



**AUTHORIZED
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE AND SERVICES**

Special Item No. 132-51 Information Technology Professional Services

SPECIAL ITEM NUMBER 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

FPDS Code D302 IT Systems Development Services

FPDS Code D306 IT Systems Analysis Services

Note 1: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

Note 2: Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services which are not connected nor incidental to the traditionally accepted A/E Services.

Note 3: This solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the services must be performance by the publisher or manufacturer or one of their authorized agents.

**Internetwork Consulting Services, LLC
201 Maryland Avenue
Cambridge, MD, 21613-1924**

800-594-9656, 703-738-7260 fax

<http://icsnets.com>

Contract Number: **GS-35F-0591Y**

Period Covered by Contract: **August 27, 2012 to August 26, 2022**

General Services Administration
Federal Acquisition Service

Price list current through P0-0017, effective July 6, 2017

Products and ordering information in this Authorized Information Technology Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsaadvantage.gov>).

Table of Contents

| | |
|---|-------|
| Information for Ordering Activities | 3-9 |
| Terms and Conditions and Pricing Applicable to Information Technology (IT) Professional Services (Special Item Number 132-51) | 10-46 |
| USA Commitment to Promote Small Business Participation Procurement Programs | 47 |
| Blanket Purchase Agreement | 48-50 |
| Basic Guidelines for Using “Contractor Team Arrangements” | 51 |

INFORMATION FOR ORDERING ACTIVITIES APPLICABLE TO ALL SPECIAL ITEM NUMBERS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Acquisition Service. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micropurchase threshold, FAR 8.404 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!™ on-line shopping service (www.gsadvantage.gov). The catalogs/pricelists, GSA Advantage!™ and the Federal Acquisition Service Home Page (www.gsa.gov/fas) contain information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micropurchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

1. GEOGRAPHIC SCOPE OF CONTRACT:

Domestic delivery is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.

Overseas delivery is delivery to points outside of the 48 contiguous states, Washington, DC, Alaska, Hawaii, Puerto Rico, and U.S. Territories.

The Geographic Scope of Contract will be domestic delivery only.

2. CONTRACTOR'S ORDERING ADDRESS AND PAYMENT INFORMATION:

Internetwork Consulting Services, LLC
201 Maryland Avenue
Cambridge, MD, 21613-1924

Contractor must accept the credit card for payments equal to or less than the micro-purchase for oral or written orders under this contract. The Contractor and the ordering agency may agree to use the credit card for dollar amounts over the micro-purchase threshold (See GSAR 552.232-79 Payment by Credit Card). In addition, bank account information for wire transfer payments will be shown on the invoice.

The following telephone number can be used by ordering activities to obtain technical and/or ordering assistance: 800-594-9656

3. LIABILITY FOR INJURY OR DAMAGE

The Contractor shall not be liable for any injury to ordering activity personnel or damage to ordering activity property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

4. STATISTICAL DATA FOR GOVERNMENT ORDERING OFFICE COMPLETION OF STANDARD FORM 279:

Block 9: G. Order/Modification Under Federal Schedule Contract
Block 16: Data Universal Numbering System (DUNS) Number: 003585812
Block 30: Type of Contractor: B. Other Small Business

Block 31: Woman-Owned Small Business - No
Block 37: Contractor's Taxpayer Identification Number (TIN): 54-1918933
Block 40: Veteran Owned Small Business (VOSB): No

- 4a. CAGE Code: 1XA60
- 4b. Contractor has/has not registered with the Central Contractor Registration Database.

5. FOB DESTINATION

6. DELIVERY SCHEDULE

a. TIME OF DELIVERY: The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below:

| SPECIAL ITEM NUMBER | DELIVERY TIME (Days ARO) |
|---------------------|--------------------------|
| 132-51 | As mutually agreed |

b. URGENT REQUIREMENTS: When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

7. DISCOUNTS: Prices shown are NET Prices; Basic Discounts have been deducted.

- a. Prompt Payment: .05% Net 15 or Net 30 days from receipt of invoice or date of acceptance, whichever is later.
- b. Quantity – None.
- c. Dollar Volume – Additional 1% discount for single orders exceeding \$300,000.
- d. Other Special Discounts (i.e. Government Education Discounts, etc.) – None.

8. TRADE AGREEMENTS ACT OF 1979, as amended:

All items are U.S. made end products, designated country end products, Caribbean Basin country end products, Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.

9. STATEMENT CONCERNING AVAILABILITY OF EXPORT PACKING:

10. Small Requirements: The minimum dollar of orders to be issued is \$100.

11. MAXIMUM ORDER (All dollar amounts are exclusive of any discount for prompt payment.)

a. The Maximum Order for the following Special Item Number (SIN) is \$500,000:

Special Item Number 132-51 - Information Technology Professional Services.

12. ORDERING PROCEDURES FOR FEDERAL SUPPLY SCHEDULE CONTRACTS

Ordering activities shall use the ordering procedures of Federal Acquisition Regulation (FAR) 8.405 when placing an order or establishing a BPA for supplies or services. These procedures apply to all schedules.

- a. FAR 8.405-1 Ordering procedures for supplies, and services not requiring a statement of work.
- b. FAR 8.405-2 Ordering procedures for services requiring a statement of work.

13. FEDERAL INFORMATION TECHNOLOGY/TELECOMMUNICATION STANDARDS REQUIREMENTS: ordering activities acquiring products from this Schedule must comply with the provisions of the Federal Standards Program, as appropriate (reference: NIST Federal Standards Index). Inquiries to determine whether or not specific products listed herein comply with Federal Information Processing Standards (FIPS) or Federal Telecommunication Standards (FED-STDS), which are cited by ordering activities, shall be responded to promptly by the Contractor.

13.1 FEDERAL INFORMATION PROCESSING STANDARDS PUBLICATIONS (FIPS PUBS): Information Technology products under this Schedule that do not conform to Federal Information Processing Standards (FIPS) should not be acquired unless a waiver has been granted in accordance with the applicable "FIPS Publication." Federal Information Processing Standards Publications (FIPS PUBS) are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Information concerning their availability and applicability should be obtained from the National Technical Information Service (NTIS), 5285 Port Royal Road, Springfield, Virginia 22161. FIPS PUBS include voluntary standards when these are adopted for Federal use. Individual orders for FIPS PUBS should be referred to the NTIS Sales Office, and orders for subscription service should be referred to the NTIS Subscription Officer, both at the above address, or telephone number (703) 487-4650.

13.2 FEDERAL TELECOMMUNICATION STANDARDS (FED-STDS): Telecommunication products under this Schedule that do not conform to Federal Telecommunication Standards (FED-STDS) should not be acquired unless a waiver has been granted in accordance with the applicable "FED-STD." Federal Telecommunication Standards are issued by the U.S. Department of Commerce, National Institute of Standards and Technology (NIST), pursuant to National Security Act. Ordering information and information concerning the availability of FED-STDS

should be obtained from the GSA, Federal Acquisition Service, Specification Section, 470 East L'Enfant Plaza, Suite 8100, SW, Washington, DC 20407, telephone number (202)619-8925. Please include a self-addressed mailing label when requesting information by mail. Information concerning their applicability can be obtained by writing or calling the U.S. Department of Commerce, National Institute of Standards and Technology, Gaithersburg, MD 20899, telephone number (301)975-2833.

14. CONTRACTOR TASKS / SPECIAL REQUIREMENTS (C-FSS-370) (NOV 2003)

- (a) Security Clearances: The Contractor may be required to obtain/possess varying levels of security clearances in the performance of orders issued under this contract. All costs associated with obtaining/possessing such security clearances should be factored into the price offered under the Multiple Award Schedule.
- (b) Travel: The Contractor may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub .L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule. Travel in performance of a task order will only be reimbursable to the extent authorized by the ordering agency. The Industrial Funding Fee does NOT apply to travel and per diem charges.
- (c) Certifications, Licenses and Accreditations: As a commercial practice, the Contractor may be required to obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. All costs associated with obtaining/ possessing such certifications, licenses and accreditations should be factored into the price offered under the Multiple Award Schedule program.
- (d) Insurance: As a commercial practice, the Contractor may be required to obtain/possess insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance should be factored into the price offered under the Multiple Award Schedule program.
- (e) Personnel: The Contractor may be required to provide key personnel, resumes or skill category descriptions in the performance of orders issued under this contract. Ordering activities may require agency approval of additions or replacements to key personnel.
- (f) Organizational Conflicts of Interest: Where there may be an organizational conflict of interest as determined by the ordering agency, the Contractor's participation in such order may be restricted in accordance with FAR Part 9.5.
- (g) Documentation/Standards: The Contractor may be requested to provide products or services in accordance with rules, regulations, OMB orders, standards and documentation as specified by the agency's order.
- (h) Data/Deliverable Requirements: Any required data/deliverables at the ordering level will be as specified or negotiated in the agency's order.
- (i) Government-Furnished Property: As specified by the agency's order, the Government may provide property, equipment, materials or resources as necessary.
- (j) Availability of Funds: Many Government agencies' operating funds are appropriated for a specific fiscal year. Funds may not be presently available for any orders placed under the contract or any option year. The Government's obligation on orders placed under this contract is contingent upon the availability of appropriated funds from which payment for ordering purposes can be made. No legal liability on the part of the Government for any payment may arise until funds are available to the ordering Contracting Officer.

- (k) Overtime: For professional services, the labor rates in the Schedule should not vary by virtue of the Contractor having worked overtime. For services applicable to the Service Contract Act (as identified in the Schedule), the labor rates in the Schedule will vary as governed by labor laws (usually assessed a time and a half of the labor rate).

15. CONTRACT ADMINISTRATION FOR ORDERING ACTIVITIES: Any ordering activity, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (l) Termination for the ordering activity's convenience, and (m) Termination for Cause (See 52.212-4)

16. GSA ADVANTAGE!

GSA Advantage! is an on-line, interactive electronic information and ordering system that provides on-line access to vendors' schedule prices with ordering information. GSA Advantage! will allow the user to perform various searches across all contracts including, but not limited to:

- (1) Manufacturer;
- (2) Manufacturer's Part Number; and
- (3) Product categories.

Agencies can browse GSA Advantage! by accessing the Internet World Wide Web utilizing a browser (ex.: NetScape). The Internet address is <http://www.gsaadvantage.gov>

17. PURCHASE OF OPEN MARKET ITEMS

NOTE: Open Market Items are also known as incidental items, noncontract items, non-Schedule items, and items not on a Federal Supply Schedule contract. Ordering Activities procuring open market items must follow FAR 8.402(f).

For administrative convenience, an ordering activity contracting officer may add items not on the Federal Supply Multiple Award Schedule (MAS) -- referred to as open market items -- to a Federal Supply Schedule blanket purchase agreement (BPA) or an individual task or delivery order, only if-

- (1) All applicable acquisition regulations pertaining to the purchase of the items not on the Federal Supply Schedule have been followed (e.g., publicizing (Part 5), competition requirements (Part 6), acquisition of commercial items (Part 12), contracting methods (Parts 13, 14, and 15), and small business programs (Part 19));
- (2) The ordering activity contracting officer has determined the price for the items not on the Federal Supply Schedule is fair and reasonable;
- (3) The items are clearly labeled on the order as items not on the Federal Supply Schedule; and
- (4) All clauses applicable to items not on the Federal Supply Schedule are included in the order.

18. CONTRACTOR COMMITMENTS, WARRANTIES AND REPRESENTATIONS

a. For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:

- (1) Time of delivery/installation quotations for individual orders;
- (2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment/ service/software package submitted in response to requirements which result in orders under this schedule contract.

(3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.

b. The above is not intended to encompass items not currently covered by the GSA Schedule contract.

c. The maintenance/repair service provided is the standard commercial terms and conditions for the type of products and/or services awarded.

19. OVERSEAS ACTIVITIES

The terms and conditions of this contract shall apply to all orders for installation, maintenance and repair of equipment in areas listed in the pricelist outside the 48 contiguous states and the District of Columbia, except as indicated below:

Upon request of the Contractor, the ordering activity may provide the Contractor with logistics support, as available, in accordance with all applicable ordering activity regulations. Such ordering activity support will be provided on a reimbursable basis, and will only be provided to the Contractor's technical personnel whose services are exclusively required for the fulfillment of the terms and conditions of this contract.

20. BLANKET PURCHASE AGREEMENTS (BPAs)

The use of BPAs under any schedule contract to fill repetitive needs for supplies or services is allowable. BPAs may be established with one or more schedule contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPA and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). Ordering activities shall follow FAR 8.405-3 when creating and implementing BPA(s).

21. CONTRACTOR TEAM ARRANGEMENTS

Contractors participating in contractor team arrangements must abide by all terms and conditions of their respective contracts. This includes compliance with Clauses 552.238-74, Industrial Funding Fee and Sales Reporting, i.e., each contractor (team member) must report sales and remit the IFF for all products and services provided under its individual contract.

22. INSTALLATION, DEINSTALLATION, REINSTALLATION

The Davis-Bacon Act (40 U.S.C. 276a-276a-7) provides that contracts in excess of \$2,000 to which the United States or the District of Columbia is a party for construction, alteration, or repair (including painting and decorating) of public buildings or public works with the United States, shall contain a clause that no laborer or mechanic employed directly upon the site of the work shall received less than the prevailing wage rates as determined by the Secretary of Labor. The requirements of the Davis-Bacon Act do not apply if the construction work is incidental to the furnishing of supplies, equipment, or services. For example, the requirements do not apply to simple installation or alteration of a public building or public work that is incidental to furnishing supplies or equipment under a supply contract. However, if the construction, alteration or repair is segregable and exceeds \$2,000, then the requirements of the Davis-Bacon Act applies.

The ordering activity issuing the task order against this contract will be responsible for proper administration and enforcement of the Federal labor standards covered by the Davis-Bacon Act. The proper Davis-Bacon wage determination will be issued by the ordering activity at the time a request for quotations is made for applicable construction classified installation, deinstallation, and reinstallation services under SIN 132-8 or 132-9.

23. SECTION 508 COMPLIANCE.

I certify that in accordance with 508 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 794d), FAR 39.2, and the Architectural and Transportation Barriers Compliance Board Electronic and Information Technology (EIT) Accessibility Standards (36 CFR 1194) General Services Administration (GSA), that all IT hardware/software/services are 508 compliant:

Not Applicable

The EIT standard can be found at: www.Section508.gov/.

24. PRIME CONTRACTOR ORDERING FROM FEDERAL SUPPLY SCHEDULES.

Prime Contractors (on cost reimbursement contracts) placing orders under Federal Supply Schedules, on behalf of an ordering activity, shall follow the terms of the applicable schedule and authorization and include with each order –

(a) A copy of the authorization from the ordering activity with whom the contractor has the prime contract (unless a copy was previously furnished to the Federal Supply Schedule contractor); and

(b) The following statement:

This order is placed under written authorization from _____ dated _____. In the event of any inconsistency between the terms and conditions of this order and those of your Federal Supply Schedule contract, the latter will govern.

25. INSURANCE—WORK ON A GOVERNMENT INSTALLATION (JAN 1997)(FAR 52.228-5)

(a) The Contractor shall, at its own expense, provide and maintain during the entire performance of this contract, at least the kinds and minimum amounts of insurance required in the Schedule or elsewhere in the contract.

(b) Before commencing work under this contract, the Contractor shall notify the Contracting Officer in writing that the required insurance has been obtained. The policies evidencing required insurance shall contain an endorsement to the effect that any cancellation or any material change adversely affecting the Government's interest shall not be effective—

(1) For such period as the laws of the State in which this contract is to be performed prescribe; or

(2) Until 30 days after the insurer or the Contractor gives written notice to the Contracting Officer, whichever period is longer.

(c) The Contractor shall insert the substance of this clause, including this paragraph (c), in subcontracts under this contract that require work on a Government installation and shall require subcontractors to provide and maintain the insurance required in the Schedule or elsewhere in the contract. The Contractor shall maintain a copy of all subcontractors' proofs of required insurance, and shall make copies available to the Contracting Officer upon request.

26. SOFTWARE INTEROPERABILITY.

Offerors are encouraged to identify within their software items any component interfaces that support open standard interoperability. An item's interface may be identified as interoperable on the basis of participation in a Government agency-sponsored program or in an independent organization program. Interfaces may be identified by reference to an interface registered in the component registry located at <http://www.core.gov>.

27. ADVANCE PAYMENTS

A payment under this contract to provide a service or deliver an article for the United States Government may not be more than the value of the service already provided or the article already delivered. Advance or pre-payment is not authorized or allowed under this contract. (31 U.S.C. 3324)

**TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT)
PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)**

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

(2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS -COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I - OCT 2008) (DEVIATION I - FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data - General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

9. INDEPENDENT CONTRACTOR

All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

- (1) The offeror;
- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

Labor Category Title: Desktop Virtualization Engineer.

Minimum Experience: 7 years. Proven experience with VMWare and/or Citrix technology. Knowledge of and experience with the implementation, design, and maintenance/troubleshooting of VMWare and/or Citrix desktop virtualization. Experience with virtualizing applications utilizing VMWare and/or Citrix products. Proven experience designing and engineering desktop virtualization environments and infrastructure. Experience with Application virtualization, either Citrix or VMWare.

Functional Duties: Manages and maintains Citrix/Wintel Servers. Troubleshoots and resolves remote access issues. Monitors and assigns tickets in Remedy Ticketing System. Upgrades and updates Citrix Servers.

Minimum Education: Bachelors's degree.

Labor Category Title: Senior Data Infrastructure Technician.

Minimum Experience: 10 years. Strong technical understanding of data center operations and data center infrastructure management.

Functional Duties: Provides general Data Center support, Rack and Stack, initial configurations of network devices. . Manages all aspects of physical data center infrastructure including cooling (HVAC), fire suppression, electrical, structured network cabling, racks/cabinets and server installations. Coordinates infrastructure upgrades, server installs, building maintenance, power outages, electrical circuit installs and removal of retired hardware Maintains high availability and site performance Assists with day to day management of multiple data centers, MDF's, IDF's and collocation facilities. Collaborates with various internal technical teams to manage, deploy and upgrade data center infrastructure. Coordinates infrastructure tasks during outage events and provide solutions to prevent future outages. Manages relationships with data center vendors and internal Global Engineering & Facilities staff. Responds to and manage trouble tickets and data center infrastructure alarms. Ensures proper monitoring and alarming of all critical data center operations. Analyzes processes, identify weaknesses, develop and implement improvements. Installs servers and data center hardware in data center cabinets Experience terminating and working with Cat 5, Cat 5e and Cat 6 fiber terminations. Installs cable runs to servers and associated Data Center hardware. Utilizes test equipment to ensure reliability of physical layer Creates, updates, audits and modifies Data Center asset documentation as required Troubleshoots components of systems relying on proven techniques for IT data center analysis and evaluation.

Minimum Education: Associates Degree plus Degree from Technical Trade Institute or an additional 10 years in data infrastructure experience may substitute.

Labor Category Title: Security Tools Analyst.

Minimum Experience: 10 years.

Functional Duties: Provides security tools administration and support. Concentrates on the provisioning of security tools and services to internal client groups. Analysis and Development of platform security initiatives. Provides consultancy services to IT Security and other IT Security teams. Provides architecture assurance on security platform initiatives. Maintains security infrastructure, providing stability by following and using the best tools, policies, processes and procedures available. Provides a secure environment, managing and mitigating risks. Provides reporting and metrics. Resolves Incidents impacting hosts or environment. Creates, reviews, maintains and updates documentation. Undertakes problem ownership. Investigates & Troubleshoot root causes. Escalates and liaise with additional internal/external groups. Regularly re-evaluates processes and procedures and Instigate service improvement initiatives. Responsible for the planning and controlled execution of security releases into the managed environment.

Minimum Education: Associates Degree plus Degree from Technical Trade Institute or an 10 years experience in security administration may substitute.

Labor Category Title: Senior Security Tools Analyst.

Minimum Experience: 7 years.

Functional Duties: Acts as Team Lead for Security Tools Operations and Maintenance. Serves as the senior technical lead for security department. Acts as security subject matter expert for information security, vulnerability management and threat modeling. Reviews applications throughout the software development lifecycle, running independent scans and recommending changes to address security vulnerabilities. Provides security recommendations to ensure that practices and products meet or exceed customer security compliance requirements. Conducts security assessments on existing and proposed IT infrastructure. Evaluates security tools and technology to ensure that processes are cost effective and can be deployed and managed in a timely manner. Interprets and addresses weaknesses identified in threat modeling activities. Analyzes security vulnerabilities, solving problems encountered as a result of security vulnerabilities and making recommendations regarding best way to address security vulnerabilities. In-depth experience in running application scans and identifying and addressing vulnerabilities. Understanding of TCP/IP networking and ability to analyze network packets. Able to interpret firewall and router configurations. Experience in IDS/IPS and vulnerability scanners. Hands-on experience using various security tools.

Minimum Education: Associates Degree plus Degree from Technical Trade Institute or an additional 7 years of experience in security tools operational and maintenance may substitute.

Labor Category Title: UNIX Systems Administrator.

Minimum Experience: 5 years.

Functional Duties: Manages the daily activities of configuration and operation of UNIX systems. Analyses and reports on system performance. Monitors system activity, availability, and uptime; tunes system parameters and configurations to optimize performance. Monitors disk space and control usage. Monitors system activity and security. Confirms system integrity. Troubleshoots system problems. Insures consistent and reliable backup. Configures and troubleshoots remote and local print spoolers. Responsible for the installation, configuration, and maintenance of UNIX operating systems. Installs and configures other operating system related products. Performs basic system security tasks. Recognizes and troubleshoots problems with server hardware and applications software. Establishes and documents standards and procedures.

Minimum Education: Bachelors's degree.

Labor Category Title: Senior Systems Engineer.

Minimum Experience: 7 years.

Functional Duties: Serves as the senior technical lead for systems engineering. Supervises of system engineers. Analyzes information requirements. Analytically and systematically evaluates problems of workflows, organization, and planning, and develops appropriate corrective action. Continually assess the performance of appropriate software systems to identify and correct problems which impact operation efficiency and work quality. Maintains active liaison with user personnel to ensure continuing responsiveness of applicable system software user requirements. Analyzes performance indicators such as system's response time to ensure operational efficiency. Suggests, reviews, installs, and maintains appropriate systems software. Identifies, evaluates, tailors and directs the implementation of vendor-supplied software packages. Recommends to management the purchase or lease of system software packages and related hardware. Provides technical assistance to less experienced systems software personnel in the resolution of complex system-related problems.

Minimum Education: Bachelors's degree or an additional 7 years experience as a systems engineer may substitute.

Labor Category Title: Senior Network Architect.

Minimum Experience: 7 years. Has broad in-depth knowledge and leadership experience in architecting and configuring Network Management solutions.

Functional Duties: Serves as the senior technical lead for network engineering. Uses experience and technical judgment to reach conclusions in the face of limited and/or uncertain data. Supervises or manages the implementation of specific aspects of network management engineering and is capable of supervising a team of technical specialists working on complex projects. Acts as the technical lead for designing, developing, and deploying a network management system that provides trouble isolation and identification required for the applications. Provides leadership to identify deficiencies in existing Network Management platforms and proposes solutions that mediate these problems. Provides leadership for customizations to existing Network Management implementations to reduce the interval from identification of a fault to problem resolution.

Minimum Education: Bachelors's degree.

Labor Category Title: Senior Security Analyst.

Minimum Experience: 7 years.

Functional Duties: Configures, tests, and deploys Citrix Access Gateways to remote locations around the world. Configures, tests and deploys Citrix Access Gateways to provide secure access to Citrix environment via iPhones and iPads. Test and configured the Citrix Access Gateway to provide secure access to the agency's Exchange environment via Outlook Web Access. Act as tier 3 support for the Citrix environment. Serves as the senior technical lead for security engineering. Provides leadership on security projects which involve a wide range of issues including secure architectures, secure electronic data traffic, network security, platform and data security and privacy. Develops operational activities implementing the enterprise-wide information security program and related procedures and performance metrics. Reviews and contributes to the improvement and standardization of the security administration process across all business units. Develops IT security architecture and system design guidelines, and evaluates and/or assists IT system designs to ensure appropriate controls and protections are included. Interacts with management team and other IT staff to guide security policies and procedures. Ensures enterprise IT architecture is compliant with federal health, privacy and financial regulations and manages quarterly risk assessment program. Identifies process functions, risk security weaknesses and controls. Presents security challenges and resolutions to management. Analyzes and evaluates system generated security incident reports and information security notices & advises senior management on appropriate safeguards for adoption. Researches and deploys new technologies, and manages transition to operational service. Reviews and tracks maintenance contract renewals.

Minimum Education: AA Degree plus Degree from Technical Trade Institute or 7 years related experience may substitute.

Off-Site (Customer Location)

| Labor Category Title | Rate until 8-26-17 | Rate from 8-27-17 to 8-26-18 | Rate from 8-27-18 to 8-26-19 | Rate from 8-27-19 to 8-26-20 | Rate from 8-27-20 to 8-26-21 | Rate from 8-27-21 to 8-26-22 |
|---------------------------------------|---------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Desktop Virtualization Engineer | \$96.02 | \$97.84 | \$99.70 | \$101.60 | \$103.53 | \$105.50 |
| Senior Data Infrastructure Technician | \$74.55 | \$75.97 | \$77.41 | \$78.88 | \$80.38 | \$81.91 |
| Security Tools Analyst | \$71.81 | \$73.17 | \$74.56 | \$75.98 | \$77.43 | \$78.90 |
| Senior Security Tools Analyst | \$107.83 | \$109.88 | \$111.97 | \$114.09 | \$116.26 | \$118.47 |
| UNIX Systems Administrator | \$85.41 | \$87.03 | \$88.69 | \$90.37 | \$92.09 | \$93.84 |
| Senior Systems Engineer | \$83.37 | \$84.95 | \$86.57 | \$88.21 | \$89.89 | \$91.60 |
| Senior Network Architect | \$119.98 | \$122.26 | \$124.58 | \$126.95 | \$129.36 | \$131.82 |
| Senior Security Analyst | \$96.02 | \$97.84 | \$99.70 | \$101.60 | \$103.53 | \$105.50 |

CONSULTANT FUNCTIONS (Levels 18 through 9):

[Internetwork Consulting Services, LLC](#) ICS is a Technical Solutions company provides IT Systems Analysis, Design/Integration, Development, Operations and Maintenance, Programming, Security/Information Assurance, Data Conversion, and Network Management Services at all skill levels. The following paragraphs provide a description of the functional skills and provide the differentiating characteristics and qualifications of the consultant services to be provided.

CONSULTANT LEVEL 18 SUBJECT MATTER EXPERT (SME)

Minimum Experience and Education

Minimum Experience PhD & 2 or MA/MS & 4 or BA/BS & 7
and Education:

Complexity: This position performs on Level 1 Multi-disciplinary programs and provides Expert support / interaction. They are the Client point of contact and provide oversight of PMs / senior staff with Direct responsibility for lower level management and staff target objectives accomplishment. Often Supports Executive PMs in oversight of: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has an Senior-level of knowledge of the types of duties required. Very limited job specific guidance is required for Level 1 Multi-disciplinary Complex Programs and Projects
- Application and Productivity – Provides oversight to development, completion and control of repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Senior-Level planning and organizing skill for Level 1 Multi-disciplinary complex programs / projects . Ability to Work Independently is Senior-Level on Multi-disciplinary Complex Programs and Projects. Requires infrequent supervisory guidance.
- Originality and Initiative – Provides Senior Leadership to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Substantial Level of Interpersonal Interaction with others in a professional capacity at the Program/Project/Task Level.

Functional Duties Detail:

- The Consultant Level 18 SME function comprises personnel qualified, by education or experience, to advise clients and/or lead customer projects. Specialized knowledge is not limited to information technology and may include knowledge of areas supported by information technology. IT expertise may be called out, without limitation, in product selection, enterprise architecture, system design, engineering, intelligence systems, security administrative plans, reports, analysis and other technical, operational, and analytical disciplines to include reliability, maintainability and IT life cycle cost management.
- Other specialty functions (which may include management and maintenance of Citrix/Wintel Servers, remote access issues and Remedy Ticking System administration or equivalent) and scheduling activities of the program or project for the program or project manager (which may also include editing, graphics and production e.g. IT Systems User Training Materials or Technical Design Documentation). Reviews and provides input to reports and other contract deliverables under a project.
- Performs / reviews and evaluates cost estimates for information technology based systems. Utilizes knowledge and experience to supervise the design, acquisition, installation, operation and maintenance of equipment and systems.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 17 SUBJECT MATTER EXPERT (SME)

Minimum Experience and Education

Minimum Experience PhD & 1 or MA/MS & 3 or BA/BS & 6
and Education:

Complexity: This position works on Level 2 Intermediate complexity programs / complex projects providing Analytic leadership & support. They are the Intermediate level Prog / Proj client point of contact and may provide staff management. Oversees accomplishment of one or more complex tasks. Evaluates user requirements for system design, performs functional analysis. Provides guidance to systems analysts and technicians. Uses structured analyses, design methodologies and tools. This person often Assists Sr. & Exec. Mgt in planning and administering: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has an exceptional-level of knowledge of the types of duties required. Very limited job specific guidance is required for Level 2 Intermediate Complexity Programs and Complex Projects.
- Application and Productivity – Develops, completes and controls repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Exceptional-Level planning and organizing skill for Level 2 Level Intermediate complexity programs / complex projects . Ability to Work Independently is Senior-Level on Intermediate Complexity Programs. Responsibility Level is High on Complex Projects. Requires infrequent supervisory guidance.
- Originality and Initiative – Provides Senior Leadership to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Substantial Level of Interpersonal Interaction with others in a professional capacity at the Program/Project/Task Level.

Functional Duties Detail:

- This Consultant Level 17 Subject Matter Expertise function includes but is not limited to personnel qualified, by education, experience and/or certificates or licenses to support and advise clients in a recognized discipline or area of expertise required by a customer project by applying advanced methods, theories, and techniques to investigate, capture and analyze IT requirements for complex IT systems and problems.
- Supervises/develops operational requirements from site surveys / surveys of the user community and establishes system requirements using analysis of the requirements and needs of the user.
- May supervise or carry out design work to transform overall requirements and architecture to a complete engineering design. Is highly knowledgeable and experienced with typical engineering network systems to effectively lead/perform the network effort. This may include the application of multiple engineering disciplines to IT and business modeling, analyses, specification development, hardware and software planning / implementation / modification / coding, scheduling, configuration changes and test reports for computer systems, messaging and telecommunications systems (including post implementation maintenance and support).
- Uses specialized knowledge in exercising Information Technology Project Quality Assurance, Configuration Management, and reliability and maintainability to control design and production, and minimize life cycle cost.
- Duties may require the individual to define and execute systems engineering activities within a project. Activities may consist of systems planning, performance management, capacity planning, testing and

validation, benchmarking, information engineering, and development and staffing of a systems engineering plan.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 16 ENGINEER / ANALYST

Minimum Experience and Education

Minimum Experience and Education: PhD & 1 or MA/MS & 3 or BA/BS & 6

Complexity: This position works on Level 1 Intermediate complexity programs / complex projects providing Analytic leadership & support. This person is an Intermediate level Prog / Proj client point of contact and may provide staff management. They often Oversee accomplishment of one or more complex tasks. Evaluates user requirements for system design, performs functional analysis. Provides guidance to systems analysts and technicians. Uses structured analyses, design methodologies and tools. Assists Sr. & Exec. Mgt in planning and administering: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has a Very Senior-level of knowledge of the types of duties required. Very limited job specific guidance is required for Level 1 Intermediate Complexity Programs and Complex Projects.
- Application and Productivity – Develops, completes and controls repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Very Senior-Level planning and organizing skill for Level 1 Level Intermediate complexity programs / complex projects . Ability to Work Independently is Senior-Level on Intermediate Complexity Programs. Responsibility Level is High on Complex Projects. Requires infrequent supervisory guidance.
- Originality and Initiative – Provides Senior Leadership to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.

- Cooperation – Substantial Level of Interpersonal Interaction with others in a professional capacity at the Program/Project/Task Level.

Functional Duties Detail:

- The Consultant Level 16 Engineer/Analyst function includes but is not limited to personnel qualified, by education or experience to provide Engineering/Analysis (Information Technology Analytics) support to customer projects by applying advanced methods, theories, and techniques to investigate, capture and analyze IT requirements for complex IT systems and problems for the transformation of overall information technology and engineering concepts into requirements and specifications leading to the design, development acquisition, installation, operation and maintenance of major complex systems/programs.
- Additional duties may include Information Technology Project Management support to provide Cost, Schedule and Technical planning and project status dealing with IT project financial management, budgeting, resource planning, and financial reporting using established earned value and/or other performance based measurement techniques.
- Duties may also include general Data Center support, Rack and Stack, initial configurations of network devices. Manages all aspects of physical data center infrastructure including cooling (HVAC), fire suppression, electrical, structured network cabling, racks/cabinets and server installations.
- May provide management of multiple data centers, MDF's, IDF's and collocation facilities. Responsibilities may include security tools administration and support, analysis and development of platform security initiatives and consultancy services to IT Security and other IT Security teams. This may include the application of multiple engineering disciplines to IT and business modeling, analyses, specification development, hardware and software planning / implementation / modification / coding, scheduling, configuration changes and test reports for computer systems, messaging and telecommunications systems (including post implementation maintenance and support). Other specialty functions may include management and maintenance of Citrix/Wintel Servers, remote access issues and Remedy Ticking System administration or equivalent.
- Duties may require the individual to review, analyze, design, develop and maintain application software using formal specifications, data flow diagrams or other accepted design techniques. Provides software development estimates and schedules, overseeing software configuration management, interpreting software requirements and design specifications, managing/performing independent verification and validation, managing integration and software unit test activities.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 15 SUBJECT MATTER EXPERT (SME)

Minimum Experience and Education

Minimum Experience and Education: PhD & 0 or MA/MS & 2 or BA/BS & 5

Complexity: This position works on Level 2 Moderate complexity programs / complex projects and provides Analytic leadership & support. They are the Mid level Prog. / Proj. client point of contact and may perform staff management. This person Leads accomplishment of one or more moderate level tasks. Evaluates user requirements for system design, performs functional analysis. Provides guidance to consultants, systems analysts and technicians. Uses structured analyses, design methodologies and tools. They often provide Program / project leadership in implementation of targets for: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has a Very Senior-level of knowledge of the types of duties required. Very limited job specific guidance is required for Level 2 Moderate Complexity Programs and Complex Projects.
- Application and Productivity – Develops, completes and controls repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Very Senior-Level planning and organizing skill for Moderate Level Complexity Programs and Complex Projects . Ability to Work Independently is Mid-Level on Moderate Complexity Programs. Responsibility Level is High on Complex Projects. Requires infrequent supervisory guidance.
- Originality and Initiative – Provides Senior Leadership to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Substantial Level of Interpersonal Interaction with others in a professional capacity at the Program/Project/Task Level.

Functional Duties Detail:

- The Consultant Level 15 Subject Matter Expert function includes but is not limited to personnel qualified, by education, experience and/or certificates or licenses to support and advise clients in a recognized discipline or area of expertise required by a customer project. Areas of expertise include technical, operational, and analytical disciplines, and may additionally include supplemental cultural, policy and legislative expertise which may be unique to the specific Information Technology project (e.g. Intelligence IT projects dealing with foreign countries).
- Specialized knowledge is not limited to information technology and may additionally include knowledge of areas supported by information technology. IT expertise may be called out, without limitation, in product selection, enterprise architecture, system design, engineering, intelligence systems, security and other technical, operational, and analytical disciplines to include reliability, maintainability and IT life cycle cost management.
- Duties may also include general Data Center support, Rack and Stack, initial configurations of network devices. Manages all aspects of physical data center infrastructure including cooling (HVAC), fire suppression, electrical, structured network cabling, racks/cabinets and server installations.
- May provide management of multiple data centers, MDF's, IDF's and collocation facilities. Responsibilities may include security tools administration and support, analysis and development of platform security initiatives and consultancy services to IT Security and other IT Security teams. This may include the application of multiple engineering disciplines to IT and business modeling, analyses, specification development, hardware and software planning / implementation / modification / coding, scheduling, configuration changes and test reports for computer systems, messaging and telecommunications systems (including post implementation maintenance and support).

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 14 ENGINEER / ANALYST

Minimum Experience and Education

Minimum Experience and Education: PhD &0 or MA/MS & 2 or BA/BS & 5

Complexity: This position works on Level 1 Moderate complexity Program / complex Project and performs Intermediate level management of one or more complex tasks. Leads accomplishment of one or more moderate level tasks. Evaluates user requirements for system design, performs functional analysis. Provides guidance to consultants, systems analysts and technicians. Uses structured analyses, design methodologies and tools. Often performs Program / project leadership in implementation of targets for: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has a Senior-level of knowledge of the types of duties required. Very limited job specific guidance is required. for Level 1 Moderate Complexity Tasks.
- Application and Productivity – Completes and controls repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Senior-Level planning and organizing skill for Moderate Level Complexity Tasks . Ability to Work Independently is High- on Moderate Complexity Projects. Responsibility Level is Moderate on Complex Projects. Requires infrequent supervisory guidance.
- Originality and Initiative – Lead contributor to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Substantial Level of Interpersonal Interaction with others in a professional capacity at the Project/Task Level.

Functional Duties Detail:

- This Consultant Level 14 Engineer / Analyst function includes but is not limited to personnel qualified, by education or experience to provide engineering/analysis (including cost estimates) support to customer projects by applying advanced methods, theories, and techniques to investigate, capture and analyze IT requirements (design, acquisition, installation, operation and maintenance) for complex IT systems and problems (which may include Unix systems).

- Additional duties may include Information Technology Project Management support to provide Cost, Schedule and Technical planning and project status dealing with IT project financial management, budgeting, resource planning, and financial reporting using established earned value and/or other performance based measurement techniques.
- Provides the skilled Information Technology analytic leadership and consultation in business planning and improvement efforts such as IT Project Requirements Definition, IT/Engineering Design Trade Studies, IT System Life Cycle Cost Analysis, IT System Deployment, Operations and Maintenance efforts.
- Duties may require this individual to review, analyze, design, develop and maintain application software using formal specifications, data flow diagrams or other accepted design techniques. May provide software development estimates and schedules, overseeing software configuration management, interpreting software requirements and design specifications, managing/performing independent verification and validation, managing integration and software unit test activities.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 13 ENGINEER

Minimum Experience and Education

Minimum Experience PhD & 0 or MA/MS & 1 or BA/BS & 4
and Education:

Complexity: This position is Task Focused on Low to Moderate Complexity Projects. They are a Mid-Level, 1st Level Professional Contributor at the Project / task level. They operate at a Staff level of personnel interaction and supervision. Responsibility includes Project / task level interaction. Performs Low to Moderate Level of business analysis and process improvement duties, functional analyses, operational analyses, supports QA and CM efforts. Uses structured analyses, design methodologies and tools. Often provides Project/task level adherence to goals for: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has a Mid-level of knowledge of the types of duties required. Limited job specific guidance is required.
- Application and Productivity – Completes and controls repeatable processes in accordance with a routine schedule.

- Planning and Organization Skills – Senior-Level (1st Level Professional Contributor) planning and organizing skills. Ability to Work Independently is High- on Moderate Complexity Projects. Responsibility Level is Moderate on Complex Projects. Requires infrequent supervisory guidance.
- Originality and Initiative – Contributes to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Substantial Level of Interpersonal Interaction with others in a professional capacity at the Project/Task Level.

Functional Duties Detail:

- The Consultant Level 13 Engineer function includes but is not limited to personnel qualified, by education or experience to provide Engineering/Analysis support to customer projects by applying advanced methods, theories, and techniques to investigate, capture and analyze IT requirements for complex IT systems and problems.
- Assists with the design, acquisition, installation, operation and maintenance of equipment / systems and cost estimates.
- Duties may also include general Data Center support, Rack and Stack, initial configurations of network devices. Manages all aspects of physical data center infrastructure including cooling (HVAC), fire suppression, electrical, structured network cabling, racks/cabinets and server installations.
- May provide management of multiple data centers, MDF's, IDF's and collocation facilities. Responsibilities may include security tools administration and support, analysis and development of platform security initiatives and consultancy services to IT Security and other IT Security teams. This may include the application of multiple engineering disciplines to IT and business modeling, analyses, specification development, hardware and software planning / implementation / modification / coding, scheduling, configuration changes and test reports for computer systems, messaging and telecommunications systems (including post implementation maintenance and support).
- Other specialty functions may include management and maintenance of Citrix/Wintel Servers, remote access issues and Remedy Ticking System administration or equivalent.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 12 ANALYST

Minimum Experience and Education

Minimum Experience and Education: PhD &0 or MA/MS & 1 or BA/BS & 4

Complexity: This position is Task Focused on Low to Moderate Complexity Projects. They are a 1st Level Professional Contributor at the Project / task level. They operate at a Staff level of interaction and supervision. Responsibility level is at a Project / task level and they Perform Low to Moderate Level of business analysis and process improvement duties, functional analyses, operational analyses, supports QA and CM efforts. They use structured analyses, design methodologies and tools.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has a Mid-level of knowledge of the types of duties required. Limited job specific guidance is required.
- Application and Productivity – Completes and controls repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Mid-Level planning and organizing skills. Ability to Work Independently is High- on Moderate Complexity Projects. Responsibility Level is Moderate on Complex Projects. Requires infrequent supervisory guidance.
- Originality and Initiative – Contributes to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Substantial Level of Interpersonal Interaction with others in a professional capacity at the Project/Task Level.

Functional Duties Detail:

- The Consultant Level 12 Analysis function includes but is not limited to personnel qualified, by education or experience to provide Information Technology Analytics (Cost, Schedule and Technical planning and project status) to customer projects, including such functions as analysis of customer data and Information Technology systems.

- They perform intermediate level complex evaluations of existing procedures, processes, techniques, models, and/or systems related to the Information Technology project and contract to develop and recommend IT solutions.
- Provides the skilled Information Technology analytic leadership and consultation in business planning and improvement efforts such as IT Project Requirements Definition, IT/Engineering Design Trade Studies, IT System Life Cycle Cost Analysis, IT System Deployment, Operations and Maintenance efforts.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 11 ENGINEER

Minimum Experience and Education

Minimum Experience PhD & 0 or MA/MS & 0 or BA/BS & 3, Assoc. & 4-5
and Education:

Complexity: This is an Intermediate –Level position which Supports a 1st Level Supervisor or Manager. May provide guidance to more junior staff. This Senior Level Clerical or Administrative/Technical Specialist person takes direction and follows generalized guidance on tasks in a multi-threaded manner. Contributes to Project/task level adherence to goals for: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has a mid-level of knowledge of the types of duties required. Very limited job specific guidance is required.
- Application and Productivity – Completes and controls repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – intermediate-Level planning and organizing skills. Ability to Work Independently is High- on Moderate Complexity Projects. Requires infrequent supervisory guidance.
- Originality and Initiative – Contributes to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.

- Cooperation – Moderate Level of Interpersonal Interaction with others in a professional capacity.

Functional Duties Detail:

- The Consultant Level 11 Engineering function includes but is not limited to personnel qualified, by education or experience to provide engineering support to customer projects by applying advanced methods, theories, and techniques to investigate, capture and analyze IT requirements for complex IT systems and problems.
- Assists Supervisor to, formulate and enforce standards, may direct and supervises staff and personnel, preparing or approving work schedules, reviewing work, resolving discrepancies, and communicating policies, purposes, and goals of the organization to subordinates and subcontractors specifically related to the IT project.
- Assists Supervisor who assigns, oversees or carries out work to transform system requirements and architecture to a complete design, including but not limited to systems integration, engineering change/configuration management, IT quality assurance, and test and evaluation (including IT aspects of facility management such as habitability, security, equipment/furniture, space, operations etc).
- Duties may also include general Data Center support, Rack and Stack, initial configurations of network devices. Manages all aspects of physical data center infrastructure including cooling (HVAC), fire suppression, electrical, structured network cabling, racks/cabinets and server installations.
- May provide management of multiple data centers, MDF's, IDF's and collocation facilities. Responsibilities may include security tools administration and support, analysis and development of platform security initiatives and consultancy services to IT Security and other IT Security teams. This may include the application of multiple engineering disciplines to IT and business modeling, analyses, specification development, hardware and software planning / implementation / modification / coding, scheduling, configuration changes and test reports for computer systems, messaging and telecommunications systems (including post implementation maintenance and support).

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 10 APPLICATIONS DEVELOPER / PROGRAMMER

Minimum Experience and Education

Minimum Experience and Education: PhD & 0 or MA/MS & 0 or BA/BS & 2, Assoc. & 3

Complexity: This is a Mid-Level position which Supports 1st Level Supervisor or Manager. Performs as a Senior-Level Technical Specialist person. Takes direction and follows generalized guidance on tasks in a multi- threaded manner. Assists in Project/task level adherence to goals for: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has a moderate level of knowledge of the types of duties required. Limited job specific guidance is required.
- Application and Productivity – Completes and controls repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Mid-Level planning and organizing skills. Ability to Work Independently is Mid- Level. Requires intermittent supervisory guidance.
- Originality and Initiative – Contributes to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Limited supervision oversight of routine duties may be required.
- Cooperation – Moderate Level of Interpersonal Interaction with others in a professional capacity.

Functional Duties Detail:

- The Consultant Level 10 Applications / Developer function includes but is not limited to personnel qualified, by education or experience, to advise clients and/or support customer projects. Provides assistance to lower level managers, business and technical staff (assisting in product selection, enterprise architecture, system design, engineering, intelligence systems, security and other technical, operational, and analytical disciplines).

- May interpret, implement and maintain operating systems and subsystems from specifications prepared by vendors and engineers. Fine-tunes applications maximizing throughput on various computing platforms and equipment configurations. Support efforts for integrating equipment and systems from multiple vendors into the overall organizational configuration to maximize data communications and resource sharing. Supports design, code, installation, and maintenance of appropriate systems software program. Identifies, evaluates, tailors, and directs the implementation of vendor-supplied software packages. Performs simplistic systems re-generations where applicable to reflect changes in peripheral configuration; ensures the maintenance of adequate software systems documentation; prepares alterations to management the purchase or lease of systems software personnel in the resolution of complex systems-related problems.
- This person may also provide systems, analysis or engineering support to customer projects by applying advanced methods, theories, and techniques to investigate, capture and analyze IT requirements for complex IT systems and problems.
- This position may carry out work to transform system requirements and architecture to a complete design, including but not limited to systems integration, engineering change/configuration management, IT quality assurance, and test and evaluation (including IT aspects of facility management such as habitability, security, equipment/furniture, space, operations etc).
- This may include the application of multiple engineering disciplines to IT and business modeling, analyses, specification development, hardware and software planning / implementation / modification / coding, scheduling, configuration changes and test reports for computer systems, messaging and telecommunications systems (including post implementation maintenance and support).
- Additional support may include IT/Technical, business and analytic efforts in focused support disciplines for Program Management, specialized Information Technology Systems Training, Training Documentation and delivery systems, IT Technical Writing (e.g. Requirements Definition, Design and Change Control), Network Technology, Communications and Graphics (e.g. IT Systems User Training Materials or Technical Design Documentation).

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 9 PROJECT ANALYST

Minimum Experience and Education

Minimum Experience and Education: PhD & 0 or MA/MS & 0 or BA/BS & 1, Assoc. & 2

Complexity: This is a Moderate level of complexity position which Supports 1st Level Supervisor or Manager. This Mid-Level Technical Specialist person takes direction and follows generalized guidance on tasks in a multi- threaded manner. Assists in Project/task level adherence to goals for: Cost Mgt., Work Standards, Schedule Mgt.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has a moderate knowledge of the types of duties required.. Limited job specific guidance is required.
- Application and Productivity – Completes and controls repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Moderate-Level planning and organizing skills. Ability to Work Independently is a Moderate- Level. Requires intermittent supervisory guidance.
- Originality and Initiative – Contributes to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Limited supervision oversight of routine duties may be required.
- Cooperation – Moderate Level of Interpersonal Interaction with others in a professional capacity.

Functional Duties Detail:

- The Consultant Level 9 Analysis function comprises personnel qualified, by education or experience to provide Information Technology Analytics to customer projects, including but not limited to such functions as analysis of moderately complex customer data (Cost, Schedule and Technical planning and project status dealing with IT project financial management, budgeting, resource planning, and financial reporting) and Information Technology systems.
- Provides the moderately skilled Information Technology analytic leadership and consultation in business planning and improvement efforts such as IT Project Requirements Definition, IT/Engineering Design Trade Studies, IT System Life Cycle Cost Analysis, IT System Deployment, Operations and Maintenance efforts.

- Assists senior staff to carry out design analysis to transform overall requirements and architecture to a complete design.
- Manages/supports technical, financial, contract administration, other specialty functions and scheduling activities of the program or project for the program or project manager (may also include editing, graphics and production for the Information Technology project).

Experience and Education Substitution

- Generally four years of additional relevant experience may be substituted for a bachelor's degree.
- A Masters Degree may be substituted for generally two years of experience.
- A Doctoral Degree may be substituted for generally four years of experience.

Other qualifying education equivalents may include combinations of years of experience/education toward degree, associates degree or technical certification, specialized training and other qualifications. Intensity of experience in related projects at lower positions with demonstrated skills may also be deemed equivalent to years of experience. Such equivalents will be supported by the ICS staff level or the equivalent if support is provided by a consultant or subcontractor, with appropriate discounts depending on volume and skill level supplied. The ICS PM will provide resumes whenever equivalent qualifications are proposed.

Off-Site (Customer Location) and On-Site (ICS Location)

| Labor Category Title | Rate until 8-26-17 | Rate from 8-27-17 to 8-26-18 | Rate from 8-27-18 to 8-26-19 | Rate from 8-27-19 to 8-26-20 | Rate from 8-27-20 to 8-26-21 | Rate from 8-27-21 to 8-26-22 |
|---|---------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| CONSULTANT LEVEL 9 PROJECT ANALYST | \$42.46 | \$43.27 | \$44.09 | \$44.93 | \$45.78 | \$46.65 |
| CONSULTANT LEVEL 10 APPLICATIONS DEVELOPER / PROGRAMMER | \$56.89 | \$57.97 | \$59.07 | \$60.19 | \$61.34 | \$62.50 |
| CONSULTANT LEVEL 11 ENGINEER | \$60.68 | \$61.83 | \$63.01 | \$64.20 | \$65.42 | \$66.67 |
| CONSULTANT LEVEL 12 ANALYST | \$75.87 | \$77.31 | \$78.78 | \$80.28 | \$81.80 | \$83.36 |
| CONSULTANT LEVEL 13 ENGINEER | \$91.04 | \$92.77 | \$94.53 | \$96.33 | \$98.16 | \$100.02 |
| CONSULTANT LEVEL 14 ENGINEER / ANALYST | \$101.97 | \$103.91 | \$105.88 | \$107.89 | \$109.94 | \$112.03 |
| CONSULTANT LEVEL 15 SUBJECT MATTER EXPERT (SME) | \$104.64 | \$106.63 | \$108.65 | \$110.72 | \$112.82 | \$114.97 |
| CONSULTANT LEVEL 16 ENGINEER / ANALYST | \$119.53 | \$121.80 | \$124.12 | \$126.47 | \$128.88 | \$131.33 |
| CONSULTANT LEVEL 17 SUBJECT MATTER EXPERT (SME) | \$125.18 | \$127.56 | \$129.98 | \$132.45 | \$134.97 | \$137.53 |
| CONSULTANT LEVEL 18 SUBJECT MATTER EXPERT (SME) | \$132.76 | \$135.28 | \$137.85 | \$140.47 | \$143.14 | \$145.86 |

CONSULTANT FUNCTIONS (Levels 26 through 19):

CONSULTANT LEVEL 26 SR LEAD ERP / BPR / BUSINESS SPECIALIST

Minimum Experience and Education

Minimum Experience PhD &7 or MA/MS & 9 or BA/BS & 12
and Education:

Complexity: This position works on highly complex and critical efforts on major programs / projects, using unique skills / credentials within project areas and is a broadly recognized. They are an Authoritative / Trusted source having Program Level and/or Complex Project experience. Advises senior management. Formulates and administers: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has an Executive-level knowledge of the types of duties and overall Industry which can be applied to the customer/work.
- Application and Productivity – Provides executive level oversight to development, completion and control of repeatable processes.
- Planning and Organization Skills – Executive Level planning and organizing skills.
- Originality and Initiative – Provides Executive Level Leadership to process improvements.
- Dependability and Responsibility – Provides the highest level of Executive Level support, accountability and responsibility.
- Cooperation – Executive Level of Interpersonal Interaction with others in a professional capacity at the Enterprise Level.

Functional Duties Detail:

- The Consultant Level 26 Senior Lead ERP/BPR/Business Specialist function includes but is not limited to personnel qualified, by education or experience, to advise clients and/or lead Information Technology customer projects including Systems Engineering and Analysis.

- This work may include the enterprise reengineering and resource planning of business systems and supporting Information Technology processes using state-of-the-art tools and methodologies. It covers cross-functional group facilitation, business rule analysis, process and data modeling, benchmarking against best practices, activity based costing, functional process improvement and economic analysis, simulation, performance measurement, and change management.
- IT expertise may be called out, without limitation, in product selection, enterprise architecture, system design, engineering, intelligence systems, security and other technical, operational, and analytical disciplines including IT quality assurance, Configuration Management, and reliability and maintainability to control design and production, and minimize IT System life cycle cost of the IT System.
- May provide systems life cycle integration support for communications elements within the customer community. Provide life cycle project management and perform hardware, software, and technology evaluations, solution development, planning to support multiple enterprise networks, user communication requirements analysis, communication architecture design, and end-to-end integration strategies. Define requirements and perform analysis, generate engineering documentation, project plans and schedules, weekly reports, forward plans, and design documents.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 25 LEAD ENGINEER / ANALYST

Minimum Experience and Education

Minimum Experience PhD &6 or MA/MS & 8 or BA/BS & 11
and Education:

Complexity: This person has Extensive experience in complex multi-disciplinary programs. Performs on High level complex and critical efforts with Significant Recognition as Authoritative source within a specific business area. They are the Primary client point of contact & Senior Executive Line Leadership. They perform on Program Level and/or Complex Projects and provide Senior Executive leadership in IT, Business, Advance Technology or R&D type programs or equivalent. This person Leads working groups and administers: and administers: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has an Executive-level knowledge of the types of duties and overall Industry which can be applied to the customer/work.

- Application and Productivity – Provides executive level oversight to development, completion and control of repeatable processes.
- Planning and Organization Skills – Executive Level planning and organizing skills.
- Originality and Initiative – Provides Executive Level Leadership to process improvements.
- Dependability and Responsibility – Provides the highest level of Executive Level support, accountability and responsibility.
- Cooperation – Executive Level of Interpersonal Interaction with others in a professional capacity at the Enterprise Level.

Functional Duties Detail:

- The Consultant Level 25 Lead Engineer/Analyst function includes but is not limited to personnel qualified, by education or experience to provide various engineering disciplines including systems engineering and analysis support to customer projects by applying advanced methods, theories, and techniques to investigate, capture and analyze IT requirements for complex IT systems and problems.
- Assigns, oversees or carries out work to transform system requirements and architecture to a complete design, including but not limited to systems integration, engineering change/configuration management, IT quality assurance, and test and evaluation (including IT aspects of facility management such as habitability, security, equipment/furniture, space, operations etc).
- Provides the skilled Information Technology analytic leadership and consultation in business planning and improvement efforts such as IT Project Requirements Definition, IT/Engineering Design Trade Studies, IT System Life Cycle Cost Analysis, IT System Deployment, Operations and Maintenance efforts.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 24 SR PRINCIPAL ENGINEER / ANALYST

Minimum Experience and Education

Minimum Experience PhD & 5 or MA/MS & 7 or BA/BS & 10
and Education:

Complexity: This position has Unique skills / credentials which are applied to Complex and Critical efforts and has Executive Level Interaction. Credentials often include Program Level and/or Complex Project Certification / Industry recognition as a reliable source. This person Advises Executive Leadership in:: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has an Executive-level knowledge of the types of duties and overall Industry which can be applied to the customer/work.
- Application and Productivity – Provides executive level oversight to development, completion and control of repeatable processes.
- Planning and Organization Skills – Executive Level planning and organizing skills.
- Originality and Initiative – Provides Executive Level Leadership to process improvements.
- Dependability and Responsibility – Provides the highest level of Executive Level support, accountability and responsibility.
- Cooperation – Executive Level of Interpersonal Interaction with others in a professional capacity at the Enterprise Level

Functional Duties Detail:

- The Consultant Level 24 Senior Principal Engineer/Analyst function includes but is not limited to personnel qualified, by education or experience to provide various engineering disciplines including supervising or carrying out design work to transform overall requirements and architecture to a complete engineering design including systems integration, IT Project Requirements Definition, IT/Engineering Design Trade Studies, IT System Life Cycle Cost Analysis, IT System Deployment, Operations and Maintenance efforts. engineering change/configuration management, IT quality assurance, and test and evaluation (including IT aspects of facility management such as habitability, security, equipment/furniture, space, operations etc)

- May serve as the computer systems expert on assignments. Typically this involves the establishment of a framework for new automated systems where concern is with overall structure involving life cycle involvement ranging from the conduct of feasibility studies to post-implementation evaluation. Projections are required from inconclusive workload data; technological advances are usually untried at the scale to which application is required; and integration with existing systems is required.
- Duties may also include general Data Center support, Rack and Stack, initial configurations of network devices. Manages all aspects of physical data center infrastructure including cooling (HVAC), fire suppression, electrical, structured network cabling, racks/cabinets and server installations. May also provide management of multiple data centers, MDF's, IDF's and collocation facilities. Responsibilities may include security tools administration and support, analysis and development of platform security initiatives and consultancy services to IT Security and other IT Security teams.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 23 PRINCIPAL ENGINEER / ANALYST

Minimum Experience and Education

Minimum Experience PhD &4 or MA/MS & 6 or BA/BS & 9
and Education:

Complexity: This position performs on Level 2 Complex and Critical efforts and is recognized for specialized expertise at an Executive Level of Interaction. Responsibilities include performance as an Advisory Consultant on Program Level and/or Complex Project and often Formulates and administers: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has an Executive-level of knowledge of the types of duties required. Very limited job specific guidance is required for Level 2 Large Scale Complex and Critical efforts.
- Application and Productivity – Provides oversight to development, completion and control of repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Senior-Level planning and organizing skill for Level 2 Large Scale Complex and Critical Programs and Projects . Ability to Work Independently is Senior-Level on Large Scale Complex Programs and Projects . Requires infrequent supervisory guidance.

- Originality and Initiative – Provides Very Senior Leadership to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Executive Level of Interpersonal Interaction with others in a professional capacity at the Program/Project/Task Level.

Functional Duties Detail:

- The Consultant Level 23 Principal Engineer / Analyst function comprises personnel qualified, by education or experience, to advise clients and/or lead customer projects.
- Assigns, oversees or carries out work to transform system requirements and architecture to a complete design, acquisition, installation, operation and maintenance of equipment and systems, including but not limited to systems integration, engineering change/configuration management, IT quality assurance, and test and evaluation (including IT aspects of facility management such as habitability, security, equipment/furniture, space, operations etc).
- This service area may include procurement planning and alternatives analysis; preparation of solicitation documentation such as justification packages, CBD announcements, software specifications, and source selection criteria; technical assistance in responding to vendor questions and evaluating proposals; independent cost analysis; and post-award acceptance testing of delivered products, suspense tracking, and cost-schedule performance monitoring.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT 22 FUNCTIONAL SPECIALIST / SME

Minimum Experience and Education

Minimum Experience PhD &4 or MA/MS & 6 or BA/BS & 9
and Education:

Complexity: The position operates on Level 1 Complex and Critical efforts and is Recognized for specialized expertise and provides Executive Level Interaction while performing as an Advisory Consultant on Program Level and/or Complex Projects. This position often Formulates and administers: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has an Executive-level of knowledge of the types of duties required. Very limited job specific guidance is required for Level 1 Large Scale Complex and Critical efforts.
- Application and Productivity – Provides oversight to development, completion and control of repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Senior-Level planning and organizing skill for Level 1 Large Scale Complex and Critical Programs and Projects . Ability to Work Independently is Senior-Level on Large Scale Complex Programs and Projects . Requires infrequent supervisory guidance.
- Originality and Initiative – Provides Very Senior Leadership to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Executive Level of Interpersonal Interaction with others in a professional capacity at the Program/Project/Task Level.

Functional Duties Detail:

- The Consultant Level 22 Functional Specialist / SME position includes but is not limited to personnel qualified, by education, experience and/or certificates or licenses to support and advise clients in a recognized discipline or area of expertise required by a customer project including technical, operational, and analytical discipline by applying advanced Information Technology methods, theories, and techniques to investigate, capture and analyze IT requirements for complex IT systems and problems.
- Leads/evaluates operational requirements from the user community and establishes system requirements using industry-standard Information Technology system development methodologies.
- Specialized knowledge is not limited to information technology and may include knowledge of areas supported by information technology. IT expertise may be called out, without limitation, in product selection, enterprise architecture, system design, engineering, intelligence systems, security and other technical, operational, and analytical disciplines to include reliability, maintainability and IT life cycle cost management.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 21 FUNCTIONAL SPECIALIST / ANALYST

Minimum Experience and Education

Minimum Experience and Education: PhD &3 or MA/MS & 5 or BA/BS & 8

Complexity: This person has an Accomplished Broad-based knowledge which is applied to Level 2 Large Complex project(s) and is the Primary client contract manager. He/she also assists Sr. PMs. They are a Recognized source on a Program Level and/or Complex Project and act as Liaison between executive management and lower level managers. They often Formulate and administer: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has an exceptional-level of knowledge of the types of duties required. Very limited job specific guidance is required for Level 2 Large Scale Complex Programs and Projects.
- Application and Productivity – Provides oversight to development, completion and control of repeatable processes in accordance with a routine schedule.
- Planning and Organization Skills – Senior-Level planning and organizing skill for Level 2 Large Scale Complex Programs and Projects . Ability to Work Independently is Senior-Level on Large Scale Complex Programs and Projects . Requires infrequent supervisory guidance.
- Originality and Initiative – Provides Very Senior Leadership to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Executive Level of Interpersonal Interaction with others in a professional capacity at the Program/Project/Task Level.

Functional Duties Detail:

- The Consultant Level 21 Functional Specialist / Analyst position includes but is not limited to personnel qualified, by education or experience to provide specific functional expertise to customer projects as pertains to Information Technology implementation or operations and management.
- May include IT system related Information Technology Analytics, modeling and simulation, a variety of IT data collection and analysis techniques and methods., quality control, engineering resource planning, business process re-engineering, other IT/business analysis/management consulting, business advisory services and information assurance (as specifically pertains to a given IT design, development and implementation project).

- Additional duties may include Information Technology Project Management support to provide Cost, Schedule and Technical planning and project status dealing with IT project financial management, budgeting, resource planning, and financial reporting using established earned value and/or other performance based measurement techniques.
- Leads/carries out or supports design analysis to transform overall requirements and architecture to a complete design.
- This may include computer security policy development, disaster recovery and contingency planning, information system certification and accreditation support, security awareness training, security audits and integrity control reviews of sensitive data processing systems and networks in accordance with OMB directives, and risk/vulnerability assessments of data centers and operating facilities.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

CONSULTANT LEVEL 20 INTENTIONALL LEFT BLANK

CONSULTANT 19 SUBJECT MATTER EXPERT (SME)

Minimum Experience and Education

Minimum Experience PhD &2 or MA/MS & 4 or BA/BS & 7
and Education:

Complexity: The position functions on Level 2 Multi-disciplinary programs and provides Expert support and interaction. They are the Client point of contact and provide oversight of PMs / senior staff. They have Direct responsibility for lower level management and staff target objectives accomplishment. Often Supports Executive PMs in oversight of: Cost Mgt., Work Standards, Schedule Mgt., Supervision, Policy Mgt, Cross Functional Teams.

Functional Duties General:

The following discriminators generally reflect the seniority and skill level for consultant level:

- Job Knowledge – Has an exceptional-level of knowledge of the types of duties required. Very limited job specific guidance is required for Level 2 Multi-disciplinary Complex Programs and Projects.
- Application and Productivity – Provides oversight to development, completion and control of

repeatable processes in accordance with a routine schedule.

- Planning and Organization Skills – Senior-Level planning and organizing skill for Level 2 Multi-disciplinary complex programs / projects . Ability to Work Independently is Senior-Level on Multi-disciplinary Complex Programs and Projects. Requires infrequent supervisory guidance.
- Originality and Initiative – Provides Senior Leadership to process improvements and has strong potential and drive to expand skills and contributions to the next level.
- Dependability and Responsibility - Repeatable and new processes are typically error free. Infrequent supervision oversight of routine duties may be required.
- Cooperation – Substantial Level of Interpersonal Interaction with others in a professional capacity at the Program/Project/Task Level.

Functional Duties Detail:

- The Consultant Level 19 SME function comprises personnel qualified, by education or experience, to advise clients and/or lead customer projects including technical, operational, and analytical disciplines. The function may also provide systems engineering support to customer projects by applying advanced methods, theories, and techniques to investigate, capture and analyze IT requirements for complex IT systems and problems.
- Leads or performs work to transform system requirements and architecture to a complete design, including but not limited to systems integration, engineering change/configuration management, and test and evaluation.
- May provide liaison and direction of lower level managers, business and technical staff. Leads cross-functional business, management or technical teams; using staff effectively; employing management and engineering skills to achieve program results.
- This may include LAN/WAN requirements analysis, design, installation, and maintenance in support of voice and data communication systems; telecommunications architecture development; system integration, troubleshooting, and configuration management; facilities engineering, site surveys, and cabling; video conferencing; network administration and capacity planning; and help desk/hotline support. It also applies to both GOTS and COTS hardware, software, and database products inside and outside the cable plant as well as to repair and maintenance in field, office, and depot environments.

Experience and Education Substitution

A clause addressing substitution of years of experience, education and certifications can be found at the end of this section.

Experience and Education Substitution

Generally four years of additional relevant experience may be substituted for a bachelor’s degree.

A Masters Degree may be substituted for generally two years of experience.

A Doctoral Degree may be substituted for generally four years of experience.

Other qualifying education equivalents may include combinations of years of experience/education toward degree, associates degree or technical certification, specialized training and other qualifications. Intensity of experience in related projects at lower positions with demonstrated skills may also be deemed equivalent to years of experience. Such equivalents will be supported by the ICS staff level or the equivalent if support is provided by a consultant or subcontractor, with appropriate discounts depending on volume and skill level supplied. The ICS PM will provide resumes whenever equivalent qualifications are proposed.

Off-Site (Customer Location) and On-Site (ICS Location)

| Labor Category Title | Rate until 8-26-17 | Rate from 8-27-17 to 8-26-18 | Rate from 8-27-18 to 8-26-19 | Rate from 8-27-19 to 8-26-20 | Rate from 8-27-20 to 8-26-21 | Rate from 8-27-21 to 8-26-22 |
|--|-------------------------------|---|---|---|---|---|
| SUBJECT MATTER EXPERT (SME), Consultant Level 19 | \$150.04 | \$152.89 | \$155.80 | \$158.76 | \$161.77 | \$164.85 |
| FUNCTIONAL SPECIALIST / ANALYST, Consultant Level 21 | \$161.95 | \$165.03 | \$168.16 | \$171.36 | \$174.61 | \$177.93 |
| FUNCTIONAL SPECIALIST / SME, Consultant Level 22 | \$175.55 | \$178.89 | \$182.28 | \$185.75 | \$189.28 | \$192.87 |
| PRINCIPAL ENGINEER / ANALYST, Consultant Level 23 | \$198.03 | \$201.79 | \$205.63 | \$209.53 | \$213.51 | \$217.57 |
| SR PRINCIPAL ENGINEER / ANALYST, Consultant Level 24 | \$226.83 | \$231.14 | \$235.53 | \$240.01 | \$244.57 | \$249.21 |
| LEAD ENGINEER / ANALYST, Consultant Level 25 | \$249.09 | \$253.82 | \$258.65 | \$263.56 | \$268.57 | \$273.67 |
| SR LEAD ERP / BPR / BUSINESS SPECIALIST, Consultant Level 26 | \$263.21 | \$268.21 | \$273.31 | \$278.50 | \$283.79 | \$289.18 |

USA COMMITMENT TO PROMOTE
SMALL BUSINESS PARTICIPATION
PROCUREMENT PROGRAMS

PREAMBLE

InternetworkConsultingServices,LLC provides commercial products and services to ordering activities. We are committed to promoting participation of small, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

COMMITMENT

To actively seek and partner with small businesses.

To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.

To develop and promote company policy initiatives that demonstrate our support for awarding contracts and subcontracts to small business concerns.

To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small business to supply products and services to our company.

To insure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged, and women-owned small businesses.

To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., to identify and increase small businesses with whom to partner.

To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.

We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in ordering activity contracts.

To accelerate potential opportunities please contact

Bob Stanley

800- 594-9656

bstanley@icsnets.com

703-738-7260 fax

BEST VALUE
BLANKET PURCHASE AGREEMENT
FEDERAL SUPPLY SCHEDULE

(Insert Customer Name)

In the spirit of the Federal Acquisition Streamlining Act (orderingactivity) and InternetworkConsultingServices, LLC enter into a cooperative agreement to further reduce the administrative costs of acquiring commercial items from the General Services Administration (GSA) Federal Supply Schedule Contract(s)_____.

Federal Supply Schedule contract BPAs eliminate contracting and open market costs such as: search for sources; the development of technical documents, solicitations and the evaluation of offers. Teaming Arrangements are permitted with Federal Supply Schedule Contractors in accordance with Federal Acquisition Regulation (FAR) 9.6.

This BPA will further decrease costs, reduce paperwork, and save time by eliminating the need for repetitive, individual purchases from the schedule contract. The end result is to create a purchasing mechanism for the ordering activity that works better and costs less.

Signatures

Ordering Activity

Date

Contractor

Date

BPA NUMBER _____

(CUSTOMER NAME)
BLANKET PURCHASE AGREEMENT

Pursuant to GSA Federal Supply Schedule Contract Number(s) _____, Blanket Purchase Agreements, the Contractor agrees to the following terms of a Blanket Purchase Agreement (BPA) EXCLUSIVELY WITH (ordering activity):

(1) The following contract items can be ordered under this BPA. All orders placed against this BPA are subject to the terms and conditions of the contract, except as noted below:

| MODEL NUMBER/PART NUMBER | *SPECIAL BPA DISCOUNT/PRICE |
|--------------------------|-----------------------------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

(2) Delivery:

| DESTINATION | DELIVERY SCHEDULES / DATES |
|-------------|----------------------------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

(3) The ordering activity estimates, but does not guarantee, that the volume of purchases through this agreement will be ___.

(4) This BPA does not obligate any funds.

(5) This BPA expires on _____ or at the end of the contract period, whichever is earlier.

(6) The following office(s) is hereby authorized to place orders under this BPA:

| OFFICE | POINT OF CONTACT |
|--------|------------------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

(7) Orders will be placed against this BPA via Electronic Data Interchange (EDI), FAX, or paper.

(8) Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales slips that must contain the following information as a minimum:

- (a) Name of Contractor;
- (b) Contract Number;
- (c) BPA Number;
- (d) Model Number or National Stock Number (NSN);

- (e) Purchase Order Number;
- (f) Date of Purchase;
- (g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); and
- (h) Date of Shipment.

(9) The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.

(10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and the Contractor's invoice, the provisions of this BPA will take precedence.

BASIC GUIDELINES FOR USING
“CONTRACTOR TEAM ARRANGEMENTS”

Federal Supply Schedule Contractors may use “Contractor Team Arrangements” (see FAR 9.6) to provide solutions when responding to a ordering activity requirements.

These Team Arrangements can be included under a Blanket Purchase Agreement (BPA). BPAs are permitted under all Federal Supply Schedule contracts.

Orders under a Team Arrangement are subject to terms and conditions or the Federal Supply Schedule Contract.

Participation in a Team Arrangement is limited to Federal Supply Schedule Contractors.

Customers should refer to FAR 9.6 for specific details on Team Arrangements.

Here is a general outline on how it works:

- The customer identifies their requirements.
- Federal Supply Schedule Contractors may individually meet the customers needs, or -
- Federal Supply Schedule Contractors may individually submit a Schedules “Team Solution” to meet the customer’s requirement.
- Customers make a best value selection.