General Services Administration
Federal Acquisition Service
Authorized Federal Supply Schedule
FSS Price List

Online access to contract ordering information, terms and conditions, pricing, and the option to create an electronic delivery order are available through GSA Advantage!®. The website for GSA Advantage!® is: https://www.GSAAdvantage.gov.

Contract # 47QTCA23D00EV
Contract Period: September 29, 2023 - September 28, 2028

CONTRACTOR INFORMATION	
ORGANIZATION:	GBS-Sabre Innovative Solutions, LLC
ADDRESS:	450 South Simmons Way
	Suite 640
	Kaysville UT 84037-6724
TELEPHONE:	301-535-0914
WEBSITE:	gbssabre.com

GBS-Sabre Innovative Solutions, LLC is a joint venture between the following joint venture partners: (GBS Solutions Corp (Protégé) Sabre Systems,, LLC (Mentor)

CONTACT FOR CONTRACT ADMINISTRATION	
NAME:	Alan Kaplan
TITLE:	President
TELEPHONE:	301-535-0914
EMAIL:	jreed@gbssol.com

Business Size: Small Disadvantaged Business, 8(a), Asian-Pacific American Owned Business

FOR MORE INFORMATION ON ORDERING GO TO THE FOLLOWING WEBSITE: HTTPS://WWW.GSA.GOV/SCHEDULES.

TABLE OF CONTENTS

CUSTOMER INFORMATION AND ACKNOWLEDGEMENTS

GBS-Sabre Innovation Solutions, LLC, acknowledges the joint venture partner(s) are prohibited from submitting competing quotations for FSS program orders and BPAs using either their own FSS program contract(s) or any joint venture FSS program contract(s) for which they are a joint venture partner.

1.A TABLE OF AWARDED SPECIAL ITEM NUMBERS(SINs):

SIN(s)	*Description*
54151S	Information Technology Professional Services
OLM	Order Level Materials

1.B LOWEST PRICED LABOR CATEGORY:

SIN(s)	*Price*
54151S	See Appendix A and B, below

1.C HOURLY RATES

SIN(s)	*Price*
54151S	See Appendix A, below

2. MAXIMUM ORDER

SIN(s)	*Maximum Order*
54151S	$500,000

3. MINIMUM ORDER

SIN(s)	*Minimum Order*
54151S	$100

4. GEOGRAPHIC COVERAGE

Worldwide

5. POINTS OF PRODUCTION

Kaysville, Utah USA

6. DISCOUNT FROM LIST PRICES OR STATEMENT OF NET PRICE

The GSA Net Prices published on the GSA Advantage website reflect the fully burdened price. The negotiated discount has been applied and the Industrial Funding Fee has been added.

7. QUANTITY DISCOUNTS

SIN(s)	*Terms*
54151S	None

8.	PROMPT PAYMENT TERMS

SIN(s)	Terms
54151S	1% - 10-Days

Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9.	FOREIGN ITEMS

Not Applicable.

10A.	TIME OF DELIVERY

SIN(s)	Terms
54151S	Negotiated with the Ordering Activity

10B.	EXPEDITED DELIVERY

SIN(s)	Terms
54151S	Contact Contractor's Representative

10C.	OVERNIGHT AND 2-DAY DELIVERY

Customers are encouraged to contact the Contractor for the purpose of requesting accelerated delivery.

10D.	URGENT REQUIREMENTS

Agencies can contact the Contractor's Representative to affect a faster delivery. Customers are encouraged to contact the Contractor for the purpose of requesting accelerated delivery.

11.	F.O.B POINT

Destination.

12A.	ORDERING ADDRESS

Same as Contractor.

12B.	ORDER PROCEDURES

Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405.

13.	PAYMENT ADDRESS

Same as Contractor.

14.	WARRANTY PROVISION

Personnel who perform work on a task order under an awarded Schedule labor category shall meet the awarded Minimum/General Experience, Functional Responsibility, and Minimum Education or the awarded Schedule-level substitutions. The awarded Schedule-level qualifications cannot be waived by the Ordering Agency at the Blanket Purchase Agreement (BPA) or Task Order level.

15.   EXPORT PACKAGING CHARGES

Not Applicable.

16.   TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR

Not Applicable.

17.   TERMS AND CONDITIONS OF INSTALLATION

Not Applicable.

18A.   TERMS AND CONDITIONS OF REPAIR PARTS

Not Applicable.

18B.   TERMS AND CONDITIONS FOR ANY OTHER SERVICE

Not Applicable.

19.   LIST OF SERVICE AND DISTRIBUTION POINTS

Not Applicable.

20.   LIST OF PARTICIPATING DEALERS

Not Applicable.

21.   PREVENTIVE MAINTENANCE

Not Applicable.

22A.   SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES

Not Applicable.

22B.   SECTION 508 COMPLIANCE FOR ICT

When 508 compliance is applicable for a given task order requiring Electronic and Information Technology (EIT) supplies or services the full details of our Section 508 EIT standard for that given item can be found at https://gbssabre.com/

23.   UNIQUE ENTITY IDENTIFIER NUMBER

WG93DKBSR383

24.   NOTIFICATION REGARDING REGISTRATION IN SYSTEMS FOR AWARD MANAGEMENT (SAM.GOV)

GBS-Sabre Innovative Solutions, LLC maintains an active registration.

APPENDIX A - SIN 54151S MAS PRICE LIST BY CONTRACT YEAR (CY) (INCLUDING IFF)

Labor Category	CY1 9/29/23– 9/28/24	CY2 9/29/24– 9/28/25	CY3 9/29/25– 9/28/26	CY4 9/29/26– 9/28/27	CY5 9/29/27– 9/28/28
Business Systems Analyst - Jr	$103.38	$107.25	$111.27	$115.45	$119.78
Business Systems Analyst - Mid	$121.62	$126.19	$130.92	$135.83	$140.93
Business Systems Analyst - Sr	$143.08	$148.45	$154.03	$159.80	$165.79
Business Systems Analyst - SME	$164.55	$170.72	$177.12	$183.76	$190.65
Project Manager	$125.02	$129.70	$134.57	$139.62	$144.86
Quality Assurance Analyst	$128.14	$132.95	$137.93	$143.10	$148.47
Computer Systems Analyst - Jr	$105.62	$109.58	$113.69	$117.95	$122.38
Computer Systems Analyst - Mid	$118.30	$122.73	$127.34	$132.11	$137.07
Computer Systems Analyst - Sr	$132.49	$137.46	$142.62	$147.97	$153.52
Computer Systems Analyst - SME	$148.39	$153.95	$159.73	$165.71	$171.93
IT Analyst - Jr	$112.70	$116.92	$121.30	$125.84	$130.56
IT Analyst - Mid	$116.39	$120.76	$125.28	$129.97	$134.85
IT Analyst - Senior	$137.77	$142.94	$148.30	$153.86	$159.64
IT Analyst - SME	$151.37	$157.04	$162.92	$169.03	$175.37
DevOps Engineer I	$78.61	$81.56	$84.62	$87.80	$91.09
DevOps Engineer II	$98.06	$101.73	$105.55	$109.51	$113.62
DevOps Engineer III	$117.88	$122.31	$126.89	$131.65	$136.58
DevOps Engineer IV	$135.19	$140.26	$145.52	$150.98	$156.64
DevOps Engineer V	$155.72	$161.56	$167.62	$173.90	$180.42
DevOps Engineering Manager	$156.29	$162.16	$168.24	$174.55	$181.10
DevOps Engineering Manager, Sr.	$187.77	$194.81	$202.12	$209.69	$217.55
Full Stack Developer I	$76.97	$79.85	$82.84	$85.94	$89.17
Full Stack Developer II	$95.94	$99.54	$103.26	$107.13	$111.15
Full Stack Developer III	$113.95	$118.23	$122.66	$127.26	$132.04
Full Stack Developer IV	$129.68	$134.55	$139.60	$144.84	$150.27
Full Stack Developer V	$152.49	$158.22	$164.15	$170.31	$176.70
Network Engineer I	$75.95	$78.80	$81.75	$84.82	$88.00
Network Engineer II	$88.37	$91.69	$95.12	$98.69	$102.39
Network Engineer III	$105.48	$109.44	$113.54	$117.80	$122.22
Network Engineer IV	$124.27	$128.94	$133.77	$138.79	$144.00
Network Engineer V	$144.26	$149.67	$155.28	$161.11	$167.15
Network Engineer VI	$171.00	$177.41	$184.06	$190.96	$198.13
Systems Engineer I	$76.50	$79.38	$82.35	$85.43	$88.63
Systems Engineer II	$92.74	$96.21	$99.82	$103.57	$107.45
Systems Engineer III	$112.98	$117.21	$121.60	$126.17	$130.90
Systems Engineer IV	$130.68	$135.58	$140.66	$145.94	$151.42
Systems Engineer V	$154.09	$159.86	$165.85	$172.07	$178.52
Systems Engineering Director	$187.02	$194.04	$201.31	$208.86	$216.69
Systems Engineering Manager	$166.16	$172.38	$178.85	$185.56	$192.52

APPENDIX B - SIN 54151S MAS LABOR CATEGORY DESCRIPTIONS

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
1	DevOps Engineer I	0	Work is closely managed. Works on projects/matters of limited complexity in a support role. Design, build and maintain a stable and efficient infrastructure to optimize service delivery across production, QA, and development environments throughout the development lifecycle. Monitor, troubleshoot, maintain, and continuously improve building, packaging, and deployment processes. Implement automated infrastructure capabilities like backups, security tools, monitoring. Utilize a consistent DevOps approach to improve all phases of the process and ensure end-to-end quality across functions. Knowledge of deployment/configuration management tools like Jenkins, Maven, Puppet, or Ansible. Utilizes version control tools like GIT, Bitbucket, SVN, or CVS. Experienced with network infrastructure, database, cloud and data center operations, and security protocols. Strong knowledge of Linux and/or Windows OS. Understands AWS and other services. Experience with programming and scripting with languages like Python, Perl, Bash, PHP, Java, SQL, or C++.	Bachelors – Information Technology, Computer Science or other Technical Degree
2	DevOps Engineer II	2	Occasionally directed in several aspects of the work. Gains exposure to some of the complex tasks within the job function. Design, build and maintain a stable and efficient infrastructure to optimize service delivery across production, QA, and development environments throughout the development lifecycle. Monitor, troubleshoot, maintain, and continuously improve building, packaging, and deployment processes. Implement automated infrastructure capabilities like backups, security tools, monitoring. Utilize a consistent DevOps approach to improve all phases of the process and ensure end-to-end quality across functions. Knowledge of deployment/configuration management tools like Jenkins, Maven, Puppet, or Ansible. Utilizes version control tools like GIT, Bitbucket, SVN, or CVS. Experienced with network infrastructure, database, cloud and data center operations, and security protocols. Strong knowledge of Linux and/or Windows OS. Understands AWS and other services. Experience with programming and scripting with languages like Python, Perl, Bash, PHP, Java, SQL, or C++.	Bachelors – Information Technology, Computer Science or other Technical Degree
3	DevOps Engineer III	3	Work is generally independent and collaborative in nature. Contributes to moderately complex aspects of a project. Design, build and maintain a stable and efficient infrastructure to optimize service delivery across production, QA, and development environments throughout the development lifecycle. Monitor,	Bachelors – Information Technology, Computer Science

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
			troubleshoot, maintain, and continuously improve building, packaging, and deployment processes. Implement automated infrastructure capabilities like backups, security tools, monitoring. Utilize a consistent DevOps approach to improve all phases of the process and ensure end-to-end quality across functions. Knowledge of deployment/configuration management tools like Jenkins, Maven, Puppet, or Ansible. Utilizes version control tools like GIT, Bitbucket, SVN, or CVS. Experienced with network infrastructure, database, cloud and data center operations, and security protocols. Strong knowledge of Linux and/or Windows OS. Understands AWS and other services. Experience with programming and scripting with languages like Python, Perl, Bash, PHP, Java, SQL, or C++.	or other Technical Degree
4	DevOps Engineer IV	7	Work is highly independent. May assume a team lead role for the work group. A specialist on complex technical and business matters. Design, build and maintain a stable and efficient infrastructure to optimize service delivery across production, QA, and development environments throughout the development lifecycle. Monitor, troubleshoot, maintain, and continuously improve building, packaging, and deployment processes. Implement automated infrastructure capabilities like backups, security tools, monitoring. Utilize a consistent DevOps approach to improve all phases of the process and ensure end-to-end quality across functions. Knowledge of deployment/configuration management tools like Jenkins, Maven, Puppet, or Ansible. Utilizes version control tools like GIT, Bitbucket, SVN, or CVS. Experienced with network infrastructure, database, cloud and data center operations, and security protocols. Strong knowledge of Linux and/or Windows OS. Understands AWS and other services. Experience with programming and scripting with languages like Python, Perl, Bash, PHP, Java, SQL, or C++. .	Bachelors – Information Technology, Computer Science or other Technical Degree
5	DevOps Engineer V	10	Works autonomously. Goals are generally communicated in "solution" or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Design, build and maintain a stable and efficient infrastructure to optimize service delivery across production, QA, and development environments throughout the development lifecycle. Monitor, troubleshoot, maintain, and continuously improve building, packaging, and deployment processes. Implement automated infrastructure capabilities like backups, security tools, monitoring. Utilize a consistent DevOps approach to improve all phases of the process and ensure end-to-end quality across functions. Knowledge of deployment/configuration	Bachelors – Information Technology, Computer Science or other Technical Degree

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
			management tools like Jenkins, Maven, Puppet, or Ansible. Utilizes version control tools like GIT, Bitbucket, SVN, or CVS. Experienced with network infrastructure, database, cloud and data center operations, and security protocols. Strong knowledge of Linux and/or Windows OS. Understands AWS and other services. Experience with programming and scripting with languages like Python, Perl, Bash, PHP, Java, SQL, or C++.	
6	DevOps Engineering Manager	5	Manages subordinate staff in the day-to-day performance of their jobs. True first level manager. Ensures that project/department milestones/goals are met and adhering to approved budgets. Has full authority for personnel actions Manages and oversees the DevOps team and related projects. Designs, builds and maintains a stable and efficient infrastructure to optimize service delivery across production, QA, and development environments throughout the development lifecycle. Monitors, troubleshoots, maintains, and continuously improves building, packaging, and deployment processes. Implements automated infrastructure capabilities like backups, security tools, monitoring. Utilizes a consistent DevOps approach to improve all phases of the process and ensure end-to-end quality across functions. Knowledge of deployment/configuration management tools like Jenkins, Maven, Puppet, or Ansible. Utilizes version control tools like GIT, Bitbucket, SVN, or CVS. Experienced with network infrastructure, database, cloud and data center operations, and security protocols. Strong knowledge of Linux and/or Windows OS. Understands AWS and other services. Experience with programming and scripting with languages like Python, Perl, Bash, PHP, Java, SQL, or C++.	Bachelors – Information Technology, Computer Science or other Technical Degree
7	DevOps Engineering Manager, Sr.	12	Manages through subordinate managers and professionals in larger groups of moderate complexity. Provides input to strategic decisions that affect the functional area of responsibility. May give input into developing the budget. Capable of resolving escalated issues arising from operations and requiring coordination with other departments. Manages and oversees the DevOps team and related projects. Designs, builds, and maintains a stable and efficient infrastructure to optimize service delivery across production, QA, and development environments throughout the development lifecycle. Monitors, troubleshoots, maintains, and continuously improves building, packaging, and deployment processes. Implements automated infrastructure capabilities like backups, security tools, monitoring. Utilizes a consistent DevOps approach to improve all phases of the process and ensure end-to-end quality across functions. Knowledge of deployment/configuration management tools like Jenkins, Maven, Puppet, or Ansible. Utilizes version control	Bachelors – Information Technology, Computer Science or other Technical Degree

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
			tools like GIT, Bitbucket, SVN, or CVS. Experienced with network infrastructure, database, cloud and data center operations, and security protocols. Strong knowledge of Linux and/or Windows OS. Understands AWS and other services. Experience with programming and scripting with languages like Python, Perl, Bash, PHP, Java, SQL, or C++.	
8	Full Stack Developer I	0	Work is closely managed. Works on projects/matters of limited complexity in a support role. Develops, integrates, and delivers applications using front- end, back end, database and hosting tools. Delivers software products independently using functional specifications. Utilizes all layers of the stack to complete coding, UI/UX, database integrations, and deployment activities. Provides test plans. Experienced with AWS, API integration and cloud based architecture. Is proficient in the utilization of a variety of development programming languages such as C#, C++, JavaScript, Python, Ruby, Java, PHP, SQL, SQLServer, Oracle, MySQL, MongoDB, Redis, and HTML/CSS. Uses version control tools such as GIT, SVN, Mercurial and /or frameworks such as MEAN, Django, LAMP, or Ruby on Rails.	Bachelors – Information Technology, Computer Science or other Technical Degree
9	Full Stack Developer II	2	Occasionally directed in several aspects of the work. Gains exposure to some of the complex tasks within the job function. Develops, integrates, and delivers applications using front- end, back end, database and hosting tools. Delivers software products independently using functional specifications. Utilizes all layers of the stack to complete coding, UI/UX, database integrations, and deployment activities. Provides test plans. Experienced with AWS, API integration and cloud based architecture. Is proficient in the utilization of a variety of development programming languages such as C#, C++, JavaScript, Python, Ruby, Java, PHP, SQL, SQLServer, Oracle, MySQL, MongoDB, Redis, and HTML/CSS. Uses version control tools such as GIT, SVN, Mercurial and /or frameworks such as MEAN, Django, LAMP, or Ruby on Rails.	Bachelors – Information Technology, Computer Science or other Technical Degree
10	Full Stack Developer III	4	Work is generally independent and collaborative in nature. Contributes to moderately complex aspects of a project. Develops, integrates, and delivers applications using front- end, back end, database and hosting tools. Delivers software products independently using functional specifications. Utilizes all layers of the stack to complete coding, UI/UX, database integrations, and deployment activities. Provides test plans. Experienced with AWS, API integration and cloud based architecture. Is proficient in the utilization of a variety of development programming languages such as C#, C++, JavaScript, Python, Ruby, Java, PHP, SQL, SQLServer, Oracle, MySQL, MongoDB, Redis, and HTML/CSS. Uses	Bachelors – Information Technology, Computer Science or other Technical Degree

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
			version control tools such as GIT, SVN, Mercurial and /or frameworks such as MEAN, Django, LAMP, or Ruby on Rails.	
11	Full Stack Developer IV	7	Work is highly independent. May assume a team lead role for the work group. A specialist on complex technical and business matters. Develops, integrates, and delivers applications using front- end, back end, database and hosting tools. Delivers software products independently using functional specifications. Utilizes all layers of the stack to complete coding, UI/UX, database integrations, and deployment activities. Provides test plans. Experienced with AWS, API integration and cloud based architecture. Is proficient in the utilization of a variety of development programming languages such as C#, C++, JavaScript, Python, Ruby, Java, PHP, SQL, SQLServer, Oracle, MySQL, MongoDB, Redis, and HTML/CSS. Uses version control tools such as GIT, SVN, Mercurial and /or frameworks such as MEAN, Django, LAMP, or Ruby on Rails.	Bachelors – Information Technology, Computer Science or other Technical Degree
12	Full Stack Developer V	10	Works autonomously. Goals are generally communicated in "solution" or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Develops, integrates, and delivers applications using front- end, back end, database and hosting tools. Delivers software products independently using functional specifications. Utilizes all layers of the stack to complete coding, UI/UX, database integrations, and deployment activities. Provides test plans. Experienced with AWS, API integration and cloud based architecture. Is proficient in the utilization of a variety of development programming languages such as C#, C++, JavaScript, Python, Ruby, Java, PHP, SQL, SQLServer, Oracle, MySQL, MongoDB, Redis, and HTML/CSS. Uses version control tools such as GIT, SVN, Mercurial and /or frameworks such as MEAN, Django, LAMP, or Ruby on Rails.	Bachelors – Information Technology, Computer Science or other Technical Degree
13	Network Engineer I	0	Work is closely managed. Works on projects/matters of limited complexity in a support role. Develops and deploys plans and designs of network systems that will meet an organization's requirements for performance, security, and compliance with relevant standards and regulations. Conducts network architecture design, feasibility, and cost studies. Defines monitoring, maintenance, expansion, contingency, and recovery plans and strategies to ensure the network is responsive to changes in demand. Troubleshoots network issues and develops appropriate solutions, resources, and deployment processes. Keeps informed of the latest	Bachelors – Information Technology, Computer Science or other Technical Degree

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
			technologies to enhance knowledge of networking hardware, software, and best practices. May be certified in vendor-specific products.	
14	Network Engineer II	2	Occasionally directed in several aspects of the work. Gaining exposure to some of the complex tasks within the job function. Develops and deploys plans and designs of network systems that will meet an organization's requirements for performance, security, and compliance with relevant standards and regulations. Conducts network architecture design, feasibility, and cost studies. Defines monitoring, maintenance, expansion, contingency, and recovery plans and strategies to ensure the network is responsive to changes in demand. Troubleshoots network issues and develops appropriate solutions, resources, and deployment processes. Keeps informed of the latest technologies to enhance knowledge of networking hardware, software, and best practices.	Bachelors – Information Technology, Computer Science or other Technical Degree
15	Network Engineer III	5	Work is generally independent and collaborative in nature. Contributes to moderately complex aspects of a project. Develops and deploys plans and designs of network systems that will meet an organization's requirements for performance, security, and compliance with relevant standards and regulations. Conducts network architecture design, feasibility, and cost studies. Defines monitoring, maintenance, expansion, contingency, and recovery plans and strategies to ensure the network is responsive to changes in demand. Troubleshoots network issues and develops appropriate solutions, resources, and deployment processes. Keeps informed of the latest technologies to enhance knowledge of networking hardware, software, and best practices.	Bachelors – Information Technology, Computer Science or other Technical Degree
16	Network Engineer IV	7	Work is highly independent. May assume a team lead role for the work group. A specialist on complex technical and business matters. Develops and deploys plans and designs of network systems that will meet an organization's requirements for performance, security, and compliance with relevant standards and regulations. Conducts network architecture design, feasibility, and cost studies. Defines monitoring, maintenance, expansion, contingency, and recovery plans and strategies to ensure the network is responsive to changes in demand. Troubleshoots network issues and develops appropriate solutions, resources, and deployment processes. Keeps informed of the latest technologies to enhance knowledge of networking hardware, software, and best practices.	Bachelors – Information Technology, Computer Science or other Technical Degree
17	Network Engineer V	10	Works autonomously. Goals are generally communicated in "solution" or project goal terms. May provide a leadership role for the work group through knowledge in	Bachelors – Information

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
			the area of specialization. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Develops and deploys plans and designs of network systems that will meet an organization's requirements for performance, security, and compliance with relevant standards and regulations. Conducts network architecture design, feasibility, and cost studies. Defines monitoring, maintenance, expansion, contingency, and recovery plans and strategies to ensure the network is responsive to changes in demand. Troubleshoots network issues and develops appropriate solutions, resources, and deployment processes. Keeps informed of the latest technologies to enhance knowledge of networking hardware, software, and best practices.	Technology, Computer Science or other Technical Degree
18	Network Engineer VI	12	Achievement and depth of knowledge of specialization or field is the main differentiator. Advisory role on complex and challenging projects and initiatives. Recognized for deep technical and industry knowledge and innovative thinking. Provides thought leadership and guidance to a functional area and the organization. Develops and deploys plans and designs of network systems that will meet an organization's requirements for performance, security, and compliance with relevant standards and regulations. Conducts network architecture design, feasibility, and cost studies. Defines monitoring, maintenance, expansion, contingency, and recovery plans and strategies to ensure the network is responsive to changes in demand. Troubleshoots network issues and develops appropriate solutions, resources, and deployment processes. Keeps informed of the latest technologies to enhance knowledge of networking hardware, software, and best practices.	Master's – Information Technology, Computer Science or other Technical Degree
19	Systems Engineer I	0	Works on projects/matters of limited complexity in a support role. Work is closely managed. Plans and builds an organization's systems infrastructure. Implements, modifies and designs information system. Monitors the performance of systems.	Bachelors – Information Technology, Computer Science or other Technical Degree
20	Systems Engineer II	2	Occasionally directed in several aspects of the work. Gains exposure to some of the complex tasks within the job function. Designs, develops, supports, and maintains the organization's systems infrastructure, including the implementation and design of hardware and software. Makes updates to system related installation documentation. Performs end-user support.	Bachelors – Information Technology, Computer Science or other Technical Degree

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
21	Systems Engineer III	4	Work is generally independent and collaborative in nature. Contributes to moderately complex aspects of a project. Designs, develops, supports, and maintains the organization's systems infrastructure, including the implementation and design of hardware and software. Analyzes, develops, modifies, tests and maintains the system. Makes updates to system related installation documentation.	Bachelors – Information Technology, Computer Science or other Technical Degree
22	Systems Engineer IV	7	A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. Plans and designs an organization's systems infrastructure, including the implementation and design of hardware and software. Analyzes, develops, modifies, tests and maintains the system. Verifies and validates systems and meets internal and external requirements. Diagnoses problems and provides recommendations for improvement on existing and new systems.	Bachelors – Information Technology, Computer Science or other Technical Degree
23	Systems Engineer V	10	Works autonomously. Goals are generally communicated in "solution" or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Leads the planning and designing of an organization's systems infrastructure. Ensures the accuracy and effectiveness of the system to meet business/customers' requirements. Monitors the performance of systems and suggests improvements. Verifies and reviews system related documents/reports including installation procedures.	Bachelors – Information Technology, Computer Science or other Technical Degree
24	Systems Engineering Director	10	Manages a departmental sub-function within a broader departmental function. Creates functional strategies and specific objectives for the sub-function and develops budgets/policies/procedures to support the functional infrastructure. Deep knowledge of the managed sub-function and solid knowledge of the overall departmental function. Oversees the department responsible for the planning and engineering of an organization's systems infrastructure. Provides leadership to the team and ensures the requirements of the projects/contracts are met. Ensures that hardware and/or software are designed and installed in a manner that meets the needs of the organization. Evaluates, designs and develops existing reports/documents for the performance of the systems.	Bachelors – Information Technology, Computer Science or other Technical Degree
25	Systems Engineering Manager	10	Manages subordinate staff in the day-to-day performance of their jobs. Ensures that project/department milestones/goals are met and adhering to approved budgets. Has full authority for personnel actions. Extensive knowledge of department	Bachelors – Information Technology,

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
			processes. Manages daily operations in the department responsible for the planning and engineering of an organization's systems infrastructure. Ensures that hardware and/or software are designed and installed in a manner that meets the needs of the organization. Monitors systems performance and provides recommendations as required.	Computer Science or other Technical Degree
26	Business Systems Analyst - Jr	1	Works on projects/matters of limited complexity in a support role. Work is closely managed to review, analyze, and evaluate user needs to create systems solutions that support overall business strategies. Supports documenting system requirements, defining scope and objectives, and assists in the creation of system specifications that drive system development and implementation.	Bachelors – Information Technology, Computer Science or other Technical Degree
27	Business Systems Analyst - Mid	3	Work is generally independent and collaborative in nature. Contributes to moderately complex aspects of a project. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and assists in the creation of system specifications that drive system development and implementation. May function as a liaison between IT and users and have both business and technical expertise.	Bachelors – Information Technology, Computer Science or other Technical Degree
28	Business Systems Analyst - Sr	5	A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and assists in the creation of system specifications that drive system development and implementation. Often functions as a liaison between IT and users and have both business and technical expertise.	Bachelors – Information Technology, Computer Science or other Technical Degree
29	Business Systems Analyst - SME	8	Works autonomously. Goals are generally communicated in "solution" or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Reviews, analyzes, and evaluates user needs to create systems solutions that support overall business strategies. Documents system requirements, defines scope and objectives, and assists in the creation of system specifications that drive system development and implementation. Incumbents function as a liaison between IT and users and have both business and technical expertise.	Bachelors – Information Technology, Computer Science or other Technical Degree

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
30	Project Manager	5	Manages and oversees all aspects of a technology project to ensure it is completed on-time and within budget. Has overall responsibility for managing scope, cost, schedule, internal staffing, vendors, and contractual deliverables. Develops detailed project plans. Monitors project milestones and generate periodic status reports. Evaluates and manages risk. Incorporates quality measures and standards to project deliverables. Possesses strong knowledge of technology.	Bachelors – Information Technology, Computer Science or other Technical Degree
31	Quality Assurance Analyst	3	Evaluates, tests, and validates IT systems services and /or software. Assesses service levels and product performance to ensure they meet established quality standards. Documents issues and tracks status in designated systems. Develops solutions to resolve problems and makes recommendations for improvements to process, configuration, and products. May develop new or special testing for new products or to troubleshoot and resolve complex issues.	Bachelors – Information Technology, Computer Science or other Technical Degree
32	Computer Systems Analyst - Jr	1	Works on projects/matters of limited complexity in a support role. Work is closely managed in analyzing science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software.	Bachelors – Information Technology, Computer Science or other Technical Degree
33	Computer Systems Analyst - Mid	3	Work is generally independent and collaborative in nature. Contributes to moderately complex aspects of a project to analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. Supports conducting trade-off studies to analyze or recommend commercially available software.	Bachelors – Information Technology, Computer Science or other Technical Degree
34	Computer Systems Analyst - Sr	5	A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. Leads trade off studies to analyze or recommend commercially available software solutions.	Bachelors – Information Technology, Computer Science or other Technical Degree
35	Computer Systems Analyst - SME	8	Works autonomously. Goals are generally communicated in "solution" or project goal terms. May provide a leadership role for the work group through knowledge in	Bachelors – Information

#	Labor Category	Yrs. Exp.	Functional Responsibility	Education
			the area of specialization. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations.	Technology, Computer Science or other Technical Degree
36	IT Analyst - Jr	1	Works on projects/matters of limited complexity in a support role. Work is closely managed to provide Tier 1 analytical and/or scientific solutions for technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs.	Bachelors – Information Technology, Computer Science or other Technical Degree
37	IT Analyst - Mid	3	Work is generally independent and collaborative in nature. Contributes to moderately complex aspects of a project. Provides Tier 2 analytical and/or scientific solutions for moderately complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs.	Bachelors – Information Technology, Computer Science or other Technical Degree
38	IT Analyst - Senior	5	A specialist on complex technical and business matters. Work is highly independent. May assume a team lead role for the work group. Provides more advanced analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs.	Bachelors – Information Technology, Computer Science or other Technical Degree
39	IT Analyst - SME	8	Works autonomously. Goals are generally communicated in "solution" or project goal terms. May provide a leadership role for the work group through knowledge in the area of specialization. Works on advanced, complex technical projects or business issues requiring state of the art technical or industry knowledge. Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs.	Bachelors – Information Technology, Computer Science or other Technical Degree

EXPERIENCE AND DEGREE SUBSTITUTIONS (APPLICABLE TO ALL LABOR CATEGORIES)

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education

Approved Substitutions Equivalency*		
Minimum Education	**General Experience Equivalence**	**Other Equivalent**
High School Diploma / G.E.D.		Professional Certification +2 Years
Bachelors degree	High School Diploma +2 Years	Professional Certification +4 Years
Bachelors	Associates degree + 2 Years High School Diploma +4 Years	Professional Certification +6 Years
Master's degree	Associates degree + 4 Years Bachelors degree +2 Years	Professional License (if applicable)
Ph.D. / Doctorate	Bachelors degree +4 Years Masters degree +2 Years	None

* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 year of experience for each year of college completed.