



GENERAL SERVICES ADMINISTRATION

Federal Supply Service

Authorized Federal Supply Schedule Price List

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

Multiple Award Schedule (MAS)

Contract Number: GS-35F-0591Y

Period Covered by Contract: August 27, 2012 to August 26, 2027

Internetwork Consulting Services, LLC

**741 Race Street, Suite A
Cambridge, MD, 21613-2335**

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

<http://icsnets.com>

Contract administration source: Bob Stanley, bstanley@icsnets.com

Business size: Small business and SBA Certified HUBZone Firm

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

Price list current through Mod PA-0028, effective June 21, 2021

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

Prices Shown Herein are Net (discount deducted)

CUSTOMER INFORMATION:

1. Awarded SINs

Special Item Number: 54151S - Information Technology Professional Services.

Special Item Number: OLM - Order-Level Materials are supplies and/or services acquired in direct support of individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level.

OLMs are Purchased under the authority of the FSS Program, Unknown until an order is placed, Only authorized for use in direct support of another awarded SIN, Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN), OLMs are not open-market items, OLMs are not awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level).

The Order-Level Materials SIN is only authorized for use in direct support of another awarded SIN, Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA, Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).

1a. Identification of the lowest priced labor category description and GSA Rate awarded under the contract is:

Labor Category	Description	GSA
SIN 54151S	CONSULTANT LEVEL 9 PROJECT ANALYST	\$42.46
SIN OLM	Determined at the Order Level.	N/A

1b. Labor Category Descriptions of all corresponding commercial job titles, experience, functional responsibility and education are outlined within this pricelist.

2. **Maximum Order: \$500,000 for 54151S and \$250,000 OLM.** The cumulative value of OLMs in an individual task or delivery order cannot exceed 33.33% of the total value of the order.

3. **Minimum Order:** \$100.00.

4. **Geographic Scope of Coverage:** 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.

The geographic scope of this contract is Domestic Delivery.

5. **Point of production:** Cambridge, MD -Dorchester County.

6. **Discount from list prices or statement of net price:** The prices displayed are net prices.

7. **Quantity Discounts:** None Offered.

8. **Prompt Payment Discount:** .05% Net 15 or Net 30 days from receipt of invoice or date of acceptance, whichever is later.

9. **Foreign items:** Not applicable.

10a. **Time of Delivery:** As mutually agreed with the ordering activity.

10b. Normal Delivery and Expedited Delivery - As negotiated with the Ordering Activity.

10c. Overnight and 2-day delivery: Not Offered under this contract.

10d. 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.

11. FOB Point: Destination

12. Ordering Address:

Internetwork Consulting Services, LLC
741 Race Street, Suite A
Cambridge, MD, 21613-2335

13. Payment Address:

Internetwork Consulting Services, LLC
741 Race Street, Suite A
Cambridge, MD, 21613-2335

14. Warranty/Guarantee Provision: All services will be performed in a satisfactory workmanlike manner.

15. Export Packing Charges: Not applicable.

16. Terms and conditions of rental, maintenance, and repair: Not applicable.

17. Terms and conditions of installation: Not Applicable.

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:

Not Applicable.

18b. Terms and conditions for any other services: Not applicable.

19. List of service and distribution points: Not Applicable.

20. List of participating dealers: Not Applicable.

21. Preventive maintenance: Not Applicable.

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and or reduced pollutants): Not Applicable.

22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found:

The EIT standards can be found at:

<http://www.section508.gov>

23. Unique Entity Identifier: MQVVM3WL61Y9

24. Notification regarding registration in System for Award Management (SAM) database: Yes.

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 operationa 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)

SIN	Labor Category	GSA Prices from 8-27-22 to 8-26-23	GSA Prices from 8-27-23 to 8-26-24	GSA Prices from 8-27-24 to 8-26-25	GSA Prices from 8-27-25 to 8-26-26	GSA Prices from 8-27-26 to 8-26-27
54151S	Desktop Virtualization Engineer	\$96.02	\$99.96	\$104.06	\$108.33	\$112.77
54151S	Senior Data Infrastructure Technician	\$74.55	\$77.61	\$80.79	\$84.10	\$87.55
54151S	Security Tools Analyst	\$71.81	\$74.75	\$77.81	\$81.00	\$84.32
54151S	Senior Security Tools Analyst	\$107.83	\$112.25	\$116.85	\$121.64	\$126.63
54151S	UNIX Systems Administrator	\$85.41	\$88.91	\$92.56	\$96.35	\$100.30
54151S	Senior Systems Engineer	\$83.70	\$87.13	\$90.70	\$94.42	\$98.29
54151S	Senior Network Architect	\$119.98	\$124.90	\$130.02	\$135.35	\$140.90
54151S	Senior Security Analyst	\$96.02	\$99.96	\$104.06	\$108.33	\$112.77

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

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

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

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

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)

CONSULTANT FUNCTIONS (Levels 26 through 19):

SIN	Labor Category	GSA Prices from 8-27-22 to 8-26-23	GSA Prices from 8-27-23 to 8-26-24	GSA Prices from 8-27-24 to 8-26-25	GSA Prices from 8-27-25 to 8-26-26	GSA Prices from 8-27-26 to 8-26-27
54151S	CONSULTANT LEVEL 9 PROJECT ANALYST	\$42.46	\$44.20	\$46.01	\$47.90	\$49.86
54151S	CONSULTANT LEVEL 10 APPLICATIONS DEVELOPER / PROGRAMMER	\$57.22	\$59.56	\$62.00	\$64.54	\$67.19
54151S	CONSULTANT LEVEL 11 ENGINEER	\$60.68	\$63.17	\$65.76	\$68.46	\$71.27
54151S	CONSULTANT LEVEL 12 ANALYST	\$75.87	\$78.98	\$82.22	\$85.59	\$89.10
54151S	CONSULTANT LEVEL 13 ENGINEER	\$91.04	\$94.77	\$98.66	\$102.71	\$106.92
54151S	CONSULTANT LEVEL 14 ENGINEER / ANALYST	\$102.74	\$106.95	\$111.33	\$115.89	\$120.64
54151S	CONSULTANT LEVEL 15 SUBJECT MATTER EXPERT (SME)	\$105.44	\$109.76	\$114.26	\$118.94	\$123.82
54151S	CONSULTANT LEVEL 16 ENGINEER / ANALYST	\$119.53	\$124.43	\$129.53	\$134.84	\$140.37
54151S	CONSULTANT LEVEL 17 SUBJECT MATTER EXPERT (SME)	\$125.18	\$130.31	\$135.65	\$141.21	\$147.00
54151S	CONSULTANT LEVEL 18 SUBJECT MATTER EXPERT (SME)	\$132.76	\$138.20	\$143.87	\$149.77	\$155.91

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

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 teleconferencing; 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)

SIN	Labor Category	GSA Prices from 8-27-22 to 8-26-23	GSA Prices from 8-27-23 to 8-26-24	GSA Prices from 8-27-24 to 8-26-25	GSA Prices from 8-27-25 to 8-26-26	GSA Prices from 8-27-26 to 8-26-27
54151S	SUBJECT MATTER EXPERT (SME), Consultant Level 19	\$150.04	\$156.19	\$162.59	\$169.26	\$176.20
54151S	FUNCTIONAL SPECIALIST / ANALYST, Consultant Level 21	\$163.18	\$169.87	\$176.83	\$184.08	\$191.63
54151S	FUNCTIONAL SPECIALIST / SME, Consultant Level 22	\$175.55	\$182.75	\$190.24	\$198.04	\$206.16
54151S	PRINCIPAL ENGINEER / ANALYST, Consultant Level 23	\$198.03	\$206.15	\$214.60	\$223.40	\$232.56
54151S	SR PRINCIPAL ENGINEER / ANALYST, Consultant Level 24	\$226.83	\$236.13	\$245.81	\$255.89	\$266.38
54151S	LEAD ENGINEER / ANALYST, Consultant Level 25	\$249.09	\$259.30	\$269.93	\$281.00	\$292.52
54151S	SR LEAD ERP / BPR / BUSINESS SPECIALIST, Consultant Level 26	\$263.21	\$274.00	\$285.23	\$296.92	\$309.09