in, provides guidance for, and may conduct independent evaluations of all aspects of a program's technology development lifecycle, including many of the following: systems analysis, systems engineering, software development, configuration management, quality assurance, systems integration, test and evaluation, deployment, and operations and maintenance. Collaborates and coordinates with contractor and customer management and staff to facilitate their understanding of state-of-the-art technologies and their impact on future systems, processes, and personnel.

### IT Subject Matter Expert (SME) I

**Minimum Education Requirements:** Advanced degree in Computer Science, Systems Engineering, Mathematics, or similar technical discipline, or equivalent

**Minimum Years of Experience:** 15

**Minimum/General Experience:** Minimum of 15 years of experience designing, developing, and architecting complex IT solutions. Demonstrated experience analyzing requirements, evaluating design alternatives, developing, integrating, testing, and deploying enterprise-level or significant components of enterprise-level systems to enhance and optimize performance, introduce operating efficiencies, and reduce operating costs. Expert-level understanding of one or more technical and engineering disciplines, and have a minimum of 10 years of technical and engineering experience where a specific subject matter expertise is required to independently design, develop, and integrate technologies.

**Functional Responsibility:** Provides technical direction and management for identification and definition of organization-level engineering problems, and directs teams that analyze, architect, design, and develop enterprise-level, complex IT systems that require subject matter expertise in one or more specific technical disciplines, such as IT systems architecture, biometrics, communications protocols, networks, wireless technologies, software development methodologies and lifecycles, and information security. Participates in, provides guidance for, and may conduct independent evaluations of all aspects of a program's technology development lifecycle, including many of the following: systems analysis, systems engineering, software development, configuration management, quality assurance, systems integration, test and evaluation, deployment, and operations and maintenance, and may manage various components within the project lifecycle.

## IT Subject Matter Expert (SME) II

**Minimum Education Requirements:** Advanced degree in Computer Science, Systems Engineering, Mathematics, or similar technical discipline, or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Minimum of 12 years of experience designing, developing, and architecting complex IT solutions. Demonstrated experience analyzing requirements, evaluating design alternatives, developing, integrating, testing, and deploying enterprise-level or significant components of enterprise-level systems to enhance and optimize performance, introduce operating efficiencies, and reduce operating costs. Expert-level understanding of one or more technical and engineering disciplines, and have a minimum of 8 years of technical and engineering experience where a specific subject matter expertise is required to independently design, develop, and integrate technologies.

**Functional Responsibility:** Identifies and defines organization-level engineering problems, and analyzes, architects, designs, and develops enterprise-level, complex IT systems and solutions that require subject matter expertise in one or more specific technical disciplines, such as IT systems architecture, biometrics, communications protocols, networks, wireless technologies, software development methodologies and lifecycles, and information security. Participates in, provides guidance for, and may conduct independent evaluations of all aspects of a program's technology development lifecycle, including many of the following: systems analysis, systems engineering, software development, configuration management, quality assurance, systems integration, test and evaluation, deployment, and operations and maintenance, and may manage various components within the project lifecycle.

## IT Subject Matter Expert (SME) III

**Minimum Education Requirements:** Bachelor's degree in Computer Science, Systems Engineering, Mathematics, or similar technical discipline, or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** Minimum of 8 years of experience designing, developing, and architecting complex IT solutions. Demonstrated experience analyzing requirements, evaluating design alternatives, developing, integrating, testing, and deploying enterprise-level or significant components of enterprise-level systems to enhance and optimize performance, introduce operating efficiencies, and reduce operating costs. Expert-level understanding of one or more technical and engineering disciplines, and have a minimum of 5 years of technical and engineering experience where a specific subject matter expertise is required to independently design, develop, and integrate technologies.

**Functional Responsibility:** Architects, designs, and develops enterprise-level, complex IT systems that require subject matter expertise in one or more specific technical disciplines, such as IT systems architecture, biometrics, communications protocols, networks, wireless technologies, software development methodologies and lifecycles, and information security. Participates in, provides guidance for, and may conduct independent evaluations of all aspects of a program's technology development lifecycle, including many of the following: systems analysis, systems engineering, software development, configuration management, quality assurance, systems integration, test and evaluation, deployment, and operations and maintenance, and may manage various components within the project lifecycle.

## Enterprise Consultant I

**Minimum Education Requirements:** Advanced degree in Computer Science, Systems Engineering, Mathematics, or similar technical discipline, or equivalent

**Minimum Years of Experience:** 15

**Minimum/General Experience:** Demonstrated experience directing the design and development of complex, multi-platform IT infrastructure operations, architectures, and components, as well as the processes, procedures, and tools to operate and maintain them. Minimum of 10 years of experience designing, developing, and architecting complex, multi-platform IT systems and solutions. Have a thorough understanding of the costs, benefits, and issues associated with the design, development, and deployment of virtual and Cloud-based systems, including Cloud-based deployment models (Public, Private, etc.) and Cloud-based delivery models (Software as a Service – SAAS, etc.)

**Functional Responsibility:** Directs and manages the identification, evaluation, and selection of software and hardware for complex, multi-platform and Cloud-based IT systems. Directs the design of Cloud-based and enterprise-level multi-platform architectures and environments. Directs the transition and migration of existing, legacy systems to Cloud-based environments. Directs the definition and development of enterprise-level management solutions, processes, and procedures for managing and maintaining Cloud-based and enterprise-level systems.

## Enterprise Consultant II

**Minimum Education Requirements:** Advanced degree in Computer Science, Systems Engineering, Mathematics, or similar technical discipline, or equivalent

**Minimum Years of Experience:** 12

**Minimum/General Experience:** Have a sound understanding of and demonstrated experience designing and developing complex, multi-platform IT infrastructure operations, architectures, and components, as well as the processes, procedures, and tools to operate and maintain them. Have a minimum of 8 years of experience designing, developing, and architecting complex, multi-platform IT systems and solutions. Have a thorough understanding of the costs, benefits, and issues associated with the design, development, and deployment of virtual and Cloud-based systems, including Cloud-based deployment models (Public, Private, etc.) and Cloud-based delivery models (Software as a Service – SAAS, etc.)

**Functional Responsibility:** Participates in and leads teams in the identification, evaluation, and selection of software and hardware for complex, multi-platform and Cloud-based IT systems. Leads the design of Cloud-based and enterprise-level multi-platform architectures and environments. Supports the transition and migration of existing, legacy systems to Cloud-based environments. Leads the definition and development of enterprise-level management solutions, processes, and procedures for managing and maintaining Cloud-based and enterprise-level systems.

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### Enterprise Consultant III

**Minimum Education Requirements:** Bachelor's degree in Computer Science, Systems Engineering, Mathematics, or similar technical discipline, or equivalent

**Minimum Years of Experience:** 8

**Minimum/General Experience:** Have a sound understanding of complex, multi-platform IT infrastructure operations, architectures, and components, as well as the processes, procedures, and tools to operate and maintain them. Have a minimum of 5 years of experience designing, developing, and architecting complex, multi-platform IT systems and solutions. Have a thorough understanding of the costs, benefits, and issues associated with the design, development, and deployment of virtual and Cloud-based systems, including Cloud-based deployment models (Public, Private, etc.) and Cloud-based delivery models (Software as a Service – SAAS, etc.)

**Functional Responsibility:** Participates in the identification, evaluation, and selection of software and hardware for complex, multi-platform and Cloud-based IT systems. Designs Cloud-based and enterprise-level multi-platform architectures and environments. Supports the transition and migration of existing, legacy systems to Cloud-based environments. Defines and develops enterprise-level management solutions, processes, and procedures for managing and maintaining Cloud-based and enterprise-level systems.

### Allowable Substitutions of Education & Experience

When determining the qualifications of an individual to fill one of the positions offered, substitutions for the education and experience requirements may be made as shown in Tables 1 and 2.

Additional educational achievements in excess of requirements can be substituted for experience requirements as follows:

| Required Education | Actual Education Obtained | Years of Experience Credited to the Employee |
|--------------------|---------------------------|--|
| M.A. / M.S.        | Ph.D.                     | 4  |
| B.A. / B.S.        | Ph.D.                     | 6  |
| B.A. / B.S.        | M.A. / M.S.               | 2  |
| A.A. / A.S.        | B.A. / B.S.               | 2  |
| H.S. / GED         | B.A. / B.S.               | 4  |

*Table 1: Allowable Education Substitutions for Experience*

Additional experience in excess of requirements can be substituted for educational requirements as follows:

| Actual Education Obtained | Required Education | Years of Experience Needed to meet Educational Requirements |
|---------------------------|--------------------|---|
| None                      | H.S. / GED         | 2   |
| H.S. / GED                | B.A. / B.S.        | 4   |
| H.S. / GED                | M.A. / M.S.        | 6   |
| A.A. / A.S.               | B.A. / B.S.        | 2   |
| A.A. / A.S.               | M.A. / M.S.        | 4   |
| B.A. / B.S.               | M.A. / M.S.        | 2   |
| B.A. / B.S.               | Ph.D.              | 6   |
| M.A. / M.S.               | Ph.D.              | 4   |

*Table 2: Allowable Experience Substitutions for Education*

| <b>LABOR RATE TABLE</b>             | <b>Government and Contractor Site Rates</b> |                  |                  |                  |                  |
|-------------------------------------|---|------------------|------------------|------------------|------------------|
|                                     | <b>All Rates Inclusive of IFF</b>           |                  |                  |                  |                  |
| <b>GSA Schedule GS-35F-197AA</b>    | <b>Base Contract Period</b>                 |                  |                  |                  |                  |
|                                     | <b>Year 1</b>                               | <b>Year 2</b>    | <b>Year 3</b>    | <b>Year 4</b>    | <b>Year 5</b>    |
| <b>Labor Category</b>               | <b>3/1/2013</b>                             | <b>3/1/2014</b>  | <b>3/1/2015</b>  | <b>3/1/2016</b>  | <b>3/1/2017</b>  |
|                                     | <b>2/28/2014</b>                            | <b>2/28/2015</b> | <b>2/28/2016</b> | <b>2/28/2017</b> | <b>2/28/2018</b> |
| Applications Developer I            | \$180.51                                    | \$184.30         | \$188.17         | \$192.12         | \$196.15         |
| Applications Developer II           | \$162.36                                    | \$165.77         | \$169.25         | \$172.81         | \$176.44         |
| Applications Developer III          | \$145.42                                    | \$148.48         | \$151.60         | \$154.78         | \$158.03         |
| Applications Developer IV           | \$110.04                                    | \$112.35         | \$114.71         | \$117.12         | \$119.58         |
| Applications Developer V            | \$75.48                                     | \$77.06          | \$78.68          | \$80.33          | \$82.02          |
| Configuration Management Specialist | \$129.26                                    | \$131.98         | \$134.75         | \$137.58         | \$140.47         |
| Data Architect                      | \$197.89                                    | \$202.04         | \$206.29         | \$210.62         | \$215.04         |
| Database Engineer I                 | \$170.39                                    | \$173.97         | \$177.62         | \$181.35         | \$185.16         |
| Database Engineer II                | \$156.14                                    | \$159.42         | \$162.77         | \$166.19         | \$169.68         |
| Database Engineer III               | \$126.88                                    | \$129.54         | \$132.26         | \$135.04         | \$137.88         |
| Database Engineer IV                | \$93.59                                     | \$95.56          | \$97.57          | \$99.62          | \$101.71         |
| Database Engineer V                 | \$79.16                                     | \$80.82          | \$82.52          | \$84.25          | \$86.02          |
| Enterprise Consultant I             | \$245.95                                    | \$251.11         | \$256.38         | \$261.77         | \$267.26         |
| Enterprise Consultant II            | \$231.70                                    | \$236.57         | \$241.54         | \$246.61         | \$251.79         |
| Enterprise Consultant III           | \$216.20                                    | \$220.74         | \$225.38         | \$230.11         | \$234.94         |
| Functional IT Subject Matter Expert | \$269.96                                    | \$275.63         | \$281.42         | \$287.33         | \$293.36         |
| IT Subject Matter Expert I          | \$242.61                                    | \$247.70         | \$252.90         | \$258.21         | \$263.64         |
| IT Subject Matter Expert II         | \$217.69                                    | \$222.26         | \$226.93         | \$231.70         | \$236.56         |
| IT Subject Matter Expert III        | \$207.38                                    | \$211.73         | \$216.18         | \$220.72         | \$225.35         |
| Program Manager I                   | \$242.61                                    | \$247.70         | \$252.90         | \$258.21         | \$263.64         |
| Program Manager II                  | \$210.60                                    | \$215.03         | \$219.54         | \$224.15         | \$228.86         |
| Program Manager III                 | \$179.56                                    | \$183.33         | \$187.18         | \$191.11         | \$195.13         |
| Project Integrator/Analyst I        | \$136.88                                    | \$139.76         | \$142.69         | \$145.69         | \$148.75         |
| Project Integrator/Analyst II       | \$111.66                                    | \$114.00         | \$116.40         | \$118.84         | \$121.33         |
| Project Integrator/Analyst III      | \$92.56                                     | \$94.50          | \$96.49          | \$98.51          | \$100.58         |
| Project Integrator/Analyst IV       | \$82.08                                     | \$83.81          | \$85.57          | \$87.36          | \$89.20          |
| Project Manager I                   | \$231.70                                    | \$236.57         | \$241.54         | \$246.61         | \$251.79         |
| Project Manager II                  | \$195.94                                    | \$200.06         | \$204.26         | \$208.55         | \$212.93         |
| Project Manager III                 | \$173.77                                    | \$177.42         | \$181.15         | \$184.95         | \$188.83         |
| Project Manager IV                  | \$156.65                                    | \$159.94         | \$163.30         | \$166.72         | \$170.23         |
| Quality Assurance Specialist        | \$127.93                                    | \$130.62         | \$133.36         | \$136.16         | \$139.02         |
| Software Engineer I                 | \$199.98                                    | \$204.18         | \$208.47         | \$212.84         | \$217.31         |
| Software Engineer II                | \$172.30                                    | \$175.92         | \$179.61         | \$183.38         | \$187.23         |
| Software Engineer III               | \$148.39                                    | \$151.51         | \$154.69         | \$157.94         | \$161.26         |
| Software Engineer IV                | \$131.52                                    | \$134.28         | \$137.10         | \$139.98         | \$142.92         |
| Software Engineer V                 | \$92.65                                     | \$94.60          | \$96.58          | \$98.61          | \$100.68         |

| <b>LABOR RATE TABLE</b>          | <b>Government and Contractor Site Rates</b> |                  |                  |                  |                  |
|----------------------------------|---|------------------|------------------|------------------|------------------|
|                                  | <b>All Rates Inclusive of IFF</b>           |                  |                  |                  |                  |
| <b>GSA Schedule GS-35F-197AA</b> | <b>Base Contract Period</b>                 |                  |                  |                  |                  |
|                                  | <b>Year 1</b>                               | <b>Year 2</b>    | <b>Year 3</b>    | <b>Year 4</b>    | <b>Year 5</b>    |
| <b>Labor Category</b>            | <b>3/1/2013</b>                             | <b>3/1/2014</b>  | <b>3/1/2015</b>  | <b>3/1/2016</b>  | <b>3/1/2017</b>  |
|                                  | <b>2/28/2014</b>                            | <b>2/28/2015</b> | <b>2/28/2016</b> | <b>2/28/2017</b> | <b>2/28/2018</b> |
| Systems Analyst I                | \$180.51                                    | \$184.30         | \$188.17         | \$192.12         | \$196.15         |
| Systems Analyst II               | \$157.18                                    | \$160.48         | \$163.85         | \$167.29         | \$170.81         |
| Systems Analyst III              | \$101.76                                    | \$103.90         | \$106.08         | \$108.31         | \$110.58         |
| Systems Analyst IV               | \$92.65                                     | \$94.60          | \$96.58          | \$98.61          | \$100.68         |
| Systems Analyst V                | \$68.24                                     | \$69.67          | \$71.13          | \$72.63          | \$74.15          |
| Systems Architect                | \$224.61                                    | \$229.33         | \$234.14         | \$239.06         | \$244.08         |
| Systems Engineer I               | \$195.94                                    | \$200.06         | \$204.26         | \$208.55         | \$212.93         |
| Systems Engineer II              | \$183.29                                    | \$187.14         | \$191.07         | \$195.08         | \$199.18         |
| Systems Engineer III             | \$148.49                                    | \$151.60         | \$154.79         | \$158.04         | \$161.36         |
| Systems Engineer IV              | \$121.33                                    | \$123.87         | \$126.47         | \$129.13         | \$131.84         |
| Systems Engineer V               | \$93.33                                     | \$95.29          | \$97.29          | \$99.33          | \$101.42         |
| Systems Integrator I             | \$183.54                                    | \$187.40         | \$191.33         | \$195.35         | \$199.45         |
| Systems Integrator II            | \$154.20                                    | \$157.44         | \$160.75         | \$164.12         | \$167.57         |
| Systems Integrator III           | \$137.06                                    | \$139.94         | \$142.88         | \$145.88         | \$148.94         |
| Systems Integrator IV            | \$112.00                                    | \$114.35         | \$116.76         | \$119.21         | \$121.71         |
| Systems Integrator V             | \$95.39                                     | \$97.39          | \$99.44          | \$101.52         | \$103.66         |
| Technical Writer/Editor          | \$122.60                                    | \$125.17         | \$127.80         | \$130.49         | \$133.23         |
| Web Developer I                  | \$178.28                                    | \$182.03         | \$185.85         | \$189.75         | \$193.74         |
| Web Developer II                 | \$153.77                                    | \$157.00         | \$160.30         | \$163.67         | \$167.10         |
| Web Developer III                | \$138.34                                    | \$141.25         | \$144.21         | \$147.24         | \$150.33         |
| Web Developer IV                 | \$117.40                                    | \$119.87         | \$122.38         | \$124.95         | \$127.58         |
| Web Developer V                  | \$93.33                                     | \$95.29          | \$97.29          | \$99.33          | \$101.42         |