



WESSGRP
WARD ENG SUPPORT SERVICES

GSA IT Schedule 70

**General Services Administration
Federal Supply Service**

**Base Contract Period: 24 January 2018
through 23 January 2023**

Contract Number: 47QTCA18D005Z

GSA Schedule Contract Administration
Karen Ward (540-642-1264)

Ward ENG Support Services, INC.
WESSGRP
SBA 8(a) Certified
SBA HUBZONE Certified
SBA EDWOSB/WOSB self-certified

DUNS: 078405270
CAGE: 6VVL4
SAM Registered

Ward ENG Support Services - GSA SIN

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

Special Item No. 132-51 Information Technology Professional Services and 54151HACS

**SPECIAL ITEM NUMBER 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES
SPECIAL ITEM NUMBER 132-45 (LEGACY) 54151HACS (NEW) – HIGH VALUE ASSET ASSESSMENTS,
RISK AND VULNERABILITY ASSESSMENT, CYBER HUNT, INCIDENT RESPONSE, PENETRATION
TESTING.**

Ward ENG Support Services, INC – Labor Categories

Ward ENG Support Services has the following labor categories on the GSA IT-70 contract. These labor categories are general position requirements, that are tailored to the work being performed for the agency. The Labor Categories are further broken down into 5 levels (e.g. V, IV, III, II, and I).

Explicit degrees, certifications, and experience is specific to the work being performed. These requirements are defined by the agency, policies and guidance. For example, Cybersecurity professionals performing work for the department of defense need to have the necessary certifications in accordance with agency policies, which include Security+ (IAT level I) and CISSP (IAM level III).

Position Type I		
Position Level	Years' Experience	Degree
V	15+	Master's Degree
IV	10+	Master's Degree
III	7+	Bachelor's Degree
II	3+	Bachelor's Degree
I	1+	No Degree
Entry	0+	No Degree

The Positions Administrative Analyst, Administrative Assistant, Information Clerk, and IT Help Desk Representative positions are driven by the agencies we support these include the number of years' experience and/or certifications within the core competency that the position is supporting.

Position Type II		
Position Level	Years' Experience	Degree
V	20+	No Degree
IV	15+	No Degree
III	10+	No Degree
II	5+	No Degree
I	1+	No Degree
Entry	0+	No Degree

Ward ENG Support Services, INC. rates are provided in the document for 2020 – 2028, additional rates can be provided upon request all rates are approved by GSA and available on the GSA and Ward ENG Support Services, INC. website WWW.WESSGRP.COM. Please contact our corporate office at 540-642-1264 if you have any questions.

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

SIN/SIN(s) Proposed	Title	Description
132-51	Administrative Analyst	<p><i>Performs a variety of professional-level research, analytical, and administrative duties and studies of moderate complexity related to the business, technological, and operational activities of assigned functions, operations, programs, department, and/or division. Supports administrative operations and activities including special projects, research studies, budget analysis, and other specialized functions. Assists in identifying and resolving operational and administration issues; observes, gathers, compiles, verifies, analyzes, and correlates pertinent information, facts, and data; identifies alternative solutions or sound conclusions; and makes and assists in the implementation of recommendations. Applies statistical methods of analysis and prediction; and prepares and presents comprehensive, technical, administrative, and financial reports, presentations, and other communications containing descriptive, analytical, and evaluative content including the preparation of recommendations based on findings.</i></p>
132-51	Administrative Assistant	<p><i>Supports an organization or department by performing administrative services. Assists management with administrative tasks such as tracking and compiling information of interest. Prepares various reports detailing the administrative information handled by the position. Reads and answers correspondence. May handle confidential information. NOTE: This is not a secretarial position.</i></p>
132-51	Analyst Business	<p><i>Analyzes company functions, processes, and activities to improve computer-based business applications for the most effective use of money, materials, equipment, and people. Utilizes available computer systems resources and personnel to carry out analysis to support management's quest for performance improvement. Reviews and analyzes information, forecasts, methods, schedules, systems, processes, and procedures. Determines most useful business solutions for the company. Recommends alternative solutions to management as to courses of action that best meet the organization's goals.</i></p>
132-51	Analyst Data Warehouse	<p><i>Analyzes, organizes, and maintains stored user data for later retrieval from the data warehouse. Provides data analysis; identifies and troubleshoots data, hardware, and software-related issues within the data warehouse environment as well as source systems; recommends methods to maximize database design effectiveness; and provides reports as required. Analyzes business intelligence and user data, and creates data organization models for approval and transition from testing and development to production. Optimizes relational databases, and recommends tools to optimize data quality and access.</i></p>
132-51	Analyst Database	<p><i>Analyzes business procedures and problems to refine data for database management. Analyzes, designs and implements accurate, secure, efficient, logical and physical data bases and coordinates database development applying knowledge of database design standards and database management system. Identifies and resolves production and/or applications development problems related to the use of the database management system software or utilities. Reviews project request describing database user needs. Studies existing data handling systems to evaluate effectiveness, and develops new systems to improve production or workflow as required. Excludes paraprofessional positions.</i></p>

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	<i>Business Analyst E-Commerce</i>	<i>Analyzes e-commerce activities and/or functions and plans and coordinates the subsequent design and implementation or improvement of existing e-commerce applications. Utilizes available personnel and computer system resources to analyze, design, and modify information, applications, methods, systems, and procedures related to e-commerce to determine the most useful solutions for the company.</i>
132-51	<i>Business Analyst</i>	<i>Analyzes company functions, processes, and activities to improve computer-based business applications for the most effective use of money, materials, equipment, and people. Utilizes available computer systems resources and personnel to carry out analysis to support management's quest for performance improvement. Reviews and analyzes information, forecasts, methods, schedules, systems, processes, and procedures. Determines most useful business solutions for the company. Recommends alternative solutions to management as to courses of action that best meet the organization's goals.</i>
132-51	<i>Business Consultant</i>	<i>Provides consulting services for business development, including the acquisition and management of new accounts. Identifies business weaknesses and challenges and determines relevant solutions. Leverages market research and analyses to find new market opportunities. Collaborates with Account and Program Managers to drive business growth both in existing and new market segments and accounts. Provides direction and guidance for process improvements and establishing policies; designs, develops, and assists with implementing strategies and plans; and examines new strategy progress and development.</i>
132-51	<i>Business Operations Analyst</i>	<i>Analyzes a company's business operations, budgeting, financial reporting, cost reviews, and forecasting; documents both actual and projected performance. Reviews and evaluates work processes, identifies the irregularities in business operations and standards designs, presents Operations Management with suggestions to correct issues, and proposes enhancements to all areas of operations. Develops practical solutions, shares ideas, and exchanges knowledge; and assures compliance with company's principles and standards.</i>
132-51	<i>Business to Business Sales Consultant</i>	<i>Sells company products or services to another company in assigned area or territory. Creates new accounts and maintains existing accounts. Contacts new and existing customers or clients to explain features and merits of products or services offered. Demonstrates value proposition of products or services, utilizing persuasive sales techniques, and provides assistance in determining the best application of products or services.</i>
132-51	<i>Cloud Analyst</i>	<i>Analyzes cloud-related business requirements and project objectives and develops application functional specifications. Analyzes computer input, designs complex data sets, and envisions the data. Researches and develops original solutions to help client solve big data problems and to build holistic solutions for the client, to help save time, money, and resources. 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.</i>

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	Cloud Architect	<i>Designs, develops, implements, utilizes, and conforms to enterprise cloud architecture application solutions, strategies, processes, and standards, focusing on expertise in cloud technologies. Collaborates with business owners, Analysts, Engineers, development teams, and infrastructure services to define, establish, and communicate application and data architecture standards, policies, and directions. Designs high quality architectures, and drives architecture activities that are aligned to organization requirements set by leadership on behalf of stakeholders and are consistent with enterprise architectural standards.</i>
132-51	Cloud Engineer	<i>Researches, designs, develops, runs 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. Plans and conducts technical tasks associated with the implementation and maintenance of internal cloud enterprise-shared virtualization infrastructure. Develops and executes cloud solution roadmaps as they relate to business and executes company strategy to drive the achievement of business objective.</i>
132-51	Cloud Solution Manager	<i>Manages the agreed scope of the organization's 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.</i>
132-51	Cloud Systems Administrator	<i>Administers, develops, configures, implements, and maintains the systems that comprise the underlying cloud platform. Sets up public and/or private cloud systems, understanding and depending on type of workload, and deploys them in an automated way; and monitors, moves, and alters the systems using a prescribed methodology. Establishes and implements standards for cloud operations according to specifications and parameters. Determines business needs, and selects a cloud provider(s) that best fits the requirements.</i>
132-51	Cost Analyst	<i>Develops and maintains a standardized cost system to ensure business objectives and budgets are met. Researches and evaluates costs for projects, departments and products. Contributes methods to improve cost estimation processes.</i>
132-51	Data Security Coordinator	<i>Defines, coordinates, plans, implements, and maintains an organization's data security policies and programs to safeguard digital files and information systems against accidental or unauthorized access, modification, destruction, or disclosure. Oversees analysis of successful and unsuccessful breaches of data security and rectification of security weaknesses. Monitors and oversees intrusion detection and prevention systems to ensure security incidents are detected.</i>
132-51	Database Administrator	<i>Administrates organization's database, using database management system to organize and store data. Ascertaines user requirements, creates computer databases, and tests and coordinates changes. Interacts with development and end-user personnel to determine application data access requirements, transaction rates, volume analysis, and other pertinent data required to develop and maintain integrated databases. Ensures performance of database. Excludes paraprofessional positions.</i>

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	<i>EBS/ERP Engineer IV</i>	<i>Providing analysis of the EBS solution and documentation for the government.</i>
132-51	<i>Engineer Logistics</i>	<i>Oversees and coordinates program activities designed to ensure effective and economical support for production of various goods and services. Assures materials, goods, labor, equipment, supplies, and other requirements are delivered in good order at an optimum time and cost.</i>
132-51	<i>Engineering Scientist V</i>	<i>BS degree in Engineering (Computer Science, Computer engineering, software engineering, similar) or Physical Science. / Certs relevant to job (e.g. OCP) and a security certification (Security+, CASP)</i>
132-51	<i>Enterprise Architect</i>	<i>Develops and coordinates IT strategy and oversees implementation of integrated systems. Maintains and evaluates company's current equipment.</i>
132-51	<i>Enterprise Project Manager</i>	<i>Manages and oversees the planning and implementation of multiple concurrent projects, often large-scale and difficult, combining all the parts of each project's management into one resource. Identifies how direct and indirect influences impact the each project's progress as a whole, including risk analysis and management, scaling of project processes to match size, monitoring of project resources, and continual reporting and analysis of cost versus benefit. Develops full-scale project plans; defines</i>
132-51	<i>Enterprise Project Manager</i>	<i>project tasks and resource requirements; assembles project teams and roles; determines project scope, goals, and deliverables; and sets up and implements the company's platform.</i>
132-51	<i>ERP Programmer</i>	<i>Programs, implements, and maintains an Enterprise Resource Planning (ERP) system that includes planning, training, testing, implementation, and delivery of any customized modules. Manages the implementation of ERP software modules, interfaces, conversions, or technical infrastructure.</i>
132-51	<i>ERP Project Manager</i>	<i>Manages and coordinates ERP (Enterprise Resource Planning) implementations to achieve defined objectives of scope, cost, schedule, and quality. Defines strategy and requirements to achieve successful rollout. Prioritizes tasks and coordinates resources on assigned projects.</i>
132-51	<i>Facilities Planner</i>	<i>Arranges for utilization of space and facilities for unit or business establishment consistent with requirements of organizational efficiency and available facilities and funds. Inspects buildings and office areas to evaluate suitability for occupancy, considering such factors as air circulation, lighting, location, and size. Measures or leads workers engaged in measurement of facilities to determine total square footage available for occupancy. Computes square footage available for each member of staff to determine whether minimum space restrictions can be met. Work is generally technical in nature but excludes positions that require a four-year degree in engineering.</i>
132-51	<i>Financial Analyst</i>	<i>Analyzes past and present financial data of organization and estimates future revenues and expenditures, applying principles of finance. Runs and documents financial analysis projects. Aids organization with financial functions, such as assessing, auditing, planning, budgeting, taxes, consolidation, cost control, and project control. Evaluates and analyzes capital expenditures, depreciation, proposals, investment opportunities, rate of return, profit plans, operating records, financial statements, etc.</i>

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	Hardware Computer Systems Analyst	Analyzes organizational business needs in terms of information technology systems requirements. Develops information technology systems that will provide system capabilities required for projected workloads, and plans layout and installation of new system or modification of existing system. Excludes paraprofessional positions.
132-51	Hardware Engineer	Researches, designs, develops, runs tests, and evaluates computer hardware such as computer chips, circuit boards, computer systems, keyboards, modems, printers, and other related equipment. Collaborates with software engineers and other scientists in design and testing of computer hardware, circuits, and related components. Excludes paraprofessional positions.
132-51	Incident Manager	Manages the process to restore normal (within service-level agreement) IT service operation as quickly as possible when there is an unplanned interruption to or a reduction in the quality of IT service, minimizing the impact to business operations. Plans and coordinates all activities required to respond to and resolve incidents; and oversees and documents the process. Monitors the incidents, and ensures the best possible levels of service quality and availability are maintained.
132-51	Information Clerk	Greets and answers inquiries from persons entering facilities. Informs people of things, such as location of departments, offices, and activities conducted at facility. Gives information concerning services.
132-51	Information Systems Auditor	Analyzes and evaluates the efficiency and effectiveness of data processing systems, procedures, and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency. Establishes audit objectives and devises audit plan, following general audit plan and previous audit reports, and conducts audits. Interviews workers and studies records to gather data, following audit plan. Analyzes data gathered to evaluate effectiveness of controls and determine accuracy of reports and efficiency and security of operations.
132-51	Information Technology Analyst	Defines, designs, develops, and implements computer applications and solutions that are functional and satisfy both management and end-users, optimize the efficiency of an organization, and are suitable for the organization's work flow and production, using modeling, information engineering, and cost-based accounting. Evaluates present applications used by the organization, and upgrades or enhances existing programs.
132-51	Information Technology Engineer	Configures, implements, analyzes and supports servers, workstations, network devices and peripheral equipment. Establishes and enforces standards and guidelines for the design of information technology solutions.
132-51	Information Technology Project Manager	Manages, coordinates, and establishes priorities for complete life-cycle of Information Technology projects including the planning, design, programming, testing, and implementation of solutions designed to meet the project requirements. Determines project needs and acquires resources required for the success of the project. Designs project plans which identify needs and define major tasks and milestones, based on scope, resources, budget, and personnel. Directs technological research by studying organization goals, strategies, practices, and user projects.
132-51	IT Administrator Information Technology	Acquires, implements, modifies and manages hardware, software, and peripheral equipment, such as monitors, keyboards, and printers. Analyzes, detects and corrects minor hardware, software, network and related IT issues.

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	IT Administrator Windows Systems	Administers, designs, implements, resolves problems, supports, and maintains operations in a Microsoft Windows environment, including servers, desktop infrastructures, or other computer systems. Heads the receiving, racking, cabling, and Windows OS installation of new systems to be built and put into service. Oversees performance tuning and monitors performance of server systems, including uptime, failover, anti-viral, and anti-spamming. Sets up and maintain fault tolerances, and monitors and manages accounts.
132-51	IT Analyst	Defines, designs, develops, and implements computer applications and solutions that are functional and satisfy both management and end-users, optimize the efficiency of an organization, and are suitable for the organization's work flow and production, using modeling, information engineering, and cost-based accounting. Evaluates present applications used by the organization, and upgrades or enhances existing programs.
132-51	IT Auditor	Analyzes and evaluates the efficiency and effectiveness of data processing systems, procedures, and applications to safeguard assets, ensure accuracy of data, and promote operational efficiency. Establishes audit objectives and devises audit plan, following general audit plan and previous audit reports, and conducts audits. Interviews workers and studies records to gather data, following audit plan. Analyzes data gathered to evaluate effectiveness of controls and determine accuracy of reports and efficiency and security of operations.
132-51	IT Business Systems Analyst	Analyzes business processes, functions, and procedures to determine the most effective business systems software to meet the needs of the organization. Establishes systems specifications and objectives, based on business requirements and cost effectiveness, and provides recommendations to management personnel. Collaborates with others in systems development and design, including software programming and table, report, and panel design. Develops test plans and coordinates and performs software testing.
132-51	IT Computer Programmer	Programs computers. Develops, runs tests, and maintains current computer programs that provide instructions computers must follow to perform their function. Develops, designs, and tests logical structure for solving problems by computers. Writes programs according to specifications, which may be provided by Software Engineers, Systems Analysts, or other computer scientists. Updates, repairs, modifies, and expands existing computer programs. This position is distinguished from Programmer Analyst as this position may not include or involves a lesser degree of structured analysis, impact and compatibility analysis, cost analysis, computer capability analysis, feasibility studies, and user/customer interface.
132-51	IT Data Analyst, Charleston	Assesses complex data systems and programs in support of ad-hoc and standing management or customer requests. Creates programs, methodologies, and files for analyzing and presenting data. Examines data quality, applications, and functions. Produces output and sustains operation. Researches new data sources and analytical tools. Contributes to new product development and improvement in product delivery and presentation. Develops awareness of and familiarity with issues and events affecting organization, department, and/or customer. Uses and supports database applications and analytical tools. Uses timely and appropriate participation of users/customers in data collection and query systems.

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	<i>IT Data Architect</i>	<i>Defines, designs, and develops relational and/or multi-dimensional databases for warehousing of data. Confers with client, technical staff, and team members to plan, design, develop, implement, and enhance applications, scripts, procedures, and metadata for relational databases. Reviews current data structures and recommends optimizations and reconfigurations as warranted.</i>
132-51	<i>IT Database Administrator</i>	<i>Administrates organization's database, using database management system to organize and store data. Ascertains user requirements, creates computer databases, and tests and coordinates changes. Interacts with development and end-user personnel to determine application data access requirements, transaction rates, volume analysis, and other pertinent data required to develop and maintain integrated databases. Ensures performance of database. Excludes paraprofessional positions.</i>
132-51	<i>IT Database Architect</i>	<i>Designs, develops, and implements infrastructure to provide highly-complex, reliable, and scalable database to meet the organization's objectives and requirements. Analyzes organization's business requirements for database design, and executes changes to database as required.</i>
132-51	<i>IT Help Desk Representative</i>	<i>Assesses and troubleshoots computer support problems and applies understanding of computer software and hardware products and services to resolve problems of users. Receives telephone calls and emails from users having problems using computer software and hardware or inquiring how to use specific software, programming languages, electronic mail, or operating systems. Ascertains from computer user the nature of problem, determines whether problem is caused by hardware, such as modem, printer, cables, or telephone, formulates diagnosis, and assists users through problem solving steps.</i>
132-51	<i>IT Help Desk Supervisor</i>	<i>Supervises and coordinates activities of Help Desk Technicians or Representatives engaged in assisting computer users with hardware and software questions and problems, fielding telephone calls and email messages from customers seeking guidance on technical problems, diagnosing nature of problems, and assisting customers through problem solving steps. Identifies, troubleshoots, and resolves information systems problems to minimize down time of applications and personnel.</i>
132-51	<i>IT Java Architect</i>	<i>Designs and heads, develops, and contributes to the application process by providing advice relating to the use of application framework, system and application design, coding and design standards, best practices, and system performance and availability, building java-based software solutions to meet client needs. Devises and presents system architectures and strategies for assigned projects. Researches, designs, and writes software to specifications, either individually or leading a team of other architects. Provides technical and architectural guidance to the architectural team in areas of both design and coding.</i>
132-51	<i>IT Programmer Analyst</i>	<i>Analyzes and critiques computer programs and systems, and develops new programs. Reviews users requests for new or modified computer programs to determine feasibility, cost and time required, compatibility with current system, and computer capabilities. Configures plan outlining steps required to develop program, using structured analysis and design. Plans, develops, tests, and documents computer programs, applying knowledge of programming techniques and computer systems.</i>

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	IT Project Manager	<i>Manages, coordinates, and establishes priorities for complete life-cycle of Information Technology projects including the planning, design, programming, testing, and implementation of solutions designed to meet the project requirements. Determines project needs and acquires resources required for the success of the project. Designs project plans which identify needs and define major tasks and milestones, based on scope, resources, budget, and personnel. Directs technological research by studying organization goals, strategies, practices, and user projects.</i>
132-51	Network Architect	<i>Analyzes and administers the technical architecture of Local Area Networks and Wide Area Networks. Researches, runs tests, evaluates, and recommends telecommunications and data network systems. Analyzes workload, including traffic and utilization trends. Interfaces with users, consultants, technical teams, and vendors for maximum guidance in determining the most appropriate type of hardware installation. Supports complex PCs and LAN/WAN networks throughout the organization. Requires advanced knowledge and experience in the area of local and wide area networking, communications, and related hardware and software.</i>
132-51	Network Configuration I	<i>High School intern providing network support</i>
132-51	Network Engineer	<i>Plans, designs, and evaluates new and existing computer network systems and services, including local area networks, wide area networks, intranets, and the Internet, providing analytical, technical, and administrative support. Plans, oversees, develops, and implements network policies and procedures and ensures network integrity as maintenance and modification projects to existing applications are undertaken.</i>
132-51	Network Operations Manager	<i>Manages and develops the network operations function for an organization. Evaluates current, ongoing, and future infrastructure needs; and recommends changes. Oversees the day-to-day performance and activities of the team, including Network Engineers, to ensure service quality and network efficiency. Develops and implements department strategic plans, processes, and procedures; and enhances the integration between the team and other departments.</i>
132-51	Network Specialist	<i>Maintains the integrity and security of a company's computer system network and the systems connected to it. Evaluates systems, looking for glitches or disturbances; analyzes technical issues; and develops solutions. Establishes network specifications by consulting with end-users, and defines the policies and procedures of the network. Analyzes workflow and security requirements and designs router administration. Examines network performance issues such as availability, expectancy, utilization, and output.</i>
132-51	Oracle Developer	<i>Designs, develops, and delivers database components of software applications using PL/SQL and other Oracle tools and technology, and troubleshoots any problems with them. Develops, modifies, and tests the codes, scripts, and forms that allow a system to run different types of applications. Executes trial runs of software applications, reviews programs, and performs system analysis.</i>
132-51	Program Analyst	<i>Compiles information for preparation of grants, contracts and agreements. Assesses the development of program or project activities. Responds to program or project related complaints and requests for information. Classifies program, project or system enhancements. Installs new and revised programs and systems.</i>

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	Program Manager (Government Contractor)	<i>Directs and provides leadership to contractor and sub-contractor teams working with local, State, or Federal government programs in accordance with existing procedures, applicable laws, and government requirements. Oversees desk teams, field subject matter experts, specialists, and engineers in the execution of duties that may include preparing proposals, writing contract terms and conditions, engineering services, site surveys, installation drawings, ordering and delivery of products, configuration of data management, training, logistics support, preparing and disseminating information regarding contract status, and reviewing contractual obligations.</i>
132-51	Software Architect	<i>Designs high-level software, develops high-level product specifications, and determines technical standards, including software coding standards, tools, and platforms. Collaborates with other professionals to determine functional and non-functional requirements for new software or applications, using tools and methodologies to create representations for functions and user interface of desired product. Defines all aspects of development including appropriate technology and workflow and coding standards.</i>
132-51	Software Developer Lead	<i>Acts as a technical expert in the design, development, coding, testing, and debugging of new software or complex enhancements to existing software. Heads and coordinates a team of Software Developers on a particular project.</i>
132-51	Software Developer	<i>Develops, plans and analyzes, designs products, and programs computer software that requires extensive research. Utilizes advance knowledge in the field of computer science or software engineering along with advanced knowledge of software development and methodologies. Excludes paraprofessional positions.</i>
132-51	Software Engineer	<i>Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis. Excludes paraprofessional positions.</i>
132-51	Software Programmer	<i>Programs computers. Develops, runs tests, and maintains current computer programs that provide instructions computers must follow to perform their function. Develops, designs, and tests logical structure for solving problems by computers. Writes programs according to specifications, which may be provided by Software Engineers, Systems Analysts, or other computer scientists. Updates, repairs, modifies, and expands existing computer programs. This position is distinguished from Programmer Analyst as this position may not include or involve a lesser degree of structured analysis, impact and compatibility analysis, cost analysis, computer capability analysis, feasibility studies, and user/customer interface.</i>
132-51	Solutions Architect	<i>Manages Information Technology applications projects, including the design, development, and implementation of components of the IT architecture. Develops and explicates IT solutions based on the enterprise's 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.</i>

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	Solutions Consultant	<i>Collaborates with the implementation team in discovering and understanding the client's business objectives and systems needs. Aids the Solutions Architect in designing solutions that meet the client's requirements; identifies opportunities to present customized software solutions, and communicates the solutions and the depth of organization resources with Sales Representatives. Heads building and testing of solutions; and demonstrates feasibility and assures the solution performs as designed. Oversees the delivery and installation of customized software solution.</i>
132-51	Solutions Engineer	<i>Provides technical support and influences the direction of an organization's solutions-based offerings or products; aids with technical issues that may arise and with implementation of solutions. Analyzes and identifies root causes of issues, triages them, provides timely workarounds and solutions, and brings them to the engineering team. Provides pre-sales technical support relating to products; assists through release cycles in testing new features and enhancements; and codes and participates in engineering processes to develop and implement defect fixes.</i>
132-51	System Engineer II	<i>Assists in coordinating system development tasks to include design, integration and formal testing. Participates in overseeing all transitions into production. Assists the senior level Systems Engineers in developing system specifications, technical and logistical requirements and other disciplines. Assists in creating and maintaining programmatic and technical documentation to insure efficient planning and execution. Provides assistance in managing and documenting system configuration. Support Test events, and perform analysis of the systems. Assists in coordinating system development tasks to include design, integration and formal testing.</i>
132-51	System Engineer III	<i>Assists in coordinating system development tasks to include design, integration and formal testing. Participates in overseeing all transitions into production. Assists the senior level Systems Engineers in developing system specifications, technical and logistical requirements and other disciplines. Assists in creating and maintaining programmatic and technical documentation to insure efficient planning and execution. Provides assistance in managing and documenting system configuration. Support Test events, and perform analysis of the systems. Assists in coordinating system development tasks to include design, integration and formal testing.</i>
132-51	System Engineer IV	<i>Participates in overseeing all transitions into production. Assists the senior level Systems Engineers in developing system specifications, technical and logistical requirements and other disciplines. Assists in creating and maintaining programmatic and technical documentation to insure efficient planning and execution. Provides assistance in managing and documenting system configuration. Support Test events, and perform analysis of the systems.</i>
132-51	System Engineer IV	<i>Assists in coordinating system development tasks to include design, integration and formal testing. Participates in overseeing all transitions into production. Assists the senior level Systems Engineers in developing system specifications, technical and logistical requirements and other disciplines. Assists in creating and maintaining programmatic and technical documentation to insure efficient planning and execution. Provides assistance in managing and documenting system configuration. Support Test events, and perform analysis of the systems.</i>

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	System Security Engineer III	<p>Implement and monitor security measures for the protection of computer systems, networks and information. Identify and define system security requirements, Design computer security architecture and develop detailed cyber security designs Prepare and document standard operating procedures and protocols. Configure and troubleshoot security infrastructure devices. Develop technical solutions and new security tools to help mitigate security vulnerabilities and automate repeatable tasks. Ensure that the company knows as much as possible, as quickly as possible about security incidents. Write comprehensive reports including assessment-based findings, outcomes and propositions for further system security enhancement. Requirements. Proven work experience as a system security engineer or information security engineer. Experience in building and maintaining security systems. Detailed technical knowledge of database and operating system security. Hands on experience in security systems, including firewalls, intrusion detection systems, anti-virus software, authentication systems, log management, content filtering, etc Experience with network security and networking technologies and with system, security, and network monitoring tools. Thorough understanding of the latest security principles, techniques, and protocols. Familiarity with web related technologies (Web applications, Web Services, Service Oriented Architectures) and of network/web related protocols. Problem solving skills and ability to work under pressure</p>
132-51	Systems Administrator	<p>Administers, develops, runs tests on, implements, and maintains operating system and related software. Establishes and implements standards for computer operations for compatibility between hardware and software, according to specifications and parameters. Troubleshoots and resolves software, operating system, and networking problems. Schedules, performs, and monitors system backups and, when necessary, performs data recoveries. Responsibilities differ from those of an Operating Systems Programmer in that the Systems Administrator is not responsible for altering operating system's software codes.</p>
132-51	Systems Analyst	<p>Analyzes and solves computer problems, and assures technology meets the needs of the organization. Implements system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes. Plans and designs new computer systems or devises ways to apply existing systems resources to additional operations. Analyzes user requirements, procedures, and problems to automate processing or to improve existing computer system.</p>
132-51	Systems Engineer Lead	<p>Oversees the Systems Engineering staff and activities of an organization's information systems. Assures the stability, integrity, and efficient operation of the in-house information systems that support core organizational functions. Provides support to, reviews, maintains, and optimizes all networked software and associated operating systems. Administers the planning, design, development, evaluation, testing, and integration of an organization's systems infrastructure, including the design and implementation of hardware and software.</p>
132-51	Systems Engineer	<p>Oversees engineering activities of an organization's information systems. Plans, designs, develops, evaluates, tests, and integrates an organization's systems infrastructure, including the implementation and design of hardware and software.</p>

<i>SIN/SIN(s) Proposed</i>	<i>Title</i>	<i>Description</i>
132-51	Systems Support Analyst	<p><i>Analyzes and optimizes Information Technology processes for an organization, working with many forms of technology, from inventory systems and cost and variance paths to more concrete IT concerns such as communication and payroll. Monitors and provides systems support, provides diagnoses, documents deficiencies, installs patches, and resolves database access and performance issues. Determines which areas of data and information management can be made more efficient, and aids in implementing these solutions.</i></p>
132-51	Test Engineer	<p><i>Plans and administers environmental, operational, or performance tests on aeronautical, electrical, mechanical, electro-mechanical, general industrial, experimental, automotive equipment, industrial machinery and equipment, controls, and systems, and other products and systems. Designs and directs engineering and technical personnel in fabrication of testing and test-control apparatus and equipment. Positions covered by this definition are characterized by the inclusion of work that requires an understanding of both theories and principles. Excludes paraprofessional positions.</i></p>
132-51	Test Engineering Manager	<p><i>Manages activities related to test engineering including staffing, scheduling, coordinating, and planning. Organizes and coordinates various sections of engineering. Plans and establishes engineering schedules and checks actual performance data against estimates.</i></p>

Labor Category	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Charleston SC											
ADMINISTRATIVE ANALYST	\$55.41	\$56.80	\$58.22	\$59.67	\$61.16	\$62.69	\$64.26	\$65.87	\$67.51	\$69.20	\$70.93
ADMINISTRATIVE ASSISTANT	\$43.41	\$44.49	\$45.61	\$46.75	\$47.92	\$49.11	\$50.34	\$51.60	\$52.89	\$54.21	\$55.57
ANALYST BUSINESS	\$83.30	\$85.38	\$87.52	\$89.70	\$91.95	\$94.24	\$96.60	\$99.02	\$101.49	\$104.03	\$106.63
ANALYST DATA WAREHOUSE	\$79.62	\$81.61	\$83.65	\$85.74	\$87.88	\$90.08	\$92.33	\$94.64	\$97.01	\$99.43	\$101.92
ANALYST DATABASE	\$86.03	\$88.18	\$90.39	\$92.65	\$94.96	\$97.34	\$99.77	\$102.26	\$104.82	\$107.44	\$110.13
BUSINESS ANALYST	\$83.30	\$85.38	\$87.52	\$89.70	\$91.95	\$94.24	\$96.60	\$99.02	\$101.49	\$104.03	\$106.63
BUSINESS ANALYST E-COMMERCE	\$85.22	\$87.35	\$89.54	\$91.78	\$94.07	\$96.42	\$98.83	\$101.30	\$103.84	\$106.43	\$109.09
BUSINESS CONSULTANT	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65	\$63.19	\$64.77	\$66.39	\$68.05	\$69.75
BUSINESS OPERATIONS ANALYST	\$57.65	\$59.09	\$60.57	\$62.08	\$63.64	\$65.23	\$66.86	\$68.53	\$70.24	\$72.00	\$73.80
BUSINESS TO BUSINESS SALES CONSULTANT	\$51.73	\$53.02	\$54.34	\$55.70	\$57.10	\$58.52	\$59.99	\$61.49	\$63.02	\$64.60	\$66.21
CLOUD ANALYST	\$82.69	\$84.76	\$86.88	\$89.05	\$91.28	\$93.56	\$95.90	\$98.29	\$100.75	\$103.27	\$105.85
CLOUD ARCHITECT	\$104.41	\$107.02	\$109.70	\$112.44	\$115.25	\$118.13	\$121.09	\$124.12	\$127.22	\$130.40	\$133.66
CLOUD ENGINEER	\$93.21	\$95.54	\$97.92	\$100.37	\$102.88	\$105.45	\$108.09	\$110.79	\$113.56	\$116.40	\$119.31
CLOUD SOLUTION MANAGER	\$99.58	\$102.07	\$104.62	\$107.24	\$109.92	\$112.67	\$115.48	\$118.37	\$121.33	\$124.36	\$127.47
CLOUD SYSTEMS ADMINISTRATOR	\$88.60	\$90.81	\$93.08	\$95.41	\$97.79	\$100.24	\$102.74	\$105.31	\$107.95	\$110.64	\$113.41
COST ANALYST	\$57.77	\$59.21	\$60.69	\$62.21	\$63.76	\$65.36	\$66.99	\$68.67	\$70.38	\$72.14	\$73.95
DATA SECURITY COORDINATOR	\$84.60	\$86.72	\$88.88	\$91.11	\$93.38	\$95.72	\$98.11	\$100.56	\$103.08	\$105.66	\$108.30
DATABASE ADMINISTRATOR	\$90.11	\$92.37	\$94.67	\$97.04	\$99.47	\$101.95	\$104.50	\$107.12	\$109.79	\$112.54	\$115.35
ENGINEER LOGISTICS	\$79.94	\$81.94	\$83.99	\$86.09	\$88.24	\$90.44	\$92.70	\$95.02	\$97.40	\$99.83	\$102.33
ENGINEERING SCIENTIST V	\$75.43	\$77.32	\$79.25	\$81.23	\$83.26	\$85.34	\$87.48	\$89.66	\$91.90	\$94.20	\$96.56
ENTERPRISE ARCHITECT	\$123.53	\$126.62	\$129.78	\$133.03	\$136.35	\$139.76	\$143.25	\$146.84	\$150.51	\$154.27	\$158.13
ENTERPRISE PROJECT MANAGER	\$93.84	\$96.19	\$98.59	\$101.06	\$103.59	\$106.17	\$108.83	\$111.55	\$114.34	\$117.20	\$120.13
ERP PROGRAMMER	\$84.87	\$86.99	\$89.16	\$91.39	\$93.68	\$96.02	\$98.42	\$100.88	\$103.40	\$105.99	\$108.64
ERP PROJECT MANAGER	\$123.46	\$126.55	\$129.71	\$132.95	\$136.28	\$139.68	\$143.17	\$146.75	\$150.42	\$154.18	\$158.04
FACILITIES PLANNER	\$70.40	\$72.16	\$73.96	\$75.81	\$77.71	\$79.65	\$81.64	\$83.68	\$85.78	\$87.92	\$90.12
FINANCIAL ANALYST	\$82.94	\$85.02	\$87.14	\$89.32	\$91.55	\$93.84	\$96.19	\$98.59	\$101.06	\$103.59	\$106.17
HARDWARE COMPUTER SYSTEMS ANALYST	\$97.80	\$100.24	\$102.75	\$105.32	\$107.95	\$110.65	\$113.42	\$116.25	\$119.16	\$122.14	\$125.19
HARDWARE ENGINEER	\$99.77	\$102.27	\$104.83	\$107.45	\$110.13	\$112.89	\$115.71	\$118.60	\$121.57	\$124.60	\$127.72
INCIDENT MANAGER	\$75.99	\$77.89	\$79.84	\$81.83	\$83.88	\$85.97	\$88.12	\$90.33	\$92.58	\$94.90	\$97.27
INFORMATION CLERK	\$28.94	\$29.67	\$30.41	\$31.17	\$31.95	\$32.75	\$33.57	\$34.40	\$35.26	\$36.15	\$37.05
INFORMATION SYSTEMS AUDITOR	\$82.87	\$84.94	\$87.07	\$89.24	\$91.47	\$93.76	\$96.10	\$98.51	\$100.97	\$103.49	\$106.08
INFORMATION TECHNOLOGY ANALYST	\$72.82	\$74.64	\$76.51	\$78.42	\$80.38	\$82.39	\$84.45	\$86.56	\$88.72	\$90.94	\$93.21

Labor Category	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
INFORMATION TECHNOLOGY ENGINEER	\$76.38	\$78.29	\$80.24	\$82.25	\$84.31	\$86.41	\$88.58	\$90.79	\$93.06	\$95.39	\$97.77
INFORMATION TECHNOLOGY PROJECT MANAGER	\$108.29	\$111.00	\$113.77	\$116.62	\$119.53	\$122.52	\$125.58	\$128.72	\$131.94	\$135.24	\$138.62
IT ADMINISTRATOR INFORMATION TECHNOLOGY	\$86.57	\$88.74	\$90.96	\$93.23	\$95.56	\$97.95	\$100.40	\$102.91	\$105.48	\$108.12	\$110.82
IT ADMINISTRATOR WINDOWS SYSTEMS	\$78.03	\$79.98	\$81.98	\$84.03	\$86.13	\$88.28	\$90.49	\$92.75	\$95.07	\$97.45	\$99.89
IT ANALYST	\$72.82	\$74.64	\$76.51	\$78.42	\$80.38	\$82.39	\$84.45	\$86.56	\$88.72	\$90.94	\$93.21
IT AUDITOR	\$82.87	\$84.94	\$87.07	\$89.24	\$91.47	\$93.76	\$96.10	\$98.51	\$100.97	\$103.49	\$106.08
IT BUSINESS SYSTEMS ANALYST	\$88.98	\$91.21	\$93.49	\$95.83	\$98.22	\$100.68	\$103.19	\$105.77	\$108.42	\$111.13	\$113.91
IT COMPUTER PROGRAMMER	\$79.77	\$81.76	\$83.81	\$85.90	\$88.05	\$90.25	\$92.51	\$94.82	\$97.19	\$99.62	\$102.11
IT DATA ANALYST	\$82.57	\$84.64	\$86.75	\$88.92	\$91.14	\$93.42	\$95.76	\$98.15	\$100.61	\$103.12	\$105.70
IT DATA ARCHITECT	\$94.78	\$97.15	\$99.58	\$102.07	\$104.62	\$107.24	\$109.92	\$112.67	\$115.48	\$118.37	\$121.33
IT DATABASE ADMINISTRATOR	\$90.11	\$92.37	\$94.68	\$97.04	\$99.47	\$101.96	\$104.50	\$107.12	\$109.79	\$112.54	\$115.35
IT DATABASE ARCHITECT	\$94.42	\$96.78	\$99.20	\$101.68	\$104.22	\$106.83	\$109.50	\$112.24	\$115.04	\$117.92	\$120.87
IT HELP DESK REPRESENTATIVE	\$45.14	\$46.26	\$47.42	\$48.61	\$49.82	\$51.07	\$52.34	\$53.65	\$54.99	\$56.37	\$57.78
IT HELP DESK SUPERVISOR	\$78.46	\$80.42	\$82.43	\$84.49	\$86.60	\$88.77	\$90.99	\$93.26	\$95.59	\$97.98	\$100.43
IT JA ARCHITECT	\$104.17	\$106.78	\$109.45	\$112.18	\$114.99	\$117.86	\$120.81	\$123.83	\$126.93	\$130.10	\$133.35
IT PROGRAMMER ANALYST	\$89.90	\$92.15	\$94.46	\$96.82	\$99.24	\$101.72	\$104.26	\$106.87	\$109.54	\$112.28	\$115.09
IT PROJECT MANAGER	\$108.29	\$111.00	\$113.77	\$116.62	\$119.53	\$122.52	\$125.58	\$128.72	\$131.94	\$135.24	\$138.62
NETWORK ARCHITECT	\$90.91	\$93.18	\$95.51	\$97.90	\$100.35	\$102.86	\$105.43	\$108.06	\$110.76	\$113.53	\$116.37
NETWORK ENGINEER	\$94.08	\$96.43	\$98.84	\$101.31	\$103.84	\$106.44	\$109.10	\$111.83	\$114.62	\$117.49	\$120.42
NETWORK OPERATIONS MANAGER	\$93.43	\$95.76	\$98.16	\$100.61	\$103.12	\$105.70	\$108.34	\$111.05	\$113.83	\$116.68	\$119.59
NETWORK SPECIALIST	\$60.15	\$61.65	\$63.19	\$64.77	\$66.39	\$68.05	\$69.75	\$71.50	\$73.29	\$75.12	\$77.00
ORACLE DEVELOPER	\$92.01	\$94.31	\$96.66	\$99.08	\$101.56	\$104.10	\$106.70	\$109.37	\$112.10	\$114.90	\$117.78
PROGRAM ANALYST	\$73.98	\$75.83	\$77.73	\$79.67	\$81.66	\$83.71	\$85.80	\$87.94	\$90.14	\$92.40	\$94.71
PROGRAM MANAGER (GOVERNMENT CONTRACTOR)	\$118.26	\$121.21	\$124.24	\$127.35	\$130.53	\$133.80	\$137.14	\$140.57	\$144.09	\$147.69	\$151.38
SOFTWARE ARCHITECT	\$114.70	\$117.57	\$120.51	\$123.52	\$126.61	\$129.78	\$133.02	\$136.35	\$139.76	\$143.25	\$146.83
SOFTWARE DEVELOPER	\$95.52	\$97.90	\$100.35	\$102.86	\$105.43	\$108.07	\$110.77	\$113.54	\$116.38	\$119.29	\$122.27
SOFTWARE DEVELOPER LEAD	\$107.33	\$110.01	\$112.76	\$115.58	\$118.47	\$121.44	\$124.47	\$127.58	\$130.77	\$134.04	\$137.39
SOFTWARE ENGINEER	\$95.00	\$97.37	\$99.80	\$102.30	\$104.86	\$107.48	\$110.17	\$112.92	\$115.74	\$118.64	\$121.60
SOFTWARE PROGRAMMER	\$79.77	\$81.76	\$83.81	\$85.90	\$88.05	\$90.25	\$92.51	\$94.82	\$97.19	\$99.62	\$102.11
SOLUTIONS ARCHITECT	\$111.53	\$114.32	\$117.18	\$120.11	\$123.11	\$126.19	\$129.34	\$132.58	\$135.89	\$139.29	\$142.77
SOLUTIONS CONSULTANT	\$78.50	\$80.46	\$82.48	\$84.54	\$86.65	\$88.82	\$91.04	\$93.31	\$95.65	\$98.04	\$100.49
SOLUTIONS ENGINEER	\$90.59	\$92.85	\$95.18	\$97.55	\$99.99	\$102.49	\$105.06	\$107.68	\$110.37	\$113.13	\$115.96

Labor Category	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
SYSTEMS ADMINISTRATOR	\$84.68	\$86.80	\$88.97	\$91.19	\$93.47	\$95.81	\$98.20	\$100.66	\$103.17	\$105.75	\$108.40
SYSTEMS ANALYST	\$82.04	\$84.09	\$86.19	\$88.35	\$90.56	\$92.82	\$95.14	\$97.52	\$99.96	\$102.46	\$105.02
SYSTEMS ENGINEER	\$93.12	\$95.45	\$97.84	\$100.28	\$102.79	\$105.36	\$107.99	\$110.69	\$113.46	\$116.30	\$119.21
SYSTEMS ENGINEER LEAD	\$99.78	\$102.27	\$104.83	\$107.45	\$110.13	\$112.89	\$115.71	\$118.60	\$121.57	\$124.61	\$127.72
SYSTEMS SUPPORT ANALYST	\$56.89	\$58.31	\$59.77	\$61.26	\$62.79	\$64.36	\$65.97	\$67.62	\$69.31	\$71.04	\$72.82
TEST ENGINEER	\$96.29	\$98.69	\$101.16	\$103.69	\$106.28	\$108.94	\$111.66	\$114.46	\$117.32	\$120.25	\$123.26
TEST ENGINEERING MANAGER	\$123.03	\$126.11	\$129.26	\$132.49	\$135.80	\$139.20	\$142.68	\$146.24	\$149.90	\$153.65	\$157.49

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Fredericksburg VA											
ADMINISTRATIVE ANALYST	\$69.68	\$71.42	\$73.21	\$75.04	\$76.92	\$78.84	\$80.81	\$82.83	\$84.90	\$87.02	\$89.20
ADMINISTRATIVE ASSISTANT	\$53.89	\$55.24	\$56.62	\$58.03	\$59.48	\$60.97	\$62.49	\$64.06	\$65.66	\$67.30	\$68.98
ANALYST BUSINESS	\$102.95	\$105.52	\$108.16	\$110.86	\$113.64	\$116.48	\$119.39	\$122.37	\$125.43	\$128.57	\$131.78
ANALYST DATA WAREHOUSE	\$98.62	\$101.08	\$103.61	\$106.20	\$108.86	\$111.58	\$114.37	\$117.23	\$120.16	\$123.16	\$126.24
ANALYST DATABASE	\$106.14	\$108.80	\$111.51	\$114.30	\$117.16	\$120.09	\$123.09	\$126.17	\$129.32	\$132.56	\$135.87
BUSINESS ANALYST	\$102.95	\$105.52	\$108.16	\$110.87	\$113.64	\$116.48	\$119.39	\$122.37	\$125.43	\$128.57	\$131.78
BUSINESS ANALYST E-COMMERCE	\$105.19	\$107.82	\$110.52	\$113.28	\$116.11	\$119.02	\$121.99	\$125.04	\$128.17	\$131.37	\$134.66
BUSINESS CONSULTANT	\$71.58	\$73.37	\$75.20	\$77.08	\$79.01	\$80.98	\$83.01	\$85.08	\$87.21	\$89.39	\$91.63
BUSINESS OPERATIONS ANALYST	\$73.43	\$75.27	\$77.15	\$79.08	\$81.06	\$83.08	\$85.16	\$87.29	\$89.47	\$91.71	\$94.00
BUSINESS TO BUSINESS SALES CONSULTANT	\$63.94	\$65.54	\$67.18	\$68.86	\$70.58	\$72.34	\$74.15	\$76.00	\$77.90	\$79.85	\$81.85
CLOUD ANALYST	\$102.24	\$104.80	\$107.42	\$110.10	\$112.85	\$115.68	\$118.57	\$121.53	\$124.57	\$127.69	\$130.88
CLOUD ARCHITECT	\$126.83	\$130.00	\$133.25	\$136.58	\$139.99	\$143.49	\$147.08	\$150.76	\$154.53	\$158.39	\$162.35
CLOUD ENGINEER	\$114.41	\$117.27	\$120.20	\$123.21	\$126.29	\$129.45	\$132.68	\$136.00	\$139.40	\$142.88	\$146.46
CLOUD SOLUTION MANAGER	\$123.39	\$126.48	\$129.64	\$132.88	\$136.20	\$139.61	\$143.10	\$146.68	\$150.34	\$154.10	\$157.95
CLOUD SYSTEMS ADMINISTRATOR	\$109.13	\$111.86	\$114.65	\$117.52	\$120.46	\$123.47	\$126.55	\$129.72	\$132.96	\$136.29	\$139.69
COST ANALYST	\$73.43	\$75.26	\$77.14	\$79.07	\$81.05	\$83.07	\$85.15	\$87.28	\$89.46	\$91.70	\$93.99
DATA SECURITY COORDINATOR	\$104.47	\$107.09	\$109.76	\$112.51	\$115.32	\$118.20	\$121.16	\$124.19	\$127.29	\$130.47	\$133.74
DATABASE ADMINISTRATOR	\$110.86	\$113.63	\$116.47	\$119.39	\$122.37	\$125.43	\$128.57	\$131.78	\$135.07	\$138.45	\$141.91
EBS/ERP ENGINEER IV	\$138.44	\$141.90	\$145.45	\$149.09	\$152.81	\$156.63	\$160.55	\$164.56	\$168.68	\$172.89	\$177.22
ENGINEER LOGISTICS	\$100.94	\$103.47	\$106.05	\$108.71	\$111.42	\$114.21	\$117.06	\$119.99	\$122.99	\$126.07	\$129.22
ENTERPRISE ARCHITECT	\$145.85	\$149.50	\$153.23	\$157.06	\$160.99	\$165.02	\$169.14	\$173.37	\$177.70	\$182.15	\$186.70
ENTERPRISE PROJECT MANAGER	\$116.89	\$119.81	\$122.80	\$125.87	\$129.02	\$132.25	\$135.55	\$138.94	\$142.41	\$145.97	\$149.62
ERP PROGRAMMER	\$104.78	\$107.40	\$110.09	\$112.84	\$115.66	\$118.55	\$121.52	\$124.56	\$127.67	\$130.86	\$134.13
ERP PROJECT MANAGER	\$148.15	\$151.85	\$155.65	\$159.54	\$163.53	\$167.62	\$171.81	\$176.11	\$180.51	\$185.02	\$189.65
FACILITIES PLANNER	\$84.30	\$86.40	\$88.56	\$90.78	\$93.05	\$95.37	\$97.76	\$100.20	\$102.71	\$105.27	\$107.91
FINANCIAL ANALYST	\$103.31	\$105.89	\$108.54	\$111.25	\$114.03	\$116.88	\$119.80	\$122.80	\$125.87	\$129.02	\$132.24
HARDWARE COMPUTER SYSTEMS ANALYST	\$119.59	\$122.58	\$125.64	\$128.78	\$132.00	\$135.30	\$138.69	\$142.15	\$145.71	\$149.35	\$153.08
HARDWARE ENGINEER	\$121.10	\$124.12	\$127.23	\$130.41	\$133.67	\$137.01	\$140.43	\$143.95	\$147.54	\$151.23	\$155.01
INCIDENT MANAGER	\$96.24	\$98.64	\$101.11	\$103.64	\$106.23	\$108.89	\$111.61	\$114.40	\$117.26	\$120.19	\$123.19
INFORMATION CLERK	\$34.34	\$35.20	\$36.08	\$36.98	\$37.91	\$38.86	\$39.83	\$40.82	\$41.84	\$42.89	\$43.96

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
INFORMATION SYSTEMS AUDITOR	\$102.45	\$105.01	\$107.63	\$110.32	\$113.08	\$115.91	\$118.81	\$121.78	\$124.82	\$127.94	\$131.14
INFORMATION TECHNOLOGY ANALYST	\$90.48	\$92.74	\$95.06	\$97.44	\$99.87	\$102.37	\$104.93	\$107.55	\$110.24	\$113.00	\$115.82
INFORMATION TECHNOLOGY ENGINEER	\$94.77	\$97.14	\$99.57	\$102.06	\$104.61	\$107.22	\$109.90	\$112.65	\$115.47	\$118.35	\$121.31
INFORMATION TECHNOLOGY PROJECT MANAGER	\$133.06	\$136.38	\$139.79	\$143.29	\$146.87	\$150.54	\$154.31	\$158.16	\$162.12	\$166.17	\$170.32
IT ADMINISTRATOR INFORMATION TECHNOLOGY	\$108.76	\$111.48	\$114.27	\$117.13	\$120.05	\$123.06	\$126.13	\$129.29	\$132.52	\$135.83	\$139.23
IT ADMINISTRATOR WINDOWS SYSTEMS	\$96.73	\$99.15	\$101.63	\$104.17	\$106.77	\$109.44	\$112.18	\$114.98	\$117.86	\$120.81	\$123.83
IT ANALYST	\$90.48	\$92.74	\$95.06	\$97.44	\$99.87	\$102.37	\$104.93	\$107.55	\$110.24	\$113.00	\$115.82
IT AUDITOR	\$102.45	\$105.01	\$107.63	\$110.32	\$113.08	\$115.91	\$118.81	\$121.78	\$124.82	\$127.94	\$131.14
IT BUSINESS SYSTEMS ANALYST	\$109.56	\$112.30	\$115.11	\$117.99	\$120.94	\$123.96	\$127.06	\$130.24	\$133.49	\$136.83	\$140.25
IT COMPUTER PROGRAMMER	\$98.79	\$101.26	\$103.79	\$106.39	\$109.05	\$111.78	\$114.57	\$117.43	\$120.37	\$123.38	\$126.46
IT DATA ANALYST	\$102.10	\$104.65	\$107.26	\$109.95	\$112.69	\$115.51	\$118.40	\$121.36	\$124.39	\$127.50	\$130.69
IT DATA ARCHITECT	\$117.89	\$120.84	\$123.86	\$126.96	\$130.13	\$133.39	\$136.72	\$140.14	\$143.64	\$147.23	\$150.91
IT DATABASE ADMINISTRATOR	\$110.86	\$113.63	\$116.47	\$119.39	\$122.37	\$125.43	\$128.57	\$131.78	\$135.07	\$138.45	\$141.91
IT DATABASE ARCHITECT	\$115.79	\$118.69	\$121.65	\$124.69	\$127.81	\$131.01	\$134.28	\$137.64	\$141.08	\$144.61	\$148.22
IT HELP DESK REPRESENTATIVE	\$56.40	\$57.81	\$59.26	\$60.74	\$62.26	\$63.81	\$65.41	\$67.04	\$68.72	\$70.44	\$72.20
IT HELP DESK SUPERVISOR	\$97.24	\$99.67	\$102.16	\$104.72	\$107.33	\$110.02	\$112.77	\$115.59	\$118.48	\$121.44	\$124.47
IT JA ARCHITECT	\$126.58	\$129.74	\$132.98	\$136.31	\$139.72	\$143.21	\$146.79	\$150.46	\$154.22	\$158.08	\$162.03
IT PROGRAMMER ANALYST	\$110.62	\$113.39	\$116.22	\$119.13	\$122.11	\$125.16	\$128.29	\$131.49	\$134.78	\$138.15	\$141.60
IT PROJECT MANAGER	\$133.06	\$136.38	\$139.79	\$143.29	\$146.87	\$150.54	\$154.31	\$158.16	\$162.12	\$166.17	\$170.32
NETWORK ARCHITECT	\$111.78	\$114.58	\$117.44	\$120.38	\$123.38	\$126.47	\$129.63	\$132.87	\$136.19	\$139.60	\$143.09
NETWORK CONFIGURATION I	\$8.59	\$8.80	\$9.02	\$9.25	\$9.48	\$9.72	\$9.96	\$10.21	\$10.46	\$10.73	\$10.99
NETWORK ENGINEER	\$115.40	\$118.28	\$121.24	\$124.27	\$127.37	\$130.56	\$133.82	\$137.17	\$140.60	\$144.11	\$147.72
NETWORK OPERATIONS MANAGER	\$116.72	\$119.63	\$122.63	\$125.69	\$128.83	\$132.05	\$135.36	\$138.74	\$142.21	\$145.76	\$149.41
NETWORK SPECIALIST	\$75.10	\$76.98	\$78.90	\$80.87	\$82.90	\$84.97	\$87.09	\$89.27	\$91.50	\$93.79	\$96.13
ORACLE DEVELOPER	\$113.04	\$115.86	\$118.76	\$121.73	\$124.77	\$127.89	\$131.09	\$134.37	\$137.72	\$141.17	\$144.70
PROGRAM ANALYST	\$91.88	\$94.17	\$96.53	\$98.94	\$101.41	\$103.95	\$106.55	\$109.21	\$111.94	\$114.74	\$117.61
PROGRAM MANAGER (GOVERNMENT CONTRACTOR)	\$142.48	\$146.04	\$149.70	\$153.44	\$157.27	\$161.21	\$165.24	\$169.37	\$173.60	\$177.94	\$182.39
SOFTWARE ARCHITECT	\$136.96	\$140.38	\$143.89	\$147.49	\$151.17	\$154.95	\$158.83	\$162.80	\$166.87	\$171.04	\$175.32
SOFTWARE DEVELOPER	\$117.03	\$119.95	\$122.95	\$126.02	\$129.18	\$132.40	\$135.72	\$139.11	\$142.59	\$146.15	\$149.80
SOFTWARE DEVELOPER LEAD	\$129.88	\$133.13	\$136.46	\$139.87	\$143.37	\$146.95	\$150.63	\$154.39	\$158.25	\$162.21	\$166.26
SOFTWARE ENGINEER	\$116.44	\$119.35	\$122.33	\$125.39	\$128.53	\$131.74	\$135.03	\$138.41	\$141.87	\$145.41	\$149.05
SOFTWARE PROGRAMMER	\$98.79	\$101.26	\$103.79	\$106.39	\$109.05	\$111.78	\$114.57	\$117.43	\$120.37	\$123.38	\$126.46

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
<i>SOLUTIONS ARCHITECT</i>	\$133.96	\$137.31	\$140.74	\$144.26	\$147.87	\$151.56	\$155.35	\$159.24	\$163.22	\$167.30	\$171.48
<i>SOLUTIONS CONSULTANT</i>	\$97.29	\$99.72	\$102.21	\$104.77	\$107.39	\$110.07	\$112.83	\$115.65	\$118.54	\$121.50	\$124.54
<i>SOLUTIONS ENGINEER</i>	\$110.67	\$113.44	\$116.27	\$119.18	\$122.16	\$125.21	\$128.35	\$131.55	\$134.84	\$138.21	\$141.67
<i>SYSTEM ENGINEER IV</i>	\$77.98	\$79.93	\$81.93	\$83.98	\$86.08	\$88.23	\$90.44	\$92.70	\$95.01	\$97.39	\$99.82
<i>SYSTEMS ADMINISTRATOR</i>	\$104.56	\$107.18	\$109.86	\$112.60	\$115.42	\$118.30	\$121.26	\$124.29	\$127.40	\$130.59	\$133.85
<i>SYSTEMS ANALYST</i>	\$101.47	\$104.01	\$106.61	\$109.27	\$112.01	\$114.81	\$117.68	\$120.62	\$123.63	\$126.72	\$129.89
<i>SYSTEMS ENGINEER</i>	\$113.57	\$116.41	\$119.32	\$122.30	\$125.36	\$128.49	\$131.71	\$135.00	\$138.37	\$141.83	\$145.38
<i>SYSTEMS ENGINEER LEAD</i>	\$121.09	\$124.12	\$127.22	\$130.40	\$133.66	\$137.00	\$140.43	\$143.94	\$147.54	\$151.23	\$155.01
<i>SYSTEMS SUPPORT ANALYST</i>	\$71.08	\$72.85	\$74.68	\$76.54	\$78.46	\$80.42	\$82.43	\$84.49	\$86.60	\$88.77	\$90.99
<i>TEST ENGINEER</i>	\$117.17	\$120.10	\$123.10	\$126.18	\$129.33	\$132.56	\$135.88	\$139.27	\$142.76	\$146.32	\$149.98
<i>TEST ENGINEERING MANAGER</i>	\$147.38	\$151.06	\$154.84	\$158.71	\$162.68	\$166.75	\$170.92	\$175.19	\$179.57	\$184.06	\$188.66

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Washington DC/NCR											
ADMINISTRATIVE ANALYST	\$70.11	\$71.87	\$73.66	\$75.50	\$77.39	\$79.33	\$81.31	\$83.34	\$85.43	\$87.56	\$89.75
ADMINISTRATIVE ASSISTANT	\$54.80	\$56.17	\$57.57	\$59.01	\$60.49	\$62.00	\$63.55	\$65.14	\$66.77	\$68.44	\$70.15
ANALYST BUSINESS	\$103.56	\$106.15	\$108.80	\$111.52	\$114.31	\$117.17	\$120.09	\$123.10	\$126.17	\$129.33	\$132.56
ANALYST DATA WAREHOUSE	\$99.18	\$101.66	\$104.20	\$106.81	\$109.48	\$112.22	\$115.02	\$117.90	\$120.84	\$123.87	\$126.96
ANALYST DATABASE	\$106.76	\$109.43	\$112.17	\$114.97	\$117.85	\$120.79	\$123.81	\$126.91	\$130.08	\$133.33	\$136.67
BUSINESS ANALYST	\$103.56	\$106.15	\$108.80	\$111.52	\$114.31	\$117.17	\$120.09	\$123.10	\$126.17	\$129.33	\$132.56
BUSINESS ANALYST E-COMMERCE	\$105.82	\$108.47	\$111.18	\$113.96	\$116.81	\$119.73	\$122.72	\$125.79	\$128.93	\$132.16	\$135.46
BUSINESS CONSULTANT	\$71.93	\$73.73	\$75.57	\$77.46	\$79.40	\$81.38	\$83.42	\$85.50	\$87.64	\$89.83	\$92.08
BUSINESS OPERATIONS ANALYST	\$73.76	\$75.60	\$77.49	\$79.43	\$81.42	\$83.45	\$85.54	\$87.68	\$89.87	\$92.12	\$94.42
BUSINESS TO BUSINESS SALES CONSULTANT	\$64.35	\$65.96	\$67.60	\$69.29	\$71.03	\$72.80	\$74.62	\$76.49	\$78.40	\$80.36	\$82.37
CLOUD ANALYST	\$102.84	\$105.41	\$108.05	\$110.75	\$113.52	\$116.35	\$119.26	\$122.24	\$125.30	\$128.43	\$131.64
CLOUD ARCHITECT	\$127.36	\$130.54	\$133.80	\$137.15	\$140.58	\$144.09	\$147.70	\$151.39	\$155.17	\$159.05	\$163.03
CLOUD ENGINEER	\$115.04	\$117.92	\$120.87	\$123.89	\$126.99	\$130.16	\$133.41	\$136.75	\$140.17	\$143.67	\$147.27
CLOUD SOLUTION MANAGER	\$123.99	\$127.09	\$130.27	\$133.52	\$136.86	\$140.28	\$143.79	\$147.38	\$151.07	\$154.84	\$158.72
CLOUD SYSTEMS ADMINISTRATOR	\$109.76	\$112.50	\$115.32	\$118.20	\$121.15	\$124.18	\$127.29	\$130.47	\$133.73	\$137.07	\$140.50
COST ANALYST	\$73.73	\$75.57	\$77.46	\$79.40	\$81.39	\$83.42	\$85.51	\$87.64	\$89.83	\$92.08	\$94.38
DATA SECURITY COORDINATOR	\$105.09	\$107.72	\$110.41	\$113.17	\$116.00	\$118.90	\$121.88	\$124.92	\$128.05	\$131.25	\$134.53
DATABASE ADMINISTRATOR	\$111.50	\$114.28	\$117.14	\$120.07	\$123.07	\$126.15	\$129.30	\$132.53	\$135.85	\$139.24	\$142.73
ENGINEER LOGISTICS	\$101.53	\$104.06	\$106.67	\$109.33	\$112.07	\$114.87	\$117.74	\$120.68	\$123.70	\$126.79	\$129.96
ENGINEERING SCIENTIST V	\$109.80	\$112.55	\$115.36	\$118.25	\$121.20	\$124.23	\$127.34	\$130.52	\$133.78	\$137.13	\$140.56
ENTERPRISE ARCHITECT	\$146.12	\$149.78	\$153.52	\$157.36	\$161.29	\$165.32	\$169.46	\$173.69	\$178.04	\$182.49	\$187.05
ENTERPRISE PROJECT MANAGER	\$117.53	\$120.46	\$123.48	\$126.56	\$129.73	\$132.97	\$136.29	\$139.70	\$143.19	\$146.77	\$150.44
ERP PROGRAMMER	\$105.40	\$108.04	\$110.74	\$113.51	\$116.35	\$119.26	\$122.24	\$125.29	\$128.42	\$131.64	\$134.93
ERP PROJECT MANAGER	\$148.43	\$152.14	\$155.94	\$159.84	\$163.84	\$167.93	\$172.13	\$176.43	\$180.84	\$185.36	\$190.00
FACILITIES PLANNER	\$84.68	\$86.79	\$88.96	\$91.19	\$93.47	\$95.80	\$98.20	\$100.65	\$103.17	\$105.75	\$108.39
FINANCIAL ANALYST	\$103.92	\$106.51	\$109.18	\$111.91	\$114.70	\$117.57	\$120.51	\$123.52	\$126.61	\$129.78	\$133.02
HARDWARE COMPUTER SYSTEMS ANALYST	\$120.19	\$123.20	\$126.28	\$129.43	\$132.67	\$135.99	\$139.39	\$142.87	\$146.44	\$150.10	\$153.86
HARDWARE ENGINEER	\$121.70	\$124.74	\$127.86	\$131.05	\$134.33	\$137.69	\$141.13	\$144.66	\$148.27	\$151.98	\$155.78
INCIDENT MANAGER	\$96.76	\$99.18	\$101.66	\$104.20	\$106.81	\$109.48	\$112.21	\$115.02	\$117.89	\$120.84	\$123.86
INFORMATION CLERK	\$35.84	\$36.73	\$37.65	\$38.59	\$39.56	\$40.55	\$41.56	\$42.60	\$43.66	\$44.76	\$45.88
INFORMATION SYSTEMS AUDITOR	\$103.05	\$105.63	\$108.27	\$110.97	\$113.75	\$116.59	\$119.51	\$122.49	\$125.56	\$128.70	\$131.91
INFORMATION TECHNOLOGY ANALYST	\$90.94	\$93.21	\$95.54	\$97.93	\$100.38	\$102.88	\$105.46	\$108.09	\$110.80	\$113.57	\$116.40

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
INFORMATION TECHNOLOGY ENGINEER	\$95.29	\$97.67	\$100.11	\$102.61	\$105.18	\$107.81	\$110.50	\$113.27	\$116.10	\$119.00	\$121.97
INFORMATION TECHNOLOGY PROJECT MANAGER	\$133.49	\$136.82	\$140.24	\$143.75	\$147.34	\$151.03	\$154.80	\$158.67	\$162.64	\$166.70	\$170.87
IT ADMINISTRATOR INFORMATION TECHNOLOGY	\$109.40	\$112.14	\$114.94	\$117.81	\$120.76	\$123.78	\$126.87	\$130.05	\$133.30	\$136.63	\$140.04
IT ADMINISTRATOR WINDOWS SYSTEMS	\$97.27	\$99.71	\$102.20	\$104.75	\$107.37	\$110.06	\$112.81	\$115.63	\$118.52	\$121.48	\$124.52
IT ANALYST	\$90.94	\$93.21	\$95.54	\$97.93	\$100.38	\$102.88	\$105.46	\$108.09	\$110.80	\$113.57	\$116.40
IT AUDITOR	\$103.05	\$105.63	\$108.27	\$110.97	\$113.75	\$116.59	\$119.51	\$122.49	\$125.56	\$128.70	\$131.91
IT BUSINESS SYSTEMS ANALYST	\$110.20	\$112.96	\$115.78	\$118.68	\$121.64	\$124.68	\$127.80	\$131.00	\$134.27	\$137.63	\$141.07
IT COMPUTER PROGRAMMER	\$99.36	\$101.84	\$104.39	\$107.00	\$109.67	\$112.42	\$115.23	\$118.11	\$121.06	\$124.09	\$127.19
IT DATA ANALYST	\$102.70	\$105.26	\$107.89	\$110.59	\$113.36	\$116.19	\$119.10	\$122.07	\$125.12	\$128.25	\$131.46
IT DATA ARCHITECT	\$118.52	\$121.49	\$124.52	\$127.64	\$130.83	\$134.10	\$137.45	\$140.89	\$144.41	\$148.02	\$151.72
IT DATABASE ADMINISTRATOR	\$111.50	\$114.28	\$117.14	\$120.07	\$123.07	\$126.15	\$129.30	\$132.53	\$135.85	\$139.24	\$142.73
IT DATABASE ARCHITECT	\$116.42	\$119.33	\$122.32	\$125.37	\$128.51	\$131.72	\$135.01	\$138.39	\$141.85	\$145.40	\$149.03
IT HELP DESK REPRESENTATIVE	\$57.07	\$58.49	\$59.96	\$61.46	\$62.99	\$64.57	\$66.18	\$67.84	\$69.53	\$71.27	\$73.05
IT HELP DESK SUPERVISOR	\$97.79	\$100.23	\$102.74	\$105.31	\$107.94	\$110.64	\$113.40	\$116.24	\$119.15	\$122.12	\$125.18
IT JA ARCHITECT	\$127.10	\$130.28	\$133.54	\$136.87	\$140.30	\$143.80	\$147.40	\$151.08	\$154.86	\$158.73	\$162.70
IT PROGRAMMER ANALYST	\$111.26	\$114.05	\$116.90	\$119.82	\$122.82	\$125.89	\$129.03	\$132.26	\$135.57	\$138.95	\$142.43
IT PROJECT MANAGER	\$133.49	\$136.82	\$140.24	\$143.75	\$147.34	\$151.03	\$154.80	\$158.67	\$162.64	\$166.70	\$170.87
NETWORK ARCHITECT	\$112.42	\$115.23	\$118.11	\$121.06	\$124.09	\$127.19	\$130.37	\$133.63	\$136.97	\$140.40	\$143.91
NETWORK ENGINEER	\$116.03	\$118.93	\$121.90	\$124.95	\$128.07	\$131.27	\$134.56	\$137.92	\$141.37	\$144.90	\$148.53
NETWORK OPERATIONS MANAGER	\$117.36	\$120.29	\$123.30	\$126.38	\$129.54	\$132.78	\$136.10	\$139.50	\$142.99	\$146.56	\$150.22
NETWORK SPECIALIST	\$75.41	\$77.29	\$79.23	\$81.21	\$83.24	\$85.32	\$87.45	\$89.64	\$91.88	\$94.17	\$96.53
ORACLE DEVELOPER	\$113.67	\$116.52	\$119.43	\$122.42	\$125.48	\$128.61	\$131.83	\$135.12	\$138.50	\$141.96	\$145.51
PROGRAM ANALYST	\$92.35	\$94.66	\$97.03	\$99.45	\$101.94	\$104.49	\$107.10	\$109.78	\$112.52	\$115.34	\$118.22
PROGRAM MANAGER (GOVERNMENT CONTRACTOR)	\$142.75	\$146.32	\$149.98	\$153.73	\$157.57	\$161.51	\$165.55	\$169.69	\$173.93	\$178.28	\$182.73
SOFTWARE ARCHITECT	\$137.25	\$140.68	\$144.19	\$147.80	\$151.49	\$155.28	\$159.16	\$163.14	\$167.22	\$171.40	\$175.69
SOFTWARE DEVELOPER	\$117.65	\$120.59	\$123.61	\$126.70	\$129.87	\$133.11	\$136.44	\$139.85	\$143.35	\$146.93	\$150.60
SOFTWARE DEVELOPER LEAD	\$130.35	\$133.60	\$136.94	\$140.37	\$143.88	\$147.47	\$151.16	\$154.94	\$158.81	\$162.78	\$166.85
SOFTWARE ENGINEER	\$117.07	\$119.99	\$122.99	\$126.07	\$129.22	\$132.45	\$135.76	\$139.15	\$142.63	\$146.20	\$149.85
SOFTWARE PROGRAMMER	\$99.36	\$101.84	\$104.39	\$107.00	\$109.68	\$112.42	\$115.23	\$118.11	\$121.06	\$124.09	\$127.19
SOLUTIONS ARCHITECT	\$134.31	\$137.67	\$141.11	\$144.63	\$148.25	\$151.96	\$155.76	\$159.65	\$163.64	\$167.73	\$171.92
SOLUTIONS CONSULTANT	\$97.84	\$100.29	\$102.79	\$105.36	\$108.00	\$110.70	\$113.46	\$116.30	\$119.21	\$122.19	\$125.24
SOLUTIONS ENGINEER	\$111.31	\$114.10	\$116.95	\$119.87	\$122.87	\$125.94	\$129.09	\$132.32	\$135.62	\$139.02	\$142.49

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
<i>SYSTEM ENGINEER II</i>	\$60.37	\$61.88	\$63.42	\$65.01	\$66.63	\$68.30	\$70.01	\$71.76	\$73.55	\$75.39	\$77.28
<i>SYSTEM ENGINEER III</i>	\$89.17	\$91.40	\$93.69	\$96.03	\$98.43	\$100.89	\$103.42	\$106.00	\$108.65	\$111.37	\$114.15
<i>SYSTEM ENGINEER IV</i>	\$90.71	\$92.98	\$95.30	\$97.69	\$100.13	\$102.63	\$105.20	\$107.83	\$110.52	\$113.29	\$116.12
<i>SYSTEM SECURITY ENGINEER III</i>	\$107.18	\$109.86	\$112.61	\$115.42	\$118.31	\$121.26	\$124.30	\$127.40	\$130.59	\$133.85	\$137.20
<i>SYSTEMS ADMINISTRATOR</i>	\$105.18	\$107.81	\$110.51	\$113.27	\$116.10	\$119.00	\$121.98	\$125.03	\$128.15	\$131.36	\$134.64
<i>SYSTEMS ANALYST</i>	\$102.07	\$104.62	\$107.23	\$109.91	\$112.66	\$115.48	\$118.37	\$121.32	\$124.36	\$127.47	\$130.65
<i>SYSTEMS ENGINEER</i>	\$114.21	\$117.07	\$119.99	\$122.99	\$126.07	\$129.22	\$132.45	\$135.76	\$139.16	\$142.63	\$146.20
<i>SYSTEMS ENGINEER LEAD</i>	\$121.70	\$124.74	\$127.86	\$131.05	\$134.33	\$137.69	\$141.13	\$144.66	\$148.28	\$151.98	\$155.78
<i>SYSTEMS SUPPORT ANALYST</i>	\$71.40	\$73.19	\$75.02	\$76.89	\$78.81	\$80.78	\$82.80	\$84.87	\$86.99	\$89.17	\$91.40
<i>TEST ENGINEER</i>	\$117.80	\$120.74	\$123.76	\$126.85	\$130.03	\$133.28	\$136.61	\$140.02	\$143.52	\$147.11	\$150.79
<i>TEST ENGINEERING MANAGER</i>	\$147.65	\$151.34	\$155.13	\$159.00	\$162.98	\$167.05	\$171.23	\$175.51	\$179.90	\$184.40	\$189.01

Labor Category	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<i>Administrative Analyst (I)</i>	\$55.50	\$56.88	\$58.30	\$59.76	\$61.26	\$62.79	\$64.36	\$65.97	\$67.62	\$69.31	\$71.04	\$72.81	\$74.63
<i>Administrative Analyst (II)</i>	\$59.78	\$61.28	\$62.81	\$64.38	\$65.99	\$67.64	\$69.33	\$71.06	\$72.84	\$74.66	\$76.53	\$78.44	\$80.40
<i>Administrative Analyst (III)</i>	\$68.04	\$69.74	\$71.48	\$73.27	\$75.10	\$76.98	\$78.90	\$80.87	\$82.90	\$84.97	\$87.09	\$89.27	\$91.50
<i>Administrative Analyst (IV)</i>	\$73.68	\$75.53	\$77.41	\$79.35	\$81.33	\$83.37	\$85.45	\$87.59	\$89.78	\$92.02	\$94.32	\$96.68	\$99.10
<i>Administrative Analyst (V)</i>	\$82.10	\$84.15	\$86.25	\$88.41	\$90.62	\$92.89	\$95.21	\$97.59	\$100.03	\$102.53	\$105.09	\$107.72	\$110.41
<i>Analyst Business (I)</i>	\$81.78	\$83.83	\$85.92	\$88.07	\$90.27	\$92.53	\$94.84	\$97.21	\$99.64	\$102.13	\$104.69	\$107.30	\$109.99
<i>Analyst Business (II)</i>	\$88.61	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$102.76	\$105.32	\$107.96	\$110.66	\$113.42	\$116.26	\$119.17
<i>Analyst Business (III)</i>	\$101.48	\$104.02	\$106.62	\$109.28	\$112.02	\$114.82	\$117.69	\$120.63	\$123.64	\$126.73	\$129.90	\$133.15	\$136.48
<i>Analyst Business (IV)</i>	\$109.75	\$112.49	\$115.31	\$118.19	\$121.14	\$124.17	\$127.28	\$130.46	\$133.72	\$137.06	\$140.49	\$144.00	\$147.60
<i>Analyst Business (V)</i>	\$121.10	\$124.13	\$127.23	\$130.41	\$133.67	\$137.02	\$140.44	\$143.95	\$147.55	\$151.24	\$155.02	\$158.90	\$162.87
<i>Business Analyst (I)</i>	\$81.78	\$83.83	\$85.92	\$88.07	\$90.27	\$92.53	\$94.84	\$97.21	\$99.64	\$102.13	\$104.69	\$107.30	\$109.99
<i>Business Analyst (II)</i>	\$88.61	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$102.76	\$105.32	\$107.96	\$110.66	\$113.42	\$116.26	\$119.17
<i>Business Analyst (III)</i>	\$101.48	\$104.02	\$106.62	\$109.28	\$112.02	\$114.82	\$117.69	\$120.63	\$123.64	\$126.73	\$129.90	\$133.15	\$136.48
<i>Business Analyst (IV)</i>	\$109.75	\$112.49	\$115.31	\$118.19	\$121.14	\$124.17	\$127.28	\$130.46	\$133.72	\$137.06	\$140.49	\$144.00	\$147.60
<i>Business Analyst (V)</i>	\$121.10	\$124.13	\$127.23	\$130.41	\$133.67	\$137.02	\$140.44	\$143.95	\$147.55	\$151.24	\$155.02	\$158.90	\$162.87
<i>Cloud Architect (I)</i>	\$100.18	\$102.68	\$105.25	\$107.88	\$110.58	\$113.34	\$116.18	\$119.08	\$122.06	\$125.11	\$128.24	\$131.44	\$134.73
<i>Cloud Architect (II)</i>	\$109.04	\$111.77	\$114.56	\$117.43	\$120.36	\$123.37	\$126.46	\$129.62	\$132.86	\$136.18	\$139.58	\$143.07	\$146.65
<i>Cloud Architect (III)</i>	\$124.84	\$127.97	\$131.17	\$134.44	\$137.81	\$141.25	\$144.78	\$148.40	\$152.11	\$155.91	\$159.81	\$163.81	\$167.90
<i>Cloud Architect (IV)</i>	\$134.00	\$137.35	\$140.78	\$144.30	\$147.91	\$151.60	\$155.39	\$159.28	\$163.26	\$167.34	\$171.53	\$175.81	\$180.21
<i>Cloud Architect (V)</i>	\$144.45	\$148.06	\$151.76	\$155.55	\$159.44	\$163.43	\$167.52	\$171.70	\$176.00	\$180.40	\$184.91	\$189.53	\$194.27
<i>Enterprise Architect (I)</i>	\$118.23	\$121.19	\$124.22	\$127.32	\$130.50	\$133.77	\$137.11	\$140.54	\$144.05	\$147.65	\$151.35	\$155.13	\$159.01
<i>Enterprise Architect (II)</i>	\$129.45	\$132.69	\$136.00	\$139.40	\$142.89	\$146.46	\$150.12	\$153.87	\$157.72	\$161.66	\$165.71	\$169.85	\$174.09
<i>Enterprise Architect (III)</i>	\$148.29	\$151.99	\$155.79	\$159.69	\$163.68	\$167.77	\$171.97	\$176.27	\$180.67	\$185.19	\$189.82	\$194.56	\$199.43
<i>Enterprise Architect (IV)</i>	\$160.74	\$164.76	\$168.88	\$173.10	\$177.43	\$181.86	\$186.41	\$191.07	\$195.84	\$200.74	\$205.76	\$210.90	\$216.18
<i>Financial Analyst (I)</i>	\$85.96	\$88.11	\$90.32	\$92.57	\$94.89	\$97.26	\$99.69	\$102.18	\$104.74	\$107.36	\$110.04	\$112.79	\$115.61
<i>Financial Analyst (II)</i>	\$92.13	\$94.43	\$96.79	\$99.21	\$101.69	\$104.23	\$106.84	\$109.51	\$112.25	\$115.06	\$117.93	\$120.88	\$123.90
<i>Financial Analyst (III)</i>	\$103.78	\$106.37	\$109.03	\$111.76	\$114.55	\$117.41	\$120.35	\$123.36	\$126.44	\$129.60	\$132.84	\$136.16	\$139.57
<i>Financial Analyst (IV)</i>	\$111.38	\$114.16	\$117.02	\$119.94	\$122.94	\$126.01	\$129.16	\$132.39	\$135.70	\$139.10	\$142.57	\$146.14	\$149.79
<i>Financial Analyst (V)</i>	\$122.04	\$125.09	\$128.22	\$131.42	\$134.71	\$138.08	\$141.53	\$145.07	\$148.69	\$152.41	\$156.22	\$160.13	\$164.13
<i>IT Business Systems Analyst (I)</i>	\$81.23	\$83.26	\$85.34	\$87.47	\$89.66	\$91.90	\$94.20	\$96.55	\$98.97	\$101.44	\$103.98	\$106.58	\$109.24
<i>IT Business Systems Analyst (I)</i>	\$81.27	\$83.31	\$85.39	\$87.52	\$89.71	\$91.95	\$94.25	\$96.61	\$99.02	\$101.50	\$104.04	\$106.64	\$109.30
<i>IT Business Systems Analyst (II)</i>	\$90.08	\$92.33	\$94.64	\$97.01	\$99.43	\$101.92	\$104.47	\$107.08	\$109.75	\$112.50	\$115.31	\$118.19	\$121.15
<i>IT Business Systems Analyst (II)</i>	\$90.08	\$92.33	\$94.64	\$97.01	\$99.43	\$101.92	\$104.47	\$107.08	\$109.75	\$112.50	\$115.31	\$118.19	\$121.15
<i>IT Business Systems Analyst (III)</i>	\$106.13	\$108.79	\$111.50	\$114.29	\$117.15	\$120.08	\$123.08	\$126.16	\$129.31	\$132.54	\$135.86	\$139.25	\$142.74

Labor Category	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<i>IT Business Systems Analyst (III)</i>	\$106.13	\$108.79	\$111.50	\$114.29	\$117.15	\$120.08	\$123.08	\$126.16	\$129.31	\$132.54	\$135.86	\$139.25	\$142.74
<i>IT Business Systems Analyst (IV)</i>	\$115.76	\$118.66	\$121.62	\$124.66	\$127.78	\$130.97	\$134.25	\$137.60	\$141.04	\$144.57	\$148.18	\$151.89	\$155.69
<i>IT Business Systems Analyst (IV)</i>	\$115.76	\$118.66	\$121.62	\$124.66	\$127.78	\$130.97	\$134.25	\$137.60	\$141.04	\$144.57	\$148.18	\$151.89	\$155.69
<i>IT Business Systems Analyst (V)</i>	\$128.64	\$131.85	\$135.15	\$138.53	\$141.99	\$145.54	\$149.18	\$152.91	\$156.73	\$160.65	\$164.66	\$168.78	\$173.00
<i>IT Business Systems Analyst (V)</i>	\$128.64	\$131.85	\$135.15	\$138.53	\$141.99	\$145.54	\$149.18	\$152.91	\$156.73	\$160.65	\$164.66	\$168.78	\$173.00
<i>IT Data Architect (I)</i>	\$87.43	\$89.61	\$91.85	\$94.15	\$96.50	\$98.92	\$101.39	\$103.93	\$106.52	\$109.19	\$111.92	\$114.71	\$117.58
<i>IT Data Architect (II)</i>	\$96.37	\$98.78	\$101.25	\$103.78	\$106.37	\$109.03	\$111.76	\$114.55	\$117.42	\$120.35	\$123.36	\$126.44	\$129.61
<i>IT Data Architect (III)</i>	\$112.66	\$115.48	\$118.36	\$121.32	\$124.36	\$127.46	\$130.65	\$133.92	\$137.27	\$140.70	\$144.21	\$147.82	\$151.52
<i>IT Data Architect (IV)</i>	\$122.49	\$125.55	\$128.69	\$131.91	\$135.21	\$138.59	\$142.05	\$145.60	\$149.24	\$152.97	\$156.80	\$160.72	\$164.74
<i>IT Data Architect (V)</i>	\$134.87	\$138.24	\$141.69	\$145.24	\$148.87	\$152.59	\$156.40	\$160.31	\$164.32	\$168.43	\$172.64	\$176.96	\$181.38
<i>IT Database Architect (I)</i>	\$85.00	\$87.12	\$89.30	\$91.53	\$93.82	\$96.17	\$98.57	\$101.04	\$103.56	\$106.15	\$108.80	\$111.52	\$114.31
<i>IT Database Architect (II)</i>	\$93.91	\$96.26	\$98.66	\$101.13	\$103.66	\$106.25	\$108.91	\$111.63	\$114.42	\$117.28	\$120.21	\$123.22	\$126.30
<i>IT Database Architect (III)</i>	\$110.19	\$112.95	\$115.77	\$118.66	\$121.63	\$124.67	\$127.79	\$130.98	\$134.26	\$137.61	\$141.05	\$144.58	\$148.19
<i>IT Database Architect (IV)</i>	\$119.94	\$122.94	\$126.02	\$129.17	\$132.40	\$135.71	\$139.10	\$142.58	\$146.14	\$149.79	\$153.54	\$157.38	\$161.31
<i>IT Database Architect (V)</i>	\$132.10	\$135.40	\$138.79	\$142.26	\$145.81	\$149.46	\$153.20	\$157.03	\$160.95	\$164.98	\$169.10	\$173.33	\$177.66
<i>IT Project Manager (I)</i>	\$110.99	\$113.77	\$116.61	\$119.53	\$122.52	\$125.58	\$128.72	\$131.94	\$135.24	\$138.62	\$142.08	\$145.63	\$149.28
<i>IT Project Manager (II)</i>	\$119.69	\$122.68	\$125.74	\$128.89	\$132.11	\$135.41	\$138.80	\$142.27	\$145.83	\$149.47	\$153.21	\$157.04	\$160.96
<i>IT Project Manager (III)</i>	\$135.50	\$138.89	\$142.36	\$145.92	\$149.56	\$153.30	\$157.14	\$161.06	\$165.09	\$169.22	\$173.45	\$177.79	\$182.23
<i>IT Project Manager (IV)</i>	\$145.02	\$148.65	\$152.36	\$156.17	\$160.08	\$164.08	\$168.18	\$172.39	\$176.70	\$181.11	\$185.64	\$190.28	\$195.04
<i>IT Project Manager (V)</i>	\$159.10	\$163.08	\$167.16	\$171.34	\$175.62	\$180.01	\$184.51	\$189.12	\$193.85	\$198.70	\$203.66	\$208.76	\$213.97
<i>Program Manager (Government Contractor) (I)</i>	\$113.55	\$116.39	\$119.30	\$122.28	\$125.34	\$128.47	\$131.68	\$134.97	\$138.35	\$141.81	\$145.35	\$148.99	\$152.71
<i>Program Manager (Government Contractor) (II)</i>	\$125.46	\$128.60	\$131.81	\$135.11	\$138.48	\$141.95	\$145.49	\$149.13	\$152.86	\$156.68	\$160.60	\$164.61	\$168.73
<i>Program Manager (Government Contractor) (III)</i>	\$145.60	\$149.24	\$152.97	\$156.80	\$160.72	\$164.74	\$168.86	\$173.08	\$177.40	\$181.84	\$186.38	\$191.04	\$195.82
<i>Program Manager (Government Contractor) (IV)</i>	\$157.20	\$161.13	\$165.16	\$169.29	\$173.52	\$177.86	\$182.31	\$186.86	\$191.54	\$196.32	\$201.23	\$206.26	\$211.42
<i>Program Manager (Government Contractor) (IV)</i>	\$157.20	\$161.13	\$165.16	\$169.28	\$173.52	\$177.85	\$182.30	\$186.86	\$191.53	\$196.32	\$201.23	\$206.26	\$211.41
<i>Program Manager (Government Contractor) (V)</i>	\$173.94	\$178.29	\$182.74	\$187.31	\$192.00	\$196.80	\$201.72	\$206.76	\$211.93	\$217.23	\$222.66	\$228.22	\$233.93
<i>Solutions Architect (I)</i>	\$107.88	\$110.58	\$113.35	\$116.18	\$119.08	\$122.06	\$125.11	\$128.24	\$131.45	\$134.73	\$138.10	\$141.55	\$145.09
<i>Solutions Architect (II)</i>	\$116.60	\$119.52	\$122.51	\$125.57	\$128.71	\$131.93	\$135.22	\$138.60	\$142.07	\$145.62	\$149.26	\$152.99	\$156.82
<i>Solutions Architect (III)</i>	\$132.25	\$135.56	\$138.95	\$142.42	\$145.98	\$149.63	\$153.37	\$157.21	\$161.14	\$165.17	\$169.30	\$173.53	\$177.87
<i>Solutions Architect (IV)</i>	\$141.38	\$144.91	\$148.53	\$152.25	\$156.05	\$159.95	\$163.95	\$168.05	\$172.25	\$176.56	\$180.97	\$185.50	\$190.13

Labor Category	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<i>Solutions Architect (V)</i>	\$152.89	\$156.71	\$160.63	\$164.65	\$168.76	\$172.98	\$177.31	\$181.74	\$186.28	\$190.94	\$195.71	\$200.61	\$205.62
<i>Solutions Engineer (I)</i>	\$79.27	\$81.26	\$83.29	\$85.37	\$87.50	\$89.69	\$91.93	\$94.23	\$96.59	\$99.00	\$101.48	\$104.01	\$106.61
<i>Solutions Engineer (II)</i>	\$88.69	\$90.91	\$93.18	\$95.51	\$97.90	\$100.35	\$102.86	\$105.43	\$108.06	\$110.76	\$113.53	\$116.37	\$119.28
<i>Solutions Engineer (III)</i>	\$105.84	\$108.48	\$111.19	\$113.97	\$116.82	\$119.74	\$122.74	\$125.80	\$128.95	\$132.17	\$135.48	\$138.87	\$142.34
<i>Solutions Engineer (IV)</i>	\$116.11	\$119.01	\$121.98	\$125.03	\$128.16	\$131.36	\$134.65	\$138.01	\$141.46	\$145.00	\$148.63	\$152.34	\$156.15
<i>Solutions Engineer (V)</i>	\$127.97	\$131.16	\$134.44	\$137.80	\$141.25	\$144.78	\$148.40	\$152.11	\$155.91	\$159.81	\$163.81	\$167.90	\$172.10
<i>Systems Analyst (I)</i>	\$79.42	\$81.40	\$83.44	\$85.52	\$87.66	\$89.85	\$92.10	\$94.40	\$96.76	\$99.18	\$101.66	\$104.20	\$106.81
<i>Systems Analyst (II)</i>	\$86.55	\$88.71	\$90.93	\$93.20	\$95.53	\$97.92	\$100.37	\$102.88	\$105.45	\$108.09	\$110.79	\$113.56	\$116.40
<i>Systems Analyst (III)</i>	\$99.83	\$102.33	\$104.89	\$107.51	\$110.20	\$112.95	\$115.78	\$118.67	\$121.64	\$124.68	\$127.80	\$130.99	\$134.27
<i>Systems Analyst (IV)</i>	\$108.18	\$110.88	\$113.66	\$116.50	\$119.41	\$122.40	\$125.46	\$128.59	\$131.81	\$135.10	\$138.48	\$141.94	\$145.49
<i>Systems Analyst (V)</i>	\$119.90	\$122.89	\$125.97	\$129.12	\$132.34	\$135.65	\$139.04	\$142.52	\$146.08	\$149.73	\$153.48	\$157.31	\$161.25
<i>Systems Engineer (I)</i>	\$84.54	\$86.65	\$88.82	\$91.04	\$93.31	\$95.65	\$98.04	\$100.49	\$103.00	\$105.58	\$108.22	\$110.92	\$113.69
<i>Systems Engineer (II)</i>	\$92.20	\$94.50	\$96.86	\$99.28	\$101.77	\$104.31	\$106.92	\$109.59	\$112.33	\$115.14	\$118.02	\$120.97	\$123.99
<i>Systems Engineer (III)</i>	\$107.85	\$110.54	\$113.31	\$116.14	\$119.04	\$122.02	\$125.07	\$128.19	\$131.40	\$134.68	\$138.05	\$141.50	\$145.04
<i>Systems Engineer (IV)</i>	\$117.22	\$120.15	\$123.15	\$126.23	\$129.38	\$132.62	\$135.93	\$139.33	\$142.82	\$146.39	\$150.05	\$153.80	\$157.64
<i>Systems Engineer (Lead) (III)</i>	\$116.10	\$119.00	\$121.97	\$125.02	\$128.15	\$131.35	\$134.64	\$138.00	\$141.45	\$144.99	\$148.61	\$152.33	\$156.14
<i>Systems Engineer (Lead) (IV)</i>	\$126.63	\$129.79	\$133.04	\$136.36	\$139.77	\$143.26	\$146.85	\$150.52	\$154.28	\$158.14	\$162.09	\$166.14	\$170.30
<i>Systems Engineer (Lead) (V)</i>	\$140.94	\$144.46	\$148.07	\$151.77	\$155.57	\$159.46	\$163.44	\$167.53	\$171.72	\$176.01	\$180.41	\$184.92	\$189.54

SPECIAL ITEM NUMBER 132-45 (LEGACY) 54151HACS (NEW) – HIGH VALUE ASSET ASSESSMENTS, RISK AND VULNERABILITY ASSESSMENT, CYBER HUNT, INCIDENT RESPONSE, PENETRATION TESTING.

SIN	Title	Description
54151HACS	Analyst Information Assurance	Designs, develops, implements and manages security standards, plans and procedures for new and existing computer assets. Reviews and validates security risks and framework gaps in security programs.
54151HACS	Analyst Information Technology	Defines, designs, develops, and implements computer applications and solutions that are functional and satisfy both management and end-users, optimize the efficiency of an organization, and are suitable for the organization's work flow and production, using modeling, information engineering, and cost-based accounting. Evaluates present applications used by the organization, and upgrades or enhances existing programs.
54151HACS	Cyber Intelligence Analyst	Maintains the security and integrity of cyber systems and networks. Identifies and acquires raw, primary, and secondary data for predictive and reactive analyses. Evaluates cyber threat operations and system vulnerabilities and develops assessments, threat profiles and custom detection capabilities.
54151HACS	Cyber Security Analyst	Plans and implements security measures to protect computer systems, networks, and data from loss and service interruptions. Analyzes and documents security risks, breaches, and other cyber security incidents and the damage they cause. Develops and implements a network disaster recovery plan, and oversees the monitoring of the computer networks for security issues. Installs and operates security software and measures to protect systems and information infrastructure, including firewalls and data encryption programs.
54151HACS	Cyber Security Engineer	Develops and implements advanced cyber defense solutions and changes for organizations, safeguards the corporate infrastructure from infiltrations of exfiltration, and assures that the system is built to specification and is deployed successfully. Designs, maintains, and operates highly complex and high secure communications network environments. Performs in-depth network security analysis, and conducts preliminary incident response, event analysis, and threat intelligence. Reviews security events that could be a detriment to the organization's overall security stance.
54151HACS	Cyber Security Specialist	Identifies and resolves highly complex issues to prevent cyber attacks on information systems and to keep computer information systems secure from interruption of service, intellectual property theft, network viruses, data mining, financial theft, and theft of sensitive customer data, allowing business to continue as normal. Designs, installs, and manages security mechanisms that protect networks and information systems against hackers, breaches, viruses, and spyware. Responds to incidents, investigates violations, and recommends enhancements to plug potential security gaps.
54151HACS	Information Assurance Analyst	Designs, develops, implements and manages security standards, plans and procedures for new and existing computer assets. Reviews and validates security risks and framework gaps in security programs.
54151HACS	Information Assurance Engineer III	Knowledge and experience with DCID 6/3, ICD 503, NIST SP 800-53, and/or other intelligence community standards relating to information security. Assist the project team with developing and maintaining system security plans (SSP) and related security documentation Understand and implement security requirements for systems with protection levels of 1-5, and ensure the successful completion of the certification and accreditation process. Ensure that information systems securely operate according to the security controls documented in the SSP once systems are approved for the production environment. Ensure proper operational security by assisting administrators with compliance in accordance with

		<i>DCID 6/3, ICD 503 and NIST 800-53 Review system audit logs. Review administrator actions and adherence to security policies and regulations Review account activity for administrators, privileged users and general users. Respond to security incidents and events. Review and approve proposed changes to system baseline configurations. Enforce standard configuration management practices. Work closely with the component information system security manager through regular briefings, meetings and discussions in regard to information security.</i>
54151HACS	Information Assurance Engineer V	<i>Knowledge and experience with DCID 6/3, ICD 503, NIST SP 800-53, and/or other intelligence community standards relating to information security. Assist the project team with developing and maintaining system security plans (SSP) and related security documentation Understand and implement security requirements for systems with protection levels of 1-5, and ensure the successful completion of the certification and accreditation process. Ensure that information systems securely operate according to the security controls documented in the SSP once systems are approved for the production environment. Ensure proper operational security by assisting administrators with compliance in accordance with DCID 6/3, ICD 503 and NIST 800-53 Review system audit logs. Review administrator actions and adherence to security policies and regulations Review account activity for administrators, privileged users and general users. Respond to security incidents and events. Review and approve proposed changes to system baseline configurations. Enforce standard configuration management practices. Work closely with the component information system security manager through regular briefings, meetings and discussions in regard to information security.</i>
54151HACS	Information Assurance Engineer	<i>Manages and oversees all aspects of cyber security for onsite systems. Identifies security risks, threats, and vulnerabilities to systems and networks and implements necessary security measures to nullify those threats. Analyzes organization's network and systems security measures and updates them as necessary to maintain security compliance.</i>
54151HACS	Information Assurance Manager	<i>Establishes, defines, and implements security policies and standards in an effort to mitigate risk. Oversees hardware and software usage to monitor for suspicious activity. Maintains and updates information assurance documentation that details guidelines and best practices.</i>
54151HACS	Information Assurance Specialist	<i>Reviews and evaluates computer equipment and network architecture in an effort to ensure optimized digital security. Identifies areas of potential risk and develops plans and procedures to mitigate those risks. Coordinates with system administrators to ensure computer systems are maintained and comply with basic security standards.</i>
54151HACS	Information Security Analyst	<i>Researches and analyzes security threat information and develops counter-threat plans for possible attacks. Assists management in the implementation of security procedures and documents security and safety policies and guidelines.</i>
54151HACS	Information Security Engineer	<i>Develops, manages and communicates organizational security policies and standards to protect company systems and assets. Researches emerging threats and recommends software and hardware solutions and procedures that neutralize those threats.</i>
54151HACS	Information Security Manager	<i>Oversees the Information Security Management function of an organization, including the development, documentation, implementation, operation, and maintenance of an information security program, and heads ongoing activities to preserve the availability, integrity, and confidentiality of organization information resources in compliance with applicable security policies and standards. Safeguards the organization's computers, networks, and data against threats, such as security breaches, computer viruses, or attacks by cyber-criminals, avoiding loss of confidential information, lost revenue, and fines from regulatory agencies for failing to protect data. Manages staff, providing line management, leadership, motivation, and strategic direction. Communicates regularly with other managers, and brings the</i>

		<i>organization's information security risks under explicit management control.</i>
54151HACS	IT Security Analyst	<i>Plans, implements, and updates security measures and controls to protect an organization's computer systems, networks, and data. Analyzes successful and unsuccessful breaches of data security, determines their root cause, and rectifies security weaknesses. Protects digital files and information systems against unauthorized access, modification, or destruction. Researches new technologies that will effectively protect a network from data loss and service interruptions.</i>
54151HACS	Security Specialist IV Loc Charleston	<i>Applicable security discipline principles, practices, and procedures. Experience with ensuring systems are patched and compliant with security baselines.</i>
54151HACS	Security Specialist IV	<i>Applicable security discipline principles, practices, and procedures. Experience with ensuring systems are patched and compliant with security baselines.</i>

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Charleston SC											
ANALYST INFORMATION ASSURANCE	\$72.83	\$74.65	\$76.52	\$78.43	\$80.39	\$82.40	\$84.46	\$86.57	\$88.74	\$90.96	\$93.23
ANALYST INFORMATION TECHNOLOGY	\$72.82	\$74.64	\$76.50	\$78.42	\$80.38	\$82.39	\$84.45	\$86.56	\$88.72	\$90.94	\$93.21
CYBER INTELLIGENCE ANALYST	\$86.14	\$88.29	\$90.50	\$92.76	\$95.08	\$97.46	\$99.90	\$102.39	\$104.95	\$107.58	\$110.27
CYBER SECURITY ANALYST	\$89.51	\$91.75	\$94.04	\$96.39	\$98.80	\$101.27	\$103.80	\$106.40	\$109.06	\$111.79	\$114.58
CYBER SECURITY ENGINEER	\$105.94	\$108.59	\$111.30	\$114.09	\$116.94	\$119.86	\$122.86	\$125.93	\$129.08	\$132.31	\$135.61
CYBER SECURITY SPECIALIST	\$93.21	\$95.54	\$97.92	\$100.37	\$102.88	\$105.45	\$108.09	\$110.79	\$113.56	\$116.40	\$119.31
INFORMATION ASSURANCE ANALYST	\$72.83	\$74.66	\$76.52	\$78.44	\$80.40	\$82.41	\$84.47	\$86.58	\$88.74	\$90.96	\$93.23
INFORMATION ASSURANCE ENGINEER	\$86.12	\$88.28	\$90.48	\$92.74	\$95.06	\$97.44	\$99.88	\$102.37	\$104.93	\$107.55	\$110.24
INFORMATION ASSURANCE MANAGER	\$88.99	\$91.21	\$93.49	\$95.83	\$98.22	\$100.68	\$103.20	\$105.78	\$108.42	\$111.13	\$113.91
INFORMATION ASSURANCE SPECIALIST	\$70.63	\$72.40	\$74.21	\$76.06	\$77.96	\$79.91	\$81.91	\$83.96	\$86.06	\$88.21	\$90.41
INFORMATION SECURITY ANALYST	\$75.27	\$77.15	\$79.08	\$81.06	\$83.08	\$85.16	\$87.29	\$89.47	\$91.71	\$94.00	\$96.35
INFORMATION SECURITY ENGINEER	\$95.24	\$97.62	\$100.06	\$102.57	\$105.13	\$107.76	\$110.45	\$113.21	\$116.04	\$118.95	\$121.92
INFORMATION SECURITY MANAGER	\$120.93	\$123.96	\$127.06	\$130.23	\$133.49	\$136.82	\$140.25	\$143.75	\$147.34	\$151.03	\$154.80
IT SECURITY ANALYST	\$70.38	\$72.14	\$73.94	\$75.79	\$77.69	\$79.63	\$81.62	\$83.66	\$85.75	\$87.90	\$90.09
SECURITY SPECIALIST IV	\$65.55	\$67.19	\$68.87	\$70.59	\$72.36	\$74.17	\$76.02	\$77.92	\$79.87	\$81.87	\$83.92

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Fredericksburg VA											
ANALYST INFORMATION ASSURANCE	\$90.50	\$92.76	\$95.08	\$97.46	\$99.90	\$102.39	\$104.95	\$107.58	\$110.27	\$113.02	\$115.85
ANALYST INFORMATION TECHNOLOGY	\$90.48	\$92.74	\$95.06	\$97.44	\$99.88	\$102.37	\$104.93	\$107.55	\$110.24	\$113.00	\$115.82
CYBER INTELLIGENCE ANALYST	\$106.27	\$108.93	\$111.65	\$114.44	\$117.30	\$120.24	\$123.24	\$126.32	\$129.48	\$132.72	\$136.04
CYBER SECURITY ANALYST	\$110.17	\$112.93	\$115.75	\$118.64	\$121.61	\$124.65	\$127.76	\$130.96	\$134.23	\$137.59	\$141.03
CYBER SECURITY ENGINEER	\$128.44	\$131.65	\$134.95	\$138.32	\$141.78	\$145.32	\$148.96	\$152.68	\$156.50	\$160.41	\$164.42
CYBER SECURITY SPECIALIST	\$114.40	\$117.26	\$120.19	\$123.20	\$126.28	\$129.44	\$132.67	\$135.99	\$139.39	\$142.87	\$146.44
INFORMATION ASSURANCE ANALYST	\$90.50	\$92.76	\$95.08	\$97.46	\$99.90	\$102.39	\$104.95	\$107.58	\$110.27	\$113.02	\$115.85
INFORMATION ASSURANCE ENGINEER	\$106.25	\$108.90	\$111.63	\$114.42	\$117.28	\$120.21	\$123.21	\$126.29	\$129.45	\$132.69	\$136.00
INFORMATION ASSURANCE MANAGER	\$109.57	\$112.31	\$115.11	\$117.99	\$120.94	\$123.96	\$127.06	\$130.24	\$133.50	\$136.83	\$140.25
INFORMATION ASSURANCE SPECIALIST	\$87.85	\$90.04	\$92.30	\$94.60	\$96.97	\$99.39	\$101.88	\$104.42	\$107.03	\$109.71	\$112.45
INFORMATION SECURITY ANALYST	\$93.44	\$95.77	\$98.17	\$100.62	\$103.13	\$105.71	\$108.36	\$111.06	\$113.84	\$116.69	\$119.60
INFORMATION SECURITY ENGINEER	\$116.72	\$119.64	\$122.63	\$125.69	\$128.83	\$132.05	\$135.36	\$138.74	\$142.21	\$145.76	\$149.41
INFORMATION SECURITY MANAGER	\$145.52	\$149.16	\$152.89	\$156.71	\$160.63	\$164.64	\$168.76	\$172.98	\$177.30	\$181.74	\$186.28
IT SECURITY ANALYST	\$87.55	\$89.74	\$91.98	\$94.28	\$96.64	\$99.05	\$101.53	\$104.07	\$106.67	\$109.34	\$112.07
SECURITY SPECIALIST IV	\$79.25	\$81.23	\$83.26	\$85.34	\$87.48	\$89.66	\$91.91	\$94.20	\$96.56	\$98.97	\$101.45

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Washington DC / NCR											
<i>ANALYST INFORMATION ASSURANCE</i>	\$90.95	\$93.22	\$95.56	\$97.94	\$100.39	\$102.90	\$105.48	\$108.11	\$110.82	\$113.59	\$116.43
<i>ANALYST INFORMATION TECHNOLOGY</i>	\$90.93	\$93.21	\$95.54	\$97.92	\$100.37	\$102.88	\$105.45	\$108.09	\$110.79	\$113.56	\$116.40
<i>CYBER INTELLIGENCE ANALYST</i>	\$106.90	\$109.57	\$112.31	\$115.12	\$118.00	\$120.94	\$123.97	\$127.07	\$130.24	\$133.50	\$136.84
<i>CYBER SECURITY ANALYST</i>	\$110.81	\$113.58	\$116.42	\$119.33	\$122.32	\$125.37	\$128.51	\$131.72	\$135.01	\$138.39	\$141.85
<i>CYBER SECURITY ENGINEER</i>	\$128.93	\$132.16	\$135.46	\$138.85	\$142.32	\$145.87	\$149.52	\$153.26	\$157.09	\$161.02	\$165.04
<i>CYBER SECURITY SPECIALIST</i>	\$115.04	\$117.92	\$120.87	\$123.89	\$126.98	\$130.16	\$133.41	\$136.75	\$140.17	\$143.67	\$147.26
<i>INFORMATION ASSURANCE ANALYST</i>	\$90.96	\$93.23	\$95.56	\$97.95	\$100.40	\$102.91	\$105.48	\$108.12	\$110.82	\$113.59	\$116.43
<i>INFORMATION ASSURANCE ENGINEER</i>	\$106.87	\$109.55	\$112.28	\$115.09	\$117.97	\$120.92	\$123.94	\$127.04	\$130.22	\$133.47	\$136.81
<i>INFORMATION ASSURANCE ENGINEER III</i>	\$107.62	\$110.31	\$113.07	\$115.89	\$118.79	\$121.76	\$124.80	\$127.92	\$131.12	\$134.40	\$137.76
<i>INFORMATION ASSURANCE ENGINEER V</i>	\$132.69	\$136.01	\$139.41	\$142.90	\$146.47	\$150.13	\$153.89	\$157.73	\$161.68	\$165.72	\$169.86
<i>INFORMATION ASSURANCE MANAGER</i>	\$110.20	\$112.96	\$115.78	\$118.68	\$121.65	\$124.69	\$127.80	\$131.00	\$134.27	\$137.63	\$141.07
<i>INFORMATION ASSURANCE SPECIALIST</i>	\$88.27	\$90.47	\$92.73	\$95.05	\$97.43	\$99.87	\$102.36	\$104.92	\$107.54	\$110.23	\$112.99
<i>INFORMATION SECURITY ANALYST</i>	\$93.94	\$96.28	\$98.69	\$101.16	\$103.69	\$106.28	\$108.94	\$111.66	\$114.45	\$117.31	\$120.25
<i>INFORMATION SECURITY ENGINEER</i>	\$117.34	\$120.28	\$123.28	\$126.37	\$129.53	\$132.76	\$136.08	\$139.49	\$142.97	\$146.55	\$150.21
<i>INFORMATION SECURITY MANAGER</i>	\$145.79	\$149.44	\$153.17	\$157.00	\$160.93	\$164.95	\$169.07	\$173.30	\$177.63	\$182.07	\$186.62
<i>IT SECURITY ANALYST</i>	\$87.97	\$90.16	\$92.42	\$94.73	\$97.10	\$99.52	\$102.01	\$104.56	\$107.18	\$109.86	\$112.60

Labor Category	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<i>Cyber Intelligence Analyst I</i>	\$73.43	\$75.27	\$77.15	\$79.08	\$81.06	\$83.08	\$85.16	\$87.29	\$89.47	\$91.71	\$94.00	\$96.35	\$98.76
<i>Cyber Intelligence Analyst II</i>	\$81.28	\$83.32	\$85.40	\$87.53	\$89.72	\$91.96	\$94.26	\$96.62	\$99.04	\$101.51	\$104.05	\$106.65	\$109.32
<i>Cyber Intelligence Analyst III</i>	\$96.22	\$98.62	\$101.09	\$103.61	\$106.20	\$108.86	\$111.58	\$114.37	\$117.23	\$120.16	\$123.16	\$126.24	\$129.40
<i>Cyber Intelligence Analyst IV</i>	\$105.80	\$108.44	\$111.15	\$113.93	\$116.78	\$119.70	\$122.69	\$125.76	\$128.90	\$132.13	\$135.43	\$138.81	\$142.29
<i>Cyber Intelligence Analyst V</i>	\$118.13	\$121.08	\$124.11	\$127.21	\$130.39	\$133.65	\$136.99	\$140.41	\$143.92	\$147.52	\$151.21	\$154.99	\$158.87
<i>Cyber Security Analyst I</i>	\$88.40	\$90.61	\$92.87	\$95.19	\$97.57	\$100.01	\$102.51	\$105.07	\$107.70	\$110.39	\$113.15	\$115.98	\$118.88
<i>Cyber Security Analyst II</i>	\$95.85	\$98.25	\$100.70	\$103.22	\$105.80	\$108.45	\$111.16	\$113.94	\$116.79	\$119.71	\$122.70	\$125.77	\$128.91
<i>Cyber Security Analyst III</i>	\$109.47	\$112.21	\$115.01	\$117.89	\$120.84	\$123.86	\$126.95	\$130.13	\$133.38	\$136.72	\$140.13	\$143.64	\$147.23
<i>Cyber Security Analyst IV</i>	\$117.67	\$120.61	\$123.62	\$126.71	\$129.88	\$133.13	\$136.46	\$139.87	\$143.36	\$146.95	\$150.62	\$154.39	\$158.25
<i>Cyber Security Analyst V</i>	\$127.92	\$131.12	\$134.39	\$137.75	\$141.20	\$144.73	\$148.34	\$152.05	\$155.85	\$159.75	\$163.75	\$167.84	\$172.03
<i>Cyber Security Engineer I</i>	\$88.23	\$90.44	\$92.70	\$95.02	\$97.39	\$99.83	\$102.32	\$104.88	\$107.50	\$110.19	\$112.95	\$115.77	\$118.66
<i>Cyber Security Engineer II</i>	\$95.69	\$98.08	\$100.53	\$103.05	\$105.62	\$108.26	\$110.97	\$113.74	\$116.59	\$119.50	\$122.49	\$125.55	\$128.69
<i>Cyber Security Engineer III</i>	\$109.29	\$112.02	\$114.82	\$117.69	\$120.64	\$123.65	\$126.74	\$129.91	\$133.16	\$136.49	\$139.90	\$143.40	\$146.98
<i>Cyber Security Engineer IV</i>	\$117.14	\$120.07	\$123.07	\$126.15	\$129.30	\$132.53	\$135.85	\$139.24	\$142.72	\$146.29	\$149.95	\$153.70	\$157.54
<i>Cyber Security Engineer V</i>	\$127.56	\$130.75	\$134.02	\$137.37	\$140.81	\$144.33	\$147.93	\$151.63	\$155.42	\$159.31	\$163.29	\$167.37	\$171.56
<i>Cyber Security Specialist I</i>	\$76.90	\$78.82	\$80.79	\$82.81	\$84.88	\$87.01	\$89.18	\$91.41	\$93.69	\$96.04	\$98.44	\$100.90	\$103.42
<i>Cyber Security Specialist II</i>	\$83.29	\$85.38	\$87.51	\$89.70	\$91.94	\$94.24	\$96.60	\$99.01	\$101.49	\$104.02	\$106.62	\$109.29	\$112.02
<i>Cyber Security Specialist III</i>	\$95.24	\$97.62	\$100.06	\$102.56	\$105.13	\$107.75	\$110.45	\$113.21	\$116.04	\$118.94	\$121.91	\$124.96	\$128.09
<i>Cyber Security Specialist IV</i>	\$102.68	\$105.24	\$107.87	\$110.57	\$113.34	\$116.17	\$119.07	\$122.05	\$125.10	\$128.23	\$131.43	\$134.72	\$138.09
<i>Cyber Security Specialist V</i>	\$112.32	\$115.13	\$118.01	\$120.96	\$123.99	\$127.09	\$130.26	\$133.52	\$136.86	\$140.28	\$143.79	\$147.38	\$151.06
<i>Information Security Manager I</i>	\$145.79	\$149.44	\$153.17	\$157.00	\$160.93	\$164.95	\$169.07	\$173.30	\$177.63	\$182.07	\$186.62	\$191.29	\$196.07
<i>Information Security Manager II</i>	\$145.79	\$149.44	\$153.17	\$157.00	\$160.93	\$164.95	\$169.07	\$173.30	\$177.63	\$182.07	\$186.62	\$191.29	\$196.07
<i>Information Security Manager III</i>	\$145.79	\$149.44	\$153.17	\$157.00	\$160.93	\$164.95	\$169.07	\$173.30	\$177.63	\$182.07	\$186.62	\$191.29	\$196.07
<i>Information Security Manager IV</i>	\$145.79	\$149.44	\$153.17	\$157.00	\$160.93	\$164.95	\$169.07	\$173.30	\$177.63	\$182.07	\$186.62	\$191.29	\$196.07
<i>Information Security Manager V</i>	\$145.79	\$149.44	\$153.17	\$157.00	\$160.93	\$164.95	\$169.07	\$173.30	\$177.63	\$182.07	\$186.62	\$191.29	\$196.07

SPECIAL ITEM NUMBER ANCILLARY

SIN	Title	Description
ANCILLARY	COTS Product Specialist III	<i>Possesses extensive experience in specialized COTS (Commercial Off The Shelf) and SaaS (Software as a Service) solutions. Successful track record. Strategic Vendor Management. Provides high skilled technical expertise required in successfully negotiate government enterprise license agreements for specific COTS products in complex, large scale, and distributed environments.</i>
ANCILLARY	Financial Subject Matter expert Principal	<i>The Financial Subject Matter Expert provides financial policy and analysis support. Participates in all acquisition process phases; conducting lifecycle cost estimates, business case analyses and risk analyses; identifying and managing programmatic resources; preparing and executing program budgets. The Financial SME conducts analysis and provides financial-related guidance in all acquisition process phases. Interacts daily with supervisors and functional peer groups and with outside customers, and is responsible for the technical direction, leadership, and training of less experienced staff. Ancillary responsibilities will include but not be limited to analyzing projects; developing and reviewing fiscal and related documentation; developing and administering budgets and schedules; researching and evaluating process tools and methods; documenting and improving processes; and maintaining familiarity with relevant policies. Must have a minimum of ten years experience in providing expertise in the financial area, i.e. business case analysis, life cycle cost estimates, and budget development. Experience with developing DOD CARD. Ability to support government financial executive briefings</i>
ANCILLARY	Financial Subject Matter expert V	<i>The Financial Subject Matter Expert provides financial policy and analysis support. Participates in all acquisition process phases; conducting lifecycle cost estimates, business case analyses and risk analyses; identifying and managing programmatic resources; preparing and executing program budgets. The Financial SME conducts analysis and provides financial-related guidance in all acquisition process phases. Interacts daily with supervisors and functional peer groups and with outside customers, and is responsible for the technical direction, leadership, and training of less experienced staff. Ancillary responsibilities will include but not be limited to analyzing projects; developing and reviewing fiscal and related documentation; developing and administering budgets and schedules; researching and evaluating process tools and methods; documenting and improving processes; and maintaining familiarity with relevant policies. Must have a minimum of ten years experience in providing expertise in the financial area, i.e. business case analysis, life cycle cost estimates, and budget development. Experience with developing DOD CARD. Ability to support government financial executive briefings</i>
ANCILLARY	Subject Matter Expert IT III	<i>The Subject Matter Expert 3 has industry experience in the relevant subject matter. This individual will use information technology expertise and/or industry focus expertise in fulfilling the interpreted customer specification. The Subject Matter Expert is highly experienced in the industry about the stated information technology. The Subject Matter Expert provides thought leadership related to current and future customer plans with regard to the stated information technology.</i>
ANCILLARY	Subject Matter Expert IT Principal	<i>Experience managing, directing, and implementing large scale information technology and management projects. Substantial experience managing the business issues associated with customer relationships and client requirements. Functional Responsibility: Manages contractual relationship with agencies and departments of various levels and complexity. Experience in overseeing a diverse group of functional activities and subordinate groups of technical and administrative personnel. Manages and controls large funds and resources and possesses demonstrated capability in managing complex, multi-task commercial and government contracts. Experience in assessing, managing and evaluating software engineering, information engineering, knowledge management, software technology, and business process reengineering. Supports analysis of large complex systems</i>

Labor Category	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
<i>COTS Product Specialist III</i>	\$193.96	\$198.81	\$203.78	\$208.88	\$214.10	\$219.45	\$224.94	\$230.56	\$236.33	\$242.24	\$248.29	\$254.50	\$260.86
<i>COTS Product Specialist (IV)</i>	\$234.26	\$240.11	\$246.12	\$252.27	\$258.58	\$265.04	\$271.67	\$278.46	\$285.42	\$292.55	\$299.87	\$307.37	\$315.05
<i>Financial Subject Matter Expert Principal</i>	\$269.40	\$276.13	\$283.03	\$290.11	\$297.36	\$304.80	\$312.42	\$320.23	\$328.23	\$336.44	\$344.85	\$353.47	\$362.31
<i>Financial Subject Matter Expert V</i>	\$183.19	\$187.77	\$192.46	\$197.27	\$202.21	\$207.26	\$212.44	\$217.75	\$223.20	\$228.78	\$234.50	\$240.36	\$246.37
<i>Subject Matter Expert (I)</i>	\$168.66	\$172.88	\$177.20	\$181.63	\$186.17	\$190.83	\$195.60	\$200.49	\$205.50	\$210.64	\$215.91	\$221.30	\$226.84
<i>Subject Matter Expert (II)</i>	\$206.15	\$211.30	\$216.58	\$222.00	\$227.55	\$233.24	\$239.07	\$245.04	\$251.17	\$257.45	\$263.88	\$270.48	\$277.24
<i>Subject Matter Expert (IV)</i>	\$257.68	\$264.12	\$270.73	\$277.50	\$284.43	\$291.54	\$298.83	\$306.30	\$313.96	\$321.81	\$329.86	\$338.10	\$346.55
<i>Subject Matter Expert (V)</i>	\$323.27	\$331.36	\$339.64	\$348.13	\$356.83	\$365.76	\$374.90	\$384.27	\$393.88	\$403.73	\$413.82	\$424.16	\$434.77
<i>Subject Matter Expert IT III</i>	\$242.46	\$248.52	\$254.73	\$261.10	\$267.63	\$274.32	\$281.17	\$288.20	\$295.41	\$302.79	\$310.36	\$318.12	\$326.08
<i>Subject Matter Expert IT Principal</i>	\$323.27	\$331.36	\$339.64	\$348.13	\$356.83	\$365.76	\$374.90	\$384.27	\$393.88	\$403.73	\$413.82	\$424.16	\$434.77

Terms and conditions

Special Item Number 132-51

- 1) SCOPE
 - a) The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule. 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 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-
 - i) Cancel the stop-work order; or
 - ii) 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-
 - i) 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
 - ii) 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.
 - iii) 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.
 - iv) 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
 - a) 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
 - a) Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Services.
- 9) INDEPENDENT CONTRACTOR All IT 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

- a) result in an unfair competitive advantage to the Contractor or its affiliates or
 - b) impair the Contractor's or its affiliates' objectivity in performing contract work.
 - c) 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 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—
 - i) The offeror;
 - ii) Subcontractors; and/or
 - iii) Divisions, subsidiaries, or affiliates of the offeror under a common control.
 - c) **RESUMES**
 - i) Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.
- 13) **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.
- 14) **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.
- 15) **DESCRIPTION OF IT SERVICES AND PRICING**
- a) The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers 132-51 IT Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.
 - b) Pricing for all IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

Element	Government
F.O.B. Shipping Terms	NA
Payment Terms: (Net and Prompt Pay)	30 days
Delivery Terms	30 days
Expedited Delivery Terms (Number of days/hours)	10
Warranty Terms	12m software
Quantity / Volume Discount	>500K, 2%
Minimum Order	1,000
Restocking Policy (if applicable)	NA