

**GSA MAS Price List**

**GENERAL SERVICES ADMINISTRATION**

Federal Acquisition Service

Authorized Federal Supply Schedule (FSS) Price List

Access up-to-date contract information, pricing, terms, and the ability to create electronic delivery orders online via **GSA Advantage!**<sup>®</sup>, a user-friendly database system. Visit **GSA Advantage!**<sup>®</sup> at: [GSAAvantage.gov](https://GSAAvantage.gov).

**Multiple Award Schedule (MAS)**

**FSC Group:** Information Technology

**Contract Number:**

**Contract Period:** October 30, 2024 – October 30, 2034

**Segura Mgmt Services (SGMT)**

1307 Tool Drive

New Iberia, LA 70560

**FSC Class:** D399

**Company Website:** [www.seguramgmt.com](http://www.seguramgmt.com)

**SGMT GSA Program Management Office:**

**Program Manager:** Brennen Segura  
**Phone:** (337) 658-0254  
**Email:** brennen@seguramgmt.com

**Contract Manager:** Brennen Segura  
**Phone:** (337) 658-0254  
**Email:** brennen@seguramgmt.com

**Business Size:** Small

For more details on ordering, visit the GSA website at: [www.gsa.gov/schedules](http://www.gsa.gov/schedules).

**Price List Current as of:** Modification PO-00158 effective 9/26/2024

**Prices Shown Herein are Net**

## GSA MAS Price List

### CUSTOMER INFORMATION

#### 1a. Table of Awarded Special Item Numbers (SINs):

- **SIN 54151S** – Information Technology Professional Services
- **SIN OLM** – Order-Level Materials (OLMs)

#### 1b. Lowest Priced Model Number and Price for Each SIN:

Refer to the SIN-specific pricing tables below.

- **SIN 54151S:** See Price List Below
- **OLM:** Prices are determined at the delivery/task order level.

#### 1c. Hourly Rates:

- **SIN 54151S:** Refer to the descriptions, job titles, responsibilities, and experience/education in the section below.
- **OLM:** Prices are determined at the delivery/task order level.

#### 2. Maximum Order:

- **SIN 54151S:** \$500,000
- **SIN OLM:** \$250,000

(The Maximum Order Threshold is not a ceiling on order size.)

#### 3. Minimum Order: \$100

#### 4. Geographic Coverage (Delivery Area): Domestic Only

#### 5. Point(s) of Production:

SGMT Headquarters: 1307 Tool Drive, New Iberia, LA 70560

#### 6. Discount from List Prices:

Government Net Prices (IFF included).

#### 7. Quantity Discounts:

Discounts may be negotiated at the delivery/task order level.

#### 8. Prompt Payment Terms:

None. Net 30 days.

(Information for ordering offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.)

#### 9. Foreign Items: Not Applicable

#### 10a. Time of Delivery:

Specified in individual delivery/task orders.

**10b. Expedited Delivery:**

Items available for expedited delivery are specified in negotiated task orders.

**10c. Overnight and 2-Day Delivery:**

Specified in negotiated delivery/task orders.

**10d. Urgent Requirements:**

Contact Contractor for urgent delivery requirements. Time of delivery will be specified in the task order.

**11. F.O.B. Point:** Destination

**12a. Ordering Address:**

Segura Mgmt Services (SGMT)  
1307 Tool Drive  
New Iberia, LA 70560  
Attention: Brennen Segura  
Phone: (337) 658-0254  
Email: brennen@seguramgmt.com

**12b. Ordering Procedures:**

For supplies and services not requiring a statement of work: Follow procedures in **FAR 8.405-1**.

For services requiring a statement of work: Follow procedures in **FAR 8.405-2**.

For Blanket Purchase Agreements (BPAs): Follow procedures in **FAR 8.405-3**.

**13. Payment Address:**

Segura Mgmt Services (SGMT)  
1307 Tool Drive  
New Iberia, LA 70560

**14. Warranty Provisions:**

Warranties are subject to negotiation between the ordering agency and SGMT at the time of task order.

**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:** Not Applicable

**18b. Terms and Conditions for 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 (e.g., environmental attributes):** Not Applicable

**22b. Section 508 Compliance:**

Not Applicable

**23. Unique Entity Identifier (UEI) Number:** DFXYGJ1R1795

**24. System for Award Management (SAM) Registration:**

Contractor is registered and active in SAM.

**GSA MAS Price List**

**SIN 54151S – Information Technology Professional Services**

**Description:**

IT Professional Services cover labor categories related to:

- Database planning and design
- Systems analysis, integration, and design
- Programming, conversion, and implementation support
- Network services
- Data/records management
- Testing

**Cooperative Purchasing:** Yes

**Set Aside:** No

**FSC/PSC Code:** DA01

**Maximum Order:** \$500,000

**NAICS Codes:**

- **541511:** Custom Computer Programming Services
- **541512:** Computer Systems Design Services
- **541715:** RESEARCH AND DEVELOPMENT IN THE PHYSICAL, ENGINEERING, AND LIFE SCIENCES (EXCEPT NANOTECHNOLOGY AND BIOTECHNOLOGY)

**Business Size Standards:**

- \$34 million (541511, 541512, 541715)

**Instructions for SIN 54151S IT Professional Services:**

1. All services are billed in arrears, following the guidelines in 31 U.S.C. 3324.
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## **SIN OLM – Order-Level Materials (OLMs)**

### **Description:**

Order-Level Materials (OLMs) are supplies and services acquired directly in support of an individual task or delivery order under a Federal Supply Schedule (FSS) program contract or BPA. OLMs are not priced at the FSS contract level but are determined during the order phase.

The Ordering Contracting Officer (OCO) is responsible for determining the price of all OLMs in accordance with **FAR 15.404** techniques for commercial price determinations.

### **OLM SIN-Level Requirements/Ordering Instructions:**

- OLMs are purchased under the authority of the FSS Program as a special ordering procedure.
- OLMs are identified and acquired at the order/BPA level, either during placement or throughout performance.
- OLMs must be defined and priced at the ordering activity level as per **GSAR clause 552.238-115**.
- OLMs are authorized only in direct support of another awarded SIN.
- OLM inclusion is limited to Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Numbers (CLINs).
- OLMs are subject to a Not To Exceed (NTE) ceiling price, limited to 33.33% of the total order/BPA value.

**Cooperative Purchasing:** Yes

**Set Aside:** No

**FSC/PSC Code:** 0000

**Maximum Order:** \$250,000

**NAICS Code for OLM:** Generic NAICS Code for Special SINs.

### **Eligible Subcategories for OLM SIN Usage:**

1. Apparel
2. Audio Visual Products
3. Audio Visual Services
4. Awards
5. Background Investigations
6. Business Administrative Services
7. Compensation and Benefits
8. Document Services

9. Electronic Commerce
10. Environmental Services
11. Facilities Maintenance and Repair
12. Facilities Services
13. Facilities Solutions
14. Financial Services
15. Fire/Rescue/Safety/Environmental Protection Equipment
16. Fitness Solutions
17. Flags
18. Flooring
19. Fuel Management
20. Furniture Services
21. Healthcare Furniture
22. Household, Dormitory & Quarters Furniture
23. Human Resources
24. Identity Protection Services
25. Industrial Products
26. Industrial Products and Services Maintenance and Repair
27. IT Hardware
28. IT Services
29. IT Software
30. IT Solutions
31. IT Training
32. Language Services
33. Legal Services
34. Logistical Services
- 35) Machinery and Components
- 36) Mail Management
- 37) Marine and Harbor

- 38) Marketing and Public Relations
- 39) Medical Equipment
- 40) Miscellaneous Furniture
- 41) Musical Instruments
- 42) Office Furniture
- 43) Office Management Maintenance and Repair
- 44) Office Services
- 45) Packaged Furniture.
- 46) Printing and Photographic Equipment
- 47) Protective Equipment
- 48) Records Management
- 49) Search and Navigation
- 50) Security Animals and Related Services
- 51) Security Services
- 52) Security Systems
- 53) Signs
- 54) Social Services
- 55) Structures
- 56) Technical and Engineering Services (non- IT)
- 57) Telecommunications
- 58) Testing Equipment
- 59) Training

NOTE: More information related to the Order Level Materials SIN is available at [gsa.gov/mascategoryrequirements](https://gsa.gov/mascategoryrequirements)

SIN Level Regulations: Regulation Number 552.238-115 SCP-FSS-007 Regulation Title/Comments  
SPECIAL ORDERING PROCEDURES FOR THE ACQUISITION OF ORDER-LEVEL MATERIALS (APRIL 2024)

SPECIAL PROPOSAL INSTRUCTIONS FOR ORDER-LEVEL MATERIALS SPECIAL ITEM NUMBER (DEC 2024)

**Pricing for SIN 54151S Labor Categories (Yearly increases included):**

<b>Labor Category</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	<b>2030</b>
Administrative Assistant I**	\$56.00	\$57.12	\$58.26	\$59.43	\$60.62	\$61.84	\$63.08
Administrative Assistant II**	\$71.57	\$73.00	\$74.46	\$75.95	\$77.47	\$79.02	\$80.60
Business Administrator I	\$80.80	\$82.42	\$84.07	\$85.75	\$87.47	\$89.22	\$91.01
Business Administrator II	\$90.68	\$92.49	\$94.34	\$96.23	\$98.15	\$100.12	\$102.12
Business Administrator III	\$100.53	\$102.54	\$104.59	\$106.68	\$108.81	\$110.99	\$113.21
Business Consultant I	\$90.68	\$92.49	\$94.34	\$96.23	\$98.15	\$100.12	\$102.12
Business Consultant II	\$112.95	\$115.21	\$117.51	\$119.86	\$122.26	\$124.71	\$127.20
Business Consultant III	\$125.38	\$127.89	\$130.45	\$133.06	\$135.72	\$138.43	\$141.20
Business Consultant IV	\$142.07	\$144.91	\$147.81	\$150.77	\$153.79	\$156.86	\$160.00
Business Consultant V	\$175.92	\$179.44	\$183.03	\$186.69	\$190.42	\$194.23	\$198.11
Business Process Engineer I	\$100.53	\$102.54	\$104.59	\$106.68	\$108.81	\$110.99	\$113.21
Business Process Engineer II	\$125.38	\$127.89	\$130.45	\$133.06	\$135.72	\$138.43	\$141.20
Business Process Engineer III	\$158.72	\$161.89	\$165.13	\$168.43	\$171.80	\$175.23	\$178.73
Business Process Engineer IV	\$175.92	\$179.44	\$183.03	\$186.69	\$190.42	\$194.23	\$198.11
Computer Operations I**	\$46.06	\$46.98	\$47.92	\$48.88	\$49.86	\$50.86	\$51.87
Computer Operations II**	\$51.55	\$52.58	\$53.63	\$54.70	\$55.79	\$56.90	\$58.04
Computer Operations III**	\$57.43	\$58.58	\$59.75	\$60.95	\$62.17	\$63.41	\$64.68
Computer Programmer I**	\$98.56	\$99.89	\$101.21	\$103.89	\$105.96	\$107.85	\$109.84
Computer Programmer II**	\$110.73	\$112.85	\$115.75	\$117.95	\$119.25	\$121.45	\$123.65
Computer Programmer III**	\$120.85	\$122.52	\$124.35	\$126.86	\$128.75	\$130.85	\$132.56
Computer Programmer IV**	\$141.89	\$143.65	\$145.85	\$147.35	\$149.74	\$176.95	\$179.45

(Additional labor categories continue similarly with adjusted price increases.)



## Government Site Labor Category Pricing

(Prices include IFF)

Labor Category	Year 6 (2030-2031)	Year 7 (2031-2032)	Year 8 (2032-2033)	Year 9 (2033-2034)	Year 10 (2035-2036)
Administrative Assistant I**	\$47.78	\$48.74	\$49.71	\$50.70	\$51.71
Administrative Assistant II**	\$61.06	\$62.28	\$63.53	\$64.80	\$66.10
Business Administrator I	\$68.92	\$70.30	\$71.71	\$73.14	\$74.60
Business Administrator II	\$77.36	\$78.91	\$80.49	\$82.10	\$83.74
Business Administrator III	\$85.77	\$87.49	\$89.24	\$91.02	\$92.84
Business Consultant I	\$77.36	\$78.91	\$80.49	\$82.10	\$83.74
Business Consultant II	\$96.36	\$98.29	\$100.26	\$102.27	\$104.32
Business Consultant III	\$106.95	\$109.09	\$111.27	\$113.50	\$115.77
Business Consultant IV	\$121.19	\$123.61	\$126.08	\$128.60	\$131.17
Business Consultant V	\$150.07	\$153.07	\$156.13	\$159.25	\$162.44
Business Process Engineer I	\$85.77	\$87.49	\$89.24	\$91.02	\$92.84
Business Process Engineer II	\$106.95	\$109.09	\$111.27	\$113.50	\$115.77
Business Process Engineer III	\$135.40	\$138.11	\$140.87	\$143.69	\$146.56
Business Process Engineer IV	\$150.07	\$153.07	\$156.13	\$159.25	\$162.44
Computer Operations I**	\$39.29	\$40.08	\$40.88	\$41.70	\$42.53
Computer Operations II**	\$43.98	\$44.86	\$45.76	\$46.68	\$47.61
Computer Operations III**	\$49.00	\$49.98	\$50.98	\$52.00	\$53.04

<b>Labor Category</b>	<b>Year 6 (2030-2031)</b>	<b>Year 7 (2031-2032)</b>	<b>Year 8 (2032-2033)</b>	<b>Year 9 (2033-2034)</b>	<b>Year 10 (2035-2036)</b>
Configuration/Data Management I	\$77.85	\$79.41	\$81.00	\$82.62	\$84.27
Configuration/Data Management II	\$104.78	\$106.88	\$109.02	\$111.20	\$113.42
Configuration/Data Management III	\$131.78	\$134.42	\$137.11	\$139.85	\$142.65
COTS Technology Consultant I	\$106.95	\$109.09	\$111.27	\$113.50	\$115.77
COTS Technology Consultant II	\$135.40	\$138.11	\$140.87	\$143.69	\$146.56
COTS Technology Consultant III	\$164.70	\$167.99	\$171.35	\$174.78	\$178.28
COTS Technology Consultant IV	\$213.23	\$217.49	\$221.84	\$226.28	\$230.81
Database Administrator I	\$85.77	\$87.49	\$89.24	\$91.02	\$92.84
Database Administrator II	\$106.95	\$109.09	\$111.27	\$113.50	\$115.77
Database Administrator III	\$135.40	\$138.11	\$140.87	\$143.69	\$146.56
Database Administrator IV	\$150.07	\$153.07	\$156.13	\$159.25	\$162.44
Database Analyst/Programmer I	\$68.92	\$70.30	\$71.71	\$73.14	\$74.60
Database Analyst/Programmer II	\$85.77	\$87.49	\$89.24	\$91.02	\$92.84
Database Analyst/Programmer III	\$106.95	\$109.09	\$111.27	\$113.50	\$115.77
Database Analyst/Programmer IV	\$135.40	\$138.11	\$140.87	\$143.69	\$146.56
Documentation Specialist	\$75.96	\$77.48	\$79.03	\$80.61	\$82.22

<b>Labor Category</b>	<b>Year 6 (2030-2031)</b>	<b>Year 7 (2031-2032)</b>	<b>Year 8 (2032-2033)</b>	<b>Year 9 (2033-2034)</b>	<b>Year 10 (2035-2036)</b>
Emerging Technology Specialist I	\$143.79	\$146.67	\$149.60	\$152.59	\$155.64
Emerging Technology Specialist II	\$173.66	\$177.13	\$180.67	\$184.28	\$187.97
Emerging Technology Specialist III	\$189.00	\$192.78	\$196.64	\$200.57	\$204.58
Emerging Technology Specialist IV	\$204.33	\$208.42	\$212.59	\$216.84	\$221.18

(Additional labor categories continue with price increases over the years.)

### LABOR CATEGORIES AND QUALIFICATIONS FOR SIN 54151S

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
1	Executive Program Manager	15 years of IT experience with extensive consulting expertise.	Leads delivery of services and solutions, establishes strategic direction, and interfaces with senior executives (CXO level). Responsible for translating long-range business plans into service strategies.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	Master's Degree: 13 years of IT experience Ph.D.: 11 years of IT experience No degree required with 20 years of experience.
2	Program Manager II	12 years of IT experience, including 5 years as a Program Manager.	Manages large programs (>\$50M), directs contract support activities, interfaces with the government, and is responsible for overall contract performance.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	Master's Degree: 10 years of IT experience Ph.D.: 8 years of IT experience No degree required with 16 years of experience.
3	Program Manager I	10 years of IT experience, with increasing responsibility in managing mid-size (\$30M-\$50M) and small programs.	Directs contract support, interfaces with COTR and government management, and oversees contract performance.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	Master's Degree: 8 years of IT experience Ph.D.: 6 years of IT experience No degree required with 14 years of experience.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
4	Project Manager II	8 years of IT experience, including 5 years as a Project Manager.	Directs technical projects, assists Program Managers, and ensures timely task order implementation.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	Master's Degree: 6 years of IT experience
5	Project Manager I	6 years of experience, with increasing responsibility in information systems design and management.	Plans and directs technical projects, assists Program Managers, and ensures task orders are implemented on time.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	Master's Degree: 4 years of IT experience Ph.D.: 2 years of IT experience No degree required with 10 years of experience.
6	Administrative Assistant II	2 years of experience.	Provides direct secretarial support, prepares materials for meetings, and composes correspondence.	High School diploma.	
7	Administrative Assistant I	0 years of experience.	Provides direct secretarial support, prepares materials, and assists with administrative duties.	High School diploma.	
8	Business Administrator III	7 years of experience.	Solves administrative problems and may supervise other Business Administrators.	Bachelor's degree.	Master's Degree: 5 years of experience Ph.D.: 3 years of experience No degree required with 11 years of experience.
9	Business Administrator II	3 years of experience.	Solves administrative problems and may supervise less experienced administrators.	Bachelor's degree.	Master's Degree: 1 year of experience No degree required with 7 years of experience.
10	Business Administrator I	0 years of experience.	Assists in administrative assignments under the guidance of senior staff.	Bachelor's degree.	No degree required with 4 years of specialized experience.
11	Business Consultant V	10 years of experience.	Provides strategic guidance, evaluates business models, and supervises other Business Consultants.	Bachelor's degree.	Master's Degree: 8 years of experience Ph.D.: 6 years of experience No degree required 14 years of experience.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
12	Business Consultant IV	7 years of experience.	Provides strategic guidance and recommends domain-specific solutions.	Bachelor's degree.	Master's Degree: 5 years of experience Ph.D.: 3 years of experience No degree required with 11 years of experience.
13	Business Consultant III	4 years of experience.	Provides program-level guidance and domain-specific solutions.	Bachelor's degree.	Master's Degree: 2 years of experience No degree required with 8 years of experience.
14	Business Consultant II	2 years of experience in a specialized domain, with broad knowledge of related domains.	Provides strategic guidance, evaluates business models, including cost-benefit analysis, and assists with large-scale information system solutions and business integration across organizational levels.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	No degree required with at least 6 years of specialized experience.
15	Business Consultant I	0 years of experience required.	Provides guidance for large-scale information system solutions and assists with business integration across organizational levels. Evaluates various business models, including return on investment (ROI) and cost-benefit analysis.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	
16	Business Process Engineer IV	7 years of specialized experience in business process engineering and adapting functional business requirements to technical solutions.	Confers with client executives to define business IT goals and applies reengineering methodologies. Responsible for project team facilitation and ensuring enterprise-wide integration of reengineering efforts.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	Master's Degree: 5 years of specialized experience Ph.D.: 3 years of IT experience No degree required with at least 11 years of specialized experience.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
17	Business Process Engineer III	5 years of specialized experience in business process engineering and adapting business requirements to technical solutions.	Works with senior management to develop IT strategies, applying reengineering methodologies. Facilitates group sessions and coordinates multiple teams to ensure process integration across projects.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	Master's Degree: 3 years of specialized experience Ph.D.: 1 year of IT experience No degree required with at least 9 years of specialized experience.
18	Business Process Engineer II	3 years of specialized experience adapting functional business requirements and processes to technical solutions.	Confers with client management to align IT strategies with business goals. Applies process improvement methodologies to modernization projects. Assists senior engineers in coordinating multiple teams for enterprise-wide process integration.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	Master's Degree: 1 year of IT experience No degree required with at least 7 years of specialized experience.
19	Business Process Engineer I	1 year of specialized experience in adapting business requirements to technical solutions.	Participates in process improvement projects and reengineering methodologies. Supports senior engineers by facilitating group sessions and coordinating project teams.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	No degree required with at least 5 years of specialized experience.
20	COTS Technology Consultant IV	8 years of experience in selecting and implementing COTS (Commercial-Off-The-Shelf) products, including ERP, SCM, and CRM.	Provides technical expertise and guidance on COTS solutions. Leads complex COTS implementations and customization to meet business needs.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	Master's Degree: 6 years of experience Ph.D.: 4 years of experience No degree required with at least 12 years of specialized experience.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
21	COTS Technology Consultant III	5 years of experience with COTS products, including ERP, SCM, and CRM.	Provides technical guidance for COTS product selection and implementation. Supervises other COTS consultants and ensures product customization meets business requirements.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	Master's Degree: 3 years of experience Ph.D.: 1 year of experience No degree required with at least 9 years of specialized experience.
22	COTS Technology Consultant II	3 years of experience with COTS product selection and implementation.	Provides technical consultation on COTS products and ensures their effective implementation.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	Master's Degree: 1 year of experience No degree required with at least 7 years of specialized experience.
23	COTS Technology Consultant I	1 year of experience in selecting and implementing COTS products, including ERP, SCM, and CRM.	Participates in the implementation and configuration of COTS products under the supervision of senior consultants.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	No degree required with at least 5 years of specialized experience.
24	Database Administrator IV	8 years of experience in database administration and operations.	Performs database management, problem resolution, backups, and recoveries. Provides user support and supervises database staff.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	Master's Degree: 6 years of specialized experience in database administration No degree required with 13 years of general experience, including 9 years of specialized experience.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
25	Database Administrator III	5 years of experience in database administration and operations.	Ensures efficient database operations across multi-computer sites, handling tasks like database backups, recoveries, and troubleshooting. Coordinates with other teams, including analysts and programmers, for resource availability and problem resolution. Assists less experienced administrators.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related fields.	Master's Degree: 3 years of specialized experience in database administration. No degree required with 10 years of general experience, including 7 years of specialized experience.
26	Database Administrator II	2 years of experience in database administration and operations.	Performs database management tasks, including backups and recoveries, and provides support for users. Coordinates systems resource availability with database analysts, programmers, and other users.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related fields.	No degree required with 7 years of general experience, including 4 years of specialized experience.
27	Database Administrator I	0 years of experience required.	Assists in database management, including backups and recoveries. Resolves user queries and maintains databases and data dictionaries.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related fields.	No degree required with 5 years of general experience, including 2 years of specialized experience.



GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
28	Database Analyst/Programmer IV	7 years of experience in database design, system analysis, and database management systems.	Provides expertise in database management, designs and maintains databases, manages database security, and creates operational procedures. May include experience with systems like Oracle, Sybase, and Informix.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related fields.	Master's Degree: 5 years of experience. Ph.D.: 3 years of experience. No degree required with 11 years of IT experience, including 8 years of specialized experience.
29	Database Analyst/Programmer III	5 years of experience in database design and system analysis.	Designs, implements, and maintains databases, ensuring proper organization, security, and validation methods. Provides leadership to less experienced programmers.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related fields.	Master's Degree: 3 years of specialized experience. No degree required with 9 years of general experience, including 5 years of specialized experience.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
30	Database Analyst/Programmer II	2 years of experience in database design, system analysis, systems software internals, and data manipulation languages.	Designs, implements, and maintains databases, ensuring proper organization, security, and data collection methods. Prepares database specifications and manages the data dictionary. Provides guidance to less experienced database programmers/analysts.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related fields.	Master's Degree: 4 years of specialized experience. No degree required with 6 years of general IT experience and 4 years of specialized experience.
31	Database Analyst/Programmer I	0 years of experience required.	Assists in the design, implementation, and maintenance of databases, collects data elements, and prepares database specifications. Helps develop, maintain, and control the data dictionary. Works under the supervision of more experienced database analysts/programmers.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related fields.	No degree required with 4 years of general IT experience and 2 years of specialized experience.
32	Documentation Specialist	2 years of experience in preparing technical documentation and researching Government/industry standards.	Gathers, analyzes, and composes technical information related to information technology. Ensures proper technical terminology and translates technical information into readable documents for both technical and non-technical personnel.	Bachelor's degree from an accredited university or college. ?	No degree required with 4 years of specialized experience.
33	Emerging Technology Specialist IV	8 years of experience.	Expert in emerging technologies, providing guidance and solutions to complex user requirements. Plans and directs implementations, analyzes trade-offs, and offers cost-benefit projections. Provides team leadership and consulting support on complex tasks.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related fields.	Master's Degree: 6 years of experience. Ph.D.: 4 years of experience. No degree required with 12 years of specialized experience.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
34	Emerging Technology Specialist III	5 years of experience.	Advanced knowledge of emerging technologies and their applications in meeting customer requirements. Designs and analyzes technology solutions, provides guidance on implementations, and offers cost-benefit projections. May serve as a team leader, directing less experienced specialists.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related fields.	Master's Degree: 3 years of experience. Ph.D.: 1 year of experience. No degree required with 9 years of specialized experience.
35	Emerging Technology Specialist II	2 years of experience.	Assists in the analysis, design, and technical implementation of emerging technologies. Provides guidance, analyzes trade-offs, and offers cost-benefit projections.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related fields.	Master's Degree: 1 year of specialized experience. No degree required with 6 years of specialized experience.
36	Emerging Technology Specialist I	1 year of experience.	Assists with the development and implementation of emerging technologies, performing cost-benefit analysis. Works under the supervision of more experienced specialists.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related fields.	No degree required with 5 years of specialized experience.
37	Engineer/Architect V	10 years of experience.	Designs architectures for large-scale information systems, databases, and networks, considering both present and future needs. Evaluates compatibility with agency architectures and provides leadership for complex tasks.	Bachelor's degree in Computer Science, Information Systems, Engineering, or related fields.	Master's Degree: 8 years of experience. Ph.D.: 6 years of experience. No degree required with 14 years of specialized experience.
38	Engineer/Architect IV	7 years of experience.	Designs architectures for large-scale systems, databases, and networks. Evaluates compatibility with existing development efforts and acts as a team leader, guiding less experienced engineers.	Bachelor's degree in Computer Science, Information Systems, Engineering, or related fields.	Master's Degree: 5 years of experience. Ph.D.: 3 years of experience. No degree required with 11 years of specialized experience.

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39	Engineer/Architect III	4 years of experience.	Responsible for designing architectures for large-scale information systems, ensuring compatibility with development efforts. Provides guidance to junior engineers.	Bachelor's degree in Computer Science, Information Systems, Engineering, or related fields.	Master's Degree: 2 years of experience. No degree required with 8 years of specialized experience.
40	Engineer/Architect II	2 years of experience.	Designs architectures for large-scale systems, databases, and networks. Evaluates compatibility with other development efforts and agency architectures.	Bachelor's degree in Computer Science, Information Systems, Engineering, or related fields.	No degree required with 6 years of specialized experience.
41	Engineer/Architect I	0 years of experience.	Assists in the design of software, hardware, and communication solutions for information systems. Works under the guidance of more experienced engineers.	Bachelor's degree in Computer Science, Information Systems, Engineering, or related fields.	
42	Engineering/Network Technician V	10 years of experience.	Engineering (ENG): Plans and executes large, complex projects. Designs specifications for systems and resolves design problems. Conducts experiments to validate designs. Network (NET): Monitors telecommunications network performance, re-routes traffic during issues, and collaborates with network engineers for problem resolution. User (USER): Provides expert consultation on complex user/system problems, prepares recommendations, and stays updated with technological advancements.	Associate's degree in a related technical field or appropriate certification.	Two years of specialized experience may substitute for a degree.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
43	Engineering/Network Technician IV	7 years of experience.	<p>ENG: Prepares designs and resolves issues for complex systems. Conducts test setups to verify designs.</p> <p>NET: Monitors traffic and performance in the telecommunications network and collaborates with engineers for corrective actions.</p> <p>USER: Provides functional consultation, troubleshoots complex problems, and prepares proposals and reports.</p>	Associate's degree in a related technical field or appropriate certification.	Two years of specialized experience may substitute for a degree.
44	Engineering/Network Technician III	4 years of experience.	<p>ENG: Prepares designs and helps solve design problems. Conducts experiments to prove feasibility of designs.</p> <p>NET: Monitors the telecommunications network, re-routes traffic when issues arise, and works with engineers to resolve problems.</p> <p>USER: Supports users by solving complex technical issues and preparing technical reports.</p>	Associate's degree in a related technical field or appropriate certification.	Two years of specialized experience may substitute for a degree.
45	Engineering/Network Technician II	3 years of experience.	<p>ENG: Assists in solving design problems and creating test setups.</p> <p>NET: Helps ensure the performance of the telecommunications network by monitoring traffic and configurations and aiding in issue resolution.</p>	High school diploma with appropriate certification.	
46	Engineering/Network Technician I	0 years of experience.	<p>ENG: Assists in preparing designs and resolving design issues.</p> <p>NET: Helps monitor network traffic and performance, providing assistance during issues.</p>	High school diploma.	

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47	Field Service/Break-Fix Engineer V	10 years of experience.	Senior engineer responsible for leading field service operations, resolving complex issues, conducting system tests, and training teams. Provides break-fix services and supervises other engineers. Works with a range of systems including servers, PCs, and networking.	Associate's degree in a related technical field or appropriate certification (e.g., A+ or Network+).	Two years of specialized experience may substitute for a degree.
48	Field Service/Break-Fix Engineer IV	7 years of experience.	Senior engineer representing the company on field operations, resolving customer issues, conducting system tests, and training team members. Provides break-fix services for various systems.	Associate's degree in a related technical field or appropriate certification (e.g., A+ or Network+).	Two years of specialized experience may substitute for a degree.
49	Financial Analyst II	5 years of experience in financial management and resource planning.	Directs financial management activities such as budgeting and resource planning, performs evaluations of management issues, and provides recommendations for improvement. Supervises staff and prepares financial reports.	Bachelor's degree in Accounting, Finance, or Business.	Master's Degree: 3 years of experience. Ph.D.: 4 years of experience. No degree required with at least 9 years of specialized experience.
50	Financial Analyst I	2 years of experience in financial reporting and resource management.	Performs financial activities including budgeting and reporting. Evaluates existing management systems and processes, preparing recommendations and analyses.	Bachelor's degree in Accounting, Finance, or Business.	No degree required with 4 years of specialized experience.
51	Help Desk Analyst III	7 years of experience.	Provides remote technical support, diagnoses user problems, and recommends or implements solutions. Typically uses problem management and help desk systems.	High school diploma.	

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52	Help Desk Analyst II	3 years of experience.	Provides remote technical support to users, diagnosing and resolving network or desktop issues. Works with help desk systems to manage problems.	High school diploma.	
53	Help Desk Analyst I	0 years of experience.	Provides entry-level remote support for network and desktop problems, with guidance from senior staff. Uses help desk systems to manage issues.	High school diploma.	
54	Help Desk Specialist III	7 years of experience.	Provides Tier 2 remote support to users for network and desktop hardware and software problems. Answers calls from users, diagnoses problems, and recommends solutions based on established scripts. Refers unresolved issues to higher levels. May function as a Level 2 technician or Team Lead.	High School Diploma.	
55	Help Desk Specialist II	3 years of experience.	Provides Tier 2 remote support for network and desktop hardware and software issues. Diagnoses problems based on predefined scripts, referring unresolved problems as necessary. Typically serves as the first-level technician with limited or basic technical skills.	High School Diploma.	
56	Help Desk Specialist I	0 years of experience.	Provides Tier 1 remote support for network and desktop hardware/software problems under supervision. Takes user calls, diagnoses issues using scripts, and recommends solutions. Primarily functions as a customer service representative, with no advanced technical skills required.	High School Diploma.	

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57	Network Engineer III	7 years of experience in protocol analysis, communication network system design, and maintenance, including knowledge of communication protocols (e.g., TCP/IP, X.25, X.400, X.500).	Analyzes, designs, and optimizes data networks. Provides recommendations for network components, monitors traffic, and leads network transitions. May serve as a team leader for less experienced engineers.	Bachelor's degree in Mathematics, Computer Science, Information Systems, Engineering, Business, or related discipline.	11 years of specialized experience can substitute for a degree.
58	Network Engineer II	3 years of experience in protocol analysis, communication network system design, and maintenance.	Applies advanced networking concepts to analyze, design, and optimize data networks. Provides recommendations for network changes and transitions. May direct less experienced network engineers.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	7 years of specialized experience can substitute for a degree.
59	Network Engineer I	0 years of experience in protocol analysis and network design.	Assists in analyzing, designing, and optimizing data networks under the supervision of more experienced engineers. Performs basic network analysis and supports transitions of network components.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	4 years of specialized experience can substitute for a degree.
60	Network Specialist III	7 years of experience in designing, testing, installing, implementing, and maintaining computer networks.	Monitors and adjusts network parameters for optimum performance, installs and supports local area networks (LANs), configures networks, and adds/deletes users and printers. Diagnoses, troubleshoots, and repairs complex LANs and network interfaces, including remote and local bridges, routers, switches, and mainframe connectivity. Ensures LAN security and provides technical expertise for network performance and configuration. May supervise staff and conduct site surveys and network performance assessments.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	11 years of specialized experience can substitute for a degree.



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61	Network Specialist II	3 years of experience in designing, testing, installing, implementing, and maintaining computer networks.	Monitors network performance, installs and supports LANs, configures networks, and diagnoses/troubleshoots LAN issues. Performs compatibility testing of system and application software and ensures network security. May provide guidance to less experienced network specialists.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	7 years of specialized experience can substitute for a degree.
62	Network Specialist I	0 years of experience.	Assists more experienced network specialists/engineers in monitoring and adjusting network performance, installing and supporting LANs, configuring networks, and assisting with troubleshooting. Helps in the creation of system documentation and testing hardware/software compatibility.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	4 years of specialized experience can substitute for a degree.
63	Quality Assurance Configuration Analyst III	7 years of experience in quality assurance (QA) areas such as configuration management, software testing, and software quality assessment.	Develops, implements, and maintains QA/configuration management programs. Establishes standards for lifecycle documentation, development methods, testing, and maintenance. Conducts formal/informal reviews throughout the system lifecycle and evaluates software products/services for government standards compliance. May supervise and direct support staff.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	11 years of specialized experience can substitute for a degree.
64	Quality Assurance Configuration Analyst II	4 years of experience in QA areas such as configuration management, software testing, and software quality assessment.	Develops and maintains QA/configuration management programs, conducts reviews, and ensures compliance with government standards. May provide task direction and guidance to less experienced team members.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	8 years of specialized experience can substitute for a degree.

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65	Quality Assurance Configuration Analyst I	0 years of experience.	Provides technical and administrative support for software development tasks, including review of work products for correctness and adherence to standards. Coordinates with Program Manager/Quality Assurance Manager for problem resolution and user satisfaction.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	4 years of specialized experience can substitute for a degree.
66	Security Analyst IV	8 years of experience in information security technology, policy, and procedure development.	Analyzes and defines complex information security, automated information security (AIS), and computer security requirements. Designs, develops, and implements security solutions. Conducts risk analysis and security audit services, performs system assessments, and develops security policies and procedures. Specializes in areas such as digital signatures, encryption, public key management, and more. May supervise and direct staff.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	12 years of IT experience with 9 years of specialized experience can substitute for a degree.
67	Security Analyst III	5 years of experience in system engineering, design assurance, or testing of INFOSEC products.	Defines and implements security solutions, conducts risk analysis and audits, develops security architectures, and implements disaster recovery and contingency planning. Experience in areas such as encryption, public key management, and AIS risk assessment is preferred. May lead a team.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	9 years of specialized experience can substitute for a degree.
68	Security Analyst II	2 years of experience in system engineering, design assurance, or testing for INFOSEC products.	Analyzes and defines security requirements, develops security solutions, performs risk analysis, and implements security policies. May work in areas like AIS risk assessment, disaster recovery planning, and telecommunications security.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	6 years of specialized experience can substitute for a degree.

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69	Security Analyst I	0 years of experience.	Assists senior analysts in performing risk analysis, audits, and developing security solutions. May work on tasks such as disaster recovery planning, AIS security, and system audits.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	4 years of specialized experience can substitute for a degree.
70	Software/Web Developer V	10 years of experience in systems engineering, programming, or web development.	Provides technical expertise in software application development, investigates and solves complex software issues, manages project teams, and evaluates vendor capabilities. Develops and modifies software and websites based on customer needs. Designs interactive web features, database gateways, and e-commerce solutions. May supervise other developers.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	8 years of specialized experience with a Master's degree or 6 years of specialized experience with a Ph.D.
71	Software/Web Developer IV	7 years of experience in systems engineering, programming, or as a web developer.	Designs complex software programs and web applications, prepares documentation, block diagrams, and flowcharts, and performs debugging. Works with system personnel to ensure program intent, manages software changes, and evaluates vendor capabilities. Develops web strategies and implements e-commerce services. Collaborates with hardware engineers to address software incompatibilities and may supervise support staff.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	11 years of specialized experience can substitute for a degree.

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72	Software/Web Developer III	4 years of experience in systems engineering, programming, or as a web developer.	Designs and modifies software and web applications based on customer objectives, prepares test data, conducts debugging, and evaluates vendors. Proposes web strategies, builds interactive features, and implements e-commerce services. Collaborates with hardware engineers and may direct less experienced engineers.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	8 years of specialized experience can substitute for a degree.
73	Software/Web Developer II	2 years of experience in systems engineering, programming, or as a web developer.	Designs and develops software and web applications, prepares test data, performs debugging, and collaborates with hardware engineers to resolve software issues. Evaluates vendor products and develops web strategies for implementing customer objectives.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	6 years of specialized experience can substitute for a degree.
74	Software/Web Developer I	0 years of experience.	Assists in designing and developing software programs and web applications, prepares test data, performs debugging, and collaborates with more experienced developers to resolve program intent. Evaluates vendor capabilities and supports the implementation of e-commerce services.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	4 years of specialized experience can substitute for a degree.
75	Subject Matter Expert IV	8 years of experience in determining how IT affects organizational structures and supports organizational goals.	Advises executive management on reengineering business processes to align with IT goals, analyzes client needs, and assists in developing strategic plans. Expertise in new technologies and legislation, providing high-level consulting services.	Master's degree in Computer Science, Information Systems, Engineering, Business, or related field.	10 years of specialized experience with a bachelor's degree can substitute for a master's degree.

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76	Subject Matter Expert III	6 years of experience in IT strategy and business process reengineering.	Works with client management to define IT business goals, advises on reengineering processes, and assists in strategic planning. Expertise in legislation and technology changes relevant to client agencies.	Master's degree in Computer Science, Information Systems, Engineering, Business, or related field.	10 years of specialized experience with a bachelor's degree can substitute for a master's degree.
77	Subject Matter Expert II	6 years of experience in IT strategy and its impact on organizational structure.	Advises clients on IT strategies, recommends development or acquisition strategies, and assists in strategic planning.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	10 years of specialized experience can substitute for a degree.
78	Subject Matter Expert I	4 years of experience in determining how IT can support organizational goals.	Assists in defining IT business goals, analyzes client requirements, and provides development or acquisition strategy recommendations.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related field.	8 years of specialized experience can substitute for a degree.
79	System Design Engineer IV	8 years of experience in Systems Engineering, Functional Analysis, or Information Engineering.	Provides technical expertise in developing methods and solving system design issues. Coordinates with users to define problems, data availability, and report requirements. Prepares system design specifications and conducts process and data modeling using Computer Aided System Engineering (CASE) tools. Develops strategic and planning documents, defines file specifications, controls, conversion procedures, and system implementation plans. May supervise projects or software developers and provide consulting input. Evaluates vendor capabilities and recommends solutions.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	12 years of specialized experience can substitute for a degree.

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80	System Design Engineer III	years of experience in Systems Engineering, Functional Analysis, or Information Engineering.	Analyzes and evaluates user requirements, designs system objectives, and prepares system design specifications. Performs process and data modeling, applies reverse and reengineering disciplines, and defines file specifications and controls. Functions as a team leader for less experienced engineers and analysts.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	9 years of specialized experience can substitute for a degree.
81	System Design Engineer II	3 years of experience in Systems Engineering, Functional Analysis, or Information Engineering.	Assists in analyzing user requirements, preparing system design specifications, and performing process and data modeling. Applies reverse and reengineering disciplines and defines system objectives. May provide task direction to less experienced engineers and analysts.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	7 years of specialized experience can substitute for a degree.
82	System Design Engineer I	0 years of experience.	Assists more experienced engineers in applying methods and theories to system design problems. Analyzes user requirements, prepares system design specifications, and performs data modeling. Assignments are typically of limited scope and reviewed by senior engineers.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	4 years of specialized experience can substitute for a degree.
83	Systems Administrator III	4 years of experience in computer systems administration.	Manages business systems (mainframe-, mini-, or client/server-based). Troubleshoots computer problems, installs hardware and software, performs backups, database administration, and file recovery. Optimizes system operations and performs system-capacity analysis. Provides assistance to users and may direct lower-level systems administrators.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related discipline.	9 years of general experience (4 years specialized) can substitute for a degree.

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84	Systems Administrator II	2 years of experience in computer systems administration.	Administers business systems, troubleshoots problems, installs hardware and software, and performs backups and file recovery. Assists users in accessing systems and may support lower-level systems administrators.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related discipline.	7 years of general experience (3 years specialized) can substitute for a degree.
85	Systems Administrator I	0 years of experience.	Administers business systems and troubleshoots computer problems. Installs hardware and software, performs backups, and file recovery. Provides assistance to users and routes complex problems to specialists.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related discipline.	4 years of general experience (2 years specialized) can substitute for a degree.
86	Systems Architect IV	8 years of experience as a Systems/Software Analyst or Systems Architect.	Designs enterprise-wide architectures that include software, hardware, and communication solutions. Ensures compliance with open systems standards, evaluates system development efforts, and recommends improvements. Provides consulting support, supervises staff, and resolves workflow and planning issues.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related discipline.	12 years of specialized experience can substitute for a degree.
87	Systems Architect III	5 years of experience as a Systems/Software Analyst or Systems Architect.	Designs architectures supporting present and future cross-functional requirements, ensuring compliance with open systems standards. Evaluates compatibility of system developments, resolves workflow issues, and may lead project teams.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related discipline.	9 years of specialized experience can substitute for a degree.

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88	Systems Architect II	3 years of experience as a Systems/Software Analyst or Systems Architect.	Designs architectures that include software, hardware, and communication solutions for total and future cross-functional requirements. Ensures compliance with open systems standards, evaluates compatibility with agency architectures, and develops corrective actions for workflow and organizational issues. May involve technical knowledge of document management systems, workflow processes, and network requirements.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related discipline.	7 years of specialized experience can substitute for a degree.
89	Systems Architect I	1 year of experience as a Systems/Software Analyst or Systems Architect.	Assists more experienced systems architects in designing architectures that support total and future cross-functional requirements. Assists in evaluating workflow, organizational issues, and developing corrective actions.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related discipline.	5 years of specialized experience can substitute for a degree.
90	Technical Specialist IV	8 years of experience.	Provides the highest level of support to users, applying expert knowledge of state-of-the-art software, hardware, network infrastructure, and IT. Installs, configures, maintains, and troubleshoots complex systems. May have expertise in document imaging, document management, and workflow COTS systems (e.g., Infolmage, Paragon). Provides guidance to lower-level technical specialists.	Associate's degree.	3 years of specialized experience can substitute for a degree.



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91	Technical Specialist III	5 years of experience.	Provides high-level support to users, troubleshooting complex system problems. Applies knowledge of state-of-the-art software, hardware, and network infrastructure. May provide guidance to lower-level specialists and may possess knowledge of document management and workflow COTS systems.	Associate's degree.	2 years of specialized experience can substitute for a degree.
92	Technical Specialist II	2 years of experience.	Provides support for moderately complex issues. Applies knowledge of software, hardware, and IT to troubleshoot user/system problems. May provide installation services and define facilities requirements. Routes complex issues to more experienced specialists.	Associate's degree.	2 years of specialized experience can substitute for a degree.
93	Technical Specialist I	0 years of experience.	Provides first-level support to users, troubleshooting system problems using software and hardware knowledge. Routes more complex problems to senior technical specialists and may assist with cable/network infrastructure.	Associate's degree.	2 years of specialized experience can substitute for a degree.
94	Technical Writer/Editor	5 years of experience in editing documents.	Researches, writes, and edits materials like reports, manuals, briefs, proposals, instructional materials, catalogs, technical publications, or software and hardware documentation. Gathers technical data through observations, studies, and interviews with experts. Revises text, recommends changes in scope, format, and content to ensure adherence to standards. May edit materials prepared by other writers and perform final quality assurance.	Bachelor's degree in English, Literature, or a related discipline.	With 9 years of specialized experience, a degree is not required.

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95	Trainer II	5 years of experience in training instruction and services.	Leads complex training programs, formulates direction for training activities, and works with analysts, vendors, and clients to maintain up-to-date curricula. Develops evaluation criteria, updates materials, and delivers courses, workshops, seminars, and computer-based training. Provides supervision and consulting on complex tasks.	Bachelor's degree in education, training, or a related field.	With a Master's degree: 3 years of experience. With a Ph.D.: 1 year of experience. With 9 years of specialized experience, a degree is not required.
96	Trainer I	0 years of experience.	Delivers complex training programs, conducts research for course development, prepares training catalogs, and creates materials for instructors and students. Develops workbooks, handouts, and course critique forms. May lead less experienced trainers and coordinate subject matter experts.	Bachelor's degree in education, training, or a related field.	With 4 years of specialized experience, a degree is not required.
97	Computer Operations III	7 years of experience in data center or back-office support.	Monitors, controls, and operates computer equipment and peripherals, establishes data processing schedules, ensures maintenance and backups, and optimizes computing capacity. May supervise shifts or train less experienced personnel.	High School Diploma with appropriate certification.	
98	Computer Operations II	3 years of experience in data center or back-office support.	Monitors and operates computer equipment and peripherals, establishes data processing schedules, and ensures system maintenance and backups. May provide task direction to less experienced team members.	High School Diploma with appropriate certification.	

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99	Computer Operations I	0 years of experience.	Monitors, controls, and operates computer equipment and peripherals. Establishes plans and schedules for data processing activities, strives for optimum use of computing capacity, and ensures maintenance and back-up processes. Works under the supervision of more experienced personnel.	High School Diploma with appropriate certification.	
100	Security Administrator III	7 years of experience in day-to-day security administration for a program/project.	Manages, coordinates, and monitors sensitive aspects of DoD, DoE, or other industrial security programs. Ensures compliance with government and company security policies and procedures. Develops and implements security procedures, monitors security briefings and education programs, investigates security violations, and recommends corrective actions. May handle Firewall administration, Configuration, Installation, Deployments, Monitoring, Tuning, Operations, and/or Intrusion detection. May provide direction to lower-level administrators.	Bachelor's degree in Mathematics, Computer Science, Information Systems, Engineering, Business, or a related field.	With a Master's degree, 5 years of specialized experience. With 11 years of specialized experience, a degree is not required.

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101	Security Administrator II	3 years of experience in day-to-day security administration for a program/project.	Coordinates and monitors sensitive aspects of DoD, DoE, or other industrial security programs. Ensures compliance with security policies and procedures, develops security protocols, monitors security education programs, and investigates security violations. May handle Firewall administration, Configuration, Installation, Deployments, Monitoring, Tuning, Operations, and/or Intrusion detection. May provide direction to lower-level administrators.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	With a Master's degree, 1 year of specialized experience. With 7 years of specialized experience, a degree is not required.
102	Security Administrator I	0 years of experience.	Assists in coordinating and monitoring security programs, ensuring compliance with government and company policies. Develops and implements security procedures, monitors briefings and education programs, and assists in investigating security violations. May perform day-to-day security administration tasks such as Firewall administration, Configuration, Installation, Deployments, Monitoring, Tuning, Operations, Management, and/or Intrusion detection.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or a related field.	With 4 years of specialized experience, a degree is not required.

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103	Storage/SAN Engineer III	7 years in SAN and storage technology design, installation, and support.	Designs, evaluates, implements, and maintains Storage Area Networks (SANs) across platforms. Selects and configures products, provides design documentation, and installs and tests solutions. Manages hardware, software, and subcontractor services acquisition. Troubleshoots operational issues and may provide supervision or high-level consulting.	Bachelor's degree in Mathematics, Computer Science, Information Systems, Engineering, Business, or related discipline. Certification is recommended.	With a Master's degree, 5 years of specialized experience. With 11 years of specialized experience, a degree is not required.
104	Storage/SAN Engineer II	3 years in SAN and storage technology design, installation, and support.	Assists senior engineers in designing and maintaining SANs, documenting designs, installing, configuring, and testing solutions. Supports acquisition processes and resolves operational problems.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline. Certification is recommended.	With a Master's degree, 1 year of specialized experience. With 7 years of specialized experience, a degree is not required.
105	Storage/SAN Engineer I	0 years in SAN and storage technology design, installation, and support.	Designs, implements, and maintains SANs, documenting solutions, installing, configuring, and testing. Works under more experienced engineers.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or equivalent experience. Certification is recommended.	With 4 years of specialized experience, a degree is not required.
106	Subject Matter Specialist III	7 years of specialized technical knowledge.	Provides specialized expertise in emerging or current technology. Analyzes client requirements and helps develop strategic plans, performs functional modeling, and assists in system/process improvements.	Associate's degree in a related technical field and certification.	2 years of specialized experience may be substituted for a degree.
107	Subject Matter Specialist II	3 years of specialized technical knowledge.	Assists in analyzing client requirements, performing functional modeling, and developing recommendations for systems and process improvements.	Associate's degree in a related technical field and certification.	2 years of specialized experience may be substituted for a degree.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
108	Subject Matter Specialist I	0 years of experience.	Assists in analyzing client requirements, performing functional modeling, and supporting strategic planning and improvements in systems and processes.	Associate's degree in a related technical field and certification.	2 years of specialized experience may be substituted for a degree.
109	Service Delivery Manager III	7 years managing service delivery, maintenance, and operations.	Manages technical teams, defines SLAs, ensures quality and service expectations are met, and monitors service delivery to ensure systems and procedures are followed.	Bachelor's degree in Mathematics, Computer Science, Information Systems, Engineering, Business, or related discipline.	With a Master's degree, 5 years of specialized experience. With 11 years of specialized experience, a degree is not required.
110	Service Delivery Manager II	3 years managing delivery of maintenance and O&M type activities.	Manages a team of technical resources, defines service level agreements (SLAs), ensures quality, and supports service delivery. Monitors, controls, and ensures systems, methodologies, and procedures are followed.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	With a Master's degree, 1 year of specialized experience. With at least 7 years of specialized experience, a degree is not required.
111	Service Delivery Manager I	0 years of experience.	Manages a team of technical resources, defines SLAs, and ensures service quality. Monitors and supports service delivery, ensuring systems and procedures are followed.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline.	With at least 4 years of specialized experience, a degree is not required.
112	Logistics/Asset Management Analyst III	7 years in customer service and asset management operations.	Analyzes order fulfillment processes, improves asset management operations, and recommends process changes for cost-effective service improvements. Tracks system and service processes, measures asset utilization, and evaluates opportunity costs.	Associate's degree in a related technical field or certification.	2 years of specialized experience may be substituted for a degree.

GSA Labor Category	GSA Labor Category Title	GSA Minimum/General Experience	GSA Functional Responsibility	GSA Minimum Education	Education and Experience Equivalency Policies
113	Logistics/Asset Management Analyst II	3 years in customer service and asset management operations.	Analyzes order fulfillment and asset management processes, recommends business process changes, and provides support for integrated logistics and asset management. Evaluates new technologies and prepares financial analyses.	Associate's degree in a related technical field or certification.	2 years of specialized experience may be substituted for a degree.
114	Logistics/Asset Management Analyst I	0 years of experience.	Assists in analyzing order fulfillment and asset management processes, improving operations, and tracking system processes. Works under more experienced analysts.	Associate's degree in a related technical field or certification.	2 years of specialized experience may be substituted for a degree.
115	Configuration/Data Management III	7 years in configuration and data management using current industry methods.	Supports configuration management planning, including configuration identification, change control, status accounting, and audits. Tracks product changes, verifies baseline requirements, and may supervise support staff.	Bachelor's degree in Mathematics, Computer Science, Information Systems, Engineering, Business, or related discipline. Certification is recommended.	With a Master's degree, 5 years of specialized experience. With 11 years of specialized experience, a degree is not required.
116	Configuration/Data Management II	3 years in configuration and data management.	Assists in configuration management planning and supports the configuration change control process. Tracks and reports changes and configuration status. Conducts audits to verify baseline requirements.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline. Certification is recommended.	With a Master's degree, 1 year of specialized experience. With at least 7 years of specialized experience, a degree is not required.
117	Configuration/Data Management I	0 years of experience.	Assists in configuration planning, tracking product changes, and supporting configuration audits. Works under more experienced personnel.	Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related discipline. Certification is recommended.	With at least 4 years of specialized experience, a degree is not required.

**SERVICE CONTRACT LABOR STANDARDS (SCLS) MATRIX**

<b>SCLS Eligible Contract Labor Category Title</b>	<b>SCLS Occupation Code &amp; Title</b>	<b>Wage Determination #</b>
Administrative Assistant I	01311 Secretary I	2015-4281
Administrative Assistant II	01312 Secretary II	2015-4281
Computer Operations I	14041 Computer Operator I	2015-4281
Computer Operations II	14042 Computer Operator II	2015-4281
Computer Operations III	14043 Computer Operator III	2015-4281
Engineering/Network Technician I	30081 Engineering Technician I	2015-4281
Engineering/Network Technician II	30083 Engineering Technician III	2015-4281
Engineering/Network Technician III	30084 Engineering Technician IV	2015-4281
Engineering/Network Technician IV	30085 Engineering Technician V	2015-4281
Engineering/Network Technician V	30086 Engineering Technician VI	2015-4281
Help Desk Specialist I	14041 Computer Operator I	2015-4281
Help Desk Specialist II	14042 Computer Operator II	2015-4281
Help Desk Specialist III	14043 Computer Operator III	2015-4281
Logistics/Asset Management Analyst I	21030 Material Coordinator	2015-4281
Logistics/Asset Management Analyst II	21030 Material Coordinator	2015-4281
Logistics/Asset Management Analyst III	21030 Material Coordinator	2015-4281
Subject Matter Specialist I	30084 Engineering Technician IV	2015-4281
Subject Matter Specialist II	30085 Engineering Technician V	2015-4281
Subject Matter Specialist III	30086 Engineering Technician VI	2015-4281
Technical Specialist I	14044 Computer Operator IV	2015-4281
Technical Specialist II	14045 Computer Operator V	2015-4281

The **SCLS** is applicable to these categories, and the labor rates for these positions are based on the wage determinations outlined by the U.S. Department of Labor. These wage determinations ensure that the labor standards meet the requirements for positions covered under the contract nationwide.