GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

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

Multiple Award Schedule (MAS)
Large Category H Professional Services
Large Category F Information Technology

Contract Number:

47QRAA21D00AT

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov

CONTRACT PERIOD:

September 30, 2021 – September 29, 2026

Systems Plus, Inc.
One Research Ct Ste 360
Rockville, MD 20850-6226
(P) 301-948-4232
(F) 301-948-3918
www.sysplus.com/

Contract Administration Source:

Yea Lin Sai
lynn@sysplus.com

Price list current as of Modification #PA-0007 effective 10/6/2022

Business Size: **Small**

SYSTEMS PLUS, INC.
CUSTOMER INFORMATION

1a. **TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)**

SIN 541611   Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
SIN 54151S   Information Technology Professional Services
SIN OLM   Order-Level Materials

All SINs are subject to Disaster Recovery Purchasing. SIN 54151S and SIN OLM are subject to Cooperative Purchasing.

1b. **LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:** See Attached Pricelist.

1c. **HOURLY RATES (Services Only):** See Attached Pricelist.

2. **MAXIMUM ORDER:**
SIN 541611 $1,000,000
SIN 54151S $500,000
SIN OLM $250,000

3. **MIMINUM ORDER:** $100

4. **GEOGRAPHIC COVERAGE:** Worldwide

5. **POINT(S) OF PRODUCTION:** One Research Ct Ste 360 Rockville, MD 20850-6226

6. **DISCOUNT FROM LIST PRICES:** Net GSA Pricing Listed in Attached Pricing Table.

7. **QUANTITY DISCOUNT(S):** An additional 1% discount on single task orders at or above $500,000

8. **PROMPT PAYMENT TERMS:** Net 30 Days
Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. **FOREIGN ITEMS:** None

10a. **TIME OF DELIVERY:** Specified on the Task Order

10b. **EXPEDITED DELIVERY:** Contact Contractor

10c.   **OVERNIGHT AND 2-DAY DELIVERY:** Contact Contractor

10d.   **URGENT REQUIREMENTS**: Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.

11.   **FOB POINT:** Destination

12a.   **ORDERING ADDRESS:**
Systems Plus, Inc.
One Research Ct Ste 360
Rockville, MD 20850-6226
 (P) 301-948-4232
 (F) 301-948-3918

12b.   **ORDERING PROCEDURES:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in FAR 8.405-3

13.   **PAYMENT ADDRESS:**
Systems Plus, Inc.
One Research Ct Ste 360
Rockville, MD 20850-6226
 (P) 301-948-4232
 (F) 301-948-3918

14.   **WARRANTY PROVISION:** None

15.   **EXPORT PACKING CHARGES:** N/A

16.   **TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (if applicable).** N/A

17.   **TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** N/A

18a.   **TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):** N/A

18b.   **TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE):** N/A

19.   **LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE):** N/A

20.   **LIST OF PARTICIPATING DEALERS (IF APPLICABLE):** N/A

21.   **PREVENTIVE MAINTENANCE (IF APPLICABLE):** N/A

22a.   **SPECIAL ATTRIBUITES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants):** N/A

22b.   **SECTION 508 COMPLIANCE FOR EIT:** As applicable.

23.   **UNIQUE ENTITY IDENTIFIER (UEI) NUMBER:** J7H2GBCDCLY6

24.   **NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE:** Active

SYSTEMS PLUS, INC.
GSA RATES

SIN	Labor Category	Contractor or Customer Facility or Both	GSA Rate (w/ IFF) 9/30/21-9/29/22	GSA Rate (w/ IFF) Year 9/30/22-9/29/23	GSA Rate (w/ IFF) 9/30/23-9/29/24	GSA Rate (w/ IFF) 9/30/24-9/29/25	GSA Rate (w/ IFF) 9/30/25-9/29/26
541611	Principal Consultant Level II	Both	$194.01	$198.66	$203.43	$208.31	$213.31
541611	Principal Consultant Level I	Both	$184.05	$188.46	$192.99	$197.62	$202.37
541611	Technical Project Facilitator	Both	$169.14	$173.20	$177.36	$181.61	$185.97
541611	Sr. Implementor/Facilitator	Both	$149.23	$152.81	$156.47	$160.23	$164.08
541611	BPR Analyst/Trainer	Both	$139.28	$142.63	$146.06	$149.56	$153.15
541611	Implementor/Facilitator	Both	$134.31	$137.53	$140.84	$144.21	$147.68
541611	Senior Meeting Facilitator	Both	$129.33	$132.43	$135.61	$138.86	$142.20
541611	Subject Matter Consultant	Both	$129.33	$132.43	$135.61	$138.86	$142.20
541611	Program Manager	Both	$124.36	$127.35	$130.40	$133.53	$136.74
541611	Sr. Management Systems Implementor	Both	$119.39	$122.25	$125.18	$128.18	$131.25
541611	Sr. Management Analyst	Both	$114.42	$117.17	$119.98	$122.86	$125.81
541611	Decision Systems Support Implementor	Both	$109.44	$112.07	$114.76	$117.51	$120.33
541611	Sr. Financial Systems Implementor	Both	$109.44	$112.07	$114.76	$117.51	$120.33
541611	Practice Manager	Both	$104.46	$106.97	$109.54	$112.17	$114.86
541611	Sr. Financial Analyst	Both	$94.51	$96.78	$99.10	$101.48	$103.92
541611	Financial Systems Implementor	Both	$189.54	$194.09	$198.74	$203.51	$208.39
541611	Meeting Facilitator	Both	$89.54	$91.69	$93.88	$96.14	$98.45
541611	Financial Analyst	Both	$78.59	$80.47	$82.41	$84.38	$86.41
541611	Sr. Curriculum Develop. Specialist	Both	$69.65	$71.32	$73.04	$74.79	$76.58

SIN	Labor Category	Contractor or Customer Facility or Both	GSA Rate (w/ IFF) 9/30/21-9/29/22	GSA Rate (w/ IFF) Year 9/30/22-9/29/23	GSA Rate (w/ IFF) 9/30/23-9/29/24	GSA Rate (w/ IFF) 9/30/24-9/29/25	GSA Rate (w/ IFF) 9/30/25-9/29/26
541611	Business Systems Implementor	Both	$64.66	$66.22	$67.81	$69.44	$71.10
541611	Business Management Analyst	Both	$69.70	$71.38	$73.09	$74.84	$76.63
541611	Meeting Coordinator	Both	$44.77	$45.84	$46.94	$48.07	$49.23
541611	Project Control Specialist	Both	$42.78	$43.81	$44.86	$45.93	$47.03
541611	Project Administrator	Both	$35.82	$36.68	$37.55	$38.45	$39.38
54151S	Sr. Implementor/Facilitator	Customer Facility	$218.46	$223.70	$229.07	$234.57	$240.20
54151S	Sr. Management Systems Implementor	Customer Facility	$190.18	$194.74	$199.42	$204.20	$209.10
54151S	Program Manager	Customer Facility	$150.15	$153.75	$157.44	$161.22	$165.09
54151S	Project Manager	Customer Facility	$125.94	$128.97	$132.06	$135.23	$138.48
54151S	Technical Manager	Customer Facility	$107.00	$109.57	$112.20	$114.89	$117.65
54151S	Sr. Technical Writer/Editor	Customer Facility	$108.01	$110.60	$113.25	$115.97	$118.75
54151S	Technical Writer/Editor	Customer Facility	$80.50	$82.44	$84.41	$86.44	$88.51
54151S	Documentation Specialist	Customer Facility	$65.68	$67.25	$68.87	$70.52	$72.21
54151S	Project Control Specialist	Customer Facility	$64.91	$66.47	$68.06	$69.69	$71.37
54151S	Project Administrator	Customer Facility	$53.27	$54.55	$55.86	$57.20	$58.57
54151S	Technical Administrative Support	Customer Facility	$39.71	$40.66	$41.64	$42.64	$43.67
54151S	Principal Consultant I	Customer Facility	$209.74	$214.78	$219.94	$225.22	$230.62
54151S	Principal Consultant II	Customer Facility	$217.96	$223.19	$228.55	$234.04	$239.65
54151S	Principal Consultant III	Customer Facility	$242.19	$248.00	$253.95	$260.05	$266.29
54151S	Subject Matter Expert I	Customer Facility	$149.72	$153.32	$157.00	$160.77	$164.62
54151S	Subject Matter Expert II	Customer Facility	$159.86	$163.70	$167.63	$171.65	$175.77
54151S	Subject Matter Expert III	Customer Facility	$190.18	$194.74	$199.42	$204.20	$209.10
54151S	Sr. Communications Specialist	Customer Facility	$86.34	$88.41	$90.54	$92.72	$94.94
54151S	Communications Specialist	Customer Facility	$71.99	$73.71	$75.49	$77.30	$79.15
54151S	Senior Computer Security Analyst	Customer Facility	$116.25	$119.04	$121.90	$124.83	$127.82
54151S	Configuration Management Specialist	Customer Facility	$71.01	$72.72	$74.46	$76.24	$78.08

SIN	Labor Category	Contractor or Customer Facility or Both	GSA Rate (w/ IFF) 9/30/21-9/29/22	GSA Rate (w/ IFF) Year 9/30/22-9/29/23	GSA Rate (w/ IFF) 9/30/23-9/29/24	GSA Rate (w/ IFF) 9/30/24-9/29/25	GSA Rate (w/ IFF) 9/30/25-9/29/26
54151S	Sr. Customer Service Technician	Customer Facility	$84.35	$86.38	$88.45	$90.58	$92.76
54151S	Customer Service Technician	Customer Facility	$62.69	$64.19	$65.73	$67.31	$68.93
54151S	Installation Technician	Customer Facility	$46.06	$47.16	$48.29	$49.45	$50.64
54151S	Sr. Information Systems Engineer	Customer Facility	$119.37	$122.23	$125.16	$128.16	$131.23
54151S	Systems Engineer	Customer Facility	$82.34	$84.31	$86.34	$88.41	$90.54
54151S	Sr. Network Specialist	Customer Facility	$69.65	$71.32	$73.04	$74.79	$76.58
54151S	Enterprise Solutions Architect	Customer Facility	$196.84	$201.56	$206.40	$211.36	$216.42
54151S	Sr. Systems Solutions Architect	Customer Facility	$157.47	$161.25	$165.12	$169.08	$173.14
54151S	Systems Solutions Architect	Customer Facility	$117.55	$120.37	$123.26	$126.23	$129.26
54151S	Analyst I	Customer Facility	$35.65	$36.50	$37.38	$38.28	$39.19
54151S	Analyst II	Customer Facility	$55.22	$56.55	$57.91	$59.30	$60.73
54151S	Analyst III	Customer Facility	$65.87	$67.46	$69.08	$70.74	$72.44
54151S	Analyst IV	Customer Facility	$77.50	$79.37	$81.27	$83.22	$85.22
54151S	Analyst V	Customer Facility	$87.19	$89.29	$91.44	$93.63	$95.88
54151S	Analyst VI	Customer Facility	$100.07	$102.47	$104.93	$107.45	$110.03
54151S	Data Warehouse Specialist	Customer Facility	$115.08	$117.84	$120.68	$123.57	$126.53
54151S	Database Administrator/Specialist	Customer Facility	$87.19	$89.29	$91.44	$93.63	$95.88
54151S	DB Architect/Developer (ERP)	Customer Facility	$145.32	$148.81	$152.37	$156.03	$159.78
54151S	Quality Assurance Specialist	Customer Facility	$77.50	$79.37	$81.27	$83.22	$85.22
54151S	Sr. Database Analyst	Customer Facility	$109.50	$112.13	$114.82	$117.58	$120.40
54151S	Sr. Systems/Software Engineer	Customer Facility	$95.40	$97.68	$100.03	$102.43	$104.89
54151S	Sr. Systems Analyst	Customer Facility	$104.61	$107.12	$109.69	$112.32	$115.02
54151S	Systems Analyst	Customer Facility	$71.99	$73.71	$75.49	$77.30	$79.15

SIN	Labor Category	Contractor or Customer Facility or Both	GSA Rate (w/ IFF) 9/30/21-9/29/22	GSA Rate (w/ IFF) Year 9/30/22-9/29/23	GSA Rate (w/ IFF) 9/30/23-9/29/24	GSA Rate (w/ IFF) 9/30/24-9/29/25	GSA Rate (w/ IFF) 9/30/25-9/29/26
54151S	Design and Development Engineer	Customer Facility	$96.87	$99.19	$101.57	$104.01	$106.51
54151S	Webmaster	Customer Facility	$108.10	$110.69	$113.35	$116.07	$118.85
54151S	Jr. Computer Programmer	Customer Facility	$58.14	$59.53	$60.96	$62.42	$63.92
54151S	Computer Programmer	Customer Facility	$77.50	$79.37	$81.27	$83.22	$85.22
54151S	Sr. Systems/Software Engineer	Customer Facility	$86.68	$88.76	$90.88	$93.06	$95.29
54151S	Sr. Systems/Software Developer	Customer Facility	$122.79	$125.73	$128.75	$131.84	$135.00
54151S	Systems/Software Developer	Customer Facility	$100.77	$103.18	$105.66	$108.20	$110.80
54151S	Principal BPR Specialist	Customer Facility	$147.58	$151.12	$154.75	$158.47	$162.27
54151S	Functional Specialist	Customer Facility	$105.12	$107.64	$110.22	$112.87	$115.58
54151S	Business Systems Analyst	Customer Facility	$77.50	$79.37	$81.27	$83.22	$85.22
54151S	Sr. Training Specialist/Instructor	Customer Facility	$145.31	$148.80	$152.36	$156.02	$159.77
54151S	Training Specialist/Instructor	Customer Facility	$99.79	$102.19	$104.63	$107.14	$109.71
54151S	Sr. Implementor/Facilitator	Contractor Facility	$239.09	$244.84	$250.71	$256.73	$262.89
54151S	Sr. Management Systems Implementor	Contractor Facility	$208.16	$213.16	$218.28	$223.52	$228.88
54151S	Program Manager	Contractor Facility	$164.37	$168.32	$172.36	$176.50	$180.74
54151S	Project Manager	Contractor Facility	$137.86	$141.17	$144.55	$148.02	$151.58
54151S	Technical Manager	Contractor Facility	$117.20	$120.01	$122.89	$125.84	$128.87
54151S	Sr. Technical Writer/Editor	Contractor Facility	$118.80	$121.65	$124.57	$127.57	$130.63
54151S	Technical Writer/Editor	Contractor Facility	$88.11	$90.23	$92.39	$94.61	$96.88
54151S	Documentation Specialist	Contractor Facility	$71.90	$73.62	$75.39	$77.20	$79.05
54151S	Project Control Specialist	Contractor Facility	$71.03	$72.74	$74.48	$76.26	$78.10
54151S	Project Administrator	Contractor Facility	$58.32	$59.72	$61.15	$62.62	$64.12
54151S	Technical Administrative Support	Contractor Facility	$43.49	$44.53	$45.60	$46.70	$47.82
54151S	Principal Consultant I	Contractor Facility	$229.59	$235.10	$240.75	$246.52	$252.43
54151S	Principal Consultant II	Contractor Facility	$238.58	$244.30	$250.17	$256.17	$262.32

SIN	Labor Category	Contractor or Customer Facility or Both	GSA Rate (w/ IFF) 9/30/21-9/29/22	GSA Rate (w/ IFF) Year 9/30/22-9/29/23	GSA Rate (w/ IFF) 9/30/23-9/29/24	GSA Rate (w/ IFF) 9/30/24-9/29/25	GSA Rate (w/ IFF) 9/30/25-9/29/26
54151S	Principal Consultant III	Contractor Facility	$265.12	$271.49	$278.01	$284.68	$291.51
54151S	Subject Matter Expert I	Contractor Facility	$163.89	$167.82	$171.85	$175.97	$180.19
54151S	Subject Matter Expert II	Contractor Facility	$174.99	$179.19	$183.50	$187.90	$192.41
54151S	Subject Matter Expert III	Contractor Facility	$208.16	$213.16	$218.28	$223.52	$228.88
54151S	Sr. Communications Specialist	Contractor Facility	$94.51	$96.78	$99.10	$101.48	$103.92
54151S	Communications Specialist	Contractor Facility	$78.77	$80.66	$82.60	$84.58	$86.61
54151S	Senior Computer Security Analyst	Contractor Facility	$127.23	$130.29	$133.41	$136.61	$139.89
54151S	Configuration Management Specialist	Contractor Facility	$77.71	$79.58	$81.49	$83.45	$85.45
54151S	Sr. Customer Service Technician	Contractor Facility	$92.31	$94.53	$96.80	$99.12	$101.50
54151S	Customer Service Technician	Contractor Facility	$68.61	$70.26	$71.94	$73.66	$75.43
54151S	Installation Technician	Contractor Facility	$50.41	$51.62	$52.86	$54.13	$55.43
54151S	Sr. Information Systems Engineer	Contractor Facility	$130.62	$133.75	$136.97	$140.25	$143.62
54151S	Systems Engineer	Contractor Facility	$90.15	$92.31	$94.53	$96.80	$99.12
54151S	Sr. Network Specialist	Contractor Facility	$76.24	$78.08	$79.95	$81.86	$83.83
54151S	Enterprise Solutions Architect	Contractor Facility	$215.48	$220.64	$225.94	$231.37	$236.92
54151S	Sr. Systems Solutions Architect	Contractor Facility	$172.36	$176.50	$180.74	$185.08	$189.52
54151S	Systems Solutions Architect	Contractor Facility	$128.65	$131.74	$134.90	$138.14	$141.45
54151S	Analyst I	Contractor Facility	$39.01	$39.95	$40.91	$41.88	$42.89
54151S	Analyst II	Contractor Facility	$60.44	$61.89	$63.38	$64.90	$66.46
54151S	Analyst III	Contractor Facility	$72.10	$73.83	$75.61	$77.42	$79.27
54151S	Analyst IV	Contractor Facility	$84.83	$86.86	$88.95	$91.08	$93.27
54151S	Analyst V	Contractor Facility	$95.43	$97.71	$100.06	$102.46	$104.92
54151S	Analyst VI	Contractor Facility	$109.54	$112.17	$114.86	$117.62	$120.44
54151S	Data Warehouse Specialist	Contractor Facility	$125.98	$129.01	$132.10	$135.27	$138.52

SIN	Labor Category	Contractor or Customer Facility or Both	GSA Rate (w/ IFF) 9/30/21-9/29/22	GSA Rate (w/ IFF) Year 9/30/22-9/29/23	GSA Rate (w/ IFF) 9/30/23-9/29/24	GSA Rate (w/ IFF) 9/30/24-9/29/25	GSA Rate (w/ IFF) 9/30/25-9/29/26
54151S	Database Administrator/Specialist	Contractor Facility	$95.43	$97.71	$100.06	$102.46	$104.92
54151S	DB Architect/Developer (ERP)	Contractor Facility	$159.06	$162.88	$166.79	$170.79	$174.89
54151S	Quality Assurance Specialist	Contractor Facility	$84.83	$86.86	$88.95	$91.08	$93.27
54151S	Sr. Database Analyst	Contractor Facility	$119.88	$122.76	$125.70	$128.72	$131.81
54151S	Sr. Systems/Software Engineer	Contractor Facility	$104.42	$106.93	$109.50	$112.13	$114.82
54151S	Sr. Systems Analyst	Contractor Facility	$114.52	$117.27	$120.08	$122.96	$125.91
54151S	Systems Analyst	Contractor Facility	$78.77	$80.66	$82.60	$84.58	$86.61
54151S	Design and Development Engineer	Contractor Facility	$106.06	$108.60	$111.21	$113.88	$116.61
54151S	Webmaster	Contractor Facility	$118.34	$121.18	$124.09	$127.07	$130.13
54151S	Jr. Computer Programmer	Contractor Facility	$63.65	$65.18	$66.74	$68.34	$69.98
54151S	Computer Programmer	Contractor Facility	$84.83	$86.86	$88.95	$91.08	$93.27
54151S	Sr. Systems/Software Engineer	Contractor Facility	$94.90	$97.18	$99.51	$101.89	$104.34
54151S	Sr. Systems/Software Developer	Contractor Facility	$134.43	$137.65	$140.96	$144.34	$147.81
54151S	Systems/Software Developer	Contractor Facility	$110.29	$112.94	$115.65	$118.42	$121.26
54151S	Principal BPR Specialist	Contractor Facility	$161.58	$165.46	$169.43	$173.50	$177.66
54151S	Functional Specialist	Contractor Facility	$115.05	$117.81	$120.64	$123.54	$126.50
54151S	Business Systems Analyst	Contractor Facility	$84.83	$86.86	$88.95	$91.08	$93.27
54151S	Sr. Training Specialist/Instructor	Contractor Facility	$159.06	$162.88	$166.79	$170.79	$174.89
54151S	Training Specialist/Instructor	Contractor Facility	$109.22	$111.84	$114.52	$117.27	$120.08

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract as it applies to the entire Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS/SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCLS/SCA eligible labor categories. If and / or when the contractor adds SCLS/SCA labor categories to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
541611	Principal Consultant Level II	Designs, initiates and manages projects. Analyzes, designs, develops, and installs complex business processes. Direct supervisory responsibility for personnel and project monitoring. Develops business models. Sets goals and objectives.	Bachelors	8 years	N/A
541611	Principal Consultant Level I	Manages projects to meet goals and objectives. Analyzes, designs, develops, and installs complex business processes. Direct supervisory responsibility for personnel and project monitoring. Supports policy and decision modeling.	Bachelors	6 years	N/A
541611	Technical Project Facilitator	Supports project management team. Analyzes, designs, develops, and supports complex systems. Uses knowledge of storage and retrieval of information to improve business processes. Responsible for team building and project monitoring.	Bachelors	6 years	N/A
541611	Sr. Implementor/Facilitator	Develops new and/or revises existing policies and procedures to increase organizational accountability through business processimprovement efforts. Enhances coordination and cooperation between offices, and provides guidance to clients and staff. Improves information and data flow, and facilitates management communication, organization and planning. •Coordinates the implementation and reviews the effectiveness of policies, controls and procedures.	Bachelors	6 years	N/A
541611	BPR Analyst/Trainer	Provides technical guidance in reviewing management systems policies, regulations, and operations. Reviews and/or prepares requirements analyses and system designs related to agency management systems and functions. Serves as technical advisor in resolving complex issues relating to management systems operations. Analyzes and evaluates systems, plans, procedures, and requirements relating to solution implementation. Evaluates technical proposals for conformance with reporting and management practices. Provides instruction and advice on technical questions.	Bachelors	8 years	N/A
541611	Implementor/Facilitator	Implements and facilitates new and/or revises existing policies and procedures to increase accountability for development efforts. Coordinates and fosters cooperation between offices, and provides guidance to systems programmers and analysts. Improves information and data flow, and facilitates management planning. Coordinates the implementation and reviews the effectiveness of developed policies and procedures.	Bachelors	3 years	N/A
541611	Senior Meeting Facilitator	Designs, coordinates and manages and facilitates project meetings. Analyzes complex business issues and directs and focuses client team on these relevant aspects. Applies knowledge of team building techniques and leads highly qualified, diverse teams, including senior organizational leaders, in project group training, negotiation, organizational problem solving, organizational strategic planning, and other organizational and training areas. Applies a variety of group dynamic tools and techniques to include electronic meeting systems (EMS) hardware, software, andprocedures.	Bachelors	4 years	N/A
541611	Subject Matter Consultant	Provides guidance in the logical and physical design, development, operation, and maintenance of information systems forspecialized and complex business solutions in specialized subject areas. Conducts management studies, defines data requirements, and proposes solutions based on cost effectiveness and quality of performance. Evaluates information processing techniques, database management, and management information systems, concepts, andapplications as they relate to the revision to or incorporation of business information goals. Defines required database administration policies, procedures, standards, and guidelines.	Bachelors	4 years	N/A
541611	Program Manager	Applies experience in the management of large, complex projects. Manages large programs with multiple simultaneous tasks or programs with many locations. Ensures timeliness and quality of products.	Bachelors	3 years	N/A
541611	Sr. Management Systems Implementor	Develops and implements new and/or revises existing policies and procedures to increase organizational accountability. Evaluates information processing techniques and recommends process improvements using process and data modeling software. Improves information and data flow, and facilitates management planning. Coordinates the implementation and reviews the effectiveness of developed policies and procedures.	Bachelors	6 years	N/A

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
541611	Sr. Management Analyst	Provides technical direction to personnel performing systems analysis and system development tasks of business applications. Coordinates and performs logical and physical systems design of business applications. Reviews and prepares design documents and specifications of business applications. Prepares reports, studies, and documentation, delivers presentations of business applications. Supervises management analysts and database developers of lesser skills and expertise	Bachelors	8 years	N/A
541611	Decision Systems Support Implementor	Provides guidance in reviewing management systems policies, regulations, and operations. Reviews and/or prepares requirements analyses and system design related to business operations. Serves as technical advisor in resolving complex issues relating to business operations, and provides guidance to client management, systems programmers, and analysts. Analyzes and evaluates business systems, plans, procedures, and requirements relating to implementation. Provides instruction and advice to client management and staff.	Bachelors	4 years	N/A
541611	Sr. Financial Systems Implementor	Develops new and/or revises existing financial systems policies and procedures to increase accountability for development efforts.Enhances coordination and cooperation between offices, and provides guidance to systems programmers and analysts. Improves information and data flow, and facilitates financial systems reporting and planning. Coordinates the implementation and reviews the effectiveness of developed financial system policies and procedures. Assists in the development of logical and physical systems design and reviews and prepares systems documents andspecifications, and provides guidance to systems programmers and analysts. Provides technical interpretation of financial policy and concepts underlying accounting and reporting regulations and procedural requirements. Prepares reports, studies, and documentation, delivers presentations, and participates in meetings.	Bachelors	5 years	N/A
541611	Practice Manager	Manages individual projects and practice areas. Analyzes, designs, develops, and installs complex business processes. Directs team personnel and monitors project schedule and cost. Assists in the development of logical and physical systems design and reviews and prepares systems documents andspecifications, and provides guidance to systems programmers and analysts. Provides technical interpretation of policy and concepts. Prepares reports, studies, and documentation, delivers presentations, and participates in meetings.	Bachelors	3 years	N/A
541611	Sr. Financial Analyst	Develops new and/or revises existing financial systems policies and procedures to increase accountability for development efforts. Enhances coordination and cooperation between offices, and providing guidance to systems programmers and analysts. Improves information and data flow, and facilitate financial systems reporting and planning. Coordinates the implementation and reviews the effectiveness of developed financial system policies and procedures. Assists in the development of logical and physical systems design and reviews and prepares systems documents andspecifications, and provides guidance to systems programmers and analysts.	Bachelors	3 years	N/A
541611	Financial Systems Implementor	Develops and implements new and/or revises existing financial systems policies and procedures to increase accountability for development efforts. Enhances coordination and fosters cooperation between offices, and providing guidance to systems programmers and analysts. Improves information and data flow, and facilitate financial systems reporting and planning. Coordinates the implementation and reviews the effectiveness of developed financial system policies and procedures. Assists in the development of logical and physical systems design and reviews and prepares systems documents andspecifications, and provides guidance to systems programmers and analysts. Provides technical interpretation of financial policy and concepts underlying Federal accounting and reporting regulations andprocedural requirements. Prepares reports, studies, and documentation, delivers presentations, and participates in meetings.	Bachelors	4 years	N/A

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
541611	Meeting Facilitator	Manages and facilitates project meetings. Analyzes complex business issues and directs and focuses client team on these relevant aspects. Applies knowledge of team building techniques and ability to lead highly qualified diverse teams, including senior organizational leaders, in project group training, negotiation, organizational problem solving, organizational strategic planning, and otherorganizational and training areas. Applies a variety of group dynamic tools and techniques to include electronic meeting systems (EMS) hardware, software, andprocedures	Bachelors	3 years	N/A
541611	Financial Analyst	Provides systems analysis and system development tasks of financial applications Coordinates and performs logical and physical systems design of financial applications. Reviews and prepares system documents and specifications of financial applications. Prepares reports, studies, and documentation. Delivers presentations of financial applications.	Bachelors	2 years	N/A
541611	Sr. Curriculum Develop. Specialist	Develops curricula specific to the client's needs and environment. Develops curricula for new programs. In conjunction with management, determines scope and sequencing of highly technical training for staff at various levels of technical expertise. In conjunction with management, determines the level of knowledge required to function successfully in broad job categories. Develops course materials, including script, exercises, and classroom or self-guided manuals and other teaching aids. Conducts needs assessments of present and anticipated training needs	Bachelors	8 years	N/A
541611	Business Systems Implementor	Designs and implements new or upgraded business systems processes and applications. Provides guidance in reviewing management information systems policies, regulations & operations. Reviews and/or prepares requirements analyses and system design. Serves as technical advisor in resolving complex issues. Analyzes and evaluates systems, plans, procedures, and requirements. Evaluates technical proposals for conformance with accounting, reporting, and financial management practices. Provides instruction and advice on technical questions to client management and staff.	Bachelors	3 years	N/A
541611	Business Management Analyst	Provides systems analysis and business management analysis. Coordinates and performs logical and physical systems design of business applications. Reviews and prepares system documents and specifications of business applications. Prepares reports, studies, and documentation, and delivers presentations of business applications.	Bachelors	2 years	N/A
541611	Meeting Coordinator	Provides assistance in scheduling meetings or conferences. Invites meeting/conference attendees and provides agenda Responsible for delivery of meeting/conference materials to site Greets attendees and provides informational assistance to attendees Circulates attendee list and prepares meeting/conference minutes	High School	2 years	N/A
541611	Project Control Specialist	Maintains and monitors project schedule and status. Maintains records of project expenditures and issues. Prepares financial progress reports and analysis. Identifies schedule and/or cost problems.	Bachelors	3 years	N/A
541611	Project Administrator	Maintains project files and library. Maintains time and cost records. Prepares project correspondence, purchase orders, and invoices, as required.	High School	2 years	N/A
54151S	Sr. Implementor/Facilitator	Develops new and/or revises existing policies and procedures to increase accountability for development efforts. Enhance coordination and cooperation between offices, and providing guidance to systems programmers and analysts. Improve information and data flow, and facilitate management planning. Coordinates the implementation and reviews the effectiveness of developed policies and procedures.	Bachelors	8 years	N/A
54151S	Sr. Management Systems Implementor	Develops new and/or revises existing policies and procedures to increase accountability for development efforts. Enhance coordination and cooperation between offices, and providing guidance to systems programmers and analysts. Improve information and data flow, and facilitate management planning. Coordinates the implementation and reviews the effectiveness of developed policies and procedures.	Bachelors	8 years	N/A

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Program Manager	Extensive experience in the management of large, complex system programs and IT knowledge of various systems and the related process and procedures such as Medical Health System (MHS) on CIS. Responsible for coordinating large programs such as enterprise EHR solutions with significant large planning efforts, programs with multiple simultaneous tasks including training and/or IT programs with many locations. Possess skills and knowledge in processes, methodologies such as CMMI and e-Learning system to support emerging technology (IT). Ensures timeliness and qualify of products delivery. Require a completed favorable National Agency Check Investigation (NACI) - May require US Citizenship or to obtain a security Clarence.	Bachelors	10 years	N/A
54151S	Project Manager	Responsible for overall IT program management and performance of a project including developing, implementing, and oversight of the execution as well as policies and procedures. Maintains and oversees schedules and costs. Demonstrated subject matter expertise and Advisory on IT program management and reviews all products to ensure they meet standards. Prepares progress reports for customer and management. Require a completed favorable National Agency Check Investigation (NACI) - May require US Citizenship or to obtain a security Clearance.	Bachelors	7 years	N/A
54151S	Technical Manager	Responsible for overall technical performance of a project. Maintains and oversees technical schedules and costs. Reviews all products to ensure they meet technical standards. Prepares progress reports for customer and management	Bachelors	5 years	N/A
54151S	Sr. Technical Writer/Editor	Assists in collecting and organizing IT information required for preparation of user's manuals, training materials, installation guides, proposals, and other reports and deliverables. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents or information security related documents.	Bachelors	5 years	8 years of equivalent experience
54151S	Technical Writer/Editor	Assists in collecting and organizing IT information required for preparation of user's manuals, training materials, installation guides, proposals, and other reports and deliverables. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents or information security related documents.	High School	3 years	6 years of equivalent experience
54151S	Documentation Specialist	Gathers, analyzes, and composes IT technical information. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and nontechnical personnel. For applications built to run in a Windows environment, uses the standard help compiler to prepare all online documentation.	High School	3 years	6 years of equivalent experience
54151S	Project Control Specialist	Assists in the preparation of IT management plans and various customer reports. Coordinates schedules to facilitate the completion of task order and change proposals, contract deliverables, task order reviews, briefings and presentations, and in-progress review (IPR) preparation. Performs analysis, development, and review of program administrative operating plans and procedures.	Bachelors	3 years	6 years of equivalent experience
54151S	Project Administrator	Maintains and monitors project schedule. Maintains records of project expenditures. Prepares financial progress reports. Identifies schedule and/or cost problems.	High School	3 years	6 years of equivalent experience
54151S	Technical Administrative Support	Maintains project files and library. Maintains time and cost records. Prepares project correspondence, purchase orders, and invoices, as required.	High School	3 years	N/A
54151S	Principal Consultant I	Functions as a practice leader developing, securing funding for, and managing multiple consulting assignments and clients within one or more specialty area. Responsible for project financial management, developing business and strategic plans, proposals and presentations. Determines objectives, requirement, and methodology. Executes corrective action as necessary. Leads major projects working with senior staff members, interfaces with high-level government officials and develops responsive IT solutions.	Bachelors	6 years	9 years of equivalent experience

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Principal Consultant II	Functions as a practice leader developing, securing funding for, and managing multiple consulting assignments and clients within one or more specialty area. Responsible for project financial management, developing business and strategic plans, proposals and presentations. Determines objectives, requirement, and methodology. Executes corrective action as necessary. Leads major projects working with senior staff members, interfaces with high-level government officials and develops responsive IT solutions.	Bachelors	8 years	11 years of equivalent experience
54151S	Principal Consultant III	Functions as a practice leader developing, securing funding for, and managing multiple consulting assignments and clients within one or more specialty area. Responsible for project financial management, developing business and strategic plans, proposals and presentations. Determines objectives, requirement, and methodology. Executes corrective action as necessary. Leads major projects working with senior staff members, interfaces with high-level government officials and develops responsive IT solutions.	Bachelors	12 years	N/A
54151S	Subject Matter Expert I	Develops requirements from a project's inception to its conclusion in the subject matter area for simple to moderately complex systems. Assists other senior consultants with analysis and evaluation and with the preparation of recommendations for system improvements, optimization, development, and/or maintenance efforts in the following specialties: information systems architecture, networking; telecommunications, automation; communications protocols, risk management/electronic analysis, software; lifecycle management, software development methodologies, and modeling and simulation.	Bachelors	8 years	11 years of equivalent experience
54151S	Subject Matter Expert II	Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in the following specialties: information systems architecture, networking; telecommunications, automation, communications protocols, risk management/electronic analysis, software, lifecycle management, software development methodologies, and modeling and simulation.	Bachelors	12 years	15 years of equivalent experience
54151S	Subject Matter Expert III	Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; lifecycle management; software development methodologies; and modeling and simulation.	Bachelors	15 years	N/A
54151S	Sr. Communications Specialist	Prepares and implements communications system design, and operational procedures for communications systems. Provides engineering and technical support in installation, expansion and maintenance of communication networks.	Bachelors	2 years	6 years of equivalent experience in IT communications including analysis.
54151S	Communications Specialist	Develops communications software and procedures based on pre-determined design criteria. Develops test material to exercise resulting networks using both simulation techniques and monitoring of existing communications systems. Provides operational support and assists in the definition and resolution of network problems.	High School	5 years	N/A

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Senior Computer Security Analyst	Serves as a senior level in computer security for microcomputer/network specialist and/or mainframe applications manager providing technical guidance to other contractor staff members as well as overseeing several concurrent projects involving complex systems analysis, design and advanced programming of significance to management and financial systems. Provides guidance to management on computer security concepts and technology for application to financial and administrative management systems as necessary for policy and decision making. Provides expert technical assistance and direction to professional personnel on one or more IT projects involved in the development, maintenance and enhancement of network AND/OR mainframe systems. Plans, directs and coordinates the development and definition of technical specifications for network or mainframe projects.	Bachelors	4 years	N/A
54151S	Configuration Management Specialist	Develops configuration management standards specific to project. Trains project staff in CM procedures. Enforces CM procedures and provides feedback to QA Manager regarding improvements in procedures.	Bachelors	5 years	8 years of equivalent experience
54151S	Sr. Customer Service Technician	Supervises, coordinates, and reviews the work of Customer Service Technicians. Advises Customer Service Technicians on technical matters and coordinates such assistance. Responds to technical assistance problems, advising with regard to communications and operations-related problems. Identifies causes of job failures and providing consultation with regard to problem. Maintain records of all contacts with members of the user community, specifically the nature of the contact, the resolution of the problem, personnel involved and such other details as necessary to identify the types of problems encountered and the resolution of problems. Ascertain patterns and develop proposed procedural and operational changes to minimize or eliminate common or recurring problems. Develop or provide support for the development of guidance and training materials and updates. Inform user organizations of programs and developments that may have application within their area.	Bachelors	4 years	8 years of equivalent experience
54151S	Customer Service Technician	Isolate and advise users on services and technical assistance available and coordinate the provision of such assistance, as required. Respond to technical assistance problems, advising with regard to communications and operations-related problems. Identifying causes of job failures and providing consultation with regard to problem. Maintain records of all contacts with members of the user community, specifically the nature of the contact, the resolution of the problem, personnel involved and such other details as necessary to identify the types of problems encountered and the resolution of problems. Ascertain patterns and develop proposed procedural and operational changes to minimize or eliminate common or recurring problems. Develop or provide support for the development of guidance and training materials and updates. Inform user organizations of programs and developments that may have application within their area.	Bachelors	3 years	6 years of equivalent experience
54151S	Installation Technician	Provides diversified network installation support for network integration and implementation, and has good interpersonal and communications skills. Installation, problem detection, resolution and optimization services. Installation of communications equipment, patch cords, and associated peripherals.	Bachelors	3 years	6 years of equivalent experience
54151S	Sr. Information Systems Engineer	Develops drawings and documents to support information structure or infrastructure changes. Conducts research and makes recommendations to MIS specialist to meet organizational goals.	Bachelors	6 years	8 years of equivalent experience
54151S	Systems Engineer	Performs systems engineering planning, information security planning, performance management, capacity planning, testing and validation, risk assessment, benchmarking, information engineering, security impact analysis. Development and staffing of a systems engineering or security management plan. Analyzes and develops technical documentation detailing the integration and system performance or information security. May analyze security implications of authentication and authorization of Cloud based services. Coordinates the activities of Systems Engineers and Jr. Systems Engineers assigned to specific systems engineering projects.	Bachelors	5 years	9 years of equivalent experience

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Sr. Network Specialist	Supports the planning and performance of network engineering research, design development, and other assignments in conformance with network design, engineering, and customer specifications. Supports the technical/engineering part of a networking project assigned to higher level engineers. Works under the supervision of a Sr. Network Engineer or Network Engineer.	High School	5 years	N/A
54151S	Enterprise Solutions Architect	Responsible for overall IT enterprise architecture vision that aligns with the organization's mission and implements the Information Technology (IT) Management Strategy. Develops and presents complex IT architect solutions assuring that the IT solution is consistent with the overall enterprise architecture approach. Coordinates and oversees all IT and business solutions over the scope and breadth of business and technical issues for all of the enterprise systems and projects. Studies and defines IT and business solutions for the entire enterprise. Monitors the alignment of core enterprise business strategies, business process simplification, and the implementation of IT solutions to meet key business objectives.	Bachelors	10 years	N/A
54151S	Sr. Systems Solutions Architect	Responsible for the overall technical vision of one or more IT systems applications that directly supports the organization's mission. Coordinates and oversees all IT solutions over the scope and breadth of business and technical issues for a system or single project. Performs requirements analysis, use case analysis, business process modeling, functional analysis, system architecture and data modeling, and user interface design. Plans and manages the integration of IT systems and the migration of legacy systems. Studies and defines IT solutions for a systems or single project. Monitors a system or project for the alignment of core IT enterprise business strategies, business process simplification, and implementation of IT to meet key business objectives.	Bachelors	7 years	N/A
54151S	Systems Solutions Architect	Responsible for working with key stakeholders to understand the requirements for an IT system, articulating and communicating the vision for the IT architecture providing leadership to the IT architecture and application teams. Works closely with other business and IT teams to ensure the define architecture is aligned or road mapped to the required IT solution, both hardware and software application. Assists higher level staff by working on IT studies, modeling system and/or sub-systems. Conduct IT market research to access commercial IT tools and solutions. Supports Project Management to resolve any IT technical issues or problems. Performs as Technical Lead on IT small scale systems.	Bachelors	5 years	N/A
54151S	Analyst I	Applies fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or in specialty area. Performs tasks that are routine and learns to apply training to practice. Follows standard practices and written instruction to accomplish duties and works under direct supervision in support of assigned projects. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.	High School	3 years	N/A
54151S	Analyst II	Applies fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or in specialty area. Performs tasks that are routine and learns to apply training to practice. Applies standard practices and written instruction to accomplish duties and works under direct supervision in support of assigned projects. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.	High School	5 years	N/A
54151S	Analyst III	Applies fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or in specialty area. Performs tasks that are routine and learns to apply training to practice. Applies standard practices and written instruction to accomplish duties and works under direct supervision in support of assigned projects. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.	High School	3 years	N/A

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Analyst IV	Possesses and applies expertise in one or more professional or technical specialty areas on multiple complex work assignments. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation.	Bachelors	5 years	8 years of equivalent experience
54151S	Analyst V	Possesses and applies comprehensive knowledge across multiple functional areas and task environments. Develops, plans, and leads segments of a project. Evaluates results and recommends changes in development and execution of project phases and meeting schedules. Operates across multiple tasks and works independently, contributes to deliverables and performance metrics. Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope.	Bachelors	5 years	8 years of equivalent experience
54151S	Analyst VI	Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service.	Bachelors	7 years	10 years of equivalent experience
54151S	Data Warehouse Specialist	Controls warehoused data be establishing and enforcing standards and procedures for data warehousing and retrieval. Monitors database security. Manages archived data. Designs modeling tools to create a more efficient data recovery program.	Bachelors	5 years	8 years of equivalent experience
54151S	Database Administrator/Specialist	Provides technical guidance in the operation and maintenance of information systems for business processing applications. Conducts management studies, defines data requirements, proposes solutions to system problems based on cost effectiveness and quality of performance of existing database systems. Evaluates the data processing techniques, database management, and management information systems, concepts, and applications used as they relate to established Government information goals. Defines all required database administration policies, procedures, standards, and guidelines.	High School	6 years	N/A
54151S	DB Architect/Developer (ERP)	Knowledgeable of database design techniques for complex applications for Enterprise Resources Planning. Concerned with various design methods utilized in developing databases. Responsible for database and data dictionary design and establishment, performance monitoring, database reorganization, database backup and recovery.	High School	4 years	N/A
54151S	Quality Assurance Specialist	Provides quality assurance testing and support for systems software, including utility and sort software, transaction processing software, communications software, and any other application or system level programs providing general support to multiple users. Conducts independent quality assurance and regression testing. Develops test models (including test plan, procedures, scripts, and test beds) for application/system interrelationships. Evaluates test activities and results in order to identify application/system deficiencies, and makes recommendations on certification and acceptance.	High School	6 years	N/A
54151S	Sr. Database Analyst	Supervises, coordinates, and reviews the work of Database Analysts. Provides technical guidance in the logical and physical database design, development, operation, and maintenance of information systems for complex business processing applications. Conducts management studies, defines data requirements, proposes solutions to system problems based on cost effectiveness and quality of performance. Evaluates the data processing techniques, database management, and management information systems, concepts, and applications used as they relate to the revision to or incorporation of Government information goals. Defines all required database administration policies, procedures, standards, and guidelines.	High School	5 years	N/A

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Sr. Systems/Software Engineer	Performs information technology planning, performance management, capacity planning, testing and validation, risk assessment, benchmarking, information engineering, security impact analysis. Analyzes and develops technical documentation detailing the integration and system performance or information security. May analyze security implications of authentication and authorization of Cloud based services. Coordinates the activities of Systems Engineers and Jr. Systems Engineers assigned to specific systems engineering projects.	Bachelors	8 years	11 years of equivalent experience
54151S	Sr. Systems Analyst	Provides technical direction to personnel performing systems analysis and system development tasks. Coordinates and performs logical and physical systems design. Reviews and prepares system documents and specifications. Prepares reports, studies, and documentation, delivers presentations.	Bachelors	8 years	11 years of equivalent experience
54151S	Systems Analyst	Provides technical direction to personnel performing systems analysis and system development tasks. Coordinates and performs logical and physical systems design. Reviews and prepares system documents and specifications. Prepares reports, studies, and documentation, delivers presentations.	Bachelors	5 years	8 years of equivalent experience
54151S	Design and Development Engineer	Support overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Design and Development disciplines include but are not limited to systems and network architecture design and analysis, systems design engineering and integration, network engineering, enterprise resource planning (ERP) integration, systems development, mission engineering, technology planning, applications development and programming, certification and authentication, data conversion, data warehousing, database design and administration, enterprise architecture integration, information assurance, biometrics, identity protection and access management, quality assurance system performance, test and validation.	Bachelors	6 years	9 years of equivalent experience
54151S	Webmaster	Manages the web site. Provides technical guidance in the logical and physical database/web operation and maintenance of information systems. Conducts management studies, defines data requirements, proposes solutions to system problems based on cost effectiveness and quality of performance of database/web. Evaluates the database/web design techniques, database management, and management information systems, concepts, and applications used as they relate to the revision to or incorporation of Government information goals. Defines all required database/web administration policies, procedures, standards, and guidelines.	High School	6 years	N/A
54151S	Jr. Computer Programmer	Capable of translating detailed program flowcharts into program-coded instructions used by third- and fourth-generation, or current state-of-the-art computers. Provides support to test, debug, and refine the computer software to produce the required product. Provides support to prepare required documentation, including both program-level and user-level documentation.	Bachelors	2 years	3 years of equivalent experience
54151S	Computer Programmer	Capable of using third- and fourth- generation or current state-of-the-art IT equipment and languages to analyze systems requirement and devise program logic for business, management, communication, tactical, and technical problems. Capable of developing detailed flowcharts and instructions for programs, developing general run diagrams, and processing flowcharts. Develops tape layouts and records formats and adds additional data items necessary to accomplish work products. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation.	Bachelors	3 years	3 years of equivalent experience
54151S	Sr. Systems/Software Engineer	Engineers Systems/software solutions based upon client requirements. Analyzes and develops technical documentation detailing the integration and system performance, information security or project design parameters.	Bachelors	6 years	9 years of equivalent experience

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Sr. Systems/Software Developer	Defines and executes integration software/engineering activities within a project. Performs concept exploration and assessment, performance management, technology assessment, testing and validation. Analyzes and develops technical documentation detailing the software integration and system performance.	Bachelors	7 years	10 years of equivalent experience
54151S	Systems/Software Developer	Provides support in executing integration software/engineering activities within a project. Provides support to perform concept exploration and assessment, performance management, technology assessment, testing and validation. Analyzes and develops technical documentation detailing the software integration and system performance.	Bachelors	5 years	8 years of equivalent experience
54151S	Principal BPR Specialist	Applies process improvement and re-engineering methodologies and principles to conduct process modernization IT projects. Responsible for effective transition of existing projects teams and the facilitation of project teams in the accomplishment of IT project activities and objectives. Conducts data modeling, develops modern business methods, identifies best practices, and creating as assessing performance measurements. Provides group facilitation, interviewing, training, and addition forms of knowledge transfer. Coordinates between multiple projects teams to ensure enterprise-wide integration of re-engineering efforts.	Bachelors	5 years	8 years of equivalent experience
54151S	Functional Specialist	Provides task-unique functional expertise necessary to interpret IT requirements. Ensures responsiveness, and achieve successful project performance. Advises IT consultants with the analysis, evaluation, and implementation of systems and other IT tasks.	Bachelors	5 years	8 years of equivalent experience
54151S	Business Systems Analyst	Provides systems analysis and business management analysis. Coordinates and performs logical and physical systems design of business applications. Reviews and prepares system documents and technical specifications of business applications. Prepares reports, studies, and documentation, and delivers presentations of business applications	Bachelors	3 years	6 years of equivalent experience
54151S	Sr. Training Specialist/Instructor	Capable of identifies, develops, implements, and conducts system training related to computer hardware/software installation and upgrades, communications, Internet, video, imaging, geospatial & products with various IT training tool. Designs, develops, prepares and refines system training curriculum and course materials for various classroom and other instructional environments by identifying the software requirement and utilizing specific IT tools. Possesses skills and knowledge in implementing IT/business process, guidance, Government regulations, procurement/acquisition and strategic planning and to provide operation and functional support including performing system status checks for trouble ticket resolution in the computer-based and multimedia training environments. Conducts training requirements such as surveys, designs computer-based and multimedia curriculum, delivering classroom Instructor Led Training (ILT), one-on-one, and Structured On-the-Job Training (SOJT) in response to specific system training requirements during the life cycle. Is intimately knowledgeable in the subject matters for which he/she is developing curriculum using several methodologies including demonstration-performance, lecture, case study, teaching interviews, guided discussion and virtual training environment. Supervises Training Specialists in the instruction of individual trainees as well as whole classes of students in a variety of technical-based subject matter. Require a completed favorable National Agency Check Investigation (NACI). May require US Citizenship or to obtain a security Clarence	Bachelors	8 years	11 years of equivalent experience

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Training Specialist/Instructor	Capable of identifies, develops, implements, and conducts system training related to computer hardware/software installation and upgrades, communications, Internet, video, imaging, geospatial & products with various training tool. Possesses skills and knowledge in implementing IT/business process, guidance, Government regulations, procurement/acquisition and strategic planning and to provide operation and functional support including performing system status checks for trouble ticket resolution in the computer-based and multimedia training environments. Prepares instructor materials (course outline, background material, and training aids) and student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms).by identifying the software requirement and utilizing specific IT tools. Conducts system training requirements such as surveys, designs IT/computer-based and multimedia curriculum, delivering classroom Instructor Led Training (ILT), one-on-one, and Structured On-the-Job Training (SOJT) in response to specific system training requirements during the life cycle. Trains personnel by conducting formal and informal classroom courses, workshops and seminars. Is intimately knowledgeable in the subject matters for which he/she is developing curriculum using several methodologies including demonstration-performance, lecture, case study, teaching interviews, guided discussion and virtual training environment. Require a completed favorable National Agency Check Investigation (NACI). May require US Citizenship or to obtain a security Clarence.	Bachelors	5 years	8 years of equivalent experience
54151S	Sr. Information Systems Engineer	Develops drawings and documents to support information structure or infrastructure changes. Conducts research and makes recommendations to MIS specialist to meet organizational goals.	Bachelors	6 years	8 years of equivalent experience
54151S	Systems Engineer	Performs systems engineering planning, information security planning, performance management, capacity planning, testing and validation, risk assessment, benchmarking, information engineering, security impact analysis. Development and staffing of a systems engineering or security management plan. Analyzes and develops technical documentation detailing the integration and system performance or information security. May analyze security implications of authentication and authorization of Cloud based services. Coordinates the activities of Systems Engineers and Jr. Systems Engineers assigned to specific systems engineering projects.	Bachelors	5 years	9 years of equivalent experience
54151S	Sr. Network Specialist	Supports the planning and performance of network engineering research, design development, and other assignments in conformance with network design, engineering, and customer specifications. Supports the technical/engineering part of a networking project assigned to higher level engineers. Works under the supervision of a Sr. Network Engineer or Network Engineer.	High School	5 years	N/A
54151S	Enterprise Solutions Architect	Responsible for overall IT enterprise architecture vision that aligns with the organization's mission and implements the Information Technology (IT) Management Strategy. Develops and presents complex IT architect solutions assuring that the IT solution is consistent with the overall enterprise architecture approach. Coordinates and oversees all IT and business solutions over the scope and breadth of business and technical issues for all of the enterprise systems and projects. Studies and defines IT and business solutions for the entire enterprise. Monitors the alignment of core enterprise business strategies, business process simplification, and the implementation of IT solutions to meet key business objectives.	Bachelors	10 years	N/A
54151S	Sr. Systems Solutions Architect	Responsible for the overall technical vision of one or more IT systems applications that directly supports the organization's mission. Coordinates and oversees all IT solutions over the scope and breadth of business and technical issues for a system or single project. Performs requirements analysis, use case analysis, business process modeling, functional analysis, system architecture and data modeling, and user interface design. Plans and manages the integration of IT systems and the migration of legacy systems. Studies and defines IT solutions for a systems or single project. Monitors a system or project for the alignment of core IT enterprise business strategies, business process simplification, and implementation of IT to meet key business objectives.	Bachelors	7 years	N/A

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Systems Solutions Architect	Responsible for working with key stakeholders to understand the requirements for an IT system, articulating and communicating the vision for the IT architecture providing leadership to the IT architecture and application teams. Works closely with other business and IT teams to ensure the define architecture is aligned or road mapped to the required IT solution, both hardware and software application. Assists higher level staff by working on IT studies, modeling system and/or sub-systems. Conduct IT market research to access commercial IT tools and solutions. Supports Project Management to resolve any IT technical issues or problems. Performs as Technical Lead on IT small scale systems.	Bachelors	5 years	N/A
54151S	Analyst I	Applies fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or in specialty area. Performs tasks that are routine and learns to apply training to practice. Follows standard practices and written instruction to accomplish duties and works under direct supervision in support of assigned projects. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.	High School	3 years	N/A
54151S	Analyst II	Applies fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or in specialty area. Performs tasks that are routine and learns to apply training to practice. Applies standard practices and written instruction to accomplish duties and works under direct supervision in support of assigned projects. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.	High School	5 years	N/A
54151S	Analyst III	Applies fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or in specialty area. Performs tasks that are routine and learns to apply training to practice. Applies standard practices and written instruction to accomplish duties and works under direct supervision in support of assigned projects. Provides integral support in mission requirements determination, conceptualization, design, development, testing, verification and validation, documentation, and implementation of system applications.	High School	3 years	N/A
54151S	Analyst IV	Possesses and applies expertise in one or more professional or technical specialty areas on multiple complex work assignments. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation.	Bachelors	5 years	8 years of equivalent experience
54151S	Analyst V	Possesses and applies comprehensive knowledge across multiple functional areas and task environments. Develops, plans, and leads segments of a project. Evaluates results and recommends changes in development and execution of project phases and meeting schedules. Operates across multiple tasks and works independently, contributes to deliverables and performance metrics. Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope.	Bachelors	5 years	8 years of equivalent experience
54151S	Analyst VI	Applies management analysis processes, statistical methods, and advanced technical and analytical research techniques to determine solutions based on client requirements with an IT services/solutions-based scope. Analyzes operational activities to obtain a quantitative, rational basis for decision making and resource allocation. Employs process improvements and reengineering methodologies and principles for modernization of systems and projects. Creates project plans to achieve performance-based objectives, enhancing implementation, systems and service.	Bachelors	7 years	10 years of equivalent experience

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Data Warehouse Specialist	Controls warehoused data be establishing and enforcing standards and procedures for data warehousing and retrieval. Monitors database security. Manages archived data. Designs modeling tools to create a more efficient data recovery program.	Bachelors	5 years	8 years of equivalent experience
54151S	Database Administrator/Specialist	Provides technical guidance in the operation and maintenance of information systems for business processing applications. Conducts management studies, defines data requirements, proposes solutions to system problems based on cost effectiveness and quality of performance of existing database systems. Evaluates the data processing techniques, database management, and management information systems, concepts, and applications used as they relate to established Government information goals. Defines all required database administration policies, procedures, standards, and guidelines.	High School	6 years	N/A
54151S	DB Architect/Developer (ERP)	Knowledgeable of database design techniques for complex applications for Enterprise Resources Planning. Concerned with various design methods utilized in developing databases. Responsible for database and data dictionary design and establishment, performance monitoring, database reorganization, database backup and recovery.	High School	4 years	N/A
54151S	Quality Assurance Specialist	Provides quality assurance testing and support for systems software, including utility and sort software, transaction processing software, communications software, and any other application or system level programs providing general support to multiple users. Conducts independent quality assurance and regression testing. Develops test models (including test plan, procedures, scripts, and test beds) for application/system interrelationships. Evaluates test activities and results in order to identify application/system deficiencies, and makes recommendations on certification and acceptance.	High School	6 years	N/A
54151S	Sr. Database Analyst	Supervises, coordinates, and reviews the work of Database Analysts. Provides technical guidance in the logical and physical database design, development, operation, and maintenance of information systems for complex business processing applications. Conducts management studies, defines data requirements, proposes solutions to system problems based on cost effectiveness and quality of performance. Evaluates the data processing techniques, database management, and management information systems, concepts, and applications used as they relate to the revision to or incorporation of Government information goals. Defines all required database administration policies, procedures, standards, and guidelines.	High School	5 years	N/A
54151S	Sr. Systems/Software Engineer	Performs information technology planning, performance management, capacity planning, testing and validation, risk assessment, benchmarking, information engineering, security impact analysis. Analyzes and develops technical documentation detailing the integration and system performance or information security. May analyze security implications of authentication and authorization of Cloud based services. Coordinates the activities of Systems Engineers and Jr. Systems Engineers assigned to specific systems engineering projects.	Bachelors	8 years	11 years of equivalent experience
54151S	Sr. Systems Analyst	Provides technical direction to personnel performing systems analysis and system development tasks. Coordinates and performs logical and physical systems design. Reviews and prepares system documents and specifications. Prepares reports, studies, and documentation, delivers presentations.	Bachelors	8 years	11 years of equivalent experience
54151S	Systems Analyst	Provides technical direction to personnel performing systems analysis and system development tasks. Coordinates and performs logical and physical systems design. Reviews and prepares system documents and specifications. Prepares reports, studies, and documentation, delivers presentations.	Bachelors	5 years	8 years of equivalent experience

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Design and Development Engineer	Support overall strategic vision and integrates a broad range of solutions in support of client requirements for IT projects. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. Design and Development disciplines include but are not limited to systems and network architecture design and analysis, systems design engineering and integration, network engineering, enterprise resource planning (ERP) integration, systems development, mission engineering, technology planning, applications development and programming, certification and authentication, data conversion, data warehousing, database design and administration, enterprise architecture integration, information assurance, biometrics, identity protection and access management, quality assurance system performance, test and validation.	Bachelors	6 years	9 years of equivalent experience
54151S	Webmaster	Manages the web site. Provides technical guidance in the logical and physical database/web operation and maintenance of information systems. Conducts management studies, defines data requirements, proposes solutions to system problems based on cost effectiveness and quality of performance of database/web. Evaluates the database/web design techniques, database management, and management information systems, concepts, and applications used as they relate to the revision to or incorporation of Government information goals. Defines all required database/web administration policies, procedures, standards, and guidelines.	High School	6 years	N/A
54151S	Jr. Computer Programmer	Capable of translating detailed program flowcharts into program-coded instructions used by third- and fourth-generation, or current state-of-the-art computers. Provides support to test, debug, and refine the computer software to produce the required product. Provides support to prepare required documentation, including both program-level and user-level documentation.	Bachelors	2 years	3 years of equivalent experience
54151S	Computer Programmer	Capable of using third- and fourth- generation or current state-of-the-art IT equipment and languages to analyze systems requirement and devise program logic for business, management, communication, tactical, and technical problems. Capable of developing detailed flowcharts and instructions for programs, developing general run diagrams, and processing flowcharts. Develops tape layouts and records formats and adds additional data items necessary to accomplish work products. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation.	Bachelors	3 years	3 years of equivalent experience
54151S	Sr. Systems/Software Engineer	Engineers Systems/software solutions based upon client requirements. Analyzes and develops technical documentation detailing the integration and system performance, information security or project design parameters.	Bachelors	6 years	9 years of equivalent experience
54151S	Sr. Systems/Software Developer	Defines and executes integration software/engineering activities within a project. Performs concept exploration and assessment, performance management, technology assessment, testing and validation. Analyzes and develops technical documentation detailing the software integration and system performance.	Bachelors	7 years	10 years of equivalent experience
54151S	Systems/Software Developer	Provides support in executing integration software/engineering activities within a project. Provides support to perform concept exploration and assessment, performance management, technology assessment, testing and validation. Analyzes and develops technical documentation detailing the software integration and system performance.	Bachelors	5 years	8 years of equivalent experience
54151S	Principal BPR Specialist	Applies process improvement and re-engineering methodologies and principles to conduct process modernization IT projects. Responsible for effective transition of existing projects teams and the facilitation of project teams in the accomplishment of IT project activities and objectives. Conducts data modeling, develops modern business methods, identifies best practices, and creating as assessing performance measurements. Provides group facilitation, interviewing, training, and addition forms of knowledge transfer. Coordinates between multiple projects teams to ensure enterprise-wide integration of re-engineering efforts.	Bachelors	5 years	8 years of equivalent experience

SINs	Labor Category/Service Title	Labor Category/Service Description	Minimum Education	Minimum Years of Experience	Education Substitutions
54151S	Functional Specialist	Provides task-unique functional expertise necessary to interpret IT requirements. Ensures responsiveness, and achieve successful project performance. Advises IT consultants with the analysis, evaluation, and implementation of systems and other IT tasks.	Bachelors	5 years	8 years of equivalent experience
54151S	Business Systems Analyst	Provides systems analysis and business management analysis. Coordinates and performs logical and physical systems design of business applications. Reviews and prepares system documents and technical specifications of business applications. Prepares reports, studies, and documentation, and delivers presentations of business applications	Bachelors	3 years	6 years of equivalent experience
54151S	Sr. Training Specialist/Instructor	Capable of identifies, develops, implements, and conducts system training related to computer hardware/software installation and upgrades, communications, Internet, video, imaging, geospatial & products with various IT training tool. Designs, develops, prepares and refines system training curriculum and course materials for various classroom and other instructional environments by identifying the software requirement and utilizing specific IT tools. Possesses skills and knowledge in implementing IT/business process, guidance, Government regulations, procurement/acquisition and strategic planning and to provide operation and functional support including performing system status checks for trouble ticket resolution in the computer-based and multimedia training environments. Conducts training requirements such as surveys, designs computer-based and multimedia curriculum, delivering classroom Instructor Led Training (ILT), one-on-one, and Structured On-the-Job Training (SOJT) in response to specific system training requirements during the life cycle. Is intimately knowledgeable in the subject matters for which he/she is developing curriculum using several methodologies including demonstration-performance, lecture, case study, teaching interviews, guided discussion and virtual training environment. Supervises Training Specialists in the instruction of individual trainees as well as whole classes of students in a variety of technical-based subject matter. Require a completed favorable National Agency Check Investigation (NACI). May require US Citizenship or to obtain a security Clearence	Bachelors	8 years	11 years of equivalent experience
54151S	Training Specialist/Instructor	Capable of identifies, develops, implements, and conducts system training related to computer hardware/software installation and upgrades, communications, Internet, video, imaging, geospatial & products with various training tool. Possesses skills and knowledge in implementing IT/business process, guidance, Government regulations, procurement/acquisition and strategic planning and to provide operation and functional support including performing system status checks for trouble ticket resolution in the computer-based and multimedia training environments. Prepares instructor materials (course outline, background material, and training aids) and student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms).by identifying the software requirement and utilizing specific IT tools. Conducts system training requirements such as surveys, designs IT/computer-based and multimedia curriculum, delivering classroom Instructor Led Training (ILT), one-on-one, and Structured On-the-Job Training (SOJT) in response to specific system training requirements during the life cycle. Trains personnel by conducting formal and informal classroom courses, workshops and seminars. Is intimately knowledgeable in the subject matters for which he/she is developing curriculum using several methodologies including demonstration-performance, lecture, case study, teaching interviews, guided discussion and virtual training environment. Require a completed favorable National Agency Check Investigation (NACI). May require US Citizenship or to obtain a security Clearance.	Bachelors	5 years	8 years of equivalent experience