



GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service *Authorized Federal Supply Schedule FSS Price List*

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**[™], a menu-driven database system. The INTERNET address for **GSA Advantage!**[™] is: **GSAAdvantage.gov**.

Multiple Award Schedule (MAS) **Federal Supply Group: Professional Services** **Contract Number: GS00F164GA** **Contract Period: April 14, 2017 – April 13, 2027**

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

Contractor: **HigherEchelon, Inc.**
101 LOWE AVE STE 3B
HUNTSVILLE, AL 35801-4220

Business Size: Small Business, Veteran Owned Small Business, Service Disabled Veteran Owned Small Business

Telephone: (256) 724-8842
Web Site: <http://www.higherechelon.com>

Contract Administrator: Renee Chandler
E-mail: Renee.Chandler@HigherEchelon.com

Price list current as of Modification PA-0026 effective January 24, 2023
Prices Shown Herein are Net (discount deducted)

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to item descriptions and awarded price(s):

SINs	Description	Cooperative Purchasing	Disaster Recovery
541330ENG	Engineering Services	No	541330ENGRC
541380	Testing Laboratory Services	No	541380RC
541420	Engineering System Design and Integration Services	No	541420RC
54151S	Information Technology Professional Services	Yes	54151SRC
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services	No	541611RC
541715	Engineering Research and Development and Strategic Planning	No	541715RC
611430	Professional and Management Development Training	No	611430RC
611710	Educational Support Services	No	611710RC
518210C	Cloud and Cloud-Related IT Professional Services	Yes	518210CRC
ANCILLARY	Ancillary Supplies and Services	Yes – ONLY in conjunction with Cooperative Purchasing eligible SIN	N/A
OLM	Order Level Materials	No	OLMRC

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

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item. See Labor Category Descriptions below.

2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic
5. **Point(s) of production (city, county, and state or foreign country):** Same as Contractor
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
7. **Quantity discounts:** 1% for orders over \$150,000.00; 2% for task orders between \$250,000.00 and \$500,000.00; 3% for task order over \$500,000.00.
8. **Prompt payment terms:** None, Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. **Foreign items (list items by country of origin):** None
- 10a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 10b. **Expedited Delivery.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 10c. **Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 10d. **Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
11. **F.O.B Points(s):** Destination
- 12a. **Ordering Address(es):** Same as Contractor
- 12b. **Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.
13. **Payment address(es):** Same as company address
14. **Warranty provision.:** Contractor’s standard commercial warranty.
15. **Export Packing Charges (if applicable):** N/A
16. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
17. **Terms and conditions of installation (if applicable):** N/A
- 18a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 18b. **Terms and conditions for any other services (if applicable):** N/A
19. **List of service and distribution points (if applicable):** N/A
20. **List of participating dealers (if applicable):** N/A
21. **Preventive maintenance (if applicable):** N/A
- 22a. **Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants).** N/A
- 22b. **If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor’s website or other location.) ICT accessibility standards can be found at:**
<https://www.Section508.gov/>. N/A
23. **Unique Entity Identifier (UEI) number:** L6YCF5ND7E55
24. **Notification regarding registration in System for Award Management (SAM) database:** Registered

Final Pricing:

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

SIN	Labor Category	Year 6 4/14/22 - 4/13/23	Year 7 4/14/23 - 4/13/24	Year 8 4/14/24 - 4/13/25	Year 9 4/14/25 - 4/13/26	Year 10 4/14/26 - 4/13/27
54151S	Applications Architect II	\$142.88	\$146.74	\$150.70	\$154.77	\$158.95
54151S	Applications Architect III	\$156.17	\$160.39	\$164.72	\$169.17	\$173.74
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Associate II	\$93.75	\$96.28	\$98.88	\$101.55	\$104.29
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Business Specialist I	\$76.03	\$78.08	\$80.19	\$82.36	\$84.58
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Business Specialist II	\$85.43	\$87.74	\$90.11	\$92.54	\$95.04
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Business Specialist VII	\$140.74	\$144.54	\$148.44	\$152.45	\$156.57
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Business Specialist VIII	\$150.96	\$155.04	\$159.23	\$163.53	\$167.95
518210C	Cloud Architect	\$172.80	\$177.47	\$182.26	\$187.18	\$192.23
518210C	Cloud Business Analyst I	\$129.60	\$133.10	\$136.69	\$140.38	\$144.17
518210C	Cloud Business Analyst II	\$148.11	\$152.11	\$156.22	\$160.44	\$164.77
518210C	Cloud Developer - Junior	\$109.66	\$112.62	\$115.66	\$118.78	\$121.99
518210C	Cloud Developer - Senior	\$172.80	\$177.47	\$182.26	\$187.18	\$192.23
518210C	Cloud Principal Consultant	\$197.48	\$202.81	\$208.29	\$213.91	\$219.69

518210C	Cloud Program Manager	\$197.48	\$202.81	\$208.29	\$213.91	\$219.69
518210C	Cloud Project Manager	\$148.11	\$152.11	\$156.22	\$160.44	\$164.77
518210C	Cloud Release Manager	\$129.60	\$133.10	\$136.69	\$140.38	\$144.17
518210C	Cloud Test Engineer I	\$98.74	\$101.41	\$104.15	\$106.96	\$109.85
518210C	Cloud Test Engineer II	\$109.66	\$112.62	\$115.66	\$118.78	\$121.99
ANCILLARY	Customer Service and Support Technician I	\$77.48	\$79.57	\$81.72	\$83.93	\$86.20
ANCILLARY	Customer Service and Support Technician III	\$138.79	\$142.54	\$146.39	\$150.34	\$154.40
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Engineer 01	\$75.60	\$77.64	\$79.74	\$81.89	\$84.10
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Engineer 03	\$88.45	\$90.84	\$93.29	\$95.81	\$98.40
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Engineer 04	\$93.15	\$95.67	\$98.25	\$100.90	\$103.62
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Engineer 05	\$98.25	\$100.90	\$103.62	\$106.42	\$109.29
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Management Consultant I	\$70.52	\$72.42	\$74.38	\$76.39	\$78.45
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Management Consultant II	\$85.43	\$87.74	\$90.11	\$92.54	\$95.04
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Management Consultant III	\$98.12	\$100.77	\$103.49	\$106.28	\$109.15
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Manager - Junior	\$72.51	\$74.47	\$76.48	\$78.54	\$80.66

541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Manager	\$87.83	\$90.20	\$92.64	\$95.14	\$97.71
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Manager - Senior	\$147.98	\$151.98	\$156.08	\$160.29	\$164.62
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Manager - Senior IV	\$170.19	\$174.79	\$179.51	\$184.36	\$189.34
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Principal Management Consultant I	\$166.20	\$170.69	\$175.30	\$180.03	\$184.89
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Principal Management Consultant VII	\$245.32	\$251.94	\$258.74	\$265.73	\$272.90
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Program Manager	\$164.17	\$168.60	\$173.15	\$177.83	\$182.63
54151S	Programmer/ Developer I	\$89.02	\$91.42	\$93.89	\$96.43	\$99.03
54151S	Programmer/ Developer IV	\$181.14	\$186.03	\$191.05	\$196.21	\$201.51
541330ENG, 541380, 541420, 54151S, 541715	Senior Engineer / Analyst VIII	\$124.81	\$128.18	\$131.64	\$135.19	\$138.84
541330ENG, 541380, 541420, 54151S, 541715	Senior Engineer / Analyst IX	\$134.94	\$138.58	\$142.32	\$146.16	\$150.11
541330ENG, 541380, 541420, 54151S, 541715	Senior Engineer/ Analyst X	\$146.83	\$150.79	\$154.86	\$159.04	\$163.33
541330ENG, 541380, 541420, 54151S, 541715	Senior Engineer / Analyst XI	\$157.43	\$161.68	\$166.05	\$170.53	\$175.13
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Senior Technical Staff II	\$148.48	\$152.49	\$156.61	\$160.84	\$165.18
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Senior Technical Staff VII	\$201.70	\$207.15	\$212.74	\$218.48	\$224.38
54151S	System Technical Consultant IV	\$155.32	\$159.51	\$163.82	\$168.24	\$172.78

54151S	System Technical Consultant VI	\$232.99	\$239.28	\$245.74	\$252.37	\$259.18
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Technical Specialist I**	\$29.24	\$30.03	\$30.84	\$31.67	\$32.53
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Technical Specialist II**	\$42.73	\$43.88	\$45.06	\$46.28	\$47.53
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Technical Specialist III**	\$50.60	\$51.97	\$53.37	\$54.81	\$56.29
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Technical Specialist IV**	\$62.97	\$64.67	\$66.42	\$68.21	\$70.05
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Technician I	\$68.59	\$70.44	\$72.34	\$74.29	\$76.30
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Technician II	\$74.21	\$76.21	\$78.27	\$80.38	\$82.55
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Technician III	\$84.34	\$86.62	\$88.96	\$91.36	\$93.83
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Technician IV	\$100.08	\$102.78	\$105.56	\$108.41	\$111.34
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Technician VII	\$118.06	\$121.25	\$124.52	\$127.88	\$131.33
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Test Engineer 01	\$83.90	\$86.17	\$88.50	\$90.89	\$93.34
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Test Engineer - Senior IX	\$140.05	\$143.83	\$147.71	\$151.70	\$155.80
541330ENG, 541380, 541420,	Test Engineer - Senior X	\$149.86	\$153.91	\$158.07	\$162.34	\$166.72

54151S, 541715, 541611, 611430. 611710						
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Trainer	\$75.34	\$77.37	\$79.46	\$81.61	\$83.81
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Trainer - Intermediate I	\$99.79	\$102.48	\$105.25	\$108.09	\$111.01
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Trainer - Intermediate II	\$129.68	\$133.18	\$136.78	\$140.47	\$144.26
541330ENG, 541380, 541420, 54151S, 541715, 541611, 611430. 611710	Trainer - Senior	\$146.18	\$150.13	\$154.18	\$158.34	\$162.62
54151S	Web Designer	\$94.77	\$97.33	\$99.96	\$102.66	\$105.43

SERVICE CONTRACT LABOR STANDARDS (SCLS) MATRIX

SCLS Eligible Contract Labor Category	SCLS Equivalent Code	WD Number
Technical Specialist I	14041 Computer Operator I	2015-4281
Technical Specialist II	14042 Computer Operator II	2015-4281
Technical Specialist III	14043 Computer Operator III	2015-4281
Technical Specialist IV	14044 Computer Operator IV	2015-4281

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

LABOR CATEGORY DESCRIPTIONS

Labor Category	Description	Min EDU	Min EXP
Applications Architect II	The Application Architect may plan, design, develop, redesign or enhance, install, or implement various technology products, or enhance computer programs. This individual applies knowledge of software and programming to develop and test computer systems and produce the necessary outcome for clients. The Application Architect may draft technical white papers to better understand the technology behind them, and to provide instructions that help the client better understand the nature and applications of a specific product. Level 2 performs varied and difficult tasks yet has less autonomy than Level III.	Bachelors	14
Applications Architect III	The Application Architect may plan, design, develop, redesign or enhance, install, or implement various technology products, or enhance computer programs. This individual applies knowledge of software and programming to develop and test computer systems and produce the necessary outcome for clients. The Application Architect may draft technical white papers to better understand the technology behind them, and to provide instructions that help the client better understand the nature and applications of a specific product. Level III is competent in subject matter and concepts and may lead individuals assisting in the work.	Bachelors	16
Associate II	Provides expertise in high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Performs analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.	Bachelors	3
Business Specialist I	Provides assistance and guidance in support of an agency's assessment of the best combination of channels to create value for its customers. Manages inventory systems; warehouses, stockrooms, or other storage facilities; shipping and receiving; staging and storage; packing and crating; and design, re-engineering, operation and maintenance of distribution and material handling equipment systems. This position may also be responsible for education and training services in these areas.	Bachelors	0
Business Specialist II	Provides assistance and guidance in support of an agency's assessment of the best combination of channels to create value for its customers. Manages inventory systems; warehouses, stockrooms, or other storage facilities; shipping and receiving; staging and storage; packing and crating; and design, re-engineering, operation and maintenance of distribution and material handling equipment systems. This position may also be responsible for education and training services in these areas.	Bachelors	2
Business Specialist VII	Provides assistance and guidance in support of an agency's assessment of the best combination of channels to create value for its customers. Manages inventory systems; warehouses, stockrooms, or other storage facilities; shipping and receiving; staging and storage; packing and crating; and design, re-engineering, operation and maintenance of distribution and material handling equipment systems. This position may also be responsible for education and training services in these areas.	Bachelors	12
Business Specialist VIII	Provides assistance and guidance in support of an agency's assessment of the best combination of channels to create value for its customers. Manages inventory systems; warehouses, stockrooms, or other storage facilities; shipping and receiving; staging and storage; packing and crating; and design, re-engineering, operation and maintenance of distribution and material handling equipment systems. This position may also be responsible for education and training services in these areas.	Bachelors	15

Cloud Architect	Performs cloud architect tasks to achieve the project mission. Works on cloud design and implementation, independently or supervising a team. Responsible for the supervision of cloud computing system(s). Works on cloud application designs, cloud approval plans, and systems required to manage cloud storage.	Bachelors	8
Cloud Business Analyst I	The cloud business analyst 1 may provide knowledge in business process and cloud system analysis, cloud design, and cloud implementation efforts or in translating business process needs into technical requirements. The cloud business analyst 1 uses available computer systems resources and personnel to carry out analysis to support management's quest for performance improvement to determine the most useful business solution. In addition, the cloud business analyst 1 may: § Implement a comprehensive management plan for each cloud project and hold regular stakeholder meetings to keep all interested parties updated in cloud project progress. § Determine and document user requirements for business processes and abide by those requirements for future cloud projects. § Reviews and analyzes information, forecasts, methods, schedules, systems, processes and procedures. § Provides cloud expertise in, but not limited to, cloud configuration management, strategic planning, knowledge management, business analysis, and technical analysis. Cloud business analyst 1 is competent in cloud subject matter and concepts and may lead individuals assisting in the work.	Bachelors	5
Cloud Business Analyst II	The cloud business analyst 2 may provide knowledge in business process and cloud system analysis, cloud design, and cloud implementation efforts or in translating business process needs into technical requirements. The cloud business analyst 2 uses available computer systems resources and personnel to carry out analysis to support management's quest for performance improvement to determine the most useful business solution. In addition, the cloud business analyst 2 may: § Implement a comprehensive management plan for each cloud project and hold regular stakeholder meetings to keep all interested parties updated in cloud project progress. § Determine and document user requirements for business processes and abide by those requirements for future cloud projects. § Reviews and analyzes information, forecasts, methods, schedules, systems, processes and procedures. § Provides cloud expertise in, but not limited to, cloud configuration management, strategic planning, knowledge management, business analysis, and technical analysis. Cloud business analyst 2 is competent in cloud subject matter and concepts and may lead individuals assisting in the work.	Bachelors	8
Cloud Developer - Junior	Performs cloud developer tasks to achieve the project mission. Works on cloud design and implementation, independently or as part of a team. Supports implementations and maintenance of cloud infrastructure, effective design of business process, scaling of application components, security issues related to encryption and access rights, and ongoing optimization of efficiency and performance.	Bachelors	3
Cloud Developer - Senior	Performs cloud developer tasks to achieve the project mission. Responsible for implementations and maintenance of cloud infrastructures, effective design of business processes, scaling of application components, security issues related to encryption and access rights, and ongoing optimization of efficiency and performance.	Bachelors	8
Cloud Principal Consultant	Provides cloud expert advice and assistance in supporting cloud management or cloud strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning,	Masters	10

	design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings.		
Cloud Program Manager	Provides management and technical expertise for a cloud program or multiple projects. Participates in planning and directs others in support of the cloud project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives.	Masters	8
Cloud Project Manager	Provides management and technical expertise for a cloud project. Participates in planning and directs others in support of the cloud project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives.	Bachelors	5
Cloud Release Manager	Managers all aspects of cloud release activities. Plans and coordinates among several development departments to ensure a proper release schedule and that all cloud requirements are met before release. Actively participate in review sessions, approve completed portions as needed, and facilitates communication channels between engineering and software development staff to ensure idea and process alignment. Define cloud release schedules and adhere to procedures in all tasks. Solving technical and logistical issues as they arise. Utilize cloud expertise to participate in functionality meetings and suggest changes to satisfy business needs. Develop a comprehensive plan to track and integrate multiple inputs, provide direction to internal teams, and conduct status reviews to ensure approval from upper management.	Bachelors	5
Cloud Test Engineer I	Performs testing of cloud prototype and first article(s) testing, cloud environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.	Bachelors	3
Cloud Test Engineer II	Performs testing of cloud prototype and first article(s) testing, cloud environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.	Bachelors	5
Customer Service and Support Technician I	The Customer Service and Support Technician is responsible for tasks such addressing inquiries by clarifying desired information, researching, locating, and providing information; resolving problems by clarifying issues, researching and exploring answers and alternative solutions, implementing solutions, and escalating unresolved problems; maintaining the call center database; participating in educational opportunities to develop new skills; developing reports for supervision; training new-hires; assisting in quality control. Level 1 performs more routine aspects of the position and is supervised by higher levels.	Bachelors	1
Customer Service and Support Technician III	The Customer Service and Support Technician is responsible for tasks such addressing inquiries by clarifying desired information, researching, locating, and providing information; resolving problems by clarifying issues, researching and exploring answers and alternative solutions, implementing solutions, and escalating unresolved problems; maintaining the call center database; participating in educational opportunities to develop new skills; developing reports for supervision; training new-hires; assisting in quality control. Level 3 is competent in subject matter and concepts and may lead individuals assisting in the work.	Bachelors	15
Engineer 01	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team. This position may also be responsible for education and training services in these areas.	Bachelors	0

Engineer 03	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team. This position may also be responsible for education and training services in these areas.	Bachelors	3
Engineer 04	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team. This position may also be responsible for education and training services in these areas.	Bachelors	4
Engineer 05	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team. This position may also be responsible for education and training services in these areas.	Bachelors	5
Management Consultant I	Provides assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings. This position may also be responsible for education and training services in these areas.	Bachelors	1
Management Consultant II	Provides assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings. This position may also be responsible for education and training services in these areas.	Bachelors	2
Management Consultant III	Provides assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings. This position may also be responsible for education and training services in these areas.	Bachelors	3
Manager – Junior	Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives. This position may also be responsible for education and training services in these areas.	Bachelors	1
Manager	Provides management and technical expertise for a program. Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives. This position may also be responsible for education and training services in these areas.	Bachelors	3
Manager - Senior	Provides management and technical expertise for a program or multiple projects. Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives. This position may also be responsible for education and training services in these areas.	Bachelors	11
Manager - Senior IV	Provides management and technical expertise for a program or multiple projects. Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving	Bachelors	15

	overall contractual objectives. This position may also be responsible for education and training services in these areas.		
Principal Management Consultant I	Provides assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings. This position may also be responsible for education and training services in these areas.	Masters	16
Principal Management Consultant VII	Provides expert advice and assistance in supporting management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services. Provides facilitation and related decision support services and survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings. This position may also be responsible for education and training services in these areas.	Masters	22
Program Manager	Provides management and technical expertise for a program or multiple projects. Participates in planning and directs others in support of the project goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives. This position may also be responsible for education and training services in these areas.	Bachelors	20
Programmer/ Developer I	The Programmer 1 is responsible for activities such as program design, coding, testing, debugging or documentation. This individual has technical knowledge and responsibility of all phases of applications systems analysis and programming and understands the business or function for which application is designed. The Programmer may <ul style="list-style-type: none"> • Write programs according to specifications, which may be provided by Engineers, technical architects, or other computer scientists • Update, repair, modify and expand existing computer programs 	Bachelors	3
Programmer/ Developer IV	The Programmer 4 is responsible for activities such as program design, coding, testing, debugging or documentation. This individual has technical knowledge and responsibility of all phases of applications systems analysis and programming and understands the business or function for which application is designed. The Programmer may <ul style="list-style-type: none"> • Write programs according to specifications, which may be provided by Engineers, technical architects, or other computer scientists • Update, repair, modify and expand existing computer programs 	Bachelors	10
Senior Engineer / Analyst VIII	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	10
Senior Engineer / Analyst IX	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	12
Senior Engineer/ Analyst X	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	14
Senior Engineer / Analyst XI	Performs engineering tasks to achieve the project mission. Works on design and implementation, independently or supervising a team.	Bachelors	15
Senior Technical Staff II	Provides expertise in high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Performs analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.	Bachelors	14

Senior Technical Staff VII	Provides expertise in high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Performs analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.	Masters	10
System Technical Consultant IV	System Technical Consultant may develop, run tests on, implement, or maintain operating system and related software. The System Technical Consultant establish and implement standards for computer operations for compatibility between hardware and software, according to specifications and parameters. This individual troubleshoots and/or resolves software, operating system, and networking problems. The System Technical Consultant schedules, performs, and/or monitors system backups and/or, when necessary, performs data recoveries. System Technical Consultant performs more routine aspects of the position and is supervised by higher levels.	Bachelors	12
System Technical Consultant VI	Principal Technical Consultant may develop, run tests on, implement, or maintain operating system and related software. The Principal Technical Consultant establish and implement standards for computer operations for compatibility between hardware and software, according to specifications and parameters. This individual troubleshoots and/or resolves software, operating system, and networking problems. The Principal Technical Consultant schedules, performs, and/or monitors system backups and/or, when necessary, performs data recoveries. Principal Technical Consultant is competent in subject matter and concepts and may lead individuals assisting in the work.	Bachelors	20
Technical Specialist I**	Provides technical and administrative support to a project, including user testing, computer operating, documentation, and general administrative support.	High School	0
Technical Specialist II**	Provides technical and administrative support to a project, including user testing, computer operating, documentation, and general administrative support. This position may also be responsible for education and training services in these areas.	High School	1
Technical Specialist III**	Provides technical and administrative support to a project, including user testing, computer operating, documentation, and general administrative support. This position may also be responsible for education and training services in these areas.	High School	2
Technical Specialist IV**	Provides technical and administrative support to a project, including user testing, computer operating, documentation, and general administrative support. This position may also be responsible for education and training services in these areas.	High School	3
Technician I	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.). This position may also be responsible for education and training services in these areas.	Bachelors	1
Technician II	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.). This position may also be responsible for education and training services in these areas.	Bachelors	2
Technician III	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.). This position may also be responsible for education and training services in these areas.	Bachelors	3

Technician IV	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.). This position may also be responsible for education and training services in these areas.	Bachelors	4
Technician VII	Provides engineering and technical expertise to a project, in the areas of software development, network management, hardware configuration, web design, or testing. Works independently and as a part of a team to achieve the project objectives. Participates in planning processes (agile, waterfall, project planning, etc.). This position may also be responsible for education and training services in these areas.	Bachelors	7
Test Engineer 01	Performs testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.	Bachelors	2
Test Engineer - Senior IX	Performs testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.	Bachelors	12
Test Engineer - Senior X	Performs testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.	Bachelors	14
Trainer	Performs group or individual training and responsible for achieving the learning objectives of the program.	Bachelors	1
Trainer – Intermediate I	Performs group or individual training and responsible for achieving the learning objectives of the program.	Bachelors	6
Trainer - Intermediate II	Provides program development and technology technical expertise for training. Participates in planning and directs others in support of the training goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives. Performs group or individual technology training and responsible for achieving the learning objectives of the program.	Bachelors	8
Trainer - Senior	Provides program development and technical expertise for training. Participates in planning and directs others in support of the training goals. Responsible for meeting timelines, adhering to budgets and achieving overall contractual objectives. Performs group or individual training and responsible for achieving the learning objectives of the program.	Masters	15
Web Designer	The Web Designer may design, plan, or execute the design and layout for Internet sites and web pages, which may include combining text with sounds, pictures, graphics, and video-clips. The Web Designer may: <ul style="list-style-type: none"> • Question or communicate with clients to assess their needs, discuss requirements, and clarify their goals for establishing a website. • Meet with clients on a regular basis to evaluate and modify site as it seems appropriate and keeps them informed of project progress. • Design custom-tailored plan for a proposed site using combination of graphic and written material and modifies proposal as necessary until the client is satisfied. • Design, maintain, and update information and digitized images, banners, bullets, charts, image maps, and other graphics to enhance appearance of site and keep the content and graphics current. • Maintain site appearance by developing and enforcing content and display standards. 	Bachelors	6

EDUCATION/EXPERIENCE SUBSTITUTIONS

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Applications Architect II	Bachelors	14	10	12		16	18
Applications Architect III	Bachelors	16	12	14		18	20
Associate II	Bachelors	3	N/A	1		5	7
Business Specialist I	Bachelors	0	N/A	N/A		2	4
Business Specialist II	Bachelors	2	N/A	0		4	6
Business Specialist VII	Bachelors	12	8	10		14	16
Business Specialist VIII	Bachelors	15	11	13		17	19
Cloud Architect	Bachelors	8	4	6		10	12
Cloud Business Analyst I	Bachelors	5	1	3		7	9
Cloud Business Analyst II	Bachelors	8	4	6		10	12
Cloud Developer - Junior	Bachelors	3	N/A	1		5	7
Cloud Developer- Senior	Bachelors	8	4	6		10	12
Cloud Principal Consultant	Masters	10	8		12	14	16
Cloud Program Manager	Masters	8	6		10	12	14
Cloud Project Manager	Bachelors	5	1	3		7	9
Cloud Release Manager	Bachelors	5	1	3		7	9
Cloud Test Engineer I	Bachelors	3	N/A	1		N/A	N/A
Cloud Test Engineer II	Bachelors	5	1	3		N/A	N/A
Customer Service and Support Technician I	Bachelors	1	N/A	N/A		3	5
Customer Service and Support Technician III	Bachelors	15	11	13		17	19
Engineer 01	Bachelors	0	N/A	N/A		N/A	N/A
Engineer 03	Bachelors	3	N/A	1		N/A	N/A
Engineer 04	Bachelors	4	0	2		N/A	N/A
Engineer 05	Bachelors	5	1	3		N/A	N/A
Management Consultant I	Bachelors	1	N/A	N/A		3	5
Management Consultant II	Bachelors	2	N/A	0		4	6
Management Consultant III	Bachelors	3	N/A	1		5	7
Manager - Junior	Bachelors	1	N/A	N/A		3	5
Manager	Bachelors	3	N/A	1		5	7
Manager - Senior	Bachelors	11	7	9		13	15
Manager - Senior IV	Bachelors	15	11	13		17	19
Principal Management Consultant I	Masters	16	14		18	20	22
Principal Management Consultant VII	Masters	22	20		24	26	28
Program Manager	Bachelors	20	16	18		22	24
Programmer/Developer I	Bachelors	3	N/A	1		5	7

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Programmer/Developer IV	Bachelors	10	6	8		12	14
Senior Engineer / Analyst VIII	Bachelors	10	6	8		N/A	N/A
Senior Engineer / Analyst IX	Bachelors	12	8	10		N/A	N/A
Senior Engineer/Analyst X	Bachelors	14	10	12		N/A	N/A
Senior Engineer / Analyst XI	Bachelors	15	11	13		N/A	N/A
Senior Technical Staff II	Bachelors	14	10	12		16	18
Senior Technical Staff VII	Masters	10	8		12	14	16
System Technical Consultant IV	Bachelors	12	8	10		14	16
System Technical Consultant VI	Bachelors	20	16	18		22	24
Technical Specialist I**	High School	0	N/A	N/A	N/A	N/A	
Technical Specialist II**	High School	1	N/A	N/A	N/A	N/A	
Technical Specialist III**	High School	2	N/A	N/A	N/A	0	
Technical Specialist IV**	High School	3	N/A	N/A	N/A	1	
Technician I	Bachelors	1	N/A	N/A		3	5
Technician II	Bachelors	2	N/A	0		4	6
Technician III	Bachelors	3	N/A	1		5	7
Technician IV	Bachelors	4	0	2		6	8
Technician VII	Bachelors	7	3	5		9	11
Test Engineer 01	Bachelors	2	N/A	0		N/A	N/A
Test Engineer - Senior IX	Bachelors	12	8	10		N/A	N/A
Test Engineer - Senior X	Bachelors	14	10	12		N/A	N/A
Trainer	Bachelors	1	N/A	N/A		3	5
Trainer – Intermediate I	Bachelors	6	2	4		8	10
Trainer - Intermediate II	Bachelors	8	4	6		10	12
Trainer - Senior	Masters	15	13		17	19	21
Web Designer	Bachelors	6	2	4		8	10