



GENERAL SERVICES ADMINISTRATION
Federal Acquisition Service
Authorized Federal Supply Schedule FSS Price List

Segue Technologies, Inc.
1515 Wilson Boulevard, Suite 1100
Arlington, VA 22209
(P) 703-549-8033 (F) 703-549-8233
www.seguetech.com
Contract Administrator: Lyda Mitchell, Lyda.mitchell@seguetech.com

Contract Number: 47QTCA19D001L
Contract Period: November 1, 2023 through October 31, 2028
Business Size: Large Business

Schedule Title: Multiple Award Schedule
Federal Supply Group: Information Technology Services

Pricelist current as of Modification PO-0007, effective December 1, 2023.

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: <http://www.GSAAdvantage.gov>.

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

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	SIN Description
54151S/54151SRC	Information Technology Professional Services
OLM/OLMRC	Order Level Materials

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. See pricing beginning on page 4.

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 Pages 6 - 20.

2. Maximum Order: SIN 54151S - \$500,000
SIN OLM - \$250,000

3. Minimum Order: \$100.00

4. Geographic Coverage: Worldwide

5. Point(s) of production: Same as company address

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted).

7. Quantity discounts: None

8. Prompt payment terms: 0.5% 10 Days/Net 30. 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: Contact Contractor

11. F.O.B Points: Destination

- 12a. Ordering Address:** Segue Technologies, Inc.
Attn: GSA Orders
1515 Wilson Boulevard, Suite 1100
Arlington, VA 22209
- 12b. Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.
- 13. Payment address (is):** Segue Technologies, Inc.
Attn: Accounts Receivable
1515 Wilson Boulevard, Suite 1100
Arlington, VA 22209
- 14. Warranty provision:** Contractor's standard commercial warranty.
- 15. Export Packing Charges:** N/A
- 16. Terms and conditions of rental, maintenance, and repair:** N/A
- 17. Terms and conditions of installation:** N/A
- 18a. Terms and conditions of repair parts:** N/A
- 18b. Terms and conditions for any other services:** N/A
- 19. List of service and distribution points:** N/A
- 20. List of participating dealers:** N/A
- 21. Preventive maintenance:** N/A
- 22a. 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/> & www.seguetech.com
- 23. Unique Entity Identifier (UEI) Number:** TQ4NYKMS5WW6
- 24. Notification regarding registration in System for Award Management (SAM) database:**
Segue Technologies, Inc. is registered at SAM.gov.

**GSA Hourly Rates (w/IFF)
SIN 54151S**

Labor Category	Contractor or Customer Facility	Year 6	Year 7	Year 8	Year 9	Year 10
		11/01/2023 – 10/31/2024	11/01/2024 – 10/31/2025	11/01/2025 – 10/31/2026	11/01/2026 – 10/31/2027	11/01/2027 – 10/31/2028
Consultant	Contractor Facility	\$311.85	\$319.65	\$327.64	\$335.83	\$344.22
Database Design Engineer Level 2	Contractor Facility	\$135.36	\$138.74	\$142.21	\$145.76	\$149.41
Graphic Designer Level I	Contractor Facility	\$113.99	\$116.85	\$119.77	\$122.76	\$125.83
Information Systems Security Engineer Level 2	Contractor Facility	\$272.86	\$279.68	\$286.67	\$293.83	\$301.18
Network Engineer Level 2	Contractor Facility	\$144.86	\$148.47	\$152.18	\$155.99	\$159.89
Network Technician Level 2	Customer Facility	\$82.40	\$84.45	\$86.57	\$88.74	\$90.95
Principle Database Design Engineer	Customer Facility	\$151.39	\$155.17	\$159.05	\$163.03	\$167.11
Principle Network Engineer	Contractor Facility	\$183.50	\$188.08	\$192.79	\$197.60	\$202.54
Principle Software Engineer	Contractor Facility	\$183.50	\$188.08	\$192.79	\$197.60	\$202.54
Program Manager	Customer Facility	\$155.02	\$158.90	\$162.87	\$166.94	\$171.11
Project Manager	Contractor Facility	\$151.19	\$154.97	\$158.85	\$162.82	\$166.89
Publications Specialist Level 2	Contractor Facility	\$106.23	\$108.89	\$111.61	\$114.40	\$117.26
Senior Database Administrator	Contractor Facility	\$116.86	\$119.78	\$122.77	\$125.84	\$128.99
Senior Network Technician	Contractor Facility	\$125.55	\$128.70	\$131.91	\$135.20	\$138.58
Senior Network Technician	Customer Facility	\$99.93	\$102.43	\$104.99	\$107.62	\$110.31
Software Engineer Level 1	Contractor Facility	\$86.92	\$89.10	\$91.32	\$93.61	\$95.95
Software Engineer Level 2	Contractor Facility	\$135.36	\$138.74	\$142.21	\$145.76	\$149.41
Software Engineer Level 2	Customer Facility	\$119.12	\$122.11	\$125.16	\$128.29	\$131.50
Subject Matter Expert 3	Contractor Facility	\$207.63	\$212.82	\$218.14	\$223.59	\$229.18
Systems Analyst Level 2	Contractor Facility	\$115.30	\$118.19	\$121.14	\$124.17	\$127.27
Systems Analyst Level 3	Contractor Facility	\$130.37	\$133.62	\$136.97	\$140.39	\$143.90

Labor Category	Contractor or Customer Facility	Year 6	Year 7	Year 8	Year 9	Year 10
		11/01/2023 – 10/31/2024	11/01/2024 – 10/31/2025	11/01/2025 – 10/31/2026	11/01/2026 – 10/31/2027	11/01/2027 – 10/31/2028
Systems Analyst Level 4	Contractor Facility	\$157.21	\$161.14	\$165.17	\$169.30	\$173.53
Systems Analyst Level 4	Customer Facility	\$125.74	\$128.89	\$132.11	\$135.42	\$138.80
Web Software Developer Level 1	Contractor Facility	\$168.09	\$172.29	\$176.60	\$181.02	\$185.54
Web Software Developer Level 2	Contractor Facility	\$257.27	\$263.70	\$270.29	\$277.05	\$283.97

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

Labor Category Descriptions SIN 54151S

Consultant

General Experience: Experienced in both technical and business practice areas directly related to the client's solution needs. Experience includes holding technical responsibility for projects, successful history of task accomplishment, and the ability to perform in high-stress, quick reaction situations. May have published articles in field of expertise and/or make presentations at professional conferences.

Functional Responsibilities: Assists in developing programs and implementing creative and innovative solutions to the client's problems. Applies expert knowledge, experience, and ability to ensure finely targeted and optimized approach by technical staff to meeting client requirements. Conducts advanced analysis, documents, and summarizes results, and develops and recommends creative and innovative solutions to the client's problems. Provides direction to technical staff. Interfaces with client senior management to present and explain proposed solutions.

Minimum Education: Bachelors

Minimum Experience: 12 years

Database Design Engineer Level 2

General Experience: Database Design Engineers are experienced in the theory, design and development of detailed relational databases and the software used to create such designs. They are aware of the mathematical computations, sequence of data, and business process rules associated with the PC based application they support. They have the ability to translate design specifications into efficient and effective procedures and views required to support programming instructions. Must be fully aware of current technologies for both the hardware and software required to support; network and client/server applications. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline, or equivalent experience.

Functional Responsibilities: Designs, develops, and implements highly complex database applications to accommodate a wide variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements, and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance, and accessibility.

Minimum Education: Bachelors

Minimum Experience: 4 years

Graphic Designer Level I

General Experience: Experience designing and preparing brochures, flip charts, illustrations, and related graphic materials using sophisticated computer-aided graphics software packages. Experience resolving computer design problems using available software tools and demonstrating creativity and resourcefulness when interfacing with members of the technical staff. Ability to interface with the client to determine requirements and translate requirements into effective graphic images and designs.

Functional Responsibilities: Responsible for providing creative services to clients that includes electronic graphic design and arts. Provides technical assistance to clients in transferring ideas into print, computer or other media in original design and recommend changes to improve quality. Reviews graphics requests to determine scope of requirements. Creates electronic graphic elements and computer-generated animation. Transfers stock/footage to video and communicate with clients during editing sessions regarding composites and editing of generated graphic elements.

Minimum Education: Bachelors

Minimum Experience: 4 years

Information Systems Security Engineer Level 2

General Experience: Experienced in the analysis, design, and test of complex information security systems. Experience includes holding technical responsibility for projects, successful history of task accomplishment, preparation of security related documentation for all phases of Security Life Cycle Management, and the ability to perform in high-stress, quick reaction situations. Specific experience with firewalls, computer intrusion detection systems, authentication systems, access control systems, and vulnerability analysis testing tools, amongst others is required.

Functional Responsibilities: Provides technical analysis, makes recommendations, and implements approaches to preventing and solving security problems associated with network access controls, user authentication, and authorization. Prepares security assessment, certification, accreditation, and other documentation to support client security programs and requirements. Implements security measures to safeguard information in computer systems, networks, and web sites against accidental or malicious modification, destruction, or disclosure.

Minimum Education: Bachelors

Minimum Experience: 7 years

Network Engineer Level 2

General Experience: Network Engineers are experienced in local, wide or metropolitan area network technology. They possess direct knowledge and experience with the design, deployment, or operational aspects of computer networks. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibilities: Responsible for the direct execution and supervision of the Network Engineering tasks. Develops network designs and methodologies consistent with technical requirements. Makes recommendations for network improvement and performs technology refreshment and network upgrade tasks. Resolves interoperability problems to obtain operations across all platforms including e-mail, resource sharing, multimedia, teleconferencing, and the like. Configures server systems to meet user requirements. Supports acquisition of network hardware and software.

Minimum Education: Bachelors

Minimum Experience: 4 years

Network Technician Level 2

General Experience: Network Technicians are experienced in general pc-based network technology. Must have solid customer service and end user support background. They have general computer training on office automation technologies. Must be familiar with hardware or software upgrade and maintenance techniques. Must possess academic education, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: in computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibilities: Acts as member of the customer service center or technical team and possess in depth knowledge of microcomputer hardware and software systems. Demonstrates office automation trouble shooting and end user problem resolution skills. Performs the operation, monitoring and maintenance of various office automation and network components. Demonstrates excellent oral and interpersonal skills. Configures systems to meet user requirements. Supports acquisition of network hardware and software. Working knowledge of PC based office automation systems. Installs PC equipment and associated peripherals. Can respond effectively to basic trouble calls and can diagnose general end user problems.

Minimum Education: Associates

Minimum Experience: 5 years

Principle Database Design Engineer

General Experience: Database Design Engineers are experienced in the theory, design and development of detailed relational databases and the software used to create such designs. They are aware of the mathematical computations, sequence of data, and business process rules associated with the PC based application they support. They have the ability to translate design specifications into efficient and effective procedures and views required to support programming instructions. Must be fully aware of current technologies for both the hardware and software required to support; network and client/server applications. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline, or equivalent experience.

Functional Responsibilities: Designs, develops, and implements highly complex database applications to accommodate a wide variety of user needs. Analyzes and determines informational needs and elements, data relationships and attributes, proposed manipulation, data flow and storage requirements, and data output and reporting capabilities. Defines logical attributes and inter-relationships and designs data structures to accommodate database production, storage, maintenance, and accessibility.

Minimum Education: Masters

Minimum Experience: 8 years

Principle Network Engineer

General Experience: Network Engineers are experienced in local, wide or metropolitan area network technology. They possess direct knowledge and experience with the design, deployment, or operational aspects of computer networks. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibilities: Responsible for the direct execution and supervision of the Network Engineering tasks. Develops network designs and methodologies consistent with technical requirements. Makes recommendations for network improvement and performs technology refreshment and network upgrade tasks. Resolves interoperability problems to obtain operations across all platforms including e-mail, resource sharing, multimedia, teleconferencing, and the like. Configures server systems to meet user requirements. Supports acquisition of network hardware and software.

Minimum Education: Masters

Minimum Experience: 8 years

Principle Software Engineer

General Experience: Software Engineers are experienced in the theory, design and development of advanced information systems and general PC based application development. They have advanced computer training, business process engineering, and an in-depth understanding of application development in support of automation. Must be familiar with both hardware and software in various environments, to include, but not limited to stand-alone; network, client/server (both LAN and WAN). Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibilities: Develops and applies advanced methods, theories, and research techniques in the investigation and solution of highly complex and advanced software applications and problems requiring the expert application of advanced knowledge. Plans, conducts, technically directs, and evaluates projects or major phases of significant projects, coordinating the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity for emerging technologies. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Recommends corrections in technical applications and analysis and evaluates vendor capabilities to provide required products or services. Provides technical consultation to clients.

Minimum Education: Masters

Minimum Experience: 8 years

Program Manager

General Experience: Experience acting as lead, manager, and administrator for contract efforts. Experience serving as primary interface and point of contact with client program authorities and representatives on technical and program issues. Experience supervising program and project operations by developing procedures, planning, and directing execution of all aspects of the effort, and monitoring and reporting progress. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, decision sciences, architecture, planning, design, engineering, operations research, math, physics, political science, international relations, liberal arts, business or management, economics, or other social sciences.

Functional Responsibilities: Responsible for overall technical, business, and financial management of programs/ projects. Oversees program budgets, schedules, and performance. Directs staff. Has primary responsibility for program health. Responsible for ensuring corporate resources are available and are effectively used to meet client goals and requirements. Serves as contractor's single point of contact for the client.

Minimum Education: Bachelors

Minimum Experience: 10 years

Project Manager

General Experience: Experience acting as lead, manager, and administrator for contract efforts. Experience serving as primary interface and point of contact with client program authorities and representatives on technical and program issues. Experience supervising program and project operations by developing procedures, planning, and directing execution of all aspects of the effort, and monitoring and reporting progress. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, decision sciences, architecture, planning, design, engineering, operations research, math, physics, political science, international relations, liberal arts, business or management, economics, or other social sciences.

Functional Responsibilities: Responsible for overall technical, business, and financial management of programs/ projects. Oversees program budgets, schedules, and performance. Directs staff. Has primary responsibility for program health. Responsible for ensuring corporate resources are available and are effectively used to meet client goals and requirements. Serves as contractor's single point of contact for the client.

Minimum Education: Bachelors

Minimum Experience: 5 years

Publications Specialist Level 2

General Experience: Experience in documentation disciplines including technical writing, editing, layout, document development and production, and desktop publishing. Experience in visual arts disciplines including graphics design, illustration, photography, and video. Background in the design and presentation of multi-media environments, including incorporation of audio, video, text, and graphics into multi-media and single media presentations. Knowledge and experience with equipment and software for the design and production of documents, graphics, videotape, and web documents. Must possess academic education, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: communications, English, journalism, liberal arts, applicable technical field, graphics design, art, or other related fields.

Functional Responsibilities: Researches, organizes, writes, edits, proofreads, and produces data for use in a wide variety of complex technical publications requiring knowledge and understanding of the subject matter and allied fields. Recommends overall organization and layout, editorial standards, publication methods and the like. Coordinates publications with outside sources as needed. Ensures technical documentation is accurate, complete, meets editorial guidelines and government specifications, and adheres to standards for quality, graphics, coverage, format and style. Designs and develops graphics and illustrations for use in technical materials, manuals, publications, and for inclusion in software and applications development. Operates computer hardware and software to prepare, revise, print and store text, illustrations, graphs, charts, etc. including operation of equipment, such as still and video cameras, for the design and production of photos and videotapes. Formulates concept and renders illustration and detail from models, sketches, memory, written or verbal instructions, and imagination. Selects type, draws lettering, lays out material, or performs related duties. Determines style, technique, and medium best suited to produce desired effect and conform to reproduction requirements.

Minimum Education: Associates

Minimum Experience: 5 years

Senior Database Administrator

General Experience: Database Administrators are experienced in the maintenance and development of detailed relational databases and the software used to support such designs. They are aware of the sequence of data and business process rules associated with the PC based application they support. They have the ability to manipulate data to support the programming instructions required by the application. Must be aware of current technologies for both the hardware and software required to support; network and client/server applications. Possesses education, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: network systems, database systems, etc.

Functional Responsibilities: Database Administrators install database engines (e.g. SQL Server, Oracle), the applications which they support, and create or modify SQL procedures to assist in overall database management including removal of database anomalies. They manage database backups and restorations, the data dictionary with respect to modifications, and the physical environment (server disk storage, devices, server memory) in which it resides. They also manage user access (add/delete users, define access privileges) and monitor database performance (database indexing, transaction log management). They are responsible for the initial diagnosis and repair for problems specifically related to the database and are required to work independently or with designers and users, to include the resolution of runtime errors.

Minimum Education: Masters

Minimum Experience: 8 years

Senior Network Technician

General Experience: Network Technicians are experienced in general PC based network technology. Must have solid customer service and end user support background. They have general computer training on office automation technologies. Must be familiar with hardware or software upgrade and maintenance techniques. Must possess academic education, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: in computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibilities: Acts as member of the customer service center or technical team and possess in depth knowledge of microcomputer hardware and software systems. Demonstrates office automation trouble shooting and end user problem resolution skills. Performs the operation, monitoring and maintenance of various office automation and network components. Demonstrates excellent oral and interpersonal skills. Configures systems to meet user requirements. Supports acquisition of network hardware and software. Working knowledge of PC based office automation systems. Installs PC equipment and associated peripherals. Can respond effectively to basic trouble calls and can diagnose general end user problems.

Minimum Education: Associates

Minimum Experience: 10 years

Software Engineer Level 1

General Experience: Software Engineers are experienced in the theory, design and development of advanced information systems and general PC based application development. They have advanced computer training, business process engineering, and an in-depth understanding of application development in support of automation. Must be familiar with both hardware and software in various environments, to include, but not limited to stand-alone; network, client/server (both LAN and WAN). Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibilities: Develops and applies advanced methods, theories, and research techniques in the investigation and solution of highly complex and advanced software applications and problems requiring the expert application of advanced knowledge. Plans, conducts, technically directs, and evaluates projects or major phases of significant projects, coordinating the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity for emerging technologies. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Recommends corrections in technical applications and analysis and evaluates vendor capabilities to provide required products or services. Provides technical consultation to clients.

Minimum Education: Associates

Minimum Experience: 1 years

Software Engineer Level 2

General Experience: Software Engineers are experienced in the theory, design and development of advanced information systems and general PC based application development. They have advanced computer training, business process engineering, and an in-depth understanding of application development in support of automation. Must be familiar with both hardware and software in various environments, to include, but not limited to stand-alone; network, client/server (both LAN and WAN). Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibilities: Develops and applies advanced methods, theories, and research techniques in the investigation and solution of highly complex and advanced software applications and problems requiring the expert application of advanced knowledge. Plans, conducts, technically directs, and evaluates projects or major phases of significant projects, coordinating the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity for emerging technologies. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Recommends corrections in technical applications and analysis and evaluates vendor capabilities to provide required products or services. Provides technical consultation to clients.

Minimum Education: Bachelors

Minimum Experience: 4 years

Software Engineer Level 2

General Experience: Software Engineers are experienced in the theory, design and development of advanced information systems and general PC based application development. They have advanced computer training, business process engineering, and an in-depth understanding of application development in support of automation. Must be familiar with both hardware and software in various environments, to include, but not limited to stand-alone; network, client/server (both LAN and WAN). Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, networks systems or other related scientific or technical discipline.

Functional Responsibilities: Develops and applies advanced methods, theories, and research techniques in the investigation and solution of highly complex and advanced software applications and problems requiring the expert application of advanced knowledge. Plans, conducts, technically directs, and evaluates projects or major phases of significant projects, coordinating the efforts of engineers and technical support staff in the performance of assigned projects. Conducts investigations and tests of considerable complexity for emerging technologies. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Recommends corrections in technical applications and analysis and evaluates vendor capabilities to provide required products or services. Provides technical consultation to clients.

Minimum Education: Bachelors

Minimum Experience: 4 years

Subject Matter Expert 3

General Experience: Experience in one or more functional/operational domains and expertise in related military and commercial applications. Experience operating with management processes providing sophisticated planning, scheduling, performance tracking, and risk management. Experience in management structures geared towards delivery of end-item products and the application of repeatable processes, modern development methodologies, and techniques including simulations, war gaming, prototyping, and systems demonstrations. Experience in conducting analyses of systems, operational, and management problems and conceptualizing and developing solutions; formulating problem statements conducive to application of analytical methods; and development of analysis methods and approaches. Experience in broad scope of applications and uses of systems analysis, including requirements analyses, system and sub-system definition, program and process analyses, evaluations, cost-benefit analyses, planning, etc. Requires knowledge of techniques and tools of systems analysis, e.g., modeling and simulation, operations research techniques, functional decomposition, surveys, business process re-engineering, etc. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, decision sciences, architecture, planning, design, engineering, operations research, math, physics, political science, international relations, liberal arts, business or management, economics or other social sciences.

Functional Responsibilities: Plans study of work problems and procedures (e.g., organizational change, communications, information flow, decision making processes, control processes, operational effectiveness, or cost analyses). Gathers and organizes information on problem or procedures including present operating procedures. Analyzes data, develops information, and assesses available solutions or alternate methods of proceeding. Organizes and documents findings of studies and prepares recommendations for implementation of new systems, procedures, or organizational changes. Coordinates with clients and trains users to ensure smooth implementation and functional performance of new systems, procedures, or organizations. Develops and implements operational tests and assessments. Develops and maintains functional and operating documentation.

Minimum Education: Masters

Minimum Experience: 12 years

Systems Analyst Level 2

General Experience: Experience in conducting analyses of systems, operational, and management problems and conceptualizing and developing solutions; formulating problem statements conducive to application of analytical methods; and development of analysis methods and approaches. Experience in broad scope of applications and uses of systems analysis, including requirements analyses, system and sub-system definition, program and process analyses, evaluations, cost-benefit analyses, planning, etc. Requires knowledge of techniques and tools of systems analysis, e.g., modeling and simulation, operations research techniques, functional decomposition, surveys, business process re-engineering, etc. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, decision sciences, architecture, planning, design, engineering, operations research, math, physics, political science, international relations, liberal arts, business or management, economics or other social sciences.

Functional Responsibilities: Plans study of work problems and procedures (e.g., organizational change, communications, information flow, decision making processes, control processes, operational effectiveness, or cost analyses). Gathers and organizes information on problem or procedures including present operating procedures. Analyzes data, develops information, and assesses available solutions or alternate methods of proceeding. Organizes and documents findings of studies and prepares recommendations for implementation of new systems, procedures, or organizational changes. Coordinates with clients and trains users to ensure smooth implementation and functional performance of new systems, procedures, or organizations. Develops and implements operational tests and assessments. Develops and maintains functional and operating documentation.

Minimum Education: Bachelors

Minimum Experience: 2 years

Systems Analyst Level 3

General Experience: Experience in conducting analyses of systems, operational, and management problems and conceptualizing and developing solutions; formulating problem statements conducive to application of analytical methods; and development of analysis methods and approaches. Experience in broad scope of applications and uses of systems analysis, including requirements analyses, system and sub-system definition, program and process analyses, evaluations, cost-benefit analyses, planning, etc. Requires knowledge of techniques and tools of systems analysis, e.g., modeling and simulation, operations research techniques, functional decomposition, surveys, business process re-engineering, etc. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, decision sciences, architecture, planning, design, engineering, operations research, math, physics, political science, international relations, liberal arts, business or management, economics or other social sciences.

Functional Responsibilities: Plans study of work problems and procedures (e.g., organizational change, communications, information flow, decision making processes, control processes, operational effectiveness, or cost analyses). Gathers and organizes information on problem or procedures including present operating procedures. Analyzes data, develops information, and assesses available solutions or alternate methods of proceeding. Organizes and documents findings of studies and prepares recommendations for implementation of new systems, procedures, or organizational changes. Coordinates with clients and trains users to ensure smooth implementation and functional performance of new systems, procedures, or organizations. Develops and implements operational tests and assessments. Develops and maintains functional and operating documentation.

Minimum Education: Bachelors

Minimum Experience: 4 years

Systems Analyst Level 4

General Experience: Experience in conducting analyses of systems, operational, and management problems and conceptualizing and developing solutions; formulating problem statements conducive to application of analytical methods; and development of analysis methods and approaches. Experience in broad scope of applications and uses of systems analysis, including requirements analyses, system and sub-system definition, program and process analyses, evaluations, cost-benefit analyses, planning, etc. Requires knowledge of techniques and tools of systems analysis, e.g., modeling and simulation, operations research techniques, functional decomposition, surveys, business process re-engineering, etc. Must possess academic degrees, professional training, or equivalent experience in areas appropriate for the work undertaken, including, but not restricted to, the following discipline areas: computer science, information systems, decision sciences, architecture, planning, design, engineering, operations research, math, physics, political science, international relations, liberal arts, business or management, economics or other social sciences.

Functional Responsibilities: Plans study of work problems and procedures (e.g., organizational change, communications, information flow, decision making processes, control processes, operational effectiveness, or cost analyses). Gathers and organizes information on problem or procedures including present operating procedures. Analyzes data, develops information, and assesses available solutions or alternate methods of proceeding. Organizes and documents findings of studies and prepares recommendations for implementation of new systems, procedures, or organizational changes. Coordinates with clients and trains users to ensure smooth implementation and functional performance of new systems, procedures, or organizations. Develops and implements operational tests and assessments. Develops and maintains functional and operating documentation.

Minimum Education: Bachelors

Minimum Experience: 6 years

Web Software Developer Level 1

General Experience: Experience designing, developing, debugging and implementing software code (i.e., HTML, CGI, JavaScript, etc.) for components of websites and web-based applications. Requires strong navigation and site-design expertise. Development experience in web-based languages. Background designing and developing Internet applications using Internet tools. Experience designing and maintaining database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives.

Functional Responsibilities: Designs, develops, tests, debugs, and maintains Internet applications. Works with graphic designers and other project team members to develop interface design and overall site architecture. Performs requirements analyses and prepares required documentation. Conducts assessments of relevant web software and other tools. May provide direction to other programmers, database administrators and quality assurance specialists.

Minimum Education: Bachelors

Minimum Experience: 4 years

Web Software Developer Level 2

General Experience: Experience designing, developing, debugging and implementing software code (i.e., HTML, CGI, JavaScript, etc.) for components of websites and web-based applications. Requires strong navigation and site-design expertise. Development experience in web-based languages. Background designing and developing Internet applications using Internet tools. Experience designing and maintaining database management systems, knowledge of computer equipment and ability to develop complex applications to satisfy design objectives.

Functional Responsibilities: Designs, develops, tests, debugs, and maintains Internet applications. Works with graphic designers and other project team members to develop interface design and overall site architecture. Performs requirements analyses and prepares required documentation. Conducts assessments of relevant web software and other tools. May provide direction to other programmers, database administrators and quality assurance specialists.

Minimum Education: Bachelors

Minimum Experience: 7 years

Experience & Degree Substitution Equivalencies

Experience exceeding the minimum shown may be substituted for education. Likewise, education exceeding the minimum shown may be substituted for experience.

Degree	Experience Equivalence	Other Equivalence
Associates	2 years relevant experience	Vocational/technical training in work related fields**
Bachelors	Associates + 3 years relevant experience 5 years relevant experience	Professional Certification in work related fields, such as vendor certifications (e.g., Microsoft NT) Technical training in work related fields**
Masters	Bachelors + 3 years relevant experience Associates + 5 years relevant experience	Professional license, e.g., Professional Engineer
Doctorate	Masters + 3 years relevant experience Bachelors + 6 years relevant experience	