



WESSGRP
WARD ENG SUPPORT SERVICES

GSA IT Schedule 70

**General Services Administration
Federal Supply Service**

**Base Contract Period: 24 January 2023
through 23 January 2028**

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
UEI: E6HJLKKFGAH4
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 NUMBER 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

**SPECIAL ITEM NUMBER 54151HACS – HIGH VALUE ASSET ASSESSMENTS, RISK AND
VULNERABILITY ASSESSMENT, CYBER HUNT, INCIDENT RESPONSE, PENETRATION TESTING**

SPECIAL ITEM NUMBER ANCILLARY

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).

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.

Individuals may have more than the number of years' experience required and in these cases the degree requirement may be substituted for additional years of experience unless otherwise stated in the specific opportunity. Typically, Ward ENG Support Services uses the following substitution plan. So for example an individual without a degree where a Masters is required, would need to have an additional 8+ years' experience and any additional certifications required by the position.

Minimum Education	Additional Years' Experience
Bachelors	+3
Masters	+5
PHD (including Doctorate)	+5

Ward ENG Support Services, INC. rates are provided in the document for 2023 – 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

Labor Categories

Labor Category/Service Title	Labor Category/Service Description
Administrative Assistant (exec) I	Assists and relieves the executive of administrative type functions to increase the time an executive has available for executive level responsibilities. Takes care of a wide variety of complex situations and conflicts involving the clerical and administrative function of the office that often cannot be brought to the attention of the executive.
Administrative Assistant (exec) II	In addition to level I, Composes correspondence requiring knowledge of executive's views, philosophy, and some understanding of technical matters; may sign for executive when technical or policy content has been authorized.
Administrative Assistant (exec) III	In addition to level, I and II, Responsible for ensuring assigned duties are completed on time and in accordance with leadership requirements. May be required to schedule travel, manage collection of documentation, and review and send messages in support of the team.
Business Analyst I	Analyzes company functions, processes, and activities to improve computer-based business applications for the most effective use of money, materials, equipment, and people. Reviews and analyzes information, forecasts, methods, schedules, systems, processes, and procedures.
Business Analyst II	In addition to level I, utilizes available computer systems resources and personnel to carry out analysis in support of management's quest for performance improvement. 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.
Business Analyst III	In addition to level, I and II, Reviews and analyzes information, forecasts, methods, schedules, systems, processes, and procedures. Evaluates lifecycle of projects. Reviews performance metrics to identify risks and opportunities. Analyzes business for clients and manages customer projects.
Business Analyst SME	In addition to level I, II, and III; Establishes business processes and recommends improvements. May Lead a team to support business analysis.
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
Cloud Architect II	In addition to level I, Collaborates with business owners, Analysts, Engineers, development teams, and infrastructure services to define, establish, and communicate application and data architecture standards, policies, and directions.
Cloud Architect III	In addition to level, I and II, 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. This position will also provide the capabilities to design the solution for the client based on cloud technologies. May manage cloud design efforts, responsible for ensuring the design takes into account the organizational requirements, security requirements, and design that facilitates the organizations goals.
Cloud Architect SME	In addition to level I, II, and III; Supports complex system implementations, with experience in designing secure agile architectures that meet cybersecurity requirements but enable flexibility to incorporate future cloud technologies.
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.
Cloud Engineer II	In addition to level I, 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.
Cloud Engineer III	In addition to level, I and II, may lead team or organizational Cloud migration efforts or analysis efforts. Manages the efforts required for developing, planning and executing the cloud solution roadmap. Ensuring that the necessary disciplines are consulted to ensure the Cloud strategies meet business, organizational, and company strategies to drive the achievement of cloud business objective.
Cloud Engineer SME	In addition to level I, II, and III; Supports the team in establishing policies, procedures and strategies that ensure a secure cloud implementation.
Cost Financial Consultant I	Provides financial analysis and advises appropriate solutions for issues. Analyzes and evaluates cost/budget reports. Manages budget and actual costs to determine potential impacts. Runs analysis to measure performance metrics and ensure goals are met. Tracks actuals against project plans to identify issues and performance metrics. Executes in accordance with defined processes to address identified problems. Runs analysis to measure performance metrics and ensure goals are met.
Cost Financial Consultant II	In addition to level I, Identifies areas for improvement and change based on complex financial modeling. Heads projects involving financial management and analysis. Develops project plans to identify issues and performance metrics. Designs processes to address identified problems. Prepares financial performance summaries and reports for upper management. Provides financial analysis and advises appropriate solutions for issues. Analyzes and evaluates cost/budget reports. Identifies areas for improvement and change based on complex financial modeling. Designs processes to address identified problems

Labor Category/Service Title	Labor Category/Service Description
Cost Financial Consultant III	In addition to level, I and II, Heads projects involving financial management and analysis. Analyzes and evaluates cost/budget reports. Identifies areas for improvement and change across the enterprise based on complex financial modeling. Develops procedures and processes for designing, implementing, and maintaining project plans. Develop scripts and processes that are used to identify issues and performance metrics. Designs processes to address identified problems.
Cost Financial Consultant SME	In addition to level I, II, and III; Readies financial performance summaries and reports for upper management and executive leadership. Manages a team of cost analysts. Incorporates financial trends and identifies risks based on these trends.
Database engineer I	Performs standard administration tasks, such as backup and recovery, disaster recovery, patching, upgrades, installation, configuration, and meeting performance service level agreements.
Database engineer II	In addition to level I, Collaborates with other disciplines on implementing database solutions, and recommends and performs standard administration tasks, such as backup and recovery, disaster recovery, patching, upgrades, installation, configuration, and meeting performance service level agreements.
Database engineer III	In addition to level, I and II, Coordinates the architecting of complex database and data warehouse infrastructure solutions that meet business needs, including planning, designing, construction, execution, and maintenance.
Database engineer SME	In addition to level I, II, and III; Manages and oversees activities of employees engaged in supporting the organization's database administration activities.
Facilities Manager I	Manages, plans, and coordinates activities concerned with the operation, repair, maintenance, and construction of facilities, equipment, buildings, and grounds to minimize interruption and improve efficiency. Coordinates efforts with workers such as maintenance, repair, or renovation and may obtain bids for additional work from outside contractors. May coordinate with other teams and external support staff.
Facilities Manager II	In addition to level I, Develops procedures for use in event of accidents, fires, or other emergencies.
Facilities Manager III	In addition to level, I and II, Manages, plans, and coordinates, through a staff of skilled, semiskilled, and unskilled trade personnel, activities concerned with the operation, repair, maintenance, and construction of facilities, equipment, buildings, and grounds to minimize interruption and improve efficiency. Plans and oversees such matters as design and development of plant facilities, formulation of operating rules, regulations, and procedures. Inspects plant facilities or reviews inspection reports, to determine repairs, replacement, or improvements required. Hires, trains, and supervises building service personnel. Assigns workers to duties such as maintenance, repair, or renovation and may obtain bids for additional work from outside contractors.
Facilities Manager SME	In addition to level I, II, and III; Provides unique knowledge and functional expertise regarding the full spectrum of facility operations. Provides recommendations for the improvement of procedures and increased operational efficiency.
Facilities Space Planner 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. Engages in the measurement of facilities to determine total square footage available for occupancy.
Facilities Space Planner II	In addition to level I, performing spatial data analysis, managing space assets, and designing the layout of office space to ensure optimization within the constraints of the organization, federal agency, or best practices. Computes square footage available for each member of staff to determine whether minimum space restrictions can be met.
Facilities Space Planner III	In addition to level, I and II, 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.
General Engineer I	Engineers that research, designs, develop, run tests, and evaluate computer hardware such as computer chips, circuit boards, computer systems, keyboards, modems, printers, and other related equipment. These individuals collaborate with software engineers and scientists to support the components used in the design of the products.
General Engineer II	In addition to level I, Individual can work on their own with little guidance. They can work with individuals to resolve issues and can perform initial debugging to identify issues with the design/proposed design.
General Engineer III	Able to perform all tasks at level II and I. The individual may be responsible for designing the products, managing the tasks, and directing the team to ensure the product is built to specifications. Supervises activities related to engineering design. Aids in planning and establishing engineering schedules and following up performance against specifications. May be responsible for managing large teams of engineers.
General Engineer SME	Able to perform all tasks at levels I, II and III. Will aid in the planning and establishment of engineering processes and procedures, to ensure repeatable processes. Responsible for the schedules and meeting performance requirements based on approved specifications.
Graphic Designer I	Designs and develops complex graphics and/or 3D animation, special effects, interactive images, backgrounds, Web pages, or other visual images that are eye-pleasing for users, using film technology, video, computers, graphics, Web design, and multimedia and electronic tools for use in products or creations, such as computer games, movies, music videos, commercials, and medical research and diagnostics. Develops graphics for various departments in support of business requirements and/or gaming software.

Labor Category/Service Title	Labor Category/Service Description
Graphic Designer II	In addition to level I, Utilizes video, audio, written, and artistic materials to produce what client requires, such as briefings, brochures, multimedia presentations, web pages, promotional products, technical illustrations, and computer artwork for use in products, technical manuals, literature, newsletters, and slide shows. Defines the best approach to meet the customers requirements.
Graphic Designer III	In addition to level, I and II, Responsible for scheduling and planning the design efforts.
Graphic Designer SME	In addition to level I, II, and III; May be responsible for managing large teams to ensure efforts are on time and completed in accordance with plan. Responsible for developing the processes and procedures for cataloging and standardizing products.
Help Desk I	Analyzes problems and provides technical assistance, support, and advice to end users for hardware, software, and systems. Studies and resolves computer software and hardware problems of users. Acts as a contact for users having problems using computer software, hardware, and operating systems. Determines whether problem is caused by hardware, software, or system. Answers questions, applying knowledge of computer software, hardware, systems, and procedures. May perform incident management activities for categorizing and entering tickets into the tracking systems.
Help Desk II	In addition to level I, Support triage meetings with the stakeholders to coordinate and collect additional information relevant to the issues identified by the end-user. 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.
Help Desk III	In addition to level, I and II, 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.
Help Desk SME	In addition to level I, II, and III; establishes scripts, procedures and templates used by the helpdesk team to perform daily activities. Manages a team of help desk support staff.
Network Engineer I	Manages and performs maintenance on the existing computer network systems and services, including local area networks, wide area networks, intranets, and the Internet, providing analytical, technical, and administrative support.
Network Engineer II	In addition to level 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.
Network Engineer III	In addition to level, I and II, Manages the testing and analysis of all network components including complex software, hardware, and transmission systems. Recommends corrective actions in order to ensure high quality, efficient network performance. Reviews report of computer and peripheral equipment production, malfunction, and maintenance to ascertain costs and plan operating changes within department.
Network Engineer SME	In addition to level I, II, and III; Manages, coordinates, and oversees activities of employees engaged in supporting the organization's telecommunications and PC network activities, including documentation, administration, technical services, and procurement.
Program Analyst I	Compiles information for preparation of meetings, contracts, and acquisition documentation. Assesses the development of program or project activities. Responds to program or project related complaints and requests for information.
Program Analyst II	In addition to level I, Classifies program, project or system enhancements. Installs new and revised programs and systems. Compiles information for preparation of program efforts, acquisitions, 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.
Program Analyst III	In addition to level, I and II, Reviews program documentation and provides assessments to the program manager and acquisition team to ensure tailored approaches that optimize resources.
Program Manager I	Plans, organizes, and coordinates the project lifecycle for technology infrastructure projects, including server, mainframe, storage, database, and network technology lifecycle management. Oversees projects from initiation through implementation including phases such as planning, execution, monitoring/controlling, and close-out. Establishes project requirements, priorities, and deadlines. Manages, coordinates, and establishes priorities for complete life-cycle of 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. Manages the agreed scope of the organization's 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. Coordinates solution planning for offerings, heads a solution team, utilizing strong technical leadership and ongoing coaching of direct reports.

Labor Category/Service Title	Labor Category/Service Description
Program Manager II	In addition to level I, Directs technological research by studying organization goals, strategies, practices, and user projects. Oversees the development of 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. Establishes project requirements, priorities, and deadlines. Coordinates solution offerings, heads a solution team and acquires the required support the various disciplines external to the team as needed. Utilizes strong technical leadership and ongoing coaching of direct reports.
Program Manager III	In addition to level, I and II, 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.
Program Manager SME	In addition to level I, II, and III; Manages, coordinates, and establishes priorities for complete life-cycle across the various project teams that support large complex organizations.
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. Utilizes Agile methodologies to initiate, plan, execute, monitor, and close projects. Defines the project scope and schedule, breaking large projects down into manageable sequences and enabling the team to turnaround tasks faster.
Project Manager II	In addition to level I, Directs technological research by studying organization goals, strategies, practices, and user projects. Identifies and eliminates potential roadblocks and risks to the plan. Manages, coordinates, and motivates project teams. Allocates the appropriate personnel, processes, and tools to improve efficiency and effectiveness in attaining the project goals. Accomplishes a high level of quality and performance.
Project Manager III	In addition to level, I and II, develops procedures, processes and templates to enable practice solutions and methodologies. Defines strategy and requirements to achieve successful rollout. Implements creative business and technology solutions.
Project Manager SME	In addition to level I, II, and III; Manages and coordinates efforts for large complex projects, Develops practice solutions and methodologies. Implements creative business and technology solutions, and teaches these solutions to the team to improve performance and ensure optimization.
Software Engineer/Developer I	Develops, runs tests, and maintains current computer programs that provide instructions computers must follow to perform their function. Updates, repairs, modifies, and expands existing computer programs. Support non-complex degree of structured analysis, impact and compatibility analysis, cost analysis, computer capability analysis, feasibility studies, and user/customer interface.
Software Engineer/Developer II	In addition to level I, 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.
Software Engineer/Developer III	In addition to level, I and II, Support complex degree of structured analysis, impact and compatibility analysis, cost analysis, computer capability analysis, feasibility studies, and user/customer interface. Develops requirements and ensures develop methodologies are aligned to organizational requirements (e.g., Agile). Defines the processes, procedures and tools used to manage develop efforts. May manage small teams and DevSecOPS environment.
Software Engineer/Developer SME	In addition to level I, II, and III; Support large complex development efforts, with multiple programming skills. Manged multiple teams and develops the overall high level plan and cost estimates to perform the work.
System Administrator I	Administers and provides overall support and maintenance of applications, operating systems, and network connectivity. Evaluates system performance daily to ensure adequate response times for production applications. Establishes and documents procedures to ensure data integrity including system fail-over and backup/recovery. Acquires, configures, and maintains servers for development work, internal and customer testing, and production environments. Maintains software updates, designs and implements new system structures, and tracks and monitors server usage and up-time.
System Administrator II	In addition to level I, evaluates system performance daily to ensure adequate response times for production applications. Administers, designs, implements, supports, and maintains operations for an organization's Information technology, applications, network components, and VMware environment infrastructure. Oversees performance tuning and monitors performance of server systems, including uptime, failover, anti-viral, and anti-spamming. Plans, implements, administers, and optimizes company servers and network infrastructures to achieve high performance of the various supported business applications.
System Administrator III	In addition to level, I and II, Sets up and maintains fault tolerances and monitors and manages accounts. Sets up environment, equipment, 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.
System Administrator SME	In addition to level I, II, and III; Multi-discipline environment support, across various platforms and capabilities. May manages a team, or enterprise team.

Labor Category/Service Title	Labor Category/Service Description
System Architect (Software/Data/Database) I	Analyzes data models to ensure they are efficient for developing proper analysis. Supports all aspects of the architectures needed for the operational, technical, and informational. Discerns customer requirements and confirms models address them. Develops and explicates IT solutions based on the enterprise's strategic business or technical requirements. Defines the approach for structuring each application, including determining appropriate use of technology solutions. Defines and validates technical requirements and architecture quality attributes. 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.
System Architect (Software/Data/Database) II	In addition to level I, Designs and maintains DevOps infrastructure. Manages Information Technology applications projects, including the design, development, and implementation of components of the IT architecture. Develops and communicates architectural proposals for various projects and initiatives. Develops and coordinates IT strategy and oversees implementation of integrated systems. Analyzes organization's business requirements for database design and executes changes to database as required. 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 the database as required.
System Architect (Software/Data/Database) III	In addition to level, I and II, Maintains and evaluates company's current equipment. Designs, develops, implements, utilizes, and conforms to enterprise information technology, 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, validates, and implements scalable system infrastructure such as servers and databases. Evaluates and analyzes complex systems architecture for performance and efficiency improvements.
System Architect (Software/Data/Database) SME	In addition to level I, II, and III; Designs, develops, and implements infrastructure to provide highly complex, reliable, and scalable database to meet the organization's objectives and requirements.
System Engineer I	Oversees engineering activities supporting the organization's information systems being developed, modified, or operational. Plans, designs, develops, evaluates, tests, and integrates an organization's systems infrastructure, including the implementation and design of hardware and software. Oversees engineering activities of an organization's information systems.
System Engineer II	In addition to level I, assures that the system meets the stability, integrity, and efficient operation requirements in accordance with the approved specifications. Provides support for the development of acquisition documentation, milestone reviews, and key operational/test events. Verifies that the system is being maintained and is optimized once operational. Oversees the Systems Engineering staff and activities of an organization's information systems. May provide support to, reviews, maintains, and optimize all networked software and associated operating systems.
System Engineer III	In addition to level, I and II, oversees systems engineering team. Executes and manages the risk assessments and develops mitigation strategies. Plans the cost, schedule and execution plan for the projects. Develops and reviews technical performance metrics.
System Engineer SME	In addition to level I, II, and III; manages large complex projects with multiple system components and subcomponents.
Test Engineer/QA I	Administers testing events (environmental, operational, or performance) in accordance with the clients/organizations processes and procedures. Testing includes software, aeronautical, electrical, mechanical, electro-mechanical, general industrial, experimental, automotive equipment, industrial machinery and equipment, controls, and systems, and other products and systems. Received direction from the senior team members and provides the data and results of test events.
Test Engineer/QA II	In addition to level I, designs and executes testing with an understanding of both theories and principles associated with the systems, components, and products being tested. May manage test events. Excludes paraprofessional positions.
Test Engineer/QA III	In addition to level I and II, signs and directs engineering and technical personnel in the design, and fabrication of testing for the system and subsystem components. Potentially will manage the test-control apparatus and equipment used to support the test events. Collects data from the test event, and finalizes the test report.
Test Engineer/QA SME	In addition to level I, II, and III; supervises employees engaged in test engineering activities. Oversees activities related to test engineering including staffing, scheduling, coordinating, and planning. Aids in planning and establishing engineering schedules and following up performance against estimates.

Position requirements

Labor Category/Service Title	Minimum Education	Minimum Years of Experience	Identify Required Licenses or Certifications	Security Clearance Required
Administrative Assistant (exec) I	High School	0	Relevant certifications based on position	No
Administrative Assistant (exec) II	High School	3	Relevant certifications based on position	No
Administrative Assistant (exec) III	High School	10	Relevant certifications based on position	No
Business Analyst I	Bachelors	0	Relevant certifications based on position	No
Business Analyst II	Bachelors	3	Relevant certifications based on position	No
Business Analyst III	Bachelors	10	Relevant certifications based on position	No
Business Analyst SME	Masters	15	Relevant certifications based on position	No
Cloud Architect I	Bachelors	0	Cloud certifications based on client requirements	No
Cloud Architect II	Bachelors	3	Cloud certifications based on client requirements	No
Cloud Architect III	Bachelors	10	Cloud certifications based on client requirements	No
Cloud Architect SME	Masters	15	Cloud certifications based on client requirements	No
Cloud Engineer I	Bachelors	0	Cloud certifications based on client requirements	No
Cloud Engineer II	Bachelors	3	Cloud certifications based on client requirements	No
Cloud Engineer III	Bachelors	10	Cloud certifications based on client requirements	No
Cloud Engineer SME	Masters	15	Cloud certifications based on client requirements	No
Cloud Engineer SME	PhD	15	Cloud certifications based on client requirements	No
Cost Financial Consultant I	Bachelors	0	Relevant certifications based on position	No
Cost Financial Consultant II	Bachelors	3	Relevant certifications based on position	No
Cost Financial Consultant III	Masters	10	Relevant certifications based on position	No
Cost Financial Consultant SME	PhD	15	Relevant certifications based on position	No
Database engineer I	Bachelors	0	Relevant certifications based on position	No
Database engineer II	Bachelors	3	Relevant certifications based on position	No
Database engineer III	Bachelors	10	Relevant certifications based on position	No
Database engineer SME	Masters	15	Relevant certifications based on position	No
Facilities Manager I	High School	0	Relevant certifications based on position	No
Facilities Manager II	High School	3	Relevant certifications based on position	No
Facilities Manager III	High School	10	Relevant certifications based on position	No
Facilities Manager SME	High School	15	Relevant certifications based on position	No
Facilities Space Planner I	High School	0		No
Facilities Space Planner II	High School	3		No
Facilities Space Planner III	High School	10		No
General Engineer I	Associates	0	Relevant certifications based on position	No
General Engineer II	Bachelors	3	Relevant certifications based on position	No
General Engineer III	Bachelors	10	Relevant certifications based on position	No
General Engineer SME	Masters	15	Relevant certifications based on position	No
Graphic Designer I	High School	0	Relevant certifications based on position	No
Graphic Designer II	Associates	3	Relevant certifications based on position	No
Graphic Designer III	Bachelors	10	Relevant certifications based on position	No
Graphic Designer SME	Bachelors	15	Relevant certifications based on position	No
Help Desk I	High School	0	Relevant certifications based on position	No
Help Desk II	High School	3	Relevant certifications based on position	No
Help Desk III	High School	10	Relevant certifications based on position	No
Help Desk SME	High School	15	Relevant certifications based on position	No
Network Engineer I	Associates	0	Relevant certifications based on position	No
Network Engineer II	Bachelors	3	Relevant certifications based on position	No
Network Engineer III	Bachelors	10	Relevant certifications based on position	No
Network Engineer SME	Masters	15	Relevant certifications based on position	No
Program Analyst I	Associates	0	Relevant certifications based on position	No
Program Analyst II	Bachelors	3	Relevant certifications based on position	No
Program Analyst III	Bachelors	10	Relevant certifications based on position	No
Program Manager I	Bachelors	0	PMP or equivalent certification	No

Program Manager II	Bachelors	3	PMP or equivalent certification	No
Program Manager III	Bachelors	10	PMP or equivalent certification	No
Program Manager SME	Masters	15	PMP or equivalent certification	No
Project Manager I	Bachelors	0	Certifications applicable to the domain supported (example: CCISO, ITIL, Agile, etc.)	No
Project Manager II	Bachelors	3	Certifications applicable to the domain supported (example: CCISO, ITIL, Agile, etc.)	No
Project Manager III	Bachelors	10	Certifications applicable to the domain supported (example: CCISO, ITIL, Agile, etc.)	No
Project Manager SME	Masters	15	Certifications applicable to the domain supported (example: CCISO, ITIL, Agile, etc.)	No
Software Engineer/Developer I	Bachelors	0	None	No
Software Engineer/Developer II	Bachelors	3	None	No
Software Engineer/Developer III	Bachelors	10	None	No
Software Engineer/Developer SME	Masters	15	None	No
System Administrator I	Associates	0	Relevant certifications based on position	No
System Administrator II	Bachelors	3	Relevant certifications based on position	No
System Administrator III	Bachelors	10	Relevant certifications based on position	No
System Administrator SME	Masters	15	Relevant certifications based on position	No
System Architect (Software/Data/Database) I	Bachelors	0	None	No
System Architect (Software/Data/Database) II	Bachelors	3	None	No
System Architect (Software/Data/Database) III	Bachelors	10	None	No
System Architect (Software/Data/Database) SME	Masters	15	None	No
System Engineer I	Bachelors	0	Relevant certifications based on position	No
System Engineer II	Bachelors	3	Relevant certifications based on position	No
System Engineer III	Masters	10	Relevant certifications based on position	No
System Engineer SME	PhD	15	Relevant certifications based on position	No
Test Engineer/QA I	Associates	0	Relevant certifications based on position	No
Test Engineer/QA II	Bachelors	3	Relevant certifications based on position	No
Test Engineer/QA III	Bachelors	10	Relevant certifications based on position	No
Test Engineer/QA SME	Masters	15	Relevant certifications based on position	No

*Degree can be substituted for additional years of experience unless otherwise stated in the specific opportunity.

Pricing

Labor Category	2023	2024	2025	2026	2027	2028
Administrative Assistant (exec) I (Ctr)	\$97.51	\$100.43	\$103.45	\$106.55	\$109.75	\$113.04
Administrative Assistant (exec) I (Gov)	\$91.35	\$94.09	\$96.91	\$99.82	\$102.82	\$105.90
Administrative Assistant (exec) II (Ctr)	\$105.03	\$108.18	\$111.43	\$114.77	\$118.22	\$121.76
Administrative Assistant (exec) II (Gov)	\$98.40	\$101.35	\$104.39	\$107.52	\$110.75	\$114.07
Administrative Assistant (exec) III (Ctr)	\$118.83	\$122.40	\$126.07	\$129.85	\$133.75	\$137.76
Administrative Assistant (exec) III (Gov)	\$111.34	\$114.68	\$118.12	\$121.66	\$125.31	\$129.07
Business Analyst I (Ctr)	\$94.28	\$97.11	\$100.02	\$103.03	\$106.12	\$109.30
Business Analyst I (Gov)	\$88.33	\$90.98	\$93.71	\$96.52	\$99.42	\$102.40
Business Analyst II (Ctr)	\$116.34	\$119.83	\$123.43	\$127.13	\$130.94	\$134.87
Business Analyst II (Gov)	\$108.99	\$112.26	\$115.63	\$119.10	\$122.67	\$126.35
Business Analyst III (Ctr)	\$128.86	\$132.73	\$136.71	\$140.81	\$145.03	\$149.39
Business Analyst III (Gov)	\$120.72	\$124.34	\$128.07	\$131.91	\$135.87	\$139.95
Business Analyst SME (Ctr)	\$169.20	\$174.27	\$179.50	\$184.88	\$190.43	\$196.14
Business Analyst SME (Gov)	\$158.50	\$163.26	\$168.16	\$173.20	\$178.40	\$183.75
Cloud Architect I (Ctr)	\$123.66	\$127.37	\$131.19	\$135.13	\$139.18	\$143.36
Cloud Architect I (Gov)	\$115.85	\$119.33	\$122.91	\$126.60	\$130.39	\$134.31

Labor Category	2023	2024	2025	2026	2027	2028
<i>Cloud Architect II (Ctr)</i>	\$153.27	\$157.87	\$162.61	\$167.49	\$172.51	\$177.69
<i>Cloud Architect II (Gov)</i>	\$143.60	\$147.91	\$152.34	\$156.91	\$161.62	\$166.47
<i>Cloud Architect III (Ctr)</i>	\$167.88	\$172.91	\$178.10	\$183.44	\$188.95	\$194.61
<i>Cloud Architect III (Gov)</i>	\$157.27	\$161.99	\$166.85	\$171.86	\$177.01	\$182.32
<i>Cloud Architect SME (Ctr)</i>	\$175.48	\$180.74	\$186.17	\$191.75	\$197.50	\$203.43
<i>Cloud Architect SME (Gov)</i>	\$164.40	\$169.33	\$174.41	\$179.64	\$185.03	\$190.58
<i>Cloud Engineer I (Ctr)</i>	\$110.65	\$113.97	\$117.39	\$120.91	\$124.54	\$128.28
<i>Cloud Engineer I (Gov)</i>	\$103.67	\$106.78	\$109.98	\$113.28	\$116.68	\$120.18
<i>Cloud Engineer II (Ctr)</i>	\$142.80	\$147.08	\$151.49	\$156.04	\$160.72	\$165.54
<i>Cloud Engineer II (Gov)</i>	\$133.78	\$137.79	\$141.92	\$146.18	\$150.57	\$155.08
<i>Cloud Engineer III (Ctr)</i>	\$156.91	\$161.62	\$166.47	\$171.46	\$176.60	\$181.90
<i>Cloud Engineer III (Gov)</i>	\$146.99	\$151.40	\$155.94	\$160.62	\$165.44	\$170.40
<i>Cloud Engineer SME (Ctr)</i>	\$159.43	\$164.21	\$169.14	\$174.22	\$179.44	\$184.83
<i>Cloud Engineer SME (Gov)</i>	\$149.36	\$153.84	\$158.45	\$163.20	\$168.10	\$173.14
<i>Cost Financial Consultant I (Ctr)</i>	\$82.12	\$84.58	\$87.12	\$89.73	\$92.42	\$95.19
<i>Cost Financial Consultant I (Gov)</i>	\$76.94	\$79.24	\$81.62	\$84.07	\$86.59	\$89.19
<i>Cost Financial Consultant II (Ctr)</i>	\$100.50	\$103.51	\$106.62	\$109.82	\$113.11	\$116.51
<i>Cost Financial Consultant II (Gov)</i>	\$94.15	\$96.97	\$99.88	\$102.88	\$105.96	\$109.14
<i>Cost Financial Consultant III (Ctr)</i>	\$112.00	\$115.36	\$118.82	\$122.39	\$126.06	\$129.84
<i>Cost Financial Consultant III (Gov)</i>	\$104.93	\$108.07	\$111.32	\$114.66	\$118.10	\$121.64
<i>Cost Financial Consultant SME (Ctr)</i>	\$171.27	\$176.41	\$181.70	\$187.15	\$192.76	\$198.55
<i>Cost Financial Consultant SME (Gov)</i>	\$160.46	\$165.27	\$170.23	\$175.34	\$180.60	\$186.01
<i>Database engineer I (Ctr)</i>	\$131.41	\$135.35	\$139.41	\$143.60	\$147.91	\$152.34
<i>Database engineer I (Gov)</i>	\$123.11	\$126.81	\$130.61	\$134.53	\$138.57	\$142.72
<i>Database engineer II (Ctr)</i>	\$169.39	\$174.47	\$179.71	\$185.10	\$190.65	\$196.37
<i>Database engineer II (Gov)</i>	\$158.69	\$163.45	\$168.35	\$173.40	\$178.61	\$183.96
<i>Database engineer III (Ctr)</i>	\$187.89	\$193.53	\$199.33	\$205.31	\$211.47	\$217.82
<i>Database engineer III (Gov)</i>	\$176.02	\$181.30	\$186.74	\$192.34	\$198.11	\$204.05
<i>Database engineer SME (Ctr)</i>	\$197.47	\$203.39	\$209.50	\$215.78	\$222.25	\$228.92
<i>Database engineer SME (Gov)</i>	\$185.00	\$190.55	\$196.27	\$202.15	\$208.22	\$214.46
<i>Facilities Manager I (Ctr)</i>	\$82.81	\$85.29	\$87.85	\$90.49	\$93.20	\$96.00
<i>Facilities Manager I (Gov)</i>	\$77.58	\$79.91	\$82.31	\$84.77	\$87.32	\$89.94
<i>Facilities Manager II (Ctr)</i>	\$104.31	\$107.44	\$110.66	\$113.98	\$117.40	\$120.92
<i>Facilities Manager II (Gov)</i>	\$97.72	\$100.65	\$103.67	\$106.78	\$109.99	\$113.29
<i>Facilities Manager III (Ctr)</i>	\$114.61	\$118.05	\$121.59	\$125.24	\$129.00	\$132.87
<i>Facilities Manager III (Gov)</i>	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86	\$124.48
<i>Facilities Manager SME (Ctr)</i>	\$147.11	\$151.52	\$156.07	\$160.75	\$165.57	\$170.54
<i>Facilities Manager SME (Gov)</i>	\$137.82	\$141.96	\$146.22	\$150.60	\$155.12	\$159.77
<i>Facilities Space Planner I (Ctr)</i>	\$85.57	\$88.13	\$90.78	\$93.50	\$96.30	\$99.19
<i>Facilities Space Planner I (Gov)</i>	\$80.16	\$82.57	\$85.04	\$87.59	\$90.22	\$92.93
<i>Facilities Space Planner II (Ctr)</i>	\$107.04	\$110.25	\$113.56	\$116.96	\$120.47	\$124.09
<i>Facilities Space Planner II (Gov)</i>	\$100.27	\$103.28	\$106.38	\$109.57	\$112.86	\$116.25
<i>Facilities Space Planner III (Ctr)</i>	\$116.36	\$119.85	\$123.45	\$127.15	\$130.97	\$134.89
<i>Facilities Space Planner III (Gov)</i>	\$109.02	\$112.29	\$115.66	\$119.13	\$122.70	\$126.39
<i>General Engineer I (Ctr)</i>	\$108.00	\$111.24	\$114.58	\$118.02	\$121.56	\$125.21
<i>General Engineer I (Gov)</i>	\$101.17	\$104.21	\$107.33	\$110.55	\$113.87	\$117.29
<i>General Engineer II (Ctr)</i>	\$164.25	\$169.18	\$174.25	\$179.48	\$184.86	\$190.41
<i>General Engineer II (Gov)</i>	\$153.87	\$158.49	\$163.24	\$168.14	\$173.18	\$178.38
<i>General Engineer III (Ctr)</i>	\$179.11	\$184.48	\$190.01	\$195.71	\$201.58	\$207.63
<i>General Engineer III (Gov)</i>	\$167.80	\$172.83	\$178.02	\$183.36	\$188.86	\$194.52
<i>General Engineer SME (Ctr)</i>	\$186.96	\$192.57	\$198.35	\$204.30	\$210.43	\$216.74

Labor Category	2023	2024	2025	2026	2027	2028
<i>General Engineer SME (Gov)</i>	\$175.16	\$180.41	\$185.82	\$191.40	\$197.14	\$203.06
<i>Graphic Designer I (Ctr)</i>	\$89.79	\$92.48	\$95.26	\$98.11	\$101.06	\$104.09
<i>Graphic Designer I (Gov)</i>	\$84.13	\$86.65	\$89.25	\$91.93	\$94.69	\$97.53
<i>Graphic Designer II (Ctr)</i>	\$110.91	\$114.23	\$117.66	\$121.19	\$124.83	\$128.57
<i>Graphic Designer II (Gov)</i>	\$103.91	\$107.03	\$110.24	\$113.54	\$116.95	\$120.46
<i>Graphic Designer III (Ctr)</i>	\$123.81	\$127.52	\$131.35	\$135.29	\$139.35	\$143.53
<i>Graphic Designer III (Gov)</i>	\$115.99	\$119.47	\$123.05	\$126.74	\$130.55	\$134.46
<i>Graphic Designer SME (Ctr)</i>	\$126.31	\$130.10	\$134.00	\$138.02	\$142.16	\$146.43
<i>Graphic Designer SME (Gov)</i>	\$118.34	\$121.90	\$125.55	\$129.32	\$133.20	\$137.19
<i>Help Desk I (Ctr)</i>	\$64.43	\$66.36	\$68.35	\$70.40	\$72.51	\$74.69
<i>Help Desk I (Gov)</i>	\$60.35	\$62.16	\$64.03	\$65.95	\$67.92	\$69.96
<i>Help Desk II (Ctr)</i>	\$80.15	\$82.56	\$85.03	\$87.58	\$90.21	\$92.92
<i>Help Desk II (Gov)</i>	\$75.08	\$77.33	\$79.65	\$82.04	\$84.50	\$87.04
<i>Help Desk III (Ctr)</i>	\$87.54	\$90.17	\$92.87	\$95.66	\$98.53	\$101.48
<i>Help Desk III (Gov)</i>	\$82.01	\$84.47	\$87.00	\$89.61	\$92.30	\$95.07
<i>Help Desk SME (Ctr)</i>	\$127.32	\$131.14	\$135.07	\$139.12	\$143.30	\$147.60
<i>Help Desk SME (Gov)</i>	\$119.28	\$122.86	\$126.55	\$130.34	\$134.25	\$138.28
<i>Network Engineer I (Ctr)</i>	\$104.25	\$107.38	\$110.60	\$113.92	\$117.34	\$120.86
<i>Network Engineer I (Gov)</i>	\$97.67	\$100.60	\$103.62	\$106.73	\$109.93	\$113.23
<i>Network Engineer II (Ctr)</i>	\$163.00	\$167.89	\$172.93	\$178.11	\$183.46	\$188.96
<i>Network Engineer II (Gov)</i>	\$152.70	\$157.28	\$162.00	\$166.86	\$171.86	\$177.02
<i>Network Engineer III (Ctr)</i>	\$194.15	\$199.97	\$205.97	\$212.15	\$218.51	\$225.07
<i>Network Engineer III (Gov)</i>	\$181.89	\$187.35	\$192.97	\$198.76	\$204.72	\$210.86
<i>Network Engineer SME (Ctr)</i>	\$197.10	\$203.01	\$209.10	\$215.37	\$221.84	\$228.49
<i>Network Engineer SME (Gov)</i>	\$184.66	\$190.20	\$195.90	\$201.78	\$207.83	\$214.07
<i>Program Analyst I (Ctr)</i>	\$86.42	\$89.01	\$91.68	\$94.43	\$97.26	\$100.18
<i>Program Analyst I (Gov)</i>	\$80.96	\$83.39	\$85.89	\$88.47	\$91.12	\$93.86
<i>Program Analyst II (Ctr)</i>	\$108.25	\$111.50	\$114.84	\$118.29	\$121.84	\$125.49
<i>Program Analyst II (Gov)</i>	\$101.41	\$104.45	\$107.58	\$110.81	\$114.14	\$117.56
<i>Program Analyst III (Ctr)</i>	\$119.11	\$122.68	\$126.36	\$130.15	\$134.06	\$138.08
<i>Program Analyst III (Gov)</i>	\$111.58	\$114.93	\$118.38	\$121.93	\$125.59	\$129.35
<i>Program Manager I (Ctr)</i>	\$152.41	\$156.99	\$161.70	\$166.55	\$171.54	\$176.69
<i>Program Manager I (Gov)</i>	\$142.78	\$147.06	\$151.47	\$156.02	\$160.70	\$165.52
<i>Program Manager II (Ctr)</i>	\$192.20	\$197.97	\$203.91	\$210.02	\$216.32	\$222.81
<i>Program Manager II (Gov)</i>	\$180.06	\$185.47	\$191.03	\$196.76	\$202.66	\$208.74
<i>Program Manager III (Ctr)</i>	\$216.38	\$222.87	\$229.56	\$236.45	\$243.54	\$250.84
<i>Program Manager III (Gov)</i>	\$202.71	\$208.79	\$215.05	\$221.50	\$228.15	\$234.99
<i>Program Manager SME (Ctr)</i>	\$221.06	\$227.69	\$234.52	\$241.56	\$248.81	\$256.27
<i>Program Manager SME (Gov)</i>	\$207.10	\$213.31	\$219.71	\$226.30	\$233.09	\$240.08
<i>Project Manager I (Ctr)</i>	\$134.81	\$138.86	\$143.02	\$147.31	\$151.73	\$156.29
<i>Project Manager I (Gov)</i>	\$126.30	\$130.09	\$133.99	\$138.01	\$142.15	\$146.42
<i>Project Manager II (Ctr)</i>	\$166.28	\$171.27	\$176.41	\$181.70	\$187.15	\$192.77
<i>Project Manager II (Gov)</i>	\$155.79	\$160.46	\$165.27	\$170.23	\$175.34	\$180.60
<i>Project Manager III (Ctr)</i>	\$185.13	\$190.68	\$196.40	\$202.29	\$208.36	\$214.61
<i>Project Manager III (Gov)</i>	\$173.44	\$178.64	\$184.00	\$189.52	\$195.20	\$201.06
<i>Project Manager SME (Ctr)</i>	\$198.19	\$204.14	\$210.26	\$216.57	\$223.07	\$229.76
<i>Project Manager SME (Gov)</i>	\$185.67	\$191.24	\$196.98	\$202.89	\$208.98	\$215.25
<i>Software Engineer/Developer I (Ctr)</i>	\$114.04	\$117.47	\$120.99	\$124.62	\$128.36	\$132.21
<i>Software Engineer/Developer I (Gov)</i>	\$106.84	\$110.05	\$113.35	\$116.75	\$120.25	\$123.86
<i>Software Engineer/Developer II (Ctr)</i>	\$145.24	\$149.60	\$154.09	\$158.71	\$163.47	\$168.37
<i>Software Engineer/Developer II (Gov)</i>	\$136.06	\$140.15	\$144.35	\$148.68	\$153.14	\$157.74

Labor Category	2023	2024	2025	2026	2027	2028
<i>Software Engineer/Developer III (Ctr)</i>	\$221.09	\$227.72	\$234.56	\$241.59	\$248.84	\$256.31
<i>Software Engineer/Developer III (Gov)</i>	\$207.13	\$213.34	\$219.74	\$226.33	\$233.12	\$240.12
<i>Software Engineer/Developer SME (Ctr)</i>	\$224.92	\$231.67	\$238.62	\$245.78	\$253.15	\$260.75
<i>Software Engineer/Developer SME (Gov)</i>	\$210.72	\$217.04	\$223.56	\$230.26	\$237.17	\$244.28
<i>System Administrator I (Ctr)</i>	\$113.81	\$117.22	\$120.74	\$124.36	\$128.09	\$131.94
<i>System Administrator I (Gov)</i>	\$106.63	\$109.83	\$113.12	\$116.51	\$120.01	\$123.61
<i>System Administrator II (Ctr)</i>	\$141.79	\$146.04	\$150.43	\$154.94	\$159.59	\$164.37
<i>System Administrator II (Gov)</i>	\$132.84	\$136.82	\$140.93	\$145.16	\$149.51	\$154.00
<i>System Administrator III (Ctr)</i>	\$158.00	\$162.75	\$167.63	\$172.66	\$177.84	\$183.17
<i>System Administrator III (Gov)</i>	\$148.03	\$152.47	\$157.04	\$161.75	\$166.61	\$171.60
<i>System Administrator SME (Ctr)</i>	\$167.02	\$172.03	\$177.19	\$182.50	\$187.98	\$193.62
<i>System Administrator SME (Gov)</i>	\$156.46	\$161.15	\$165.99	\$170.97	\$176.10	\$181.38
<i>System Architect (Software/Data/Database) I (Ctr)</i>	\$150.63	\$155.14	\$159.80	\$164.59	\$169.53	\$174.62
<i>System Architect (Software/Data/Database) I (Gov)</i>	\$141.12	\$145.35	\$149.71	\$154.20	\$158.83	\$163.59
<i>System Architect (Software/Data/Database) II (Ctr)</i>	\$189.95	\$195.65	\$201.52	\$207.57	\$213.79	\$220.21
<i>System Architect (Software/Data/Database) II (Gov)</i>	\$177.95	\$183.29	\$188.79	\$194.45	\$200.29	\$206.30
<i>System Architect (Software/Data/Database) III (Ctr)</i>	\$212.08	\$218.44	\$225.00	\$231.75	\$238.70	\$245.86
<i>System Architect (Software/Data/Database) III (Gov)</i>	\$198.69	\$204.65	\$210.79	\$217.12	\$223.63	\$230.34
<i>System Architect (Software/Data/Database) SME (Ctr)</i>	\$224.33	\$231.06	\$237.99	\$245.13	\$252.48	\$260.06
<i>System Architect (Software/Data/Database) SME (Gov)</i>	\$210.16	\$216.46	\$222.95	\$229.64	\$236.53	\$243.63
<i>System Engineer I (Ctr)</i>	\$103.52	\$106.62	\$109.82	\$113.12	\$116.51	\$120.01
<i>System Engineer I (Gov)</i>	\$96.98	\$99.89	\$102.89	\$105.97	\$109.15	\$112.43
<i>System Engineer II (Ctr)</i>	\$138.60	\$142.75	\$147.04	\$151.45	\$155.99	\$160.67
<i>System Engineer II (Gov)</i>	\$129.85	\$133.74	\$137.76	\$141.89	\$146.15	\$150.53
<i>System Engineer III (Ctr)</i>	\$179.96	\$185.35	\$190.92	\$196.64	\$202.54	\$208.62
<i>System Engineer III (Gov)</i>	\$168.59	\$173.65	\$178.86	\$184.22	\$189.75	\$195.44
<i>System Engineer SME (Ctr)</i>	\$207.22	\$213.44	\$219.84	\$226.44	\$233.23	\$240.23
<i>System Engineer SME (Gov)</i>	\$194.14	\$199.96	\$205.96	\$212.14	\$218.50	\$225.06
<i>Test Engineer/QA I (Ctr)</i>	\$101.04	\$104.07	\$107.19	\$110.41	\$113.72	\$117.13
<i>Test Engineer/QA I (Gov)</i>	\$94.64	\$97.48	\$100.41	\$103.42	\$106.52	\$109.72
<i>Test Engineer/QA II (Ctr)</i>	\$143.16	\$147.45	\$151.88	\$156.43	\$161.13	\$165.96
<i>Test Engineer/QA II (Gov)</i>	\$134.12	\$138.14	\$142.29	\$146.56	\$150.95	\$155.48
<i>Test Engineer/QA III (Ctr)</i>	\$158.58	\$163.34	\$168.24	\$173.29	\$178.48	\$183.84
<i>Test Engineer/QA III (Gov)</i>	\$148.56	\$153.02	\$157.61	\$162.34	\$167.21	\$172.23
<i>Test Engineer/QA SME (Ctr)</i>	\$195.04	\$200.89	\$206.91	\$213.12	\$219.51	\$226.10
<i>Test Engineer/QA SME (Gov)</i>	\$182.72	\$188.20	\$193.85	\$199.66	\$205.65	\$211.82

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

Labor Category/Service Title	Labor Category/Service Description
Cybersecurity Engineer I	Manages 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 for specific projects to preserve the availability, integrity, and confidentiality of organization information resources in compliance with applicable security policies and standards.

Cybersecurity Engineer II	In addition to level I, Maintains security protocols; and 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 organization's information security risks under explicit management control. Executes the installation and maintenance of security programs, plans, and software, including firewalls and data encryption programs. Plans, develops, and implements proven high-tech solutions to increase security and defend against hacking, malware and ransomware, insider threats, and other types of cybercrimes. Oversees monitoring of computer networks, identifies security issues, and anticipates security breaches.
Cybersecurity Engineer III	In addition to level, I and II, Research emerging threats and recommends software and hardware solutions and procedures and security enhancements that neutralize those threats. Analyzes and enhances security controls throughout the company, its products, and its data stores. Manages the information security management efforts for of an organization, developing documentation, implementation, operations, and maintenance of an information security program
Cybersecurity Engineer SME	In addition to level I, II, and III; Manages a team of cybersecurity staff. Defines the processes and procedures that will be undertaken to ensure CIA. Develops the plan and budget for activities required to meet cybersecurity requirements. Enables team members to ensure systems are complaint and are approved to be operational within the defined environments. Defines how the cybersecurity tools will be leveraged, implement and deployed across the enterprise.
Information Assurance I	Manages and oversees verification of all aspects of cyber security policies for onsite systems. Identifies security risks, threats, and vulnerabilities to systems and networks and implements necessary security measures to nullify those threats. Manages the system cybersecurity POA&Ms (reviewing, and verifying information), developing impact statements and mitigation strategies.
Information Assurance II	In addition to level I, Analysis of the systems on the organization's network, and verifying that the systems security measures meet all required controls. Non-compliant controls are documented, and mitigation and impacts are developed to ensure risks are identified. Updates all attributes necessary to maintain security compliance. Verify that the cybersecurity requirements are meet for each step in the risk management framework. Perform initial assessment of the costs for these risks.
Information Assurance III	In addition to level, I and II, Assess risks across the enterprise, to include individual and aggregated risks. Support the project managers/ program managers in review these risks. Provide deep level analysis to determine the risk costs, cost of the implementation, and potential losses if the risks occur. Provide recommendations.
Information Assurance SME	In addition to level I, II, and III; Develop procedures and processes that will ensure optimization and alignment to the enterprise cybersecurity programs. Define the tools and methods for reviewing assessments, gathering information, and presenting risks (costs) to senior leadership.

Position requirements

Labor Category/Service Title	Minimum Education	Minimum Years of Experience	Identify Required Licenses or Certifications	Security Clearance Required
Cybersecurity Engineer I	Bachelors	0	Relevant Certifications (security+, CASP, CCISO, CISM, CISSP)	No
Cybersecurity Engineer II	Bachelors	3	Relevant Certifications (security+, CASP, CCISO, CISM, CISSP)	No
Cybersecurity Engineer III	Masters	10	Relevant Certifications (security+, CASP, CCISO, CISM, CISSP)	No
Cybersecurity Engineer SME	Masters	15	Relevant Certifications (security+, CASP, CCISO, CISM, CISSP)	No
Information Assurance I	Associates	0	Relevant Certifications (security+, CASP, CCISO, CISM, CISSP, CISM, CAP)	No
Information Assurance II	Bachelors	3	Relevant Certifications (security+, CASP, CCISO, CISM, CISSP, CISM, CAP)	No
Information Assurance III	Bachelors	10	Relevant Certifications (security+, CASP, CCISO, CISM, CISSP, CISM, CAP)	No
Information Assurance SME	Masters	15	Relevant Certifications (security+, CASP, CCISO, CISM, CISSP, CISM, CAP)	No

*Degree can be substituted for additional years of experience unless otherwise stated in the specific opportunity.

Pricing

Labor Category	2023	2024	2025	2026	2027	2028
<i>Cybersecurity Engineer I (Ctr)</i>	\$126.76	\$130.56	\$134.48	\$138.51	\$142.67	\$146.95
<i>Cybersecurity Engineer I (Gov)</i>	\$118.76	\$122.32	\$125.99	\$129.77	\$133.66	\$137.67
<i>Cybersecurity Engineer II (Ctr)</i>	\$155.64	\$160.31	\$165.12	\$170.07	\$175.17	\$180.43
<i>Cybersecurity Engineer II (Gov)</i>	\$145.81	\$150.18	\$154.69	\$159.33	\$164.11	\$169.03
<i>Cybersecurity Engineer III (Ctr)</i>	\$190.82	\$196.55	\$202.44	\$208.52	\$214.77	\$221.22
<i>Cybersecurity Engineer III (Gov)</i>	\$178.77	\$184.14	\$189.66	\$195.35	\$201.21	\$207.25
<i>Cybersecurity Engineer SME (Ctr)</i>	\$194.66	\$200.50	\$206.52	\$212.72	\$219.10	\$225.67
<i>Cybersecurity Engineer SME (Gov)</i>	\$182.37	\$187.84	\$193.48	\$199.28	\$205.26	\$211.42
<i>Information Assurance I (Ctr)</i>	\$109.37	\$112.65	\$116.03	\$119.51	\$123.10	\$126.79
<i>Information Assurance I (Gov)</i>	\$102.47	\$105.55	\$108.71	\$111.98	\$115.33	\$118.79
<i>Information Assurance II (Ctr)</i>	\$123.98	\$127.70	\$131.53	\$135.48	\$139.55	\$143.73
<i>Information Assurance II (Gov)</i>	\$116.15	\$119.63	\$123.22	\$126.92	\$130.72	\$134.64
<i>Information Assurance III (Ctr)</i>	\$159.36	\$164.14	\$169.07	\$174.14	\$179.36	\$184.75
<i>Information Assurance III (Gov)</i>	\$149.30	\$153.78	\$158.39	\$163.14	\$168.04	\$173.08
<i>Information Assurance SME (Ctr)</i>	\$162.83	\$167.72	\$172.75	\$177.93	\$183.27	\$188.77
<i>Information Assurance SME (Gov)</i>	\$152.55	\$157.13	\$161.84	\$166.70	\$171.70	\$176.85

SPECIAL ITEM NUMBER ANCILLARY

Labor Category/Service Title	Labor Category/Service Description
COTS Product Specialist II	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.
COTS Product Specialist III	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.
COTS Product Specialist SME	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.
Financial Subject Matter Expert II	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. 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
Financial Subject Matter Expert III	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. expertise in the financial area, i.e. business case analysis, life cycle cost estimates, and budget

Labor Category/Service Title	Labor Category/Service Description
	development. Experience with developing DOD CARD. Ability to support government financial executive briefings
Financial Subject Matter Expert SME	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. 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
Subject Matter Expert I	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. Unique skills and capabilities required by the customer.
Subject Matter Expert II	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. Unique skills and capabilities required by the customer.
Subject Matter Expert III	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.
Subject Matter Expert IT II	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.
Subject Matter Expert IT III	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.
Subject Matter Expert IT SME	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.
Subject Matter Expert SME	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.

Position requirements

Labor Category/Service Title	Minimum Education	Minimum Years of Experience	Identify Required Licenses or Certifications	Security Clearance Required
COTS Product Specialist II	Bachelors	3	Relevant certifications based on position	No
COTS Product Specialist III	Masters	10	Relevant certifications based on position	No
COTS Product Specialist SME	PhD	10	Relevant certifications based on position	No
Financial Subject Matter Expert II	JourneyMan	3	Relevant certifications based on position	No
Financial Subject Matter Expert III	Senior	10	Relevant certifications based on position	No
Financial Subject Matter Expert SME	SME	15	Relevant certifications based on position	No
Subject Matter Expert I	Junior	0	Relevant certifications based on position	No
Subject Matter Expert II	JourneyMan	3	Relevant certifications based on position	No
Subject Matter Expert III	Senior	10	Relevant certifications based on position	No
Subject Matter Expert IT II	JourneyMan	3	Relevant certifications based on position	No
Subject Matter Expert IT III	Senior	10	Relevant certifications based on position	No
Subject Matter Expert IT SME	SME	13	Relevant certifications based on position	No
Subject Matter Expert SME	SME	13	Relevant certifications based on position	No

*Degree can be substituted for additional years of experience unless otherwise stated in the specific opportunity.

Pricing

Labor Category	2023	2024	2025	2026	2027	2028
COTS Product Specialist II (Ctr)	\$216.05	\$222.53	\$229.21	\$236.08	\$243.16	\$250.46
COTS Product Specialist III (Ctr)	\$240.60	\$247.82	\$255.25	\$262.91	\$270.80	\$278.92
COTS Product Specialist SME (Ctr)	\$289.70	\$298.39	\$307.34	\$316.56	\$326.06	\$335.84
Financial Subject Matter Expert II (Ctr)	\$294.61	\$303.44	\$312.55	\$321.92	\$331.58	\$341.53
Financial Subject Matter Expert III (Ctr)	\$353.54	\$364.15	\$375.07	\$386.32	\$397.91	\$409.85
Financial Subject Matter Expert SME (Ctr)	\$383.00	\$394.49	\$406.32	\$418.51	\$431.07	\$444.00
Subject Matter Expert I (Ctr)	\$206.23	\$212.41	\$218.79	\$225.35	\$232.11	\$239.07
Subject Matter Expert II (Ctr)	\$270.06	\$278.16	\$286.50	\$295.10	\$303.95	\$313.07
Subject Matter Expert III (Ctr)	\$304.43	\$313.56	\$322.97	\$332.66	\$342.64	\$352.92
Subject Matter Expert IT II (Ctr)	\$270.06	\$278.16	\$286.50	\$295.10	\$303.95	\$313.07
Subject Matter Expert IT III (Ctr)	\$284.78	\$293.33	\$302.13	\$311.19	\$320.53	\$330.14
Subject Matter Expert IT SME (Ctr)	\$383.00	\$394.49	\$406.32	\$418.51	\$431.07	\$444.00
Subject Matter Expert SME (Ctr)	\$383.00	\$394.49	\$406.32	\$418.51	\$431.07	\$444.00

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.

Terms and conditions

Special Item Number 132-51

- 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.
- a) **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 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.
- 10) **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.
- 11) **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.
- 12) **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.
- 13) **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.
- 14) **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.

<i>Element</i>	<i>Government</i>
<i>F.O.B. Shipping Terms</i>	<i>NA</i>
<i>Payment Terms: (Net and Prompt Pay)</i>	<i>30 days</i>
<i>Delivery Terms</i>	<i>30 days</i>
<i>Expedited Delivery Terms (Number of days/hours)</i>	<i>10</i>
<i>Warranty Terms</i>	<i>15 days</i>
	<i>30 days software</i>
<i>Quantity / Volume Discount</i>	<i>>500K, 2%</i>
<i>Minimum Order</i>	<i>1,000</i>
<i>Restocking Policy (if applicable)</i>	<i>NA</i>