



## GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service

### Authorized Federal Supply Schedule FSS Price List

Online 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: GSAAAdvantage.gov.

### Multiple Award Schedule

**FSC Group:** Professional Services

**Contract number:** GS-00F-210CA

**Contract period:** July 22, 2015 - July 21, 2025

Integration Innovation, Inc.  
8000 Rideout SW, Suite 400  
Huntsville, AL 35808  
256-513-5179 – **Main**  
256-932-4872 – **Fax**

**Website:** [www.i3-corps.com](http://www.i3-corps.com)

**Contract Administrator:** Kendra Bradley

**Email:** [contracts@i3-corps.com](mailto:contracts@i3-corps.com)

Business size: Small Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small."

For more information on ordering, go to the following website: <https://www.gsa.gov/schedules>.

**Price list current as of Modification #PS-0043 effective August 07, 2023**

Prices Shown Herein are Net (discount deducted)



**CUSTOMER INFORMATION:**

**1a. Awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).**

MAS SIN	SIN Description	Cooperative Purchasing	Disaster Recovery
518210C	Cloud Computing and Cloud Related IT Professional Services	Yes	Yes
541330ENG	Engineering Services	No	Yes
541380	Testing Laboratory Services	No	Yes
541420	Engineering System Design and Integration Services	No	Yes
54151HACS	Highly Adaptive Cybersecurity Services (HACS)	Yes	Yes
54151S	Information Technology Professional Services	Yes	Yes
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services	No	Yes
541614	Deployment, Distribution and Transportation Logistics Services	No	Yes
541614SVC	Supply and Value Chain Management	No	Yes
541715	Engineering Research and Development and Strategic Planning	No	Yes
611430	Professional and Management Development Training	No	Yes
611512	Flight Training	No	Yes
OLM	Order-Level Materials (OLM)	NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.	Yes

**1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See Page 4**

**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 Page 16**

- 2. Maximum Order:** \$1,000,000.00
- 3. Minimum Order:** \$100.00
- 4. Geographic Coverage (delivery area):** W – Worldwide
- 5. Point(s) of production (city, county, and state or foreign country):** Same as company address
- 6. Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Page 4



7. **Quantity discounts:** None
8. **Prompt payment terms: Net 30 days. Information for Ordering Offices:** Prompt Payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
9. **Foreign items (list items by country of origin):** None
- 10a. **Time of Delivery:** Specified on the Task Order
- 10b. **Expedited Delivery:** Items available for expedited delivery are noted in this price list. Contact Contractor
- 10c. **Overnight and 2-day delivery.** The Contractor must indicate whether overnight and 2-day delivery are available. Also, the Contractor must indicate that the ordering activity may contact the Contractor for rates for overnight and 2-day delivery. Contact Contractor
- 10d. **Urgent Requirements.** The Contractor must note in its FSS price list that ordering agencies can request accelerated delivery for urgent requirements. Contact Contractor
11. **F.O.B Points(s):** Destination
- 12a. **Ordering Address(es):** Integration Innovation, Inc.  
Attn: Contracts Department  
8000 Rideout Road SW, Suite 400  
Huntsville, AL 35808
- 12b. **Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.
13. **Payment address(es):** Integration Innovation, Inc.  
Attn: Accounts Receivables  
8000 Rideout Road SW, Suite 400  
Huntsville, AL 35808
14. **Warranty provision.:** Contractor's standard commercial warranty.
15. **Export Packing Charges (if applicable):** N/A
16. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
17. **Terms and conditions of installation (if applicable):** N/A
- 18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 18b. **Terms and conditions for any other services (if applicable):** N/A
19. **List of service and distribution points (if applicable):** N/A
20. **List of participating dealers (if applicable):** N/A
21. **Preventive maintenance (if applicable):** N/A
- 22a. **Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants).** N/A
- 22b. **If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g., contractor's website or other location.)** ICT accessibility standards can be found at: <https://www.Section508.gov/>. N/A



**23. Unique Entity Identifier (UEI) number:** VKJRFGZ6NVP4

**24. Notification regarding registration in System for Award Management (SAM) database:**  
 Contractor registered and active in SAM

### Final Pricing

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

Item #	SIN	Labor Category	Site	Min Req Education	Min Yrs of Relevant Exp	Year 9	Year 10
						Effective at time of mod award - 7/21/2025	7/22/2025 - 7/21/2026
1	541330ENG, 541715, 541420, 541380	Program Manager IV	Contractor Facility	Bachelors	17	\$221.74	\$227.28
2	541330ENG, 541715, 541420, 541380	Program Manager III	Contractor Facility	Bachelors	15	\$206.72	\$211.89
3	541330ENG, 541715, 541420, 541380	Program Manager II	Contractor Facility	Bachelors	12	\$186.75	\$191.42
4	541330ENG, 541715, 541420, 541380	Program Manager I	Contractor Facility	Bachelors	4	\$161.90	\$165.95
5	541330ENG, 541715, 541420, 541380	Principle Investigator I	Contractor Facility	Bachelors	12	\$201.55	\$206.59
6	541330ENG, 541715, 541420, 541380	Task Order/Project Lead IV	Contractor Facility	Bachelors	12	\$205.58	\$210.72
7	541330ENG, 541715, 541420, 541380	Task Order/Project Lead III	Contractor Facility	Bachelors	8	\$176.44	\$180.86
8	541330ENG, 541715, 541420, 541380	Task Order/Project Lead II	Contractor Facility	Bachelors	6	\$147.21	\$150.89
9	541330ENG, 541715, 541420, 541380	Task Order/Project Lead I	Contractor Facility	Bachelors	4	\$126.01	\$129.16
10	541330ENG, 541715, 541420, 541380	Subject Matter Expert IV	Contractor Facility	Bachelors	14	\$277.82	\$284.77
11	541330ENG, 541715, 541420, 541380	Subject Matter Expert III	Contractor Facility	Bachelors	12	\$261.83	\$268.38
12	541330ENG, 541715, 541420, 541380	Subject Matter Expert II	Contractor Facility	Bachelors	10	\$232.61	\$238.43
13	541330ENG, 541715, 541420, 541380	Subject Matter Expert I	Contractor Facility	Bachelors	8	\$182.36	\$186.91
14	541330ENG, 541715, 541420, 541380	Instructor-Pilot III	Contractor Facility	Bachelors	12	\$149.73	\$153.48
15	541330ENG, 541715, 541420, 541380	Instructor-Pilot II	Contractor Facility	Bachelors	10	\$136.35	\$139.76
16	541330ENG, 541715, 541420, 541380	Instructor-Pilot I	Contractor Facility	Bachelors	6	\$120.30	\$123.31
17	541330ENG, 541715, 541420, 541380	Operations/ Research Analyst III	Contractor Facility	Bachelors	8	\$176.44	\$180.86
18	541330ENG, 541715, 541420, 541380	Operations/ Research Analyst II	Contractor Facility	Bachelors	6	\$129.52	\$132.76
19	541330ENG, 541715, 541420, 541380	Operations/ Research Analyst I	Contractor Facility	Bachelors	5	\$120.47	\$123.49
20	541330ENG, 541715, 541420, 541380	Sr. Engineer XII	Contractor Facility	Masters	20	\$269.93	\$276.69
21	541330ENG, 541715, 541420, 541380	Sr. Engineer II	Contractor Facility	Bachelors	10	\$150.76	\$154.53



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22	541330ENG, 541715, 541420, 541380	Sr. Engineer I	Contractor Facility	Bachelors	9	\$144.96	\$148.58
23	541330ENG, 541715, 541420, 541380	Engineer IX	Contractor Facility	Bachelors	14	\$199.97	\$204.97
24	541330ENG, 541715, 541420, 541380	Engineer VIII	Contractor Facility	Bachelors	12	\$194.28	\$199.13
25	541330ENG, 541715, 541420, 541380	Engineer VI	Contractor Facility	Bachelors	10	\$174.60	\$178.96
26	541330ENG, 541715, 541420, 541380	Engineer IV	Contractor Facility	Bachelors	8	\$127.93	\$131.12
27	541330ENG, 541715, 541420, 541380	Engineer III	Contractor Facility	Bachelors	6	\$120.79	\$123.81
28	541330ENG, 541715, 541420, 541380	Engineer II	Contractor Facility	Bachelors	5	\$111.34	\$114.12
29	541330ENG, 541715, 541420, 541380	Engineer I	Contractor Facility	Bachelors	4	\$98.57	\$101.04
30	541330ENG, 541715, 541420, 541380	Jr. Engineer IV	Contractor Facility	Bachelors	3	\$96.25	\$98.66
31	541330ENG, 541715, 541420, 541380	Jr. Engineer I	Contractor Facility	Bachelors	0	\$75.38	\$77.26
32	541330ENG, 541715, 541420, 541380	Technical Analyst III	Contractor Facility	Bachelors	15	\$211.76	\$217.05
33	541330ENG, 541715, 541420, 541380	Technical Analyst II	Contractor Facility	Bachelors	14	\$171.97	\$176.27
34	541330ENG, 541715, 541420, 541380	Technical Analyst I	Contractor Facility	Bachelors	12	\$164.72	\$168.84
35	541330ENG, 541715, 541420, 541380	Analyst VIII	Contractor Facility	Bachelors	12	\$210.39	\$215.65
36	541330ENG, 541715, 541420, 541380	Analyst VI	Contractor Facility	Bachelors	10	\$168.13	\$172.33
37	541330ENG, 541715, 541420, 541380	Analyst IV	Contractor Facility	Bachelors	6	\$129.52	\$132.76
38	541330ENG, 541715, 541420, 541380	Analyst III	Contractor Facility	Bachelors	4	\$98.33	\$100.79
39	541330ENG, 541715, 541420, 541380	Analyst II	Contractor Facility	Bachelors	2	\$92.74	\$95.05
40	541330ENG, 541715, 541420, 541380	Analyst I	Contractor Facility	Bachelors	0	\$79.97	\$81.96
41	541330ENG, 541715, 541420, 541380	Program/Business Analyst VI	Contractor Facility	Bachelors	6	\$117.13	\$120.06
42	541330ENG, 541715, 541420, 541380	Program/Business Analyst III	Contractor Facility	Bachelors	3	\$92.78	\$95.09
43	541330ENG, 541715, 541420, 541380	Program/Business Analyst II	Contractor Facility	Bachelors	2	\$77.70	\$79.65
44	541330ENG, 541715, 541420, 541380	Program/Business Analyst I	Contractor Facility	Bachelors	0	\$63.79	\$65.38
45	541330ENG, 541715, 541420, 541380	Technical Specialist IV	Contractor Facility	Bachelors	7	\$184.89	\$189.51
46	541330ENG, 541715, 541420, 541380	Technical Specialist II	Contractor Facility	Bachelors	5	\$106.80	\$109.47



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47	541330ENG, 541715, 541420, 541380	Technician III **	Contractor Facility	High School	3	\$64.95	\$66.57
48	541330ENG, 541715, 541420, 541380	Administrative Specialist III **	Contractor Facility	High School	5	\$68.76	\$70.48
49	541330ENG, 541715, 541420, 541380	Administrative Support III **	Contractor Facility	High School	2	\$52.18	\$53.48
50	541330ENG, 541715, 541420, 541380	Administrative Support I **	Contractor Facility	High School	0	\$47.55	\$48.74
51	541330ENG, 541715, 541420, 541380	Program Manager IV	Customer Facility	Bachelors	17	\$202.45	\$207.51
52	541330ENG, 541715, 541420, 541380	Program Manager III	Customer Facility	Bachelors	15	\$188.76	\$193.47
53	541330ENG, 541715, 541420, 541380	Program Manager II	Customer Facility	Bachelors	12	\$170.51	\$174.77
54	541330ENG, 541715, 541420, 541380	Program Manager I	Customer Facility	Bachelors	4	\$147.83	\$151.53
55	541330ENG, 541715, 541420, 541380	Principle Investigator I	Customer Facility	Bachelors	12	\$185.21	\$189.84
56	541330ENG, 541715, 541420, 541380	Task Order/Project Lead IV	Customer Facility	Bachelors	12	\$188.92	\$193.64
57	541330ENG, 541715, 541420, 541380	Task Order/Project Lead III	Customer Facility	Bachelors	8	\$162.13	\$166.18
58	541330ENG, 541715, 541420, 541380	Task Order/Project Lead II	Customer Facility	Bachelors	6	\$135.27	\$138.66
59	541330ENG, 541715, 541420, 541380	Task Order/Project Lead I	Customer Facility	Bachelors	4	\$115.03	\$117.90
60	541330ENG, 541715, 541420, 541380	Subject Matter Expert IV	Customer Facility	Bachelors	14	\$253.64	\$259.98
61	541330ENG, 541715, 541420, 541380	Subject Matter Expert III	Customer Facility	Bachelors	12	\$239.06	\$245.04
62	541330ENG, 541715, 541420, 541380	Subject Matter Expert II	Customer Facility	Bachelors	10	\$212.39	\$217.70
63	541330ENG, 541715, 541420, 541380	Subject Matter Expert I	Customer Facility	Bachelors	8	\$167.56	\$171.75
64	541330ENG, 541715, 541420, 541380	Instructor-Pilot III	Customer Facility	Bachelors	12	\$137.60	\$141.04
65	541330ENG, 541715, 541420, 541380	Instructor-Pilot II	Customer Facility	Bachelors	10	\$125.29	\$128.42
66	541330ENG, 541715, 541420, 541380	Instructor-Pilot I	Customer Facility	Bachelors	6	\$109.84	\$112.59
67	541330ENG, 541715, 541420, 541380	Operations/ Research Analyst III	Customer Facility	Bachelors	8	\$161.10	\$165.13
68	541330ENG, 541715, 541420, 541380	Operations/ Research Analyst II	Customer Facility	Bachelors	6	\$118.24	\$121.19
69	541330ENG, 541715, 541420, 541380	Operations/ Research Analyst I	Customer Facility	Bachelors	5	\$109.99	\$112.75
70	541330ENG, 541715, 541420, 541380	Sr. Engineer XII	Customer Facility	Masters	20	\$245.38	\$251.52
71	541330ENG, 541715, 541420, 541380	Sr. Engineer II	Customer Facility	Bachelors	10	\$137.64	\$141.09



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72	541330ENG, 541715, 541420, 541380	Sr. Engineer I	Customer Facility	Bachelors	9	\$132.35	\$135.66
73	541330ENG, 541715, 541420, 541380	Engineer IX	Customer Facility	Bachelors	14	\$183.74	\$188.33
74	541330ENG, 541715, 541420, 541380	Engineer VIII	Customer Facility	Bachelors	12	\$178.52	\$182.98
75	541330ENG, 541715, 541420, 541380	Engineer VI	Customer Facility	Bachelors	10	\$160.42	\$164.43
76	541330ENG, 541715, 541420, 541380	Engineer IV	Customer Facility	Bachelors	8	\$117.55	\$120.49
77	541330ENG, 541715, 541420, 541380	Engineer III	Customer Facility	Bachelors	6	\$110.27	\$113.03
78	541330ENG, 541715, 541420, 541380	Engineer II	Customer Facility	Bachelors	5	\$101.64	\$104.18
79	541330ENG, 541715, 541420, 541380	Engineer I	Customer Facility	Bachelors	4	\$89.99	\$92.24
80	541330ENG, 541715, 541420, 541380	Jr. Engineer IV	Customer Facility	Bachelors	3	\$87.88	\$90.08
81	541330ENG, 541715, 541420, 541380	Jr. Engineer I	Customer Facility	Bachelors	0	\$68.83	\$70.55
82	541330ENG, 541715, 541420, 541380	Technical Analyst III	Customer Facility	Bachelors	15	\$193.32	\$198.16
83	541330ENG, 541715, 541420, 541380	Technical Analyst II	Customer Facility	Bachelors	14	\$157.00	\$160.93
84	541330ENG, 541715, 541420, 541380	Technical Analyst I	Customer Facility	Bachelors	12	\$150.40	\$154.16
85	541330ENG, 541715, 541420, 541380	Analyst VIII	Customer Facility	Bachelors	12	\$193.33	\$198.17
86	541330ENG, 541715, 541420, 541380	Analyst VI	Customer Facility	Bachelors	10	\$154.47	\$158.33
87	541330ENG, 541715, 541420, 541380	Analyst IV	Customer Facility	Bachelors	6	\$118.99	\$121.96
88	541330ENG, 541715, 541420, 541380	Analyst III	Customer Facility	Bachelors	4	\$90.35	\$92.60
89	541330ENG, 541715, 541420, 541380	Analyst II	Customer Facility	Bachelors	2	\$84.64	\$86.76
90	541330ENG, 541715, 541420, 541380	Analyst I	Customer Facility	Bachelors	0	\$73.02	\$74.84
91	541330ENG, 541715, 541420, 541380	Program/Business Analyst VI	Customer Facility	Bachelors	6	\$116.46	\$119.38
92	541330ENG, 541715, 541420, 541380	Program/Business Analyst III	Customer Facility	Bachelors	3	\$84.71	\$86.82
93	541330ENG, 541715, 541420, 541380	Program/Business Analyst II	Customer Facility	Bachelors	2	\$74.12	\$75.97
94	541330ENG, 541715, 541420, 541380	Program/Business Analyst I	Customer Facility	Bachelors	0	\$63.53	\$65.12
95	541330ENG, 541715, 541420, 541380	Technical Specialist IV	Customer Facility	Bachelors	7	\$168.82	\$173.04
96	541330ENG, 541715, 541420, 541380	Technical Specialist II	Customer Facility	Bachelors	5	\$97.50	\$99.94



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97	541330ENG, 541715, 541420, 541380	Technician III **	Customer Facility	High School	3	\$59.29	\$60.78
98	541330ENG, 541715, 541420, 541380	Administrative Specialist III **	Customer Facility	High School	5	\$63.17	\$64.76
99	541330ENG, 541715, 541420, 541380	Administrative Support III **	Customer Facility	High School	2	\$47.65	\$48.84
100	541330ENG, 541715, 541420, 541380	Administrative Support I **	Customer Facility	High School	0	\$43.42	\$44.50
101	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Administrative Support I **	Both	High School	0	\$46.38	\$47.54
102	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Administrative Support II **	Both	High School	3	\$55.45	\$56.84
103	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Administrative Support V **	Both	Bachelors	5	\$98.98	\$101.46
104	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Aviation Instructor I	Both	Bachelors	9	\$112.63	\$115.45
105	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Aviation Instructor II	Both	Bachelors	12	\$140.18	\$143.69
106	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Curriculum Developer Sr.	Both	Bachelors	9	\$138.79	\$142.26
107	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Project Lead III	Both	Bachelors	6	\$165.20	\$169.33
108	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Project Lead IV	Both	Bachelors	8	\$192.47	\$197.29
109	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Program Analyst IV	Both	Bachelors	10	\$119.50	\$122.49
110	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Program Manager III	Both	Bachelors	14	\$203.34	\$208.42
111	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Subject Matter Expert IV	Both	Bachelors	18	\$257.47	\$263.91
112	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Training Specialist III	Both	Bachelors	5	\$98.98	\$101.46
113	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Training Specialist IV	Both	Bachelors	7	\$112.63	\$115.45
114	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Training Specialist V	Both	Bachelors	9	\$126.20	\$129.35





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115	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst I	Both	Bachelors	0	\$77.08	\$79.00
116	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst II	Both	Bachelors	3	\$85.93	\$88.08
117	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst III	Both	Bachelors	7	\$91.13	\$93.41
118	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst IV	Both	Bachelors	10	\$120.04	\$123.04
119	54151S	IT Task Order Manager	Customer Facility	Bachelors	6	\$104.26	\$106.87
120	54151S	IT Project Manager 1	Customer Facility	Bachelors	8	\$134.32	\$137.67
121	54151S	IT Project Manager 2	Customer Facility	Bachelors	12	\$173.07	\$177.39
122	54151S	Program Manager	Customer Facility	Bachelors	14	\$188.97	\$193.69
123	54151S	IT Engineer 1	Customer Facility	Bachelors	1	\$74.74	\$76.60
124	54151S	IT Engineer 2	Customer Facility	Bachelors	3	\$86.61	\$88.78
125	54151S	IT Engineer 3	Customer Facility	Bachelors	5	\$92.21	\$94.52
126	54151S	IT Engineer 4	Customer Facility	Bachelors	6	\$101.02	\$103.55
127	54151S	IT Engineer 5	Customer Facility	Bachelors	8	\$130.11	\$133.36
128	54151S	Senior IT Engineer 1	Customer Facility	Bachelors	10	\$140.73	\$144.24
129	54151S	Senior IT Engineer 2	Customer Facility	Bachelors	12	\$158.33	\$162.29
130	54151S	Senior IT Engineer 3	Customer Facility	Bachelors	14	\$168.33	\$172.54
131	54151S	IT Analyst 1	Customer Facility	Bachelors	0	\$66.90	\$68.57
132	54151S	IT Analyst 2	Customer Facility	Bachelors	2	\$77.55	\$79.49
133	54151S	IT Analyst 3	Customer Facility	Bachelors	4	\$94.91	\$97.29
134	54151S	IT Analyst 4	Customer Facility	Bachelors	6	\$106.69	\$109.36
135	54151S	IT Analyst 5	Customer Facility	Bachelors	8	\$113.42	\$116.25
136	54151S	Senior IT Analyst 1	Customer Facility	Bachelors	10	\$130.97	\$134.25
137	54151S	Senior IT Analyst 2	Customer Facility	Bachelors	12	\$137.79	\$141.24



Item #	SIN	Labor Category	Site	Min Req Education	Min Yrs of Relevant Exp	Year 9	Year 10
						Effective at time of mod award - 7/21/2025	7/22/2025 - 7/21/2026
138	54151S	Senior IT Analyst 3	Customer Facility	Bachelors	14	\$148.46	\$152.17
139	54151S	Senior IT Analyst 4	Customer Facility	Bachelors	15	\$158.28	\$162.24
140	54151S	IT Administrator 1	Customer Facility	Bachelors	0	\$65.50	\$67.14
141	54151S	IT Administrator 2	Customer Facility	Bachelors	4	\$89.85	\$92.10
142	54151S	IT Administrator 3	Customer Facility	Bachelors	9	\$120.09	\$123.09
143	54151S	IT Technician 1**	Customer Facility	High School	4	\$63.39	\$64.97
144	54151S	IT Technician 2	Customer Facility	Bachelors	3	\$74.88	\$76.76
145	54151S	IT Technician 3	Customer Facility	Bachelors	5	\$85.68	\$87.83
146	54151S	Technical Specialist 1**	Customer Facility	High School	4	\$64.37	\$65.98
147	54151S	Technical Specialist 2	Customer Facility	Bachelors	3	\$76.74	\$78.65
148	54151S	Senior Technical Support Specialist 1	Customer Facility	Bachelors	5	\$89.33	\$91.57
149	54151S	Senior Technical Support Specialist 2	Customer Facility	Bachelors	7	\$120.11	\$123.11
150	54151S	Functional Expert 1	Customer Facility	Bachelors	8	\$153.52	\$157.36
151	54151S	Functional Expert 2	Customer Facility	Bachelors	10	\$182.18	\$186.73
152	54151S	Functional Expert 3	Customer Facility	Bachelors	12	\$191.06	\$195.84
153	54151S	Functional Expert 4	Customer Facility	Bachelors	14	\$200.23	\$205.24
154	54151S	IT Business Systems Analyst 1	Customer Facility	Bachelors	0	\$76.22	\$78.13
155	54151S	IT Business Systems Analyst 2	Customer Facility	Bachelors	2	\$96.31	\$98.72
156	54151S	IT Business Systems Analyst 3	Customer Facility	Bachelors	6	\$118.32	\$121.28
157	54151S	IT Task Order Manager	Contractor Facility	Bachelors	6	\$117.66	\$120.60
158	54151S	IT Project Manager 1	Contractor Facility	Bachelors	8	\$176.65	\$181.07
159	54151S	IT Project Manager 2	Contractor Facility	Bachelors	12	\$196.14	\$201.05
160	54151S	Program Manager	Contractor Facility	Bachelors	14	\$229.05	\$234.77
161	54151S	IT Engineer 1	Contractor Facility	Bachelors	1	\$84.62	\$86.74
162	54151S	IT Engineer 2	Contractor Facility	Bachelors	3	\$103.23	\$105.81



Item #	SIN	Labor Category	Site	Min Req Education	Min Yrs of Relevant Exp	Year 9	Year 10
						Effective at time of mod award - 7/21/2025	7/22/2025 - 7/21/2026
163	54151S	IT Engineer 3	Contractor Facility	Bachelors	5	\$119.19	\$122.18
164	54151S	IT Engineer 4	Contractor Facility	Bachelors	6	\$128.51	\$131.73
165	54151S	IT Engineer 5	Contractor Facility	Bachelors	8	\$140.00	\$143.50
166	54151S	Senior IT Engineer 1	Contractor Facility	Bachelors	10	\$159.96	\$163.96
167	54151S	Senior IT Engineer 2	Contractor Facility	Bachelors	12	\$184.55	\$189.17
168	54151S	Senior IT Engineer 3	Contractor Facility	Bachelors	14	\$186.62	\$191.28
169	54151S	IT Analyst 1	Contractor Facility	Bachelors	0	\$80.21	\$82.22
170	54151S	IT Analyst 2	Contractor Facility	Bachelors	2	\$87.59	\$89.77
171	54151S	IT Analyst 3	Contractor Facility	Bachelors	4	\$109.18	\$111.91
172	54151S	IT Analyst 4	Contractor Facility	Bachelors	6	\$134.33	\$137.68
173	54151S	IT Analyst 5	Contractor Facility	Bachelors	8	\$133.75	\$137.10
174	54151S	Senior IT Analyst 1	Contractor Facility	Bachelors	10	\$150.77	\$154.54
175	54151S	Senior IT Analyst 2	Contractor Facility	Bachelors	12	\$173.13	\$177.46
176	54151S	Senior IT Analyst 4	Contractor Facility	Bachelors	15	\$183.70	\$188.29
177	54151S	IT Technician 1**	Contractor Facility	High School	4	\$75.08	\$76.96
178	54151S	IT Technician 2	Contractor Facility	Bachelors	3	\$86.91	\$89.09
179	54151S	Technical Specialist 1**	Contractor Facility	High School	4	\$75.56	\$77.44
180	54151S	Technical Specialist 2	Contractor Facility	Bachelors	3	\$90.49	\$92.76
181	54151S	Senior Technical Support Specialist 1	Contractor Facility	Bachelors	5	\$116.41	\$119.32
182	54151S	Senior Technical Support Specialist 2	Contractor Facility	Bachelors	7	\$130.38	\$133.64
183	54151S	Functional Expert 1	Contractor Facility	Bachelors	8	\$156.41	\$160.32
184	54151S	Functional Expert 2	Contractor Facility	Bachelors	10	\$190.45	\$195.21
185	54151S	Functional Expert 3	Contractor Facility	Bachelors	12	\$234.91	\$240.79
186	54151S	Functional Expert 4	Contractor Facility	Bachelors	14	\$242.19	\$248.24
187	54151S	IT Business Systems Analyst 1	Contractor Facility	Bachelors	0	\$90.28	\$92.53



Item #	SIN	Labor Category	Site	Min Req Education	Min Yrs of Relevant Exp	Year 9	Year 10
						Effective at time of mod award - 7/21/2025	7/22/2025 - 7/21/2026
188	54151S	IT Business Systems Analyst 2	Contractor Facility	Bachelors	2	\$113.05	\$115.88
189	54151S	IT Business Systems Analyst 3	Contractor Facility	Bachelors	6	\$137.74	\$141.19
190	54151 HACS	Cyber Security Project Lead	Customer Facility	Bachelors	8	\$156.44	\$160.35
191	54151 HACS	Cyber Security Engineer 1	Customer Facility	Bachelors	3	\$87.58	\$89.76
192	54151 HACS	Cyber Security Engineer 2	Customer Facility	Bachelors	6	\$107.08	\$109.76
193	54151 HACS	Cyber Security Engineer 3	Customer Facility	Bachelors	10	\$145.42	\$149.06
194	54151 HACS	Cyber Security Engineer 4	Customer Facility	Bachelors	12	\$160.07	\$164.07
195	54151 HACS	Cyber Security Analyst 1	Customer Facility	Bachelors	2	\$80.02	\$82.03
196	54151 HACS	Cyber Security Analyst 2	Customer Facility	Bachelors	4	\$116.28	\$119.19
197	54151 HACS	Cyber Security Analyst 3	Customer Facility	Bachelors	6	\$114.81	\$117.68
198	54151 HACS	Cyber Security Analyst 4	Customer Facility	Bachelors	8	\$128.76	\$131.97
199	54151 HACS	Cyber Security Specialist 1	Customer Facility	Bachelors	12	\$142.19	\$145.74
200	54151 HACS	Cyber Security Specialist 2	Customer Facility	Bachelors	14	\$151.50	\$155.28
201	54151 HACS	Cyber Security Project Lead	Contractor Facility	Bachelors	8	\$180.97	\$185.49
202	54151 HACS	Cyber Security Engineer 1	Contractor Facility	Bachelors	3	\$107.58	\$110.27
203	54151 HACS	Cyber Security Engineer 2	Contractor Facility	Bachelors	6	\$128.56	\$131.78
204	54151 HACS	Cyber Security Engineer 3	Contractor Facility	Bachelors	10	\$176.85	\$181.27
205	54151 HACS	Cyber Security Engineer 4	Contractor Facility	Bachelors	12	\$186.62	\$191.28
206	54151 HACS	Cyber Security Analyst 2	Contractor Facility	Bachelors	4	\$113.21	\$116.04
207	54151 HACS	Cyber Security Analyst 3	Contractor Facility	Bachelors	6	\$137.69	\$141.14
208	54151 HACS	Cyber Security Analyst 4	Contractor Facility	Bachelors	8	\$150.77	\$154.54
209	54151 HACS	Cyber Security Specialist 1	Contractor Facility	Bachelors	12	\$175.07	\$179.45
210	54151 HACS	Cyber Security Specialist 2	Contractor Facility	Bachelors	14	\$189.99	\$194.74
211	518210C	Cloud Project Manager	Contractor Facility	Bachelors	4	\$137.90	\$141.35
212	518210C	Cloud Technical Solutions Manager I	Contractor Facility	Bachelors	8	\$177.62	\$182.07



Item #	SIN	Labor Category	Site	Min Req Education	Min Yrs of Relevant Exp	Year 9	Year 10
						Effective at time of mod award - 7/21/2025	7/22/2025 - 7/21/2026
213	518210C	Cloud Technical Solutions Manager II	Contractor Facility	Bachelors	12	\$221.67	\$227.21
214	518210C	Cloud Engineer/Architect I	Contractor Facility	Bachelors	0	\$94.38	\$96.74
215	518210C	Cloud Engineer/Architect II	Contractor Facility	Bachelors	2	\$116.18	\$119.08
216	518210C	Cloud Engineer/Architect III	Contractor Facility	Bachelors	5	\$157.53	\$161.47
217	518210C	Cloud Engineer/Architect IV	Contractor Facility	Bachelors	8	\$179.47	\$183.96
218	518210C	Cloud Engineer/Architect V	Contractor Facility	Bachelors	10	\$209.50	\$214.74
219	518210C	Cloud DevSecOps Engineer	Contractor Facility	Bachelors	7	\$213.86	\$219.20
220	518210C	Cloud Reliability Engineer	Contractor Facility	Bachelors	7	\$216.04	\$221.44
221	518210C	Cloud Systems/Security Analyst I	Contractor Facility	Associates	3	\$98.32	\$100.78
222	518210C	Cloud Systems/Security Analyst II	Contractor Facility	Bachelors	4	\$134.15	\$137.50
223	518210C	Cloud Systems/Security Analyst III	Contractor Facility	Bachelors	7	\$161.68	\$165.72
224	518210C	Cloud Systems/Security Administrator I	Contractor Facility	Associates	2	\$102.27	\$104.83
225	518210C	Cloud Systems/Security Administrator II	Contractor Facility	Associates	6	\$108.46	\$111.17
226	518210C	Cloud Systems/Security Administrator III	Contractor Facility	Associates	9	\$174.60	\$178.96
227	518210C	Cloud Software Developer I	Contractor Facility	Associates	5	\$115.43	\$118.32
228	518210C	Cloud Software Developer II	Contractor Facility	Associates	9	\$147.22	\$150.90
229	518210C	Cloud Technical Specialist I**	Contractor Facility	High School	4	\$70.11	\$71.86
230	518210C	Cloud Technical Specialist II	Contractor Facility	Associates	4	\$90.56	\$92.83
231	518210C	Cloud Technical Specialist III	Contractor Facility	Associates	8	\$105.79	\$108.43
232	518210C	Cloud Technical Specialist IV	Contractor Facility	Associates	10	\$114.51	\$117.37
233	518210C	Cloud Technology Consultant I	Contractor Facility	Bachelors	8	\$196.27	\$201.18
234	518210C	Cloud Technology Consultant II	Contractor Facility	Bachelors	12	\$222.79	\$228.36
235	518210C	Cloud Business Admin/Analyst I**	Contractor Facility	High School	2	\$67.63	\$69.32
236	518210C	Cloud Business Admin/Analyst II	Contractor Facility	Bachelors	1	\$86.96	\$89.14
237	518210C	Cloud Business Admin/Analyst III	Contractor Facility	Bachelors	4	\$108.02	\$110.72



Item #	SIN	Labor Category	Site	Min Req Education	Min Yrs of Relevant Exp	Year 9	Year 10
						Effective at time of mod award - 7/21/2025	7/22/2025 - 7/21/2026
238	518210C	Cloud Project Manager	Customer Facility	Bachelors	4	\$129.37	\$132.60
239	518210C	Cloud Technical Solutions Manager I	Customer Facility	Bachelors	8	\$174.04	\$178.39
240	518210C	Cloud Technical Solutions Manager II	Customer Facility	Bachelors	12	\$212.62	\$217.93
241	518210C	Cloud Engineer/Architect I	Customer Facility	Bachelors	0	\$91.52	\$93.80
242	518210C	Cloud Engineer/Architect II	Customer Facility	Bachelors	2	\$111.48	\$114.27
243	518210C	Cloud Engineer/Architect III	Customer Facility	Bachelors	5	\$149.57	\$153.31
244	518210C	Cloud Engineer/Architect IV	Customer Facility	Bachelors	8	\$172.23	\$176.53
245	518210C	Cloud Engineer/Architect V	Customer Facility	Bachelors	10	\$198.59	\$203.56
246	518210C	Cloud DevSecOps Engineer	Customer Facility	Bachelors	7	\$205.13	\$210.26
247	518210C	Cloud Reliability Engineer	Customer Facility	Bachelors	7	\$211.68	\$216.97
248	518210C	Cloud Systems/Security Analyst I	Customer Facility	Associates	3	\$95.34	\$97.72
249	518210C	Cloud Systems/Security Analyst II	Customer Facility	Bachelors	4	\$130.09	\$133.34
250	518210C	Cloud Systems/Security Analyst III	Customer Facility	Bachelors	7	\$156.73	\$160.64
251	518210C	Cloud Systems/Security Administrator I	Customer Facility	Associates	2	\$96.00	\$98.40
252	518210C	Cloud Systems/Security Administrator II	Customer Facility	Associates	6	\$106.27	\$108.93
253	518210C	Cloud Systems/Security Administrator III	Customer Facility	Associates	9	\$160.05	\$164.05
254	518210C	Cloud Software Developer I	Customer Facility	Associates	5	\$113.10	\$115.93
255	518210C	Cloud Software Developer II	Customer Facility	Associates	9	\$144.24	\$147.85
256	518210C	Cloud Technical Specialist I**	Customer Facility	High School	4	\$67.72	\$69.41
257	518210C	Cloud Technical Specialist II	Customer Facility	Associates	4	\$87.57	\$89.76
258	518210C	Cloud Technical Specialist III	Customer Facility	Associates	8	\$100.81	\$103.34
259	518210C	Cloud Technical Specialist IV	Customer Facility	Associates	10	\$110.77	\$113.54
260	518210C	Cloud Technology Consultant I	Customer Facility	Bachelors	8	\$192.30	\$197.11
261	518210C	Cloud Technology Consultant II	Customer Facility	Bachelors	12	\$215.75	\$221.15
262	518210C	Cloud Business Admin/Analyst I**	Customer Facility	High School	2	\$66.26	\$67.92



Item #	SIN	Labor Category	Site	Min Req Education	Min Yrs of Relevant Exp	Year 9	Year 10
						Effective at time of mod award - 7/21/2025	7/22/2025 - 7/21/2026
263	518210C	Cloud Business Admin/Analyst II	Customer Facility	Bachelors	1	\$85.20	\$87.34
264	518210C	Cloud Business Admin/Analyst III	Customer Facility	Bachelors	4	\$104.74	\$107.36

**Service Contract Labor Standards Matrix:**

SCLS Eligible Labor Category	SCLS Equivalent Code Title	Wage Determination No
Administrative Support I	01020 – Administrative Assistant	2015-4603
Administrative Support II	01020 – Administrative Assistant	2015-4603
Administrative Support III	01020 – Administrative Assistant	2015-4603
Administrative Support V	01020 – Administrative Assistant	2015-4603
Administrative Specialist III	01020 – Administrative Assistant	2015-4603
Technician III	30083 – Engineering Technician III	2015-4603
IT Technician 1	30083 – Engineering Technician III	2015-4603
Technical Specialist 1	30084 – Engineering Technician IV	2015-4603

The application of indirect rates to ODCs and Travel will be addressed at the Task Order Level

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (\*\*) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).



### LABOR CATEGORY DESCRIPTIONS

SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
518210C	Cloud Business Admin/Analyst I**	Gathers, collects, records, tracks, analyzes, and verifies data and information to compile and generate reports, statistics, timelines, tables, graphs, correspondence and presentations related to cloud activities and programs. Supports all administrative functions, including organizing documents, meeting follow up and preparation, space planning, meeting agendas, org charts.	High School	GED	2	Associates and 0 years of experience
518210C	Cloud Business Admin/Analyst II	Gathers, collects, records, tracks, analyzes, and verifies data and information to compile and generate reports, statistics, timelines, tables, graphs, correspondence and presentations related to cloud activities and programs. Leads all administrative support functions, including organizing documents, meeting follow up and preparation, space planning, meeting agendas, org charts. Responsible for developing day-to-day schedule and prioritization of activities, and resolving scheduling conflicts. Streamlines inbound/outbound communications; maximizing productivity and ensuring all cloud work order requests are addressed. Tracks and helps drive completion of key deliverables and follow-up on outstanding items.	Bachelors	GED	1	HS/GED and 5 years of experience, Associates and 3 years of experience, Masters and 0 years of experience
518210C	Cloud Business Admin/Analyst III	Gathers, collects, records, tracks, analyzes, and verifies data and information to compile and generate reports, statistics, timelines, tables, graphs, correspondence and presentations related to cloud activities and programs. Analyzes cloud-related business requirements and project objectives, and develops application functional specifications. Analyzes computer input, designs complex data sets, and envisions the data. Communicates with technical and non-technical users, business stakeholders or clients, developers, end-users, and Project Managers. Gathers and evaluates project requirements, meets with customers and partners to outline expectations, and defines stakeholder alignment.	Bachelors	GED	4	HS/GED and 8 years of experience, Associates and 6 years of experience, Masters and 2 years of experience
518210C	Cloud DevSecOps Engineer	Serves as subject matter expert in a company's Development, Security, and Operations (DevSecOps) areas of incident response, vulnerability scanning and management, problem management, certificate management, penetration testing, password policy management, data analysis of network security, remediation patching coordination, and compliance efforts. Chooses and implements the appropriate automated application security testing tools, making users aware of how to best use application security features. Collaborates with team members to develop an automated security framework for strong deployment tools and processes, leveraging various scripting languages and open-source solutions. Recommends automation improvements to replace manual tasks for network infrastructure provisions and security operational processes. Develops strategy and integration methodology around design, development and implementation of cloud-based solutions. Performs technical planning, system integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total systems. Performs functional analysis, timeline analysis, detail trade studies, requirements allocation and interface definition	Bachelors	N/A	7	Masters and 5 years of experience, PhD and 3 years of experience





SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		studies for hardware and software specifications. Utilizes trends and metrics to identify opportunities for improvements within existing frameworks, tools and processes. Responsible for systems functionality, performance, and configurations issues. Enables the quick development and release of changes and bug-fixes on an as-required basis and incorporation of feedback from developers/users.				
518210C	Cloud Engineer/ Architect I	Research, tests, and evaluates systems that support cloud implementation and integrates with cloud service providers, applying principles and techniques of computer science, engineering, and mathematical analysis. Conducts technical tasks associated with the implementation and maintenance of internal cloud enterprise-shared virtualization infrastructure. Designs, develops, implements, utilizes, and conforms to enterprise cloud architecture application solutions, strategies, processes, and standards, focusing on cloud technologies. Collaborates with Analysts, Engineers, development teams, and infrastructure services to define, establish, and communicate application and data architecture standards, policies, and directions.	Bachelors	N/A	0	None
518210C	Cloud Engineer/ Architect II	Researches, designs, develops, tests, and evaluates systems that support cloud implementation and integrates with cloud service providers, applying principles and techniques of computer science, engineering, and mathematical analysis. Conducts technical tasks associated with the implementation and maintenance of internal cloud enterprise-shared virtualization infrastructure. Executes cloud solution roadmaps as they relate to customer or business objectives and executes strategy to drive the achievement of those objectives. Designs, develops, implements, utilizes, and conforms to enterprise cloud architecture application solutions, strategies, processes, and standards, focusing on cloud technologies. Collaborates with Analysts, Engineers, development teams, and infrastructure services to define, establish, and communicate application and data architecture standards, policies, and directions. Supports architecture activities that are aligned to organization or customer requirements and are consistent with enterprise architectural standards.	Bachelors	N/A	2	Masters and 0 years of experience
518210C	Cloud Engineer/ Architect III	Establishes information requirements for cloud-based information systems, databases, and/or networks. With the oversight of senior engineers, designs architectures that fully leverage Cloud Service Provider services and include software, hardware, and communications solutions to support the total requirements, as well as provide for present and future cross-functional requirements and interfaces. Evaluates compatibility of information system development efforts with agency architectures and recommends appropriate adjustments. Evaluates analytically and systematically problems of workflow, organization, and planning and develops appropriate corrective action. Supports new cloud architecture design, development and integration of new architectural features into existing cloud infrastructures while maintaining the integrity and security of enterprise-wide cyber systems and networks. Applies cyber security standards, directives, guidance and policies to a cloud architectural framework.	Bachelors	N/A	5	Masters and 3 years of experience, PhD and 1 year of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		Compiles industry best practices and lessons learned into future iterations and new designs for the cloud hosting environment. Resolves cloud architecture implementation issues during integration and test. Supports development and delivery of end-to-end, complex, enterprise level solutions that meet current and future capability requirements.				
518210C	Cloud Engineer/ Architect IV	Establishes information requirements for cloud-based information systems, databases, and/or networks. Designs architectures that fully leverage Cloud Service Provider services and include software, hardware, and communications solutions to support the total requirements, as well as provide for present and future cross-functional requirements and interfaces. Evaluates compatibility of information system development efforts with agency architectures and recommends appropriate adjustments. Evaluates analytically and systematically problems of workflow, organization, and planning and develops appropriate corrective action. May provide consulting support on complex tasks. Responsible for new cloud architecture design, development and integration of new architectural features into existing cloud infrastructures while maintaining the integrity and security of enterprise-wide cyber systems and networks. Applies cyber security standards, directives, guidance and policies to a cloud architectural framework. Compiles industry best practices and lessons learned into future iterations and new designs for the cloud hosting environment. Provides broad based experience in the systems engineering lifecycle and specific cyber security initiatives relating to cloud architectural design and development. Resolves cloud architecture implementation issues during integration and test. Interfaces with internal and external entities for various solution related activities. Develops and delivers end-to-end, complex, enterprise level solutions that meet current and future capability requirements. Designs integrated and streamlined streamlining solutions for multiple customers undertaking that provide technical and cost benefits through scaling and other attributes.	Bachelors	N/A	8	Masters and 6 years of experience, PhD and 4 years of experience
518210C	Cloud Engineer/ Architect V	Validates information requirements for cloud-based information systems, databases, and/or networks. Designs architectures that fully leverage Cloud Service Provider services and include software, hardware, and communications solutions to support the total requirements, as well as provide for present and future cross-functional requirements and interfaces. Evaluates compatibility of information system development efforts with agency architectures and recommends appropriate adjustments. Validates and implements corrective action plans for problems of workflow, organization and planning. Provides consulting support on complex tasks and daily supervision and direction to staff. Responsible for new cloud architecture design, development and integration of new architectural features into existing cloud infrastructures while maintaining the integrity and security of enterprise-wide cyber systems and networks. Leads multi-disciplined teams in the design and implementation of the cybersecurity system architecture. Able to apply cyber security standards, directives, guidance and policies to a cloud architectural framework. Compiles industry best practices and	Bachelors	N/A	10	Masters and 8 years of experience, PhD and 6 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		lessons learned into future iterations and new designs for the cloud hosting environment. Provides broad based experience in the systems engineering lifecycle and specific cyber security initiatives relating to cloud architectural design and development. Resolves cloud architecture implementation issues during integration and test. Interfaces with internal and external entities for various solution related activities. Develops and delivers end--to-end, complex, enterprise level solutions that meet current and future capability requirements. Designs integrated and streamlined streamlining solutions for multiple customers undertaking that provide technical and cost benefits through scaling and other attributes.				
518210C	Cloud Project Manager	Manages, plans, and coordinates activities of projects to ensure that goals or objectives of projects are accomplished within prescribed time frame and funding parameters. Responsible for defining, delivering, and managing program lifecycles and product portfolios. Works closely with key stakeholders, partners, and customers to ensure the successful definition and execution of go-to market and solution/integration strategies involving cloud solutions and deployments.	Bachelors	N/A	4	Associates and 6 years of experience, Masters and 2 years of experience
518210C	Cloud Reliability Engineer	Serves as subject matter expert in the area of reliability engineering design. Develops reliability engineering designs and programs to achieve reliability objectives and support proposed changes in design. Analyzes engineering-design concepts to recommend design or test methods for attaining or improving specified operational reliability, using knowledge of reliability engineering and other technologies. Positions covered by this definition are characterized by the inclusion of work that requires an understanding of both theories and principles. Responsible for the availability, performance, monitoring, and incident response, among other things, of the cloud platforms and services. Ensures that everything that goes to production complies with a set of general requirements like diagrams, dependencies of other services, monitoring and logging plans, backups and possible high availability setups. Manages uncaught exceptions, hardware degradation, networking problems, high usage of resources, or slow responses that could happen at any time. Uses metrics such as mean time to recover (MTTR) and mean time to failure (MTTF).	Bachelors	N/A	7	Masters and 5 years of experience, PhD and 3 years of experience
518210C	Cloud Software Developer I	Develops, creates, analyzes and modifies software using different technologies for various cloud platforms. Supports implementation, integration and maintenance of cloud based software applications. Designs or customizes software for client use with the aim of optimizing operational efficiency of cloud solutions and implementations.	Associates	N/A	5	Bachelors and 3 years of experience, Masters and 1 year of experience
518210C	Cloud Software Developer II	Develop, create, analyze and modify software using different technologies for various cloud platforms. Support implementation, integration and maintenance of cloud based software applications. Design or customize software for client use with the aim of optimizing operational efficiency of cloud solutions and implementations. Provides technical expertise in the development and application of methods, theories, and research techniques in the investigation and solution of Cloud-based software applications. Conducts detailed	Associates	N/A	9	Bachelors and 7 years of experience, Masters and 5 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		analyses of defined application specifications and designs complex programs.				
518210C	Cloud Systems/ Security Administrator I	Administers and maintains smooth operation of different cloud-based systems, including coordination with network administrators. Sets up administrator and service account, maintains system documentation for cloud infrastructure and tenant inventory, tunes system performance, installs system wide software and allocates mass storage space. Troubleshoots computer-related problems and, as necessary, contacts appropriate service representatives to resolve systems problems. Performs backups, database administration, and file recovery.	Associates	N/A	2	Bachelors and 0 years of experience
518210C	Cloud Systems/ Security Administrator II	Administers and maintains smooth operation of different cloud-based systems, including coordination with network administrators. Sets up administrator and service account, maintains system documentation for cloud infrastructure and tenant inventory, tunes system performance, installs system wide software and allocates mass storage space. Determines business needs and selects a cloud provider(s) that best fits the requirements. Troubleshoots computer-related problems and, as necessary, contacts appropriate service representatives to resolve systems problems. Provisions Cloud infrastructure in accordance with enterprise standards, installs hardware and software (into Cloud environment), as other CSP specific configuration, operations as needed. Performs backups, database administration, and file recovery. Responds to large-scale events involving instantiation of virtual resources such VMs and storage. Fixes critical software and system failures. Develops/improves tools, reports, and processes to monitor the health of cloud environment.	Associates	N/A	6	Bachelors and 4 years of experience, Masters and 2 years of experience
518210C	Cloud Systems/ Security Administrator III	Administers and maintains smooth operation of different cloud-based systems, including coordination with network administrators. Sets up administrator and service account, maintains system documentation for cloud infrastructure and tenant inventory, tunes system performance, installs system wide software and allocates mass storage space. Determines business needs and selects a cloud provider(s) that best fits the requirements. Troubleshoots computer-related problems and, as necessary, contacts appropriate service representatives to resolve systems problems. Provisions Cloud infrastructure in accordance with enterprise standards, installs hardware and software (into Cloud environment), as other CSP specific configuration, operations as needed. Performs backups, database administration, and file recovery. Responds to large-scale events involving instantiation of virtual resources such VMs and storage. Fixes critical software and system failures. Develops/improves tools, reports, and processes to monitor the health of cloud environment. Optimizes system operation and resource utilization and performs system-capacity analysis and planning. Provides assistance to users in accessing and	Associates	N/A	9	Bachelors and 7 years of experience, Masters and 5 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		using business systems. May provide direction to lower-level systems administrators.				
518210C	Cloud Systems/ Security Analyst I	Conducts risk assessment and provides recommendations for application design for cloud based solutions. Performs vulnerability/risk analyses of cloud infrastructure and tenant applications during all phases of the system development lifecycle. Develops analytical reports as required.	Associates	N/A	3	Bachelors and 1 year of experience
518210C	Cloud Systems/ Security Analyst II	Conducts risk assessment and provides recommendations for application design for cloud based solutions. Analyzes and defines security requirements within a cloud environment. Supports developing solutions that meet cloud network security requirements along with integration and implementation of the network security solution. Performs vulnerability/risk analyses of cloud infrastructure and tenant applications during all phases of the system development lifecycle. Develops analytical reports as required. Acts as a technical point of escalation.	Bachelors	N/A	4	Associates and 6 years of experience, Masters and 2 years of experience, PhD and 0 years of experience
518210C	Cloud Systems/ Security Analyst III	Conducts risk assessment and provides recommendations for application design for cloud based solutions. Analyzes and defines security requirements within a cloud environment. Supports developing solutions that meet cloud network security requirements along with integration and implementation of the network security solution. Performs vulnerability/risk analyses of cloud infrastructure and tenant applications during all phases of the system development lifecycle. Develops analytical reports as required. Acts as a technical point of escalation. May supervise lower level analysts.	Bachelors	N/A	7	Associates and 9 years of experience, Masters and 5 years of experience, PhD and 3 years of experience
518210C	Cloud Technical Solutions Manager I	Manages cloud applications projects, including the design, development, and implementation of components of the cloud architecture. Develops and explicates cloud solutions based on strategic business or technical requirements. Develops and communicates architectural proposals for various projects and initiatives. Defines the approach for structuring each application, including determining appropriate use of technology solutions. Defines and validates technical requirements and architecture quality attributes.	Bachelors	N/A	8	Masters and 6 years of experience, PhD and 4 years of experience
518210C	Cloud Technical Solutions Manager II	Manages the agreed scope of cloud solution projects, and provides innovative solutions to complex problems for the purpose of increasing the speed of development and change and of driving the achievement of business objectives. Oversees the development of cloud solution roadmaps of the overall vision that underlies the projected solution, transforms that vision through execution into the solution, and assures projects meet the quality requirements. Coordinates solution planning for cloud-based offerings, heads a cloud solution team required to support the business sales channels, and executes the cloud strategy as a leader within the business, utilizing strong technical leadership and ongoing coaching of direct reports. Responsible for defining, delivering, and managing cloud product portfolio.	Bachelors	N/A	12	Masters and 10 years of experience, PhD and 8 years of experience



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518210C	Cloud Technical Specialist I**	Applies knowledge of cloud-based software, hardware, network infrastructure, and/or information technology to install, configure, maintain, and troubleshoot basic to moderately complex user or cloud system problems. Monitors, controls, and operates cloud-based infrastructure, computer equipment and peripherals.	High School	Equivalent Vocational, Military, or Technical Training	4	Associates and 2 years of experience, Bachelors and 0 years of experience
518210C	Cloud Technical Specialist II	Applies knowledge of cloud-based software, hardware, network infrastructure, and/or information technology to install, configure, maintain, and troubleshoot complex user or cloud system problems. Monitors, controls, and operates cloud-based infrastructure, computer equipment and peripherals.	Associates	Equivalent Vocational, Military, or Technical Training	4	HS/GED and 6 years of experience, Bachelors and 2 years of experience
518210C	Cloud Technical Specialist III	Applies technical experience and knowledge of cloud-based software, hardware, network infrastructure, and/or information technology to install, configure, maintain, and troubleshoot highly complex user or cloud system problems. Provides users with highest-level support for Cloud based technology solutions. Monitors, controls, and operates cloud-based infrastructure, computer equipment and peripherals.	Associates	Equivalent Vocational, Military, or Technical Training	8	HS/GED and 10 years of experience, Bachelors and 6 years of experience
518210C	Cloud Technical Specialist IV	Provides high-level cloud-based specialized technical support and expertise. Independently plans and accomplishes projects of broad scope and complexity. Prepares designs and specifications for various complex equipment, systems and connectivity relevant to cloud technology. Plans approach to solve design problems with cloud-based solutions; conceives and recommends new design techniques; resolves design problems with contract personnel. Designs and coordinates test set-ups and experiments to prove or disprove the feasibility of preliminary.	Associates	Equivalent Vocational, Military, or Technical Training	10	HS/GED and 12 years of experience, Bachelors and 8 years of experience
518210C	Cloud Technology Consultant I	Provides high-level cloud-based specialized technical support and consultation to businesses and IT management. Supports new cloud architecture design, development and integration of new architectural features into existing cloud infrastructures while maintaining the integrity and security of enterprise-wide cyber systems and networks. Provides broad based experience in the systems engineering lifecycle and specific cyber security initiatives relating to cloud architectural design and development. Collaborates with the development team and Project Managers to deliver infrastructure solutions. Researches and evaluates new cloud-based technological developments and evolving business requirements; analyzes findings and seeks opportunities for improvement. Implements cloud infrastructure solution offerings on commercial and government public cloud, private cloud, and hybrid customer environments. Develops and applies advanced methods in the configuration and customization of COTS solutions to meet business requirements. May provide team leadership or consulting support on complex COTS implementations. Develops performance objectives and determines	Bachelors	GED	8	HS/GED and 12 years of experience, Associates and 10 years of experience, Masters and 6 years of experience, PhD and 4 years of experience



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		acceptable performance levels. Comprehends the language, terms, and jargon in area of expertise; and understands required knowledge needed to determine effective decision-making being able to describe where inconsistencies, irregularities, or flaws may occur.				
518210C	Cloud Technology Consultant II	Provides high-level cloud-based specialized technical support and consultation to businesses and IT management. Expert in available state-of-the-art emerging Cloud technologies and their use in solutioning to solve complex user requirements. Provides broad based experience in the systems engineering lifecycle and specific cyber security initiatives relating to cloud architectural design and development. Collaborates with the development team and Project Managers to deliver infrastructure solutions. Researches and evaluates new cloud-based technological developments and evolving business requirements; analyzes findings and seeks opportunities for improvement. Provide technical expertise and guidance in emerging Cloud technologies, plan, conduct, and technically direct implementations. Develops performance objectives and determines acceptable performance levels. Comprehends the language, terms, and jargon in area of expertise; and understands required knowledge needed to determine effective decision-making being able to describe where inconsistencies, irregularities, or flaws may occur.	Bachelors	GED	12	HS/GED and 16 years of experience, Associates and 14 years of experience, Masters and 10 years of experience, PhD and 8 years of experience
541330ENG, 541715, 541420, 541380	Program Manager III	Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes projects and task workloads within budget and schedule guidelines. Typically has extensive knowledge and experience within assigned technical discipline. May provide supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. May identify and recommend objectives and scope of technical projects. Communications goals, scope, approach and schedule to assigned personnel. Establishes budgets, forecasts, manpower, equipment and supply needs for assigned area of responsibility. Typically has management experience in addition to related degree and extensive knowledge and experience within assigned technical discipline/area of responsibility. Contributes subject matter expertise arable meets the established standards or metrics; brief and lead process teams technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	N/A	15	Masters and 13 years of experience, PhD and 10 years of experience
541330ENG, 541715, 541420, 541380	Program Manager IV	Responsible for leading the overall program, guiding both prime contractor employees and directing subcontractor performance. Education and demonstrated experience commensurate with	Bachelors	N/A	17	Masters and 15 years of experience, PhD and 12



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		requirements to manage a large, technically diverse team in successful execution of all contract and task order requirements. Documented record of increasing management responsibility with a firm technical foundation in all areas related to contract would be required. Responsible for organizing and managing task workloads within established budget and schedule guidelines. Provides management of the overall activities and staff of the program. Established budgets, forecasts, manpower, equipment and supply needs for the overall program. Responsible for overall performance within budgetary and schedule guidelines.				years of experience
541330ENG, 541715, 541420, 541380	Administrative Specialist III **	Provides general administrative support to technical and managerial personnel. Typical responsibilities and duties may include, but are not limited to, operation of various office equipment, project administration and support, documentation planning and support, mail services, records and data input services, and support of various financial areas including accounts payable, invoicing, administration of benefits, leasing agreements, payroll, overhead summaries and reports. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	High School	GED	5	HS/GED and 5 years of experience, Associates and 3 years of experience, Bachelors and 1 year of experience
541330ENG, 541715, 541420, 541380	Administrative Support I **	Functional Responsibilities: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, office equipment operator, records and data input. As the levels increase, the requisite responsibilities increase in scope and magnitude.  1. Specializes in coordinating and planning office administration and support. 2. Understands and provides documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records and data input. 3. May perform other duties as assigned.	High School	GED	0	None
541330ENG, 541715, 541420, 541380	Administrative Support III **	Functional Responsibilities: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, office equipment operator, records and data input. As the levels increase, the requisite responsibilities increase in scope and magnitude.  1. Specializes in coordinating and planning office administration and support. 2. Understands and provides documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records and data	High School	GED	2	HS/GED and 2 years of experience, Associates and 0 years of experience





SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		input. 3. May perform other duties as assigned.				
541330ENG, 541715, 541420, 541380	Analyst I	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	GED	0	HS/GED and 4 years of experience, Associates and 2 years of experience
541330ENG, 541715, 541420, 541380	Analyst II	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	GED	2	HS/GED and 6 years of experience, Associates and 4 years of experience, Masters and 0 years of experience
541330ENG, 541715, 541420, 541380	Analyst III	Responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. Requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principals necessary to assess advanced systems concepts, assess specifications, perform system integration, perform logistic program activities and technical program management. May perform duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the supported customer. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	GED	4	HS/GED and 8 years of experience, Associates and 6 years of experience, Masters and 2 years of experience
541330ENG, 541715, 541420, 541380	Analyst IV	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May	Bachelors	GED	6	HS/GED and 10 years of experience, Associates and 8 years of experience, Masters and 4 years of



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.				experience, PhD and 1 year of experience
541330ENG, 541715, 541420, 541380	Analyst VI	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	GED	10	HS/GED and 14 years of experience, Associates and 12 years of experience, Masters and 8 years of experience, PhD and 5 years of experience
541330ENG, 541715, 541420, 541380	Analyst VIII	Performs and leads acquisition/program management analysis. Collect, review, and analyze information in order to make recommendations to managers. Analyze relevant data—which may include annual revenues, employment, or expenditures—and interview managers and employees while observing their operations. The analysts or consultants then develop solutions to the problem. While preparing their recommendations, they take into account the nature of the organization, the relationship it has with others in the industry, and its internal organization and culture. Insight into the problem often is gained by building and solving mathematical models, such as one that shows how inventory levels affect costs and product delivery times.	Bachelors	GED	12	HS/GED and 16 years of experience, Associates and 14 years of experience, Masters and 10 years of experience, PhD and 7 years of experience
541330ENG, 541715, 541420, 541380	Engineer I	Functional Responsibilities: Under supervision performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude for un-reviewed actions and decisions. As the levels increase, the requisite responsibilities increase in scope and magnitude.  1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. 2. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher level engineer. 3. Coordinates the activities of technicians assigned to specific engineering projects. 4. May perform other duties as assigned.	Bachelors	N/A	4	Masters and 2 years of experience
541330ENG, 541715, 541420, 541380	Engineer II	Functional Responsibilities: Under supervision performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support	Bachelors	N/A	5	Masters and 3 years of experience, PhD and 0



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		<p>facilities and/or equipment. Performs with some latitude for un-reviewed actions and decisions. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications.</p> <p>2. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher level engineer.</p> <p>3. Coordinates the activities of technicians assigned to specific engineering projects.</p> <p>4. May perform other duties as assigned.</p>				years of experience
541330ENG, 541715, 541420, 541380	Engineer III	Computer Scientists work as theorists, researchers or inventors. Responsibilities included, but not limited to, applying theory, developing specialized languages for information technologies, and/or designing programming tools and knowledge-based systems. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	N/A	6	Masters and 4 years of experience, PhD and 1 year of experience
541330ENG, 541715, 541420, 541380	Engineer IV	Responsible for the formulation of opinions, decisions, and ultimate performance of the task specified in the statement of work contained in the task order. Will perform detailed and complex calculations as necessary to assess advanced system concepts, assess specifications and perform system integration. Designs and implements technical solutions to complex discipline-specific problems.	Bachelors	N/A	8	Masters and 6 years of experience, PhD and 3 years of experience
541330ENG, 541715, 541420, 541380	Engineer VI	Provides expert engineering and/or scientific solutions for highly complex technical/scientific matters to include providing technical support to field engineers, technicians, technical support representatives and customers who are diagnosing, troubleshooting, repairing and debugging complex problems. May perform duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the supported customer. May design and conduct tests and analyze results of tests or outputs intended for Customer. Mathematical and statistical methods may be used. Will make recommendations based on findings. May perform work in which the principles, theories and general body of knowledge of electrical, mechanical, or other engineering discipline is required. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education.	Bachelors	N/A	10	Masters and 8 years of experience, PhD and 5 years of experience
541330ENG, 541715, 541420, 541380	Engineer VIII	Acts as a lead in defining and executing integration-engineering activities within a project. These activities may consist of concept exploration and assessment, systems integration, systems of systems integration, performance management, technology assessment, testing, validation, and development and staffing of systems integration plan.	Bachelors	N/A	12	Masters and 10 years of experience, PhD and 7 years of experience



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541330ENG, 541715, 541420, 541380	Engineer IX	Responsible for the formulation of opinions, decisions, and ultimate performance of the task specified in the statement of work contained in the task order. Will perform detailed and complex calculations as necessary to assess advanced system concepts, assess specifications and perform system integration. Designs and implements technical solutions to complex discipline-specific problems.	Bachelors	N/A	14	Masters and 12 years of experience, PhD and 9 years of experience
541330ENG, 541715, 541420, 541380	Instructor-Pilot I	Leads and provides technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.	Bachelors	N/A	6	Associates and 8 years of experience, Masters and 4 years of experience, PhD and 1 year of experience
541330ENG, 541715, 541420, 541380	Instructor-Pilot II	Leads and provides technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.	Bachelors	N/A	10	Associates and 12 years of experience, Masters and 8 years of experience, PhD and 5 years of experience
541330ENG, 541715, 541420, 541380	Instructor-Pilot III	Lead and provide technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.	Bachelors	N/A	12	Associates and 14 years of experience, Masters and 10 years of experience, PhD and 7 years of experience
541330ENG, 541715, 541420, 541380	Jr. Engineer I	Functional Responsibilities: Under supervision, assists in defining and executing engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. As the levels increase, the requisite responsibilities increase in scope and magnitude.  1. Performs engineering planning, performance management, capacity planning, testing and validation, benchmarking. 2. Development and staffing of an engineering management plan.	Bachelors	N/A	0	None



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		3. Supports project engineers, as required. 4. Analyzes and develops technical documentation detailing the integration and system performance. 5. May perform other duties as assigned.				
541330ENG, 541715, 541420, 541380	Jr. Engineer IV	Functional Responsibilities: Under supervision, assists in defining and executing engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. As the levels increase, the requisite responsibilities increase in scope and magnitude.  1. Performs engineering planning, performance management, capacity planning, testing and validation, benchmarking. 2. Development and staffing of an engineering management plan. 3. Supports project engineers, as required. 4. Analyzes and develops technical documentation detailing the integration and system performance. 5. May perform other duties as assigned.	Bachelors	N/A	3	Masters and 1 year of experience
541330ENG, 541715, 541420, 541380	Operations/ Research Analyst I	Analyzes management problems, military programs; performs cost analysis and modeling; provides information requirements and the formulation of scientific solutions.	Bachelors	GED	5	HS/GED and 9 years of experience, Associates and 7 years of experience, Masters and 3 years of experience, PhD and 0 years of experience
541330ENG, 541715, 541420, 541380	Operations/ Research Analyst II	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education.	Bachelors	GED	6	HS/GED and 10 years of experience, Associates and 8 years of experience, Masters and 4 years of experience, PhD and 1 year of experience
541330ENG, 541715, 541420, 541380	Operations/ Research Analyst III	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.	Bachelors	GED	8	HS/GED and 12 years of experience, Associates and 10 years of experience, Masters and 6 years of



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
						experience, PhD and 3 years of experience
541330ENG, 541715, 541420, 541380	Principle Investigator I	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.	Bachelors	GED	12	HS/GED and 16 years of experience, Associates and 14 years of experience, Masters and 10 years of experience, PhD and 7 years of experience
541330ENG, 541715, 541420, 541380	Program Manager I	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.	Bachelors	N/A	4	Associates and 6 years of experience, Masters and 2 years of experience
541330ENG, 541715, 541420, 541380	Program Manager II	Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes projects and task workloads within budget and schedule guidelines. Typically has extensive knowledge and experience within assigned technical discipline. May provide supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. May identify and recommend objectives and scope of technical projects. Communications goals, scope, approach and schedule to assigned personnel. Establishes budgets, forecasts, manpower, equipment and supply needs for assigned area of responsibility. Typically has management experience in addition to related degree and extensive knowledge and experience within assigned technical discipline/area of responsibility. Contributes subject matter expertise erable meets the established standards or metrics; brief and lead process teams technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	N/A	12	Associates and 14 years of experience, Masters and 10 years of experience, PhD and 7 years of experience
541330ENG, 541715, 541420, 541380	Program Manager III	Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes projects and task workloads within budget and schedule guidelines. Typically has extensive knowledge and experience within assigned technical discipline. May provide supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. May identify and recommend objectives and scope of	Bachelors	N/A	15	Masters and 13 years of experience, PhD and 10 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		technical projects. Communications goals, scope, approach and schedule to assigned personnel. Establishes budgets, forecasts, manpower, equipment and supply needs for assigned area of responsibility. Typically has management experience in addition to related degree and extensive knowledge and experience within assigned technical discipline/area of responsibility. Contributes subject matter expertise erable meets the established standards or metrics; brief and lead process teams technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.				
541330ENG, 541715, 541420, 541380	Program Manager IV	Responsible for leading the overall program, guiding both prime contractor employees and directing subcontractor performance. Education and demonstrated experience commensurate with requirements to manage a large, technically diverse team in successful execution of all contract and task order requirements. Documented record of increasing management responsibility with a firm technical foundation in all areas related to contract would be required. Responsible for organizing and managing task workloads within established budget and schedule guidelines. Provides management of the overall activities and staff of the program. Established budgets, forecasts, manpower, equipment and supply needs for the overall program. Responsible for overall performance within budgetary and schedule guidelines.	Bachelors	N/A	17	Masters and 15 years of experience, PhD and 12 years of experience
541330ENG, 541715, 541420, 541380	Program/Business Analyst I	Functional Responsibilities: Includes all labor efforts identified as business, finance or programmatic in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Analyze program activities and management problems, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapons systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams. As the levels increase, the requisite responsibilities increase in scope and magnitude.  1. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. 2. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.	Bachelors	GED	0	HS/GED and 4 years of experience, Associates and 2 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
541330ENG, 541715, 541420, 541380	Program/Business Analyst II	<p>Functional Responsibilities: Includes all labor efforts identified as business, finance or programmatic in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Analyze program activities and management problems, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapons systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions.                      2. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.</p>	Bachelors	GED	2	HS/GED and 6 years of experience, Associates and 4 years of experience, Masters and 0 years of experience
541330ENG, 541715, 541420, 541380	Program/Business Analyst III	<p>Functional Responsibilities: Includes all labor efforts identified as business, finance or programmatic in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Analyze program activities and management problems, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapons systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions.                      2. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems.</p>	Bachelors	GED	3	HS/GED and 7 years of experience, Associates and 5 years of experience, Masters and 1 year of experience





SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		Provides daily supervision and direction to administrative staff.				
541330ENG, 541715, 541420, 541380	Program/Business Analyst VI	<p>Functional Responsibilities: Includes all labor efforts identified as business, finance or programmatic in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Analyze program activities and management problems, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapons systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions.                  2. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.</p>	Bachelors	GED	6	HS/GED and 10 years of experience, Associates and 8 years of experience, Masters and 4 years of experience, PhD and 1 year of experience
541330ENG, 541715, 541420, 541380	Sr. Engineer I	<p>Functional Responsibilities: Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications.                  2. Supervises team of engineers through project completion.                  3. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers.                  4. Coordinates the activities of engineers and technicians assigned to specific engineering projects.                  5. May perform other duties as assigned.</p>	Bachelors	N/A	9	Masters and 7 years of experience, PhD and 4 years of experience
541330ENG, 541715, 541420, 541380	Sr. Engineer II	<p>Functional Responsibilities: Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of</p>	Bachelors	N/A	10	Masters and 8 years of experience, PhD and 5 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		<p>engineers through project completion. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <ol style="list-style-type: none"> <li>1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications.</li> <li>2. Supervises team of engineers through project completion.</li> <li>3. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers.</li> <li>4. Coordinates the activities of engineers and technicians assigned to specific engineering projects.</li> <li>5. May perform other duties as assigned.</li> </ol>				
541330ENG, 541715, 541420, 541380	Sr. Engineer XII	<p>Functional Responsibilities: Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <ol style="list-style-type: none"> <li>1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications.</li> <li>2. Supervises team of engineers through project completion.</li> <li>3. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers.</li> <li>4. Coordinates the activities of engineers and technicians assigned to specific engineering projects.</li> <li>5. May perform other duties as assigned.</li> </ol>	Masters	N/A	20	Bachelors and 22 years of experience, PhD and 17 years of experience
541330ENG, 541715, 541420, 541380	Subject Matter Expert I	<p>This position requires a highly skilled individual who has an acknowledged specialized acquisition, logistics and/or technological expertise in the specific functional tasks required for performance. This person must possess unique capability or experience not available under basic labor categories set forth.</p>	Bachelors	GED	8	HS/GED and 12 years of experience, Associates and 10 years of experience, Masters and 6 years of experience, PhD and 3 years of experience
541330ENG, 541715, 541420, 541380	Subject Matter Expert II	<p>This position requires a highly skilled individual who has an acknowledged specialized acquisition, logistics and/or technological expertise in the specific functional tasks required for performance. This person must possess unique capability or experience not available under basic labor categories set forth.</p>	Bachelors	GED	10	HS/GED and 14 years of experience, Associates and 12 years of experience, Masters and 8 years of experience, PhD and 5 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
541330ENG, 541715, 541420, 541380	Subject Matter Expert III	Lead and provide technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.	Bachelors	GED	12	HS/GED and 16 years of experience, Associates and 14 years of experience, Masters and 10 years of experience, PhD and 7 years of experience
541330ENG, 541715, 541420, 541380	Subject Matter Expert IV	Leads and provides technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings. (PM/TOL) Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.	Bachelors	GED	14	HS/GED and 18 years of experience, Associates and 16 years of experience, Masters and 12 years of experience, PhD and 9 years of experience
541330ENG, 541715, 541420, 541380	Task Order/Project Lead I	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.	Bachelors	GED	4	HS/GED and 8 years of experience, Associates and 6 years of experience, Masters and 2 years of experience
541330ENG, 541715, 541420, 541380	Task Order/Project Lead II	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.	Bachelors	GED	6	HS/GED and 10 years of experience, Associates and 8 years of experience, Masters and 4 years of experience, PhD and 1 year of experience
541330ENG, 541715, 541420, 541380	Task Order/Project Lead III	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames	Bachelors	N/A	8	Associates and 10 years of experience, Masters and



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.				6 years of experience, PhD and 3 years of experience
541330ENG, 541715, 541420, 541380	Task Order/Project Lead IV	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.	Bachelors	N/A	12	Associates and 14 years of experience, Masters and 10 years of experience, PhD and 7 years of experience
541330ENG, 541715, 541420, 541380	Technical Analyst I	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	GED	12	HS/GED and 16 years of experience, Associates and 14 years of experience, Masters and 10 years of experience, PhD and 7 years of experience
541330ENG, 541715, 541420, 541380	Technical Analyst II	Provides technical support to engineers/scientists working in such areas as research, design, and development, testing or manufacturing process improvement. May work from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. May conduct engineering tests and detailed experimental testing to collect data or assist in research work. As the levels increase, the requisite responsibilities and composite labor rates increase with magnitude.	Bachelors	GED	14	HS/GED and 18 years of experience, Associates and 16 years of experience, Masters and 12 years of experience, PhD and 9 years of experience
541330ENG, 541715, 541420, 541380	Technical Analyst III	Technical hands-on experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. A highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	GED	15	HS/GED and 19 years of experience, Associates and 17 years of experience, Masters and 13 years of experience, PhD and 10 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
541330ENG, 541715, 541420, 541380	Technical Specialist II	Technical hands-on experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. A highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	GED	5	HS/GED and 9 years of experience, Associates and 7 years of experience, Masters and 3 years of experience, PhD and 0 years of experience
541330ENG, 541715, 541420, 541380	Technical Specialist IV	Technical hands-on experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. A highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	GED	7	HS/GED and 11 years of experience, Associates and 9 years of experience, Masters and 5 years of experience, PhD and 2 years of experience
541330ENG, 541715, 541420, 541380	Technician III **	Functional Responsibilities: Works under supervision to perform a variety of engineering/technical tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment. Provides technical support to engineers/scientist working in research, design, development, test or manufacturing efforts associated with a specific technical discipline. Provides technical experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. May work from schematics, diagrams, written and verbal description or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. May conduct engineering tests and detailed experimental test to collect data and apply data to support research activities. As the levels increase, the requisite responsibilities increase in scope and magnitude.  1. Supports the planning and performance of engineering/technical activities. 2. Supports the technical/engineering activities testing a project assigned to higher-level engineers.	High School	GED	3	HS/GED and 3 years of experience, Associates and 1 year of experience, Bachelors and 0 years of experience
54151 HACS	Cyber Security Analyst 1	Performs duties relating to mission acquisition, logistics, technology, information system, network security programs, organization-wide incident response management, cyber space operations, defense cyber operations and life cycle support and solutions. Provides incident response capability by utilizing multiple incident response related tools to perform data analysis, identify and document critical information such as scope, source and potential impact of cyber incidents, and tracking and responding to all cyber threats.	Bachelors	GED	2	HS/GED and 6 years of experience, Associates and 4 years of experience, Masters and 0 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
54151 HACS	Cyber Security Analyst 2	Performs duties relating to mission acquisition, logistics, technology, information system, network security programs, organization-wide incident response management, cyber space operations, defense cyber operations and life cycle support and solutions. Provides incident response capability by utilizing multiple incident response related tools to perform data analysis, identify and document critical information such as scope, source and potential impact of cyber incidents, and tracking and responding to all cyber threats. Tracks and maintains status of technical, schedule, risks, and impact of incidents to the client organization. Performs analysis of technical and procedural task requirements and generates recommendations to ensure incident response requirements and processes are clearly defined, documented and repeatable.	Bachelors	GED	4	HS/GED and 8 years of experience, Associates and 6 years of experience, Masters and 2 years of experience, PhD and 0 years of experience
54151 HACS	Cyber Security Analyst 3	Performs duties relating to mission acquisition, logistics, technology, information system, network security programs, organization-wide incident response management, cyber space operations, defense cyber operations and life cycle support and solutions. Provides incident response capability by utilizing multiple incident response related tools to perform data analysis, identify and document critical information such as scope, source and potential impact of cyber incidents, and tracking and responding to all cyber threats. Tracks and maintains status of technical, schedule, risks, and impact of incidents to the client organization. Performs analysis of technical and procedural task requirements and generates recommendations to ensure incident response requirements and processes are clearly defined, documented and repeatable. Supports Engineering and Specialist team in drafting and implementing Incident Response Policies and Procedures.	Bachelors	GED	6	HS/GED and 10 years of experience, Associates and 8 years of experience, Masters and 4 years of experience, PhD and 2 years of experience
54151 HACS	Cyber Security Analyst 4	Performs and leads acquisition/program management analysis. Compiles, organizes and analyzes empirical data and makes recommendations to managers and customers. While preparing their recommendations, they take into account the nature of the organization, the relationship it has with others in the industry, and its internal organization and culture. Supports Engineering and Specialist team in drafting and implementing Incident Response Policies and Procedures. May supervise team of Analysts.	Bachelors	GED	8	HS/GED and 12 years of experience, Associates and 10 years of experience, Masters and 6 years of experience, PhD and 4 years of experience
54151 HACS	Cyber Security Engineer 1	Designs and tests network security programs and incident response plans for large, complex, organization-wide networks. Participates in at least one phase of concept development that requires a high degree of technical knowledge. Works under limited supervision.	Bachelors	Degree must be in STEM field from an accredited institution	3	Masters and 1 year of experience
54151 HACS	Cyber Security Engineer 2	Designs, tests and implements network security programs and incident response plans for large, complex, organization-wide networks. Provides cybersecurity expertise, to include configuration, installation and maintenance of network backbone infrastructure and supporting infrastructure. Develops and implements IT, IA and cyber program strategies and deploy services to ensure that system and network	Bachelors	Degree must be in STEM field from an accredited institution	6	Masters and 4 years of experience, PhD and 2 years of experience



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		configuration management, auditing, and IAVM/patch levels comply with policy requirements. Participates in all phases of development including planning, analysis, evaluation, programming, integration, testing, and acceptance phases. Applies technical knowledge and experience, engineering principles and methods, including emerging or advanced technologies, to exceptionally complex technical problems to arrive at solutions. May direct small groups of junior engineers or technicians while on-site.				
54151 HACS	Cyber Security Engineer 3	Performs duties focused on increasing the quality and reliability of cybersecurity processes, products, or services. Provides cybersecurity expertise, to include configuration, installation and maintenance of network backbone infrastructure and supporting infrastructure, all Tier-3 level cybersecurity services. Provides full incident response management and support to complex network systems. Designs, conducts tests, and analyzes results of tests or outputs intended for customers and makes recommendations on findings. Performs work in which the principles, theories, and general body of knowledge of information technology, computer science, systems design and systems security is required. Considered to be a Certified IT Professional with professional designations and relevant technical certifications.	Bachelors	Degree must be in STEM field from an accredited institution	10	Masters and 8 years of experience, PhD and 6 years of experience
54151 HACS	Cyber Security Engineer 4	Performs duties focused on increasing the quality and reliability of processes, products, or services. Designs, conducts tests, and analyzes results of tests or outputs intended for customers and makes recommendations on findings. Performs work in which the principles, theories, and general body of knowledge of information technology, computer science, systems design and systems security is required. Acts as a lead in defining and executing integration-engineering activities within a project. These activities may consist of concept exploration and assessment, systems integration, performance management, technology assessment, testing and validation, and development and staffing of systems integration plans. Contributes subject matter expertise in policy generation, policy enforcement, risk assessment and analysis, and technical mitigation implementation. May interface with customers or clients to develop conceptual solutions to problems. Supports Project and Program Managers in the preparation on contract deliverables. May supervise team of engineering and technical staff.	Bachelors	Degree must be in STEM field from an accredited institution	12	Masters and 10 years of experience, PhD and 8 years of experience
54151 HACS	Cyber Security Project Lead	Leads/manages cybersecurity team, to include specialized incident response and risk and vulnerability assessment staff. Responsible for ensuring successful task completion within scheduled timeframes consistent with established scope of work, to include both technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks. Supports higher level project and program managers.	Bachelors	N/A	8	Associates and 10 years of experience, Masters and 6 years of experience, PhD and 4 years of experience



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54151 HACS	Cyber Security Specialist 1	Focuses on conceptual security engineering. Employs technical knowledge of information systems, network security programs, cyber space operations and defense cyber operations, mission acquisition, logistics, emerging technologies and infrastructure, and policy and procedural requirements to develop innovative ideas and concepts. Conducts on-site reviews of security controls and provides detailed offsite assessments of artifacts. Performs policy review, policy generation, implementation and enforcement, risk assessment and analysis, and technical mitigation implementation. Considered to be a Certified IT Professional with relevant technical education, experience and certifications.	Bachelors	GED	12	HS/GED and 16 years of experience, Associates and 14 years of experience, Masters and 10 years of experience, PhD and 8 years of experience
54151 HACS	Cyber Security Specialist 2	Focuses on conceptual security engineering. Employs technical knowledge of information systems, network security programs, cyber space operations and defense cyber operations, mission acquisition, logistics, emerging technologies and infrastructure, and policy and procedural requirements to develop innovative ideas and concepts. Conducts on-site reviews of security controls and provides detailed offsite assessments of artifacts. Performs policy review, policy generation, implementation and enforcement, risk assessment and analysis, and technical mitigation implementation. Considered to be a Certified IT Professional with relevant technical education, experience and certifications.	Bachelors	GED	14	HS/GED and 18 years of experience, Associates and 16 years of experience, Masters and 12 years of experience, PhD and 10 years of experience
54151S	Functional Expert 1	Leads and provides technical direction on discipline-related projects; provides guidance and direction for accomplishment of multiple, complex and interrelated projects; designs and implements programs, projects or tasks; leads/manages multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues.	Bachelors	GED	8	HS/GED and 12 years of experience, Associates and 10 years of experience, Masters and 6 years of experience, PhD and 4 years of experience
54151S	Functional Expert 2	Expert in single or multiple technical disciplines providing expert knowledge and insight into specific areas of science and technology. Guides the development and application of this knowledge to the project. Independently performs a variety of system design and integration tasks where subject matter expertise is required. Supervises and guides a broad team of technical staff/engineers. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in specific technical areas. Responsible for highly complex technical/engineering tasks.	Bachelors	GED	10	HS/GED and 14 years of experience, Associates and 12 years of experience, Masters and 8 years of experience, PhD and 6 years of experience
54151S	Functional Expert 3	This position requires a highly skilled individual who has an acknowledged specialized acquisition, logistics and/or technological expertise in the specific functional tasks required for performance. This person must possess unique capability or experience not available under basic labor categories set forth. Leads and provides technical direction on discipline-related projects; provides guidance and direction for	Bachelors	GED	12	HS/GED and 16 years of experience, Associates and 14 years of experience, Masters and





SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		accomplishment of multiple, complex and interrelated projects; designs and implements programs, projects or tasks; leads/manages multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues.				10 years of experience, PhD and 8 years of experience
54151S	Functional Expert 4	This position requires a highly skilled individual who has an acknowledged specialized acquisition, logistics and/or technological expertise in the specific functional tasks required for performance. This person must possess unique capability or experience not available under basic labor categories set forth. Leads and provides technical direction on discipline-related projects; provides guidance and direction for accomplishment of multiple, complex and interrelated projects; designs and implements programs, projects or tasks; leads/manages multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues.	Bachelors	GED	14	HS/GED and 18 years of experience, Associates and 16 years of experience, Masters and 12 years of experience, PhD and 10 years of experience
54151S	IT Administrator 1	Establishes procedures for maintaining user accounts, assigns file permissions and establishes password and account policies; installs, upgrades, configures, tests, maintains and supports operating system software in a production environment. Troubleshoots and resolves complex system hardware, software and communications problems; creates shell programs and utility scripts; performs configurations and adjustments to enhance database file capacity; performs automated and manual backup and restore processes. Performs daily system monitoring, verifying the integrity and availability of all hardware, server resources, systems and key processes, reviewing system and application logs, and verifying completion of scheduled jobs such as backups. Performs daily backup operations, ensuring all required file systems and system data are successfully backed up to the appropriate media, recovery tapes or disks are created, and media is recycled and sent off site as necessary.	Bachelors	GED	0	HS/GED and 4 years of experience, Associates and 2 years of experience
54151S	IT Administrator 2	Installs, upgrades, configures, tests, maintains and supports operating system software in a production environment. Responsible for effective provisioning, installation, configuration, operation, and maintenance of systems hardware and software and related infrastructure. Troubleshoots and resolves complex system hardware, software and communications problems; creates shell programs and utility scripts; performs configurations and adjustments to enhance database file capacity; performs automated and manual backup and restore processes. Provides user support and training to formulate technology solutions and ensure the effective safeguarding and sharing of enterprise data. Evaluates requests for hardware and software; researches and recommends solutions to technology needs, compatible with the client's technology architecture and infrastructure and resource constraints. Performs and/or oversees daily system monitoring, verifying the integrity and availability of all hardware, server resources, systems and key processes, reviewing system and application logs, and verifying completion of scheduled jobs such as backups.	Bachelors	GED	4	HS/GED and 8 years of experience, Associates and 6 years of experience, Masters and 2 years of experience, PhD and 0 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		Performs and/or oversees daily backup operations, ensuring all required file systems and system data are successfully backed up to the appropriate media, recovery tapes or disks are created, and media is recycled and sent off site as necessary. Develops methodology to expand flexibility of programs or systems to meet changing needs of users and to accommodate future expansion without necessitating a major redesign of the systems. Provides technical guidance to less experienced systems administrators.				
54151S	IT Administrator 3	Participates in technical research and development to enable continuing innovation within the infrastructure. Responsible for effective provisioning, installation, configuration, operation, and maintenance of systems hardware and software and related infrastructure. Troubleshoots and resolves complex system hardware, software and communications problems; creates shell programs and utility scripts; performs configurations and adjustments to enhance database file capacity; performs automated and manual backup and restore processes. Oversees daily system monitoring, verifying the integrity and availability of all hardware, server resources, systems and key processes, reviewing system and application logs, and verifying completion of scheduled jobs such as backups. Oversees daily backup operations, ensuring all required file systems and system data are successfully backed up to the appropriate media, recovery tapes or disks are created, and media is recycled and sent off site as necessary. Develops methodology to expand flexibility of programs or systems to meet changing needs of users and to accommodate future expansion without necessitating a major redesign of the systems. Provides technical guidance to less experienced systems administrators.	Bachelors	GED	9	HS/GED and 13 years of experience, Associates and 11 years of experience, Masters and 7 years of experience, PhD and 5 years of experience
54151S	IT Analyst 1	Provides technical analysis or support to programs, projects or tasks and performs a variety of analytical and technical tasks which are broad in nature. These efforts may include design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supports staff engineers, technicians and managers as required and may perform other duties as assigned. Works under supervision.	Bachelors	GED	0	HS/GED and 4 years of experience, Associates and 2 years of experience
54151S	IT Analyst 2	Provides technical analysis or support to programs, projects or tasks and performs a variety of analytical and technical tasks which are broad in nature. These efforts may include design and implementation, including personnel, hardware, software and support facilities and/or equipment. May design and implement discipline-specific plans for technical operations, business or process models. Supports staff engineers, technicians and managers as required and may perform other duties as assigned. Works under supervision.	Bachelors	GED	2	HS/GED and 6 years of experience, Associates and 4 years of experience, Masters and 0 years of experience
54151S	IT Analyst 3	Designs and implements discipline-specific plans for complex operations, business or process models; verifies, validates, and supports the accreditation/certification of models or data considered for use; builds, refines, and validates requirements databases; conducts and delivers course-of-action analyses. Requires knowledge of practices/principals necessary to assess advanced system concepts, and support logistical program activities. Performs duties focused on increasing the quality and reliability of	Bachelors	GED	4	HS/GED and 8 years of experience, Associates and 6 years of experience, Masters and 2 years of experience,



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		processes, products, or services intended for a customer. Works under limited supervision.				PhD and 0 years of experience
54151S	IT Analyst 4	Designs and implements discipline-specific plans for complex operations, business or process models; verifies, validates, and supports the accreditation/certification of models or data considered for use; builds, refines, and validates requirements databases; conducts and delivers course-of-action analyses. Requires knowledge of practices/principals necessary to assess advanced system concepts, and support logistical program activities. Performs duties focused on increasing the quality and reliability of processes, products, or services intended for a customer. Supports Project Managers, Engineering/Technical staff and customers by compiling, analyzing and reporting on financial, operational, programmatic and technical data.	Bachelors	GED	6	HS/GED and 10 years of experience, Associates and 8 years of experience, Masters and 4 years of experience, PhD and 2 years of experience
54151S	IT Analyst 5	Performs and leads acquisition/program management analysis. Compiles, organizes and analyzes empirical data and makes recommendations to managers and customers. While preparing their recommendations, they take into account the nature of the organization, the relationship it has with others in the industry, and its internal organization and culture. Insight into the problem is often gained by building and solving mathematical models, such as one that shows how inventory levels affect costs and product delivery times. May supervise small team of lower-level Analysts.	Bachelors	GED	8	HS/GED and 12 years of experience, Associates and 10 years of experience, Masters and 6 years of experience, PhD and 4 years of experience
54151S	IT Business Systems Analyst 1	Includes all labor efforts identified as business and finance in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Performs evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. Works under supervision.	Bachelors	GED	0	HS/GED and 4 years of experience, Associates and 2 years of experience
54151S	IT Business Systems Analyst 2	Includes all labor efforts identified as business and finance in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Performs evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. Works under supervision.	Bachelors	GED	2	HS/GED and 6 years of experience, Associates and 4 years of experience, Masters and 0 years of experience
54151S	IT Business Systems Analyst 3	Prepares and conducts business analyses and studies, needs assessments, requirements analysis/definition and cost/benefit analyses in an effort to align business systems, solutions and initiatives. Prepares forecasts and analyzes trends, reporting regulations and business conditions. Develops and analyzes metrics, performance measurements, requirements, reports and recommendations related to management, organizational structure, policy/procedures and business systems. Identifies potential business risks. Areas of focus include but are not limited to business performance, business and economic case analysis, internal control and enterprise risk assessment.	Bachelors	GED	6	HS/GED and 10 years of experience, Associates and 8 years of experience, Masters and 4 years of experience, PhD and 2 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
54151S	IT Engineer 1	Performs basic systems analysis, evaluation, design, integration, programming, documentation and maintenance of applications. Participates in at least one phase of concept development that requires a moderate degree of technical knowledge. Works under supervision.	Bachelors	Degree must be in STEM field from an accredited institution	1	Masters and 0 years of experience
54151S	IT Engineer 2	Performs complex systems analysis, evaluation, design, integration, programming, documentation and maintenance of applications. Participates in at least one phase of concept development that requires a high degree of technical knowledge. Works under limited supervision.	Bachelors	Degree must be in STEM field from an accredited institution	3	Masters and 1 year of experience
54151S	IT Engineer 3	Performs complex systems analysis, evaluation, design, integration, programming, documentation and maintenance of applications. Participates in multiple phases of concept development that requires a high degree of technical knowledge and experience. Participates in efforts that develop recommendations and advice on system development, improvement, and optimization.	Bachelors	Degree must be in STEM field from an accredited institution	5	Masters and 3 years of experience, PhD and 1 year of experience
54151S	IT Engineer 4	Performs high level and exceptionally complex systems analysis, evaluation, design, integration, programming, documentation, and maintenance of applications that require expert level knowledge of engineering, advanced technologies, and related systems for effective implementation. Participates in all phases of development including planning, analysis, evaluation, programming, integration, testing, and acceptance phases. Applies technical knowledge and experience, engineering principles and methods, including emerging or advanced technologies, to exceptionally complex technical problems to arrive at solutions. May direct small groups of junior engineers or technicians while on-site.	Bachelors	Degree must be in STEM field from an accredited institution	6	Masters and 4 years of experience, PhD and 2 years of experience
54151S	IT Engineer 5	Provides expert engineering and/or technical solutions for highly complex technological matters, to include providing technical support to field engineers, technicians, technical support staff, and customers. Diagnoses, troubleshoots, and repairs complex IT problems. Performs duties focused on increasing the quality and reliability of processes, products, or services. Designs, conducts tests, and analyzes results of tests or outputs intended for customers and makes recommendations on findings. Performs work in which the principles, theories, and general body of knowledge of information technology, computer science, systems design and systems security is required. Contributes subject matter expertise and advice at a level that is typically attained via extensive experience in a related technical discipline. May supervise team of engineers and technicians.	Bachelors	Degree must be in STEM field from an accredited institution	8	Masters and 6 years of experience, PhD and 4 years of experience
54151S	IT Project Manager 1	Leads/manages multiple task order level projects and technical staff. Regarded as a senior leader with experience in project management. Responsible for ensuring successful task completion within scheduled timeframes consistent with established scope of work,	Bachelors	N/A	8	Associates and 10 years of experience, Masters and



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		to include both technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.				6 years of experience, PhD and 4 years of experience
54151S	IT Project Manager 2	Leads/manages multiple complex, high-demand task order level projects and technical staff. Performs day-to-day management of contract support operations, generally involving multiple tasks and groups of personnel at multiple locations, on a single project. Demonstrates skills in the scope of work encompassed by the task order. Provides technical guidance to project teams and reviews quality of all work products. Organizes, directs, and coordinates the planning and production of all contract support activities. Responsible for staffing, project planning, project financials, and staff direction and oversight. Maintains and manages client interface at the COTR levels of the client organization. Assists the Program Manager as required in managing contract performance.	Bachelors	N/A	12	Associates and 14 years of experience, Masters and 10 years of experience, PhD and 8 years of experience
54151S	IT Task Order Manager	Leads/manages task order level projects and technical staff. Experienced in task management. Responsible for ensuring successful task completion within scheduled timeframes consistent with established scope of work, to include both technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks. Supports higher level project and program managers.	Bachelors	N/A	6	Associates and 8 years of experience, Masters and 4 years of experience, PhD and 2 years of experience
54151S	IT Technician 1**	Works under supervision to perform a variety of IT tasks which are broad in nature, including system design, as well as support facilities and/or equipment installation and integration. Working knowledge as required to support the planning and performance of IT and customer specifications or support the technical activities related to the development and integration of testing of a project assigned to higher level IT Analyst/Engineers.	High School	GED	4	Associates and 2 years of experience
54151S	IT Technician 2	Works under limited supervision to perform a variety of IT tasks which are broad in nature, including system design, as well as support facilities and/or equipment installation and integration. Working knowledge as required to support the planning and performance of IT and customer specifications or support the technical activities related to the development and integration of testing of a project assigned to higher level IT Analyst/Engineers.	Bachelors	GED	3	HS/GED and 7 years of experience, Associates and 5 years of experience, Masters and 1 year of experience
54151S	IT Technician 3	Performs a variety of engineering/technical tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment. Provides technical support to engineers/scientist working in research, design, development, test or manufacturing efforts associated with a specific technical discipline. Provides technical experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. May work from schematics, diagrams, written and verbal description or defined plans to perform testing and troubleshooting functions on electronic or mechanical components,	Bachelors	GED	5	HS/GED and 9 years of experience, Associates and 7 years of experience, Masters and 3 years of experience, PhD and 1 year of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
		equipment or systems. May conduct engineering tests and detailed experimental test to collect data and apply data to support research activities. Monitors and responds to hardware, software, and network problems. Troubleshoots systems, software and hardware when necessary and makes improvements. Provides routine testing and analysis of all elements in specified facilities.				
54151S	Program Manager	Provides oversight and executive level management to overall contract operations often involving multiple projects/tasks and groups of personnel at multiple locations. Maintains and manages relationships with senior level management within the client organization. Responsible for ensuring senior level management within the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision, this may include subject matter and unique technical knowledge. Responsible for managing operations of multiple contracts of similar type. Ensures quality standards and work performance on all task orders and projects. Plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, monitors overall project and contract performance.	Bachelors	N/A	14	Associates and 16 years of experience, Masters and 12 years of experience, PhD and 10 years of experience
54151S	Senior IT Analyst 1	Provides analytical and/or scientific solutions for highly complex technical/scientific matters. Analyzes program activities, such as acquisition or program planning, program "should cost" analyses, material and hardware requirements, and other tasks related to government IT and security programs. Develops, plans, coordinates and integrates systems-related requirements to support operational needs. Designs and implements discipline-specific plans for complex operations, business or process models; verifies, validates, and supports the accreditation/certification of models or data considered for use; builds, refines, and validates requirements databases; conducts and delivers course-of-action analyses. Requires knowledge of practices/principals necessary to assess advanced system concepts, and support logistical program activities. Performs duties focused on increasing the quality and reliability of processes, products, or services intended for a customer. Interacts with customers, staff Engineers and Project Managers to identify and rectify deficiencies, improve processes.	Bachelors	GED	10	HS/GED and 14 years of experience, Associates and 12 years of experience, Masters and 8 years of experience, PhD and 6 years of experience
54151S	Senior IT Analyst 2	Provides expert technical support to engineers/scientists working on technologically or scientifically advanced programs. May work from schematics, diagrams, written and verbal descriptions, or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. May conduct engineering tests and detailed experimental testing to collect data or assist in research work. Supports Project and Program Managers in the preparation of technical, management, and financial contract deliverables.	Bachelors	GED	12	HS/GED and 16 years of experience, Associates and 14 years of experience, Masters and 10 years of experience, PhD and 8 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
54151S	Senior IT Analyst 3	Provides expert technical support to engineers/scientists working on technologically or scientifically advanced programs. May work from schematics, diagrams, written and verbal descriptions, or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. May conduct engineering tests and detailed experimental testing to collect data or assist in research work. Supports Project and Program Managers in the preparation of technical, management, and financial contract deliverables. Leads team of Analysts.	Bachelors	GED	14	HS/GED and 18 years of experience, Associates and 16 years of experience, Masters and 12 years of experience, PhD and 10 years of experience
54151S	Senior IT Analyst 4	Technical hands-on experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. A highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. Considered to be a Certified IT Professional with discipline-specific technical certifications, education, and experience.	Bachelors	GED	15	HS/GED and 19 years of experience, Associates and 17 years of experience, Masters and 13 years of experience, PhD and 11 years of experience
54151S	Senior IT Engineer 1	Performs duties focused on increasing the quality and reliability of processes, products, or services. Designs, conducts tests, and analyzes results of tests or outputs intended for customers and makes recommendations on findings. Performs work in which the principles, theories, and general body of knowledge of information technology, computer science, systems design and systems security is required. Contributes subject matter expertise and advice at a level that is typically attained via extensive experience in a related technical discipline. Demonstrates sustained level of effort in program/project lifecycles where demonstrated discipline expertise with specialized qualifications are necessary.	Bachelors	Degree must be in STEM field from an accredited institution	10	Masters and 8 years of experience, PhD and 6 years of experience
54151S	Senior IT Engineer 2	Performs duties focused on increasing the quality and reliability of processes, products, or services. Designs, conducts tests, and analyzes results of tests or outputs intended for customers and makes recommendations on findings. Performs work in which the principles, theories, and general body of knowledge of information technology, computer science, systems design and systems security is required. Acts as a lead in defining and executing integration-engineering activities within a project. These activities may consist of concept exploration and assessment, systems integration, performance management, technology assessment, testing and validation, and development and staffing of systems integration plans. Contributes subject matter expertise and advice at a level that is typically attained via extensive experience in a related technical discipline. May interface with customers or clients to develop conceptual solutions to problems. Supports Project and Program Managers in the preparation on contract deliverables. May supervise team of engineering and technical staff.	Bachelors	Degree must be in STEM field from an accredited institution	12	Masters and 10 years of experience, PhD and 8 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
54151S	Senior IT Engineer 3	Performs work in which the principles, theories, and general body of knowledge of information technology, computer science, systems design and systems security is required. Acts as a lead in defining and executing integration-engineering activities within a project. These activities may consist of concept exploration and assessment, systems integration, performance management, technology assessment, testing and validation, and development and staffing of systems integration plans. Responsible for formulation of opinions and decisions. Assists Project and Program Managers in defining project life-cycle resource requirements.	Bachelors	Degree must be in STEM field from an accredited institution	14	Masters and 12 years of experience, PhD and 10 years of experience
54151S	Senior Technical Support Specialist 1	Manages tasks which provide technical depth and administrative infrastructure to other associated technical efforts; provides direct technical or administrative support/augmentation to other associated efforts; creates and delivers technical or programmatic documentation; designs, implements and manages the physical arrangements/services required to support other associated efforts; orders, accounts for, and asset-manages scientific or technical equipment resources involved in other associated efforts; designs, implements and manages training programs required to ensure efficiency and success of other associated efforts. A skilled and knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area.	Bachelors	GED	5	HS/GED and 9 years of experience, Associates and 7 years of experience, Masters and 3 years of experience, PhD and 1 year of experience
54151S	Senior Technical Support Specialist 2	Technical hands-on experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. A skilled and knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. Manages tasks which provide technical depth and administrative infrastructure to other associated technical efforts; provides direct technical or administrative support/augmentation to other associated efforts; creates and delivers technical or programmatic documentation; designs, implements and manages the physical arrangements/services required to support other associated efforts; orders, accounts for, and asset-manages scientific or technical equipment resources involved in other associated efforts; designs, implements and manages training programs required to ensure efficiency and success of other associated efforts. Individual is a Certified IT Professional possessing relevant technical certifications, education and experience.	Bachelors	GED	7	HS/GED and 11 years of experience, Associates and 9 years of experience, Masters and 5 years of experience, PhD and 3 years of experience
54151S	Technical Specialist 1**	Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and other reports and deliverables. Edits functional descriptions, systems specifications, user's manuals, special reports, or any other customer deliverable or document.	High School	GED	4	Associates and 2 years of experience





SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
54151S	Technical Specialist 2	Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and other reports and deliverables. Edits functional descriptions, systems specifications, user's manuals, special reports, or any other customer deliverable or document.	Bachelors	GED	3	HS/GED and 7 years of experience, Associates and 5 years of experience, Masters and 1 year of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Administrative Support I **	Provides general administrative, consulting, business management or logistics support to projects that may be intellectual, specialized or technical in nature. This includes, but is not limited to, project administration and support, documentation planning and support, mail services, records and data input services, office equipment operator, accountability, reporting, supply chain and parts tracking, and general office support. Personnel in this role may be asked to exercise discretion and perform day to day activities using independent judgment. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	High School	GED	0	None
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Administrative Support II **	Provides general administrative, consulting, business management or logistics support to projects that may be intellectual, specialized or technical in nature. This includes, but is not limited to, project administration and support, documentation planning and support, mail services, records and data input services, office equipment operator, accountability, reporting, supply chain and parts tracking, and general office support. Personnel in this role may be asked to exercise discretion and perform day to day activities using independent judgment. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	High School	GED	3	HS/GED and 3 years of experience, Associates and 1 year of experience, Bachelors and 0 years of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Administrative Support V **	Provides general administrative, consulting, business management or logistics support to projects that may be intellectual, specialized or technical in nature. This includes, but is not limited to, project administration and support, documentation planning and support, mail services, records and data input services, office equipment operator, accountability, reporting, supply chain and parts tracking, and general office support. Personnel in this role may be asked to exercise discretion and perform day to day activities using independent judgment. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.	Bachelors	GED	5	HS/GED and 9 years of experience, Associates and 7 years of experience, Masters and 3 years of experience, PhD and 0 years of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst I	Must have experience in the field relative to the task as stated in the task order. Designs and implements discipline-specific plans for complex operations and models. Builds, refines, and validates requirements databases; conducts course of action analysis, ensures the quality of the program, project or task deliverable meets established standards or metrics. May perform financial, business management and logistical analysis, develop financial controls and examine financial transactions.	Bachelors	GED	0	HS/GED and 4 years of experience, Associates and 2 years of experience



SIN(s)	Labor Category	Functional Responsibilities	Min Req Education	Equivalency /Cert/ Licenses	Min Req Relevant Exp	Education Substitution
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst II	Must have experience in the field relative to the task as stated in the task order. Designs and implements discipline-specific plans for complex operations and models. Builds, refines, and validates requirements databases; conducts course of action analysis, ensures the quality of the program, project or task deliverable meets established standards or metrics. May perform financial, business management and logistical analysis, develop financial controls and examine financial transactions.	Bachelors	GED	3	HS/GED and 7 years of experience, Associates and 5 years of experience, Masters and 1 year of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst III	Must have experience in the field relative to the task as stated in the task order. Designs and implements discipline-specific plans for complex operations and models. Builds, refines, and validates requirements databases; conducts course of action analysis, ensures the quality of the program, project or task deliverable meets established standards or metrics. May perform financial, business management and logistical analysis, develop financial controls and examine financial transactions.	Bachelors	GED	7	HS/GED and 11 years of experience, Associates and 9 years of experience, Masters and 5 years of experience, PhD and 2 years of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst IV	Must have experience in the field relative to the task as stated in the task order. Designs and implements discipline-specific plans for complex operations and models. Builds, refines, and validates requirements databases; conducts course of action analysis, ensures the quality of the program, project or task deliverable meets established standards or metrics. May perform financial, business management and logistical analysis, develop financial controls and examine financial transactions.	Bachelors	GED	10	HS/GED and 14 years of experience, Associates and 12 years of experience, Masters and 8 years of experience, PhD and 5 years of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Aviation Instructor I	The Aviation Instructor provides student pilots and maintenance test pilot students, academic and simulator instruction (if applicable) in a classroom environment and in designated training devices as well as in basic and advanced flight instruction and Maintenance, Repair and Overhaul (MRO). The Instructor will be a subject matter expert for all related instructional materials on the specific aircraft and general aviation ground school knowledge as well as US military flight and maintenance instruction. Duties may also include curriculum development in support for contracted syllabi.	Bachelors	N/A	9	Associates and 11 years of experience, Masters and 7 years of experience, PhD and 4 years of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Aviation Instructor II	The Aviation Instructor provides student pilots and maintenance test pilot students, academic and simulator instruction (if applicable) in a classroom environment and in designated training devices as well as in basic and advanced flight instruction and Maintenance, Repair and Overhaul (MRO). The Instructor will be a subject matter expert for all related instructional materials on the specific aircraft and general aviation ground school knowledge as well as US military flight and maintenance instruction. Duties may also include curriculum development in support for contracted syllabi.	Bachelors	N/A	12	Associates and 14 years of experience, Masters and 10 years of experience, PhD and 7 years of experience



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541611, 611430, 611512, 541614SVC, 541614, 561210FS	Curriculum Developer Sr.	Develops curricula. Determines, in conjunction with management, the scope and sequencing of highly technical and logistical training for staff at various levels of expertise. Determines, in conjunction with management, the level of supply chain knowledge required to function successfully in broad job categories. Develops course materials, including script, exercises, and classroom or self-study manuals and other teaching aids. Conducts assessments of present and anticipated training needs.	Bachelors	GED	9	HS/GED and 13 years of experience, Associates and 11 years of experience, Masters and 7 years of experience, PhD and 4 years of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Program Analyst IV	Analyzes program activities such as acquisition program planning, proposal pricing, financial management, cost and logistical impact analysis, and other tasks related to contracts. Supports project management team in controlling project cost and schedule. The Program Analyst develops project plans, status reports, and data updates for Government and contractor project management personnel to use in the management and control of project activities.	Bachelors	GED	10	HS/GED and 14 years of experience, Associates and 12 years of experience, Masters and 8 years of experience, PhD and 5 years of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Program Manager III	Responsible for leading the program, guiding both prime contractor employees and directing subcontractor performance. Education and demonstrated experience commensurate with requirements to manage a large, technically and logistically diverse team in successful execution of all contract and task order requirements. Record of increasing management responsibility with a firm technical and logistic foundation in all areas related to contract is required. Responsible for organizing and managing task workloads within established budget and schedule guidelines. Establish program budgets, forecasts, manpower, equipment and supply need. Responsible for program performance within budgetary and schedule guidelines.	Bachelors	GED	14	HS/GED and 18 years of experience, Associates and 16 years of experience, Masters and 12 years of experience, PhD and 9 years of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Project Lead III	Design and implement technical and logistical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.	Bachelors	N/A	6	Associates and 8 years of experience, Masters and 4 years of experience, PhD and 1 year of experience
541611, 611430, 611512, 541614SVC, 541614, 561210FS	Project Lead IV	Design and implement technical and logistical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.	Bachelors	N/A	8	Associates and 10 years of experience, Masters and 6 years of experience, PhD and 3 years of experience



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541611, 611430, 611512, 541614SVC, 541614, 561210FS	Subject Matter Expert IV	Provides subject matter expertise in support of discipline-related projects. Duties may include but not limited to guidance and direction for accomplishment of multiple, complex and interrelated projects; design, develop and implement programs, projects or tasks; may lead or manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic, technical and logistic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.	Bachelors	GED	18	HS/GED and 22 years of experience, Associates and 20 years of experience, Masters and 16 years of experience, PhD and 13 years of experience



## **TERMS AND CONDITIONS APPLICABLE TO HIGHLY ADAPTIVE CYBERSECURITY SERVICES (HACS) (Special Item Number 54151HACS)**

\*\*\*\*NOTE: Non-professional labor categories must be incidental to, and used solely to support Highly Adaptive Cybersecurity Services, and cannot be purchased separately. Further, nonprofessional labor categories shall be offered under SIN ANCILLARY only.

\*\*\*\*NOTE: Labor categories under the Special Item Number 54151S Information Technology Professional Services may remain under SIN 54151S unless the labor categories are specific to the Highly Adaptive Cybersecurity Services SINs.

**Vendor suitability for offering services through the Highly Adaptive Cybersecurity Services (HACS) SINs must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:**

- **Federal Acquisition Regulation (FAR) Part 52.204-21**
- **OMB Memorandum M-06-19** - Reporting Incidents Involving Personally Identifiable Information and Incorporating the Cost for Security in Agency Information Technology Investments
- **OMB Memorandum M-07-16** - Safeguarding Against and Responding to the Breach of Personally Identifiable Information
- **OMB Memorandum M-16-03** - Fiscal Year 2015-2016 Guidance on Federal Information Security and Privacy Management Requirements
- **OMB Memorandum M-16-04** – Cybersecurity Implementation Plan (CSIP) for Federal Civilian Government
  - **The Cybersecurity National Action Plan (CNAP)**
- **NIST SP 800-14** - Generally Accepted Principles and Practices for Securing Information Technology Systems
- **NIST SP 800-27A** - Engineering Principles for Information Technology Security (A Baseline for Achieving Security)
- **NIST SP 800-30** - Guide for Conducting Risk Assessments
- **NIST SP 800-35** - Guide to Information Technology Security Services
- **NIST SP 800-37** - Guide for Applying the Risk Management Framework to Federal Information Systems: A Security Life Cycle Approach
- **NIST SP 800-39** - Managing Information Security Risk: Organization, Mission, and Information System View
- **NIST SP 800-44** - Guidelines on Securing Public Web Servers
- **NIST SP 800-48** - Guide to Securing Legacy IEEE 802.11 Wireless Networks



- **NIST SP 800-53** – Security and Privacy Controls for Federal Information Systems and Organizations
- **NIST SP 800-61** - Computer Security Incident Handling Guide
- **NIST SP 800-64** - Security Considerations in the System Development Life Cycle
- **NIST SP 800-82** - Guide to Industrial Control Systems (ICS) Security
- **NIST SP 800-86** - Guide to Integrating Forensic Techniques into Incident Response
- **NIST SP 800-115** - Technical Guide to Information Security Testing and Assessment
- **NIST SP 800-128** - Guide for Security-Focused Configuration Management of Information Systems
- **NIST SP 800-137** - Information Security Continuous Monitoring (ISCM) for Federal Information Systems and Organizations
- **NIST SP 800-153** - Guidelines for Securing Wireless Local Area Networks (WLANs)
- **NIST SP 800-171** - Protecting Controlled Unclassified Information in non-federal Information Systems and Organizations

## 1. SCOPE

- a. The labor categories, prices, terms and conditions stated under Special Item Numbers 54151HACS High Adaptive Cybersecurity Services apply exclusively to High Adaptive Cybersecurity Services within the scope of this Multiple Award Schedule.
- b. Services under these SINs are limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on the MAS (e.g. 511210, 511210, 33411), and may be quoted along with services to provide a total solution.
- c. These SINs provide ordering activities with access to Highly Adaptive Cybersecurity services only.
- d. Highly Adaptive Cybersecurity Services provided under these SINs shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.
- e. 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. ORDER

- a. Agencies may use written orders, Electronic Data Interchange (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.

## 3. PERFORMANCE OF SERVICES



- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.
- b. The Contractor agrees to render services 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 Highly Adaptive Cybersecurity 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. All travel will be agreed upon with the client prior to the Contractor's travel.

#### **4. INSPECTION OF SERVICES**

In accordance with 552.212-4 CONTRACT TERMS AND CONDITIONS– COMMERCIAL ITEMS (JAN 2017) (DEVIATION – FEB 2007)(DEVIATION - FEB 2018) for Firm-Fixed Price orders; or GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS-COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2018) (ALTERNATE I - JAN 2017) (DEVIATION -FEB 2007) for Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

#### **5. 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 (MAY 2014) Rights in Data – General, may apply.

The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

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

Subject to the ordering activity's security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Highly Adaptive Cybersecurity Services.

#### **7. INDEPENDENT CONTRACTOR**

All Highly Adaptive Cybersecurity 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.

#### **8. 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.

## 9. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Highly Adaptive Cybersecurity 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.

## 10. RESUMES

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

## 11. 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.

## 12. DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES AND PRICING

The labor category descriptions start on page 56 and the approved GSA rates are on page 11.





**Terms and Conditions Applicable to Information Technology (IT) Professional Services (Special Item Number 54151S)**

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

**1. SCOPE**

- a. The prices, terms and conditions stated under Special Item Number 54151S Information Technology Professional Services apply exclusively to IT/IAM Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

**2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)**

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

**3. ORDER**

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

**4. PERFORMANCE OF SERVICES**

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT/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-
  - (3) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
  - (4) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.
- 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 552.212-4 CONTRACT TERMS AND CONDITIONS– COMMERCIAL ITEMS (JAN 2017) (DEVIATION – FEB 2007)(DEVIATION - FEB 2018) for Firm-Fixed Price orders; or GSAR 552.212-4 CONTRACT TERMS AND CONDITIONS-COMMERCIAL ITEMS (JAN 2017) (DEVIATION - FEB 2018) (ALTERNATE I - JAN 2017) (DEVIATION -FEB 2007) for 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/IAM Professional Services.

## 9. INDEPENDENT CONTRACTOR

All IT/IAM 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/IAM 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.

### **16. DESCRIPTION OF IT/IAM PROFESSIONAL SERVICES AND PRICING**

The labor category descriptions start on page 42 and the approved GSA rates are on page 9.