



Contract Number GS-35F-4675G

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

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

Schedule Title: General Purpose Commercial Information Technology Equipment, Software and Services
FSC Group/Class: D399

Contract No: GS-35F-4675G
Period Covered by Contract: 01 June 1997 through 31 May 2017
Pricelist Current through Modification #PO-0027 dated 31 March 2016

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

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Business Size: Large Business



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INFORMATION FOR ORDERING ACTIVITIES APPLICABLE TO ALL SPECIAL ITEM NUMBERS (SINs)

1a. Table of awarded special item number(s).

Special Item Number (SIN): 132-51, 132-51RC

**Description: Information Technology Professional Services
Information Technology Professional Services Disaster Recovery**

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

See Approved GSA Labor Rates

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.

See Approved GSA Labor Rates

2. Maximum order:

\$500,000

3. Minimum order:

\$100

4. Geographic coverage (delivery area):

Domestic and Overseas Delivery

5. Point(s) of production:

United States

6. Discount from list prices or statement of net price:

All prices in the Schedule Pricelist are NET Prices after all discounts have been deducted.

7. Quantity discounts:

None

8. Prompt payment terms:

None, 0% Net 30

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

Government Purchase cards are accepted at or below the micro-purchase threshold.

9b. Government purchase cards are accepted above the micro-purchase threshold.

Credit cards will be acceptable for payments above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

10. Foreign items (list items by country of origin):

None



11a. Time of delivery:

As agreed to by Ordering Agency and Advanced Systems Development, Inc.

11b. Expedited Delivery:

Contact Advanced Systems Development, Inc. for expedited delivery availability.

11c. Overnight and 2-day delivery:

Contact Advanced Systems Development, Inc. for overnight and 2 day delivery availability.

11d. Urgent Requirements:

When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract

12. F.O.B. point(s):

Destination

13a. Ordering address:

Mary Lou Patel , CFO

Phone: 703-933-2090

Fax: 703-824-5699

Email: mpatel@asd-inc.com

13b. Ordering procedures:

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

14. Payment address:

Payment address and bank account information for wire transfer payments will be shown on the invoice.

15. Warranty provision:

Contact Contractor

16. Export packing charges, if applicable:

Not Applicable

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):

Government purchase cards are accepted for payment for orders below, equal to, or above the micro-purchase threshold.



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18. Terms and conditions of rental, maintenance, and repair:

Not Applicable

19. Terms and conditions of installation:

Not Applicable

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:

Not Applicable

20a. Terms and conditions for any other services:

Not Applicable

21. List of service and distribution points:

Not Applicable

22. List of participating dealers:

None

23. Preventive maintenance:

Not Applicable

24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):

Not Applicable

25. Data Universal Number System (DUNS) number:

03-775-2037

26. Registration in the System for Award Management (SAM) database.

SAM registration is current. CAGE: 1V652

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

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FAS-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 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 I OCT 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.



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15. APPROVAL OF SUBCONTRACTS

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

16. DESCRIPTION OF IT PROFESSIONALSERVICES AND PRICING

a. For each labor category, ASD supports an educational equivalency whereby three (3) years of experience may be substituted for a bachelor's degree. All technical positions require strong analytical and communication skills. Upon request, resumes will be provided to the GSA Contracting Officer or user agency. GSA Labor Category Offerings are presented later in this section. Personnel with experience in required technologies and with specific certifications will be proposed in accordance with agency requirements. Reference GSA Pricelist (Labor Category Descriptions and Rates) – Page 21.

b. Description of IT Professional Services

The GSA Schedule Contract Service Offerings of Advanced Systems Development include the following:

IT Facility Operation and Maintenance (FPDS Code D301)

IT Systems Development Services (FPDS Code 302)

IT Systems Analysis Services (FPDS Code D306)

Programming Services (FPDS Code D308)

IT Data Conversion Services (FPDS Code 311)

Other Information Technology Services, Not Elsewhere Classified (FPDS Code D399)

LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
Administrative Assistant I	3 years performing administrative tasks in an IT environment.	Under direct supervision, supports typical office administrative tasks, including operating and maintaining office equipment, data entry, staffing help desk front line and logging and forwarding help desk calls. This position supports other IT positions.	High School diploma or equivalent	\$35.38
Administrative Assistant II	6 years performing administrative tasks in an IT environment.	Under minimal supervision and/or as lead administrative assistant, supports typical office administrative tasks, including operating and maintaining office equipment, data entry, staffing help desk front line and logging and forwarding help desk calls. This position supports other IT positions.	High School diploma or equivalent	\$46.50
Communications Network Analyst I	Without a degree, 3 years in network design, installation, trouble-shooting, user support, and maintenance. Requires experience with various architectures and	Under direct supervision, develops, evaluates, integrates, and maintains existing and proposed enterprise-wide voice, data, and video telecommunications systems; trouble-shoots network operations and usage; provides end user support.	Bachelors in CS, Telecom, EE, related fields	\$47.87
Communications Network Analyst II	3 years of experience in network design, installation, trouble-shooting, user support, and maintenance. Requires experience with various	Under limited supervision, develops, evaluates, integrates, and maintains existing and proposed enterprise-wide voice, data, and video telecommunications systems; trouble-shoots network operations and usage; provides end user support.	Bachelors in CS, Telecom, EE, related fields	\$51.72
Communications Network Analyst III	6 years of experience in network design, installation, trouble-shooting, user support, and maintenance. Requires experience with various architectures and	Serving as senior analyst and frequently managing other technical personnel, develops, evaluates, integrates, and maintains existing and proposed enterprise-wide voice, data, and video telecommunications systems; trouble-shoots network operations and usage; provides end user support.	Bachelors in CS, Telecom, EE, related fields	\$76.51



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Communications Network Analyst IV	6 years of experience in network design, installation, troubleshooting, user support, and maintenance. Requires experience with various architectures and protocols	Serving as senior analyst and frequently managing other technical personnel, develops, evaluates, integrates, and maintains existing and proposed enterprise-wide voice, data, and video telecommunications systems; troubleshoots network operations and usage; provides end user support.	Bachelors in CS, Telecom, EE, related fields	\$100.72
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LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
Computer Support Specialist I	Degree or 3 years resolving COTS hardware and software problems	Under direct supervision, trouble-shoot, initiate, and resolve COTS software and hardware problems; maintain necessary computer hardware and software tools; develop and implement SOPs: develop and update on-line user profiles; and install, integrate, and remove hardware and software.	BS in CS, Math, or equivalent	\$40.16
Computer Support Specialist II	Degree + 3 years resolving COTS hardware and software problems	Under limited supervision, trouble-shoot, initiate, and resolve COTS software and hardware problems; maintain necessary computer hardware and software tools; develop and implement SOPs: develop and update on-line user profiles; and install, integrate, and remove hardware and software.	BS in CS, Math, or equivalent	\$43.15
Computer Support Specialist III	Degree + 6 years resolving COTS hardware and software problems	As lead computer specialist and/or task manager, trouble-shoot, initiate, and resolve COTS software and hardware problems; maintain necessary computer hardware and software tools; develop and implement SOPs: develop and update on-line user profiles; and install, integrate, and remove hardware and software.	BS in CS, Math, or equivalent	\$52.89
Computer Support Specialist IV	10 years resolving COTS hardware and software problems	Acting as company-wide computer support specialist and/or task manager, trouble-shoot, initiate, and resolve COTS software and hardware problems; maintain necessary computer hardware and software tools; develop and implement SOPs: develop and update on-line user profiles; and install,	BS in CS, Math, or equivalent	\$59.06
Database Consultant	6 years as a database consultant with DBMS/SQL/Internet technologies	As the primary technical contributor and/or project or task manager, analyzes and defines system requirements; develops and maintains application programs for Internet, Intranet, and DBMS/SQL systems; demonstrates facility with one or more Internet languages (JAVA, HTML, Cold Fusion) and RDBMS (Access, SQL, Oracle). Experience must include development, testing, and implementations of medium to large size systems with the ability to manage cross-functional projects and web-based applications.	BS in CS, Math, or equivalent	\$89.31



LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
Help Desk Analyst I	Without a degree, 3 years providing help desk support to end users of COTS and custom software, hardware, and network. Requires knowledge of various COTS software, hardware,	Under direct supervision, provides end user support; resolves COTS and custom software, hardware, and network problems; operates and maintains a call tracking system; develops and publishes trend analyses; publishes a news letter.	Bachelors in CS, IRM, IS, or related fields	\$41.87
Help Desk Analyst II	3 years providing help desk support to end users of COTS and custom software, hardware, and network. Requires knowledge of various COTS software, hardware, and network products.	Under limited supervision, provides end user support; resolves COTS and custom software, hardware, and network problems; operates and maintains a call tracking system; develops and publishes trend analyses; publishes a news letter.	Bachelors in CS, IRM, IS, or related fields	\$57.42
Help Desk Analyst III	6 years providing help desk support to end users of COTS and custom software, hardware, and network. Requires knowledge of various COTS software, hardware, and network products.	Managing and directing other Help Desk Analysts, provides end user support; resolves COTS and custom software, hardware, and network problems; operates and maintains a call tracking system; develops and publishes trend analyses; publishes a news letter.	Bachelors in CS, IRM, IS, or related fields	\$73.21
Help Desk Manager	10 years as a help desk analyst and possessing expert knowledge of advanced help desk designs and applications. Must possess outstanding analytical and management capabilities.	Serves as the primary company authority on help desks and provides management and technical guidance to Help Desk Analysts III and below; manages and directs tasks, other technical staff (including help desk analysts, system administrators, and system engineers), and/or multiple help desks; provides end user support; resolves COTS and custom software, hardware, and network problems; operates and maintains a call tracking system; develops and publishes trend analyses; publishes a newsletter. Requires knowledge of various COTS software, hardware, and network products.	Bachelors degree in CS, BA, IS, related fields	\$88.96
Information Security Analyst I	Degree or 3 years in information security	Under direct supervision, provide information security support in various areas including standards, certifications, technologies, disciplines, test and evaluations, AISSPs, security operations, and documentation.	Bachelors in CS, IRM, IS, related fields	\$38.51



LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
Information Security Analyst II	Degree + 3 years designing, analyzing, and/or managing information security	Under minimal supervision, provide information security support in various areas including standards, certifications, technologies, disciplines, test and evaluations, AISSPs, security operations, and documentation.	Bachelors in CS, IRM, IS, related fields	\$88.16
Information Security Analyst III	Degree + 6 years designing, analyzing, and/or managing information security	As task leader and/or primary technical contributor, provide information security support in various areas including standards, certifications, technologies, disciplines, test and evaluations, security operations, firewalls, AISSPs, and documentation.	Bachelors in CS, IRM, IS, related fields	\$129.29
Information Systems Technician I	1 year repairing, installing, configuring IT or Tech Cert	Under direct supervision, provides installation, repair, configuration, and technical support for a variety of PC/LAN systems software and hardware.	High School diploma or equivalent	\$27.87
Information Systems Technician II	3 years repairing, installing, configuring IT (Tech Cert may substitute for 1 year of experience)	Under minimal supervision, provides installation, repair, configuration, and technical support for a variety of PC/LAN systems software and hardware.	High School diploma or equivalent	\$39.48
Information Systems Technician III	5 years repairing, installing, configuring IT (Tech Cert may substitute for 1 year of experience)	As task leader and/or primary technical contributor, provides installation, repair, configuration, and technical support for a variety of PC/LAN systems software and hardware.	High School diploma or equivalent	\$46.44
Instructor, Information Technology I	BS or 3 years as an IT instructor	Under direct supervision, develops training materials for COTS software and custom applications, and teaches COTS and custom applications.	BA/BS in CS, Mathematics, Education, or related fields	\$37.48
Instructor, Information Technology II	BS + 3 years as an IT instructor	Under minimal supervision, develops training materials for COTS software and custom applications, and teaches COTS and custom	BA/BS in CS, Mathematics, Education, or related fields	\$50.53
Instructor, Information Technology III	BS + 6 years as an IT instructor	As senior IT instructor, develops training materials for COTS software and custom applications, and teaches COTS and custom applications.	BA/BS in CS, Mathematics, Education, or related fields	\$71.77



LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
Instructor, Information Technology IV	MS plus 10 years as an IT instructor	As corporate advisor on IT instruction and/or task leader, develops training materials for COTS software and custom applications, and teaches COTS and custom applications. Must be published.	BA/BS in CS, Mathematics, Education, or related fields	\$109.87
IT Intern I	1 year with IT	Pursuing a career in information technology and/or with plans to pursue a degree in information technology or related area (college credit may be substituted for experience). Provide information technology administrative and technical support in the areas of	Enrolled in or completed HS or enrolled in college	\$23.63
IT Intern II	3 years with IT	Pursuing a career in information technology and/or with plans to pursue a degree in information technology or related area (college credit may be substituted for experience). Provide information technology administrative and technical support in the areas of	Enrolled in or completed HS or enrolled in college	\$25.89
IT Technologist	10 years life cycle with IT. Must be an expert on IT analysis, development, integration, and operations.	Serves as the primary technical contributor in analyzing, planning for, and implementing mission- related activities. Activities include one or more of the following: BPRs, requirements analysis, system sizing, FEAs, IDEF0/IDEF1 modeling and analysis, acquisition management, prototype evaluation and development, work flow and IT organizational analyses, strategic, operational, and security planning, and applications analysis and development	Masters degree in operations research, CS, BA, IS, related fields	\$105.23
Program Analyst I	BS or 3 years performing IT program analysis	With limited supervision, performs program analyses, including, but not limited to: operations research, functional analysis, requirements analysis, cost analysis, performance analysis, and simulation and analytical model design and development.	BS in OR, CS, EE, related fields	\$42.58
Program Analyst II	BS + 3 years performing IT program analyses	With minimal supervision, performs program analyses, including, but not limited to: operations research, functional analysis, requirements analysis, cost analysis, performance analysis, and simulation and analytical model design	BS in OR, CS, EE, related fields	\$53.58



LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
Program Analyst III	BS + 6 years performing IT program analyses	As team leader and/or as task manager, performs program analyses, including, but not limited to: operations research, functional analysis, requirements analysis, cost analysis, performance analysis, and simulation and analytical model design and development.	BS in OR, CS, EE, related fields	\$64.68
Program Analyst IV	MS plus 10 years and an expert in performing all disciplines of IT program analysis	Serves as primary company program analyst, task leader and primary technical contributor and an expert in performing program analyses, including, but not limited to: operations research, functional analysis, requirements analysis, cost analysis, performance analysis, and simulation and analytical model design and development. Must be an expert in IT program analysis	MS in OR, CS, EE, related fields	\$118.23
Program Director	15 years and an expert in the theories and applications of IT program management	Manages multiple programs and a technical group as a cost center with the primary responsibility for planning; operations; defining and meeting financial objectives; recruitment; training; business acquisition; and overall execution of all projects within the group. Must have outstanding organizational,	Masters degree in CS, BA, IS, related fields	\$123.20
Program Manager	10 years as program manager over several varied projects and project managers. Requires management, organizational, and communications skills.	Manages a technical group as a cost center with the primary responsibility for planning; operations; defining and meeting financial objectives; recruitment; training; business acquisition; and overall execution of all projects within the group.	Bachelors in CS, BA, IS, related fields	\$101.68
Programmer /DBMS Specialist I	Without a degree, 3 years analyzing, planning for, developing, integrating, and maintaining software systems.	Under direction supervision, analyzes and defines system requirements; develops and maintains application programs and DBMS's; tests, debugs, and refines; develops block diagrams and logic flow charts; designs and	Bachelors in CS, IRM, IS, or related field	\$47.04
Programmer /DBMS Specialist II	3 years analyzing, planning for, developing, integrating, and maintaining software systems, including COTS, 3rd and 4th GL, multi-	Under limited supervision, analyzes and defines system requirements; develops and maintains application programs and DBMS's; tests, debugs, and refines; develops block diagrams and logic flow charts; designs and develops traditional and prototype databases.	Bachelors in CS, IRM, IS, or related field	\$55.64

LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
Programmer/DB MS Specialist III	6 years of experience analyzing, planning for, developing, integrating, and maintaining software systems, including COTS, 3rd and 4th GL, multi- processor, and database	Serving as senior Programmer/DBMS and frequently managing other technical personnel, analyzes and defines system requirements; develops and maintains application programs and DBMS's; tests, debugs, and refines; develops block diagrams and logic flow charts; designs and develops traditional and prototype databases.	Bachelors in CS, IRM, IS, or related field	\$73.99
Project Manager I	3 years managing, directing, planning, implementing, and staffing ADP tasks. Requires management, organizational, and	Provides supervisory, technical, and administrative direction to project staff; interfaces with customers; tracks project performance and costs; and prepares plans, charts, tables, and diagrams to assist in analyzing and displaying problems and solutions.	Bachelors in CS, BA, BM, IS, related fields	\$57.13
Project Manager II	5 years managing, directing, planning, implementing, and staffing increasingly complex ADP projects. Requires management, organizational, and	Provides supervisory, technical, and administrative direction to project staff; interfaces with customers; tracks project performance and costs; and prepares plans, charts, tables, and diagrams to assist in analyzing and displaying problems and solutions.	Bachelors in CS, BA, BM, IS, related fields	\$82.58
Project Manager III	8 years managing, directing, planning, implementing, and staffing complex ADP projects. Requires management, organizational, and communications	Provides supervisory, technical, and administrative direction to project staff; interfaces with customers; tracks project performance and costs; and prepares plans, charts, tables, and diagrams to assist in analyzing and displaying problems and solutions.	Bachelors in CS, BA, IS, related fields	\$94.96
System Analyst I	Degree or 3 years planning for, analyzing, and designing computer systems, including application software, DBMS, and networking.	Under direct supervision, performs a variety of technical tasks including requirements and cost analyses; technical specs; software design, development, and integration; database design and analysis; and technical operations support.	Bachelors in CS, IRM, IS, Math, related fields	\$34.20
System Analyst II	3 years planning for, analyzing, and designing increasingly complex computer systems, including application software, DBMS, and networking.	With limited supervision, performs a variety of technical tasks including requirements and cost analyses; technical specs; software design, development, and integration; database design and analysis; and technical operations support.	Bachelors in CS, IRM, IS, Math, related fields	\$66.64



LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
System Analyst III	6 years planning for, analyzing, and designing complex computer systems, including application software, DBMS, and networking.	Serving as senior analyst and frequently managing other analysts and/or other technical personnel, performs a variety of technical tasks including requirements and cost analyses; technical specs; software design, development, and integration; database design and analysis; and technical operations support.	Bachelors in CS, IRM, IS, Math, related fields	\$80.02
System Network Administrator I	Without a degree, 3 years administering, installing, maintaining, monitoring, and managing systems and networks. Requires experience with one or more of the following: Novell, Windows NT, UNIX, Macintosh, and IBM/VS. May require certifications.	Under direct supervision, installs new users; maintains user ID accounts, assigns names and mailboxes; monitors and evaluates performance; installs and configures hardware and software; evaluates hardware and software; trouble-shoots and resolves system and network problems.	Bachelors in CS, IRM, IS, ES, related fields	\$38.52
System Network Administrator II	3 years administering, installing, maintaining, monitoring, and managing systems and networks. Requires experience with one or more of the following: Novell, Windows NT, UNIX, Macintosh, and IBM/VS. May require certifications.	Under limited supervision, installs new users; maintains user ID accounts, assigns names and mailboxes; monitors and evaluates performance; installs and configures hardware and software; evaluates hardware and software; trouble-shoots and resolves system and network problems.	Bachelors in CS, IRM, IS, ES, related fields	\$52.63
System Network Administrator III	6 years administering, installing, maintaining, monitoring, and managing systems and networks. Requires experience with one or more of the following: Novell, Windows NT, UNIX, Macintosh, and IBM/VS. May require certifications.	Managing and directing other system network administrators, installs new users; maintains user ID accounts, assigns names and mailboxes; monitors and evaluates performance; installs and configures hardware and software; evaluates hardware and software; trouble-shoots and resolves system and network problems.	Bachelors in CS, IRM, IS, ES, related fields	\$77.48



LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
System/Network Engineer I	A bachelors degree in appropriate discipline or 3 years designing, implementing and integrating, and supporting network solutions between multiple platforms. Requires strong analytical and telecommunications skills. Certifications are	Under direct supervision, performs a variety of telecommunications tasks including designing, integrating, and maintaining new and existing and proposed enterprise-wide voice, data, and video telecommunications systems; trouble-shoots network operations and usage; and provides end user support.	Bachelors in EE, Telecomm, CS, related fields	\$37.73
System/Network Engineer II	3 years designing, implementing and integrating, and supporting network solutions between multiple platforms. Requires strong analytical and telecommunications skills. Certifications are	Under limited supervision, performs a variety of telecommunications tasks including designing, integrating, and maintaining new and existing and proposed enterprise-wide voice, data, and video telecommunications systems; trouble-shoots network operations and usage; and provides end user support.	Bachelors in EE, Telecomm, CS, related fields	\$81.34
System/Network Engineer III	6 years designing, implementing and integrating, and supporting network solutions between multiple platforms. Requires strong analytical and telecommunications skills and experience with WANs, MANs, and LANs. Certifications are	Serving as primary technical contributor and frequently managing other technical personnel, performs a variety of telecommunications tasks including designing, integrating, and maintaining new and existing and proposed enterprise-wide voice, data, and video telecommunications systems; trouble-shoots network operations and usage; and provides end user support.	Bachelors in EE, Telecomm, CS, related fields	\$90.90
Systems/Network Engineer IV	10 years and an expert in communication networks engineering. Must be an expert in 3 or more technologies, including but not limited to: Windows NT, UNIX, CISCO, or Apple.	Serves as task leader and primary company system/network engineer; provides management and technical direction to System/Network Engineers at Level III or below; manages other technical personnel, performs a variety of telecommunications tasks including designing and integrating existing and new enterprise-wide voice, data, and video telecommunications systems between multiple platforms. Must possess strong analytical and telecommunication skills and experience with WANs, LANs, and MANs. Must be an expert system/network engineer with demonstrated experience in three or more current technologies such as Windows NT, CISCO, UNIX or Apple.	Bachelors in EE, CS, related fields	\$109.36



LABOR CATEGORY DESCRIPTIONS AND RATES				
Labor Category	Minimum	Functional Responsibility	Minimum Education	Hourly Rate
Tech Writer/Editor I	BA/BS or 3 years as a technical writer and/or editor	Under direct supervision, provides technical writing and editing of computer system documentation, computer newsletters, automated information systems documents, and electronic bulletin boards.	BS/BS in CS, Journalism, English	\$37.88
Tech Writer/Editor II	BA/BS + 3 years as a technical writer and/or editor	With minimal supervision, provides technical writing and editing of computer system documentation, computer newsletters, automated information systems documents, and electronic bulletin boards.	BS/BS in CS, Journalism, English	\$47.85
Tech Writer/Editor III	6 years as a technical writer and/or editor	As the lead writer/editor, provides technical writing and editing of computer system documentation, computer newsletters, automated information systems documents, and electronic bulletin	BS/BS in CS, Journalism, English	\$66.13

Note: Three (3) years of experience may be substituted for a bachelor's degree. All technical positions require strong analytical and communication skills.

Note: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.