

**ADVANCED SOFTWARE SYSTEMS, INC. DBA ASSYST
LABOR CATEGORY DESCRIPTION**

Labor Category: Applications Systems Analyst I

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Applications Systems Analyst II

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manual for users to describe installation and operating procedures. Familiar with relational databases and client-server concepts. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Applications Systems Analyst III

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's application systems. Consults with users to identify current operating procedures and to clarify program objectives. May be expected to write documentation to describe program development, logic, coding, and corrections. Writes manuals for users to describe installation and operating procedures. Must have a working knowledge of relational databases and client-server concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Client/Server Programmer I

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's client/server software applications. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-

established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Client/Server Programmer II

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's client/server software applications. Familiar with relational database concepts, and client-server concepts. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Client/Server Programmer III

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's client/server software applications. Familiar with relational database concepts, and client-server concepts. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Data Architect I

Functional Responsibility: Designs and builds relational databases. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Cleans and maintains the database by removing and deleting old data. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a supervisor or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Data Architect II

Functional Responsibility: Designs and builds relational databases. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Cleans and maintains the database by removing and deleting old data. Must have a working knowledge designing, developing and manipulating Oracle databases, data warehouses and multidimensional databases. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Data Architect III

Functional Responsibility: Designs and builds relational databases. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Cleans and maintains the database by removing and deleting old data. Must be able to design, develop and manipulate Oracle databases, data warehouses and multidimensional databases. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Data Security Specialist I

Functional Responsibility: Maintains systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Data Security Specialist II

Functional Responsibility: Maintains systems to protect data from unauthorized users. Identifies, reports, and resolves security violations. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Data Warehousing Specialist I

Functional Responsibility: Develops and implements information management strategies. Coordinates and manages information management solutions. Scopes, plan, and prioritizes multiple projects. And manages all aspects of the warehouses such as data sourcing, migration, quality, design, and implementation. Generally, manages a team of exempt and nonexempt employees. Relies on instructions and pre-established guidelines to perform the functions of the job. Typically reports to supervisor or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Data Analyst I

Functional Responsibility: Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on

instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Data Analyst II

Functional Responsibility: Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Data Analyst III

Functional Responsibility: Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: ERP Package Expert I

Functional Responsibility: Assists with the development and maintenance of the Enterprise Resource Planning (ERP) program. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: ERP Package Expert II

Functional Responsibility: Assists with the development and maintenance of the Enterprise Resource Planning (ERP) program. Customizes and configures workflow to allow the integration of client/server applications. Tests ERP layout to ensure the system is meeting corporate needs. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision. A certain degree of creativity and latitude is required. Typically reports to a supervisor or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: ERP Package Expert III

Functional Responsibility: Develops, plans, and implements the Enterprise Resource Planning (ERP) system. Sets deadlines, assigns responsibilities, and monitors progress for the ERP system. Evaluates and recommends changes to current and future ERP system requirements to meet organizational needs. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs a group of ERP Analysts. A wide degree of creativity and latitude is expected. Typically reports to top management.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 8 years of experience in the field or in a related area.

Labor Category: Intranet Applications Manager

Functional Responsibility: Develops and implements policies and procedures for a organization's intranet applications unit. Generally, manages a group of applications specialists. Relies on experience and judgment to plan and accomplish goals. Typically reports to an executive.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 7 years of experience in the field or in a related area.

Labor Category: Intranet Applications Specialist

Functional Responsibility: Develops, implements, and maintains web-based application systems for an organization. Troubleshoots issues with existing or developed systems and works with the appropriate resources to resolve them. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area (i.e., HTML, Java, etc.).

Labor Category: Intranet Applications Specialist, Senior

Functional Responsibility: Develops, implements, and maintains web-based application systems for an organization. Troubleshoots issues with existing or developed systems and works with the appropriate resources to resolve them. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May direct and lead the work of others. Typically reports to a manager or head of a unit/department. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Mainframe Programmer I

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing for a large-scale mainframe computer system. Maintains and develops on-line and batch application programs. Develops and implements a disaster recovery plan. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Mainframe Programmer II

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing for a large-scale mainframe computer system. Maintains and develops on-line and batch application programs. Develops and implements a disaster recovery plan. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Mainframe Programmer III

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing for a large-scale mainframe computer system. Maintains and develops on-line and batch application programs. Develops and implements a disaster recovery plan. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Midrange Programmer I

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's business applications. Gathers requirements from users and creates specifications and develops code. Designs and writes codes to support existing application. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Midrange Programmer II

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's business applications. Gathers requirements from users and creates specifications and develops code. Designs and writes codes web to support existing application. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Midrange Programmer III

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and installing to support an organization's business applications. Gathers requirements from users and creates specifications and develops code. Designs and writes codes web to support existing application. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others.

Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Network Administrator

Functional Responsibility: Installs, configures and maintains organization's network. Builds networks and maintains external and internal web presence, administers the networks. Performs system backups on its internal and external web network servers. Designs and supports server system(s) and supporting software. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Network Administrator, Senior

Functional Responsibility: Installs, configures and maintains organization's network. Builds networks and maintains external and internal web presence, administers the networks. Performs system backups on its internal and external web network servers. Designs and supports server system(s) and supporting software. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Programmer I

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Programmer II

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Programmer III

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity

and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 5 years of experience in the field or in a related area.

Labor Category: Project Lead - App Systems and Programming

Functional Responsibility: Designs, plans, and coordinates work teams. Provides technical support to project team members. Handles complex application features and technical designs. Designs and implements the components required for complex application features. Generally, manages a group of applications systems analysts. Relies on experience and judgment to plan and accomplish goals. Typically reports to a senior manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 7 years of experience in the field or in a related area.

Labor Category: Project Lead - Business Systems

Functional Responsibility: Investigates, analyzes, designs, develops and implements cost effective solutions to business issues. Investigates, plans, analyzes, designs, codes, tests, implements, trains and supports quality systems. Analyzes, investigates and helps to develop a proposed solution to business sponsored initiative. Provides technical support to project team members. Generally, manages a group of business systems analysts. Relies on experience and judgment to plan and accomplish goals. Typically reports to a senior manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 7 years of experience in the field or in a related area.

Labor Category: Project Lead - Software Engineer

Functional Responsibility: Designs, plans, and coordinates work teams. Provides technical support to project team members. Generally, manages a group of software developers/engineers. Relies on experience and judgment to plan and accomplish goals. Typically reports to a senior manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 7 years of experience in the field or in a related area.

Labor Category: Software Engineer I

Functional Responsibility: Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications. Participates in the testing process through test review and analysis, test witnessing and certification of software. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Software Engineer II

Functional Responsibility: Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications. Participates in the testing process through test review and analysis, test witnessing and certification of software. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a manager. A certain degree of

creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Software Engineer III

Functional Responsibility: Designs, modifies, develops, writes and implements software programming applications. Supports and/or installs software applications. Participates in the testing process through test review and analysis, test witnessing and certification of software. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Software Engineer Manager

Functional Responsibility: Manages a team of software engineers to architect, design enterprise software products. Writes product requirement documents, implements and tracks development timelines, negotiates feature sets with the development leads and product. Knowledge of e-commerce infrastructure, customer relationship management, data warehousing, and business intelligence. Generally, manages a group of software developers/engineers. Relies on experience and judgment to plan and accomplish goals. Typically reports to a senior manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 7 years of experience in the field or in a related area.

Labor Category: System Administrator

Functional Responsibility: Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: System Administrator, Senior

Functional Responsibility: Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 3 years of experience in the field or in a related area.

Labor Category: UNIX Administrator

Functional Responsibility: Installs, configures and maintains an organization's operating systems. Analyzes and resolves problems associated with server hardware UNIX, applications software. Detects, diagnoses, and reports UNIX related problems on servers. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Little creativity is required. Typically reports to a project leader or manager.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Web Designer

Functional Responsibility: Designs and constructs web pages/sites including incorporating graphic user interface (GUI) features and other techniques. Maintains and provides ongoing design of the website, promos and ad banners, seasonal content specials and custom chat launcher design for partners. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Web Designer, Senior

Functional Responsibility: Designs and constructs web pages/sites including incorporating graphic user interface (GUI) features and other techniques. Maintains and provides ongoing design of the website, promos and ad banners, seasonal content specials and custom chat launcher design for partners. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Web Software Developer

Functional Responsibility: Designs, develops, and implements software packages for web sites. Troubleshoots, debugs and implements software code. Has knowledge of standard concepts, practices, and procedures within a particular field (i.e., SQL, C++, HTML, CGI and JavaScript). Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Web Software Developer, Senior

Functional Responsibility: Consults with clients and other project team members to design, build and manage web sites. Develops installation programs for websites. May negotiate contracts/agreements with software vendors and other internet companies. Has knowledge of a variety of concepts, practices, and procedures within a particular field (i.e., SQL, C++, HTML, CGI and JavaScript). Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. Typically

reports to a project leader or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 3 years of experience in the field or in a related area.

Labor Category: Webmaster

Functional Responsibility: Develops and maintains the company's portal. Performs backups and ensure user accessibility to the site. Monitors site traffic and helps scale site capacity to meet traffic demands performance. Improves the company's efficiency and designs the look and feel for the site. Must have a working knowledge of HTML, JavaScript, and SQL. Relies on experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Program Manager

Functional Responsibility: Key coordinator between multiple project teams. May work independently and supervise junior staff. Analyzes management, business, and technical issues related to program management and information systems. Provides guidance the business implications of various systems. Collaborates on feasibility studies and systems planning. Assists in formulating systems scope and objectives. Devises and/or modifies procedures for managing complex programs.

Minimum Education: BS/BA in Computer Science, Information Systems, Engineering, Business, Physical Science, or other technology

Minimum Experience: Requires at least 10 years of experience in the field or in a related area.

Labor Category: Subject Matter Expert (SME)

Functional Responsibility: Establishes system information requirements to develop large scale information systems. Designs architecture to include the software, hardware, and communications. Ensures compatibility, compliance, and regulatory requirements. Evaluates work flows, organization, and planning. Develops corrective action when necessary.

Minimum Education: MS/MA in Information Technology Management, Business, or task order specific discipline.

Minimum Experience: Requires at least 10 years of experience in the field or in a related area.

Labor Category: Configuration Management - Journeyman

Functional Responsibility: (Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Configuration Management - Senior

Functional Responsibility: Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Configuration Management - Master

Functional Responsibility: Provides configuration management planning. Describes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Regulates the change process so that only approved and validated changes are incorporated into product documents and related software.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: System Engineer

Functional Responsibility: Provides analysis related to the design, development, and integration of hardware, software, man-machine interfaces and all system level requirements to provide an integrated IT solution. Develops integrated system test requirement, strategies, devices and systems. Directs overall system level testing.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Application Developer - Senior

Functional Responsibility: Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Application Developer - Master

Functional Responsibility: Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of

application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Lead Business Analyst

Functional Responsibility: The Business Analyst is responsible for defining and capturing the business needs for new and/or enhanced products, services, or optimized business processes. The Business Analyst will provide and apply functional and technical expertise towards the development and/or redesign of current business processes to ensure effective and efficient use of core Business and IT competencies. The Business Analyst will apply principles and methods of the subject matter to specialized solutions. Other areas of expertise may include, but is not limited to, requirements engineering, business process reengineering, statistical process control, individual and organizational assessment and evaluation, process modeling and simulation, strategic and businessplanning, change management, organizational development, and the development of leadership/management skills.

Minimum Education: BS/BA in Computer Science, Information Systems, Engineering, Business, Physical Science, or other technology.

Minimum Experience: Requires at least 7 years of experience in the field or in a related area.

Labor Category: Software Architect

Functional Responsibility: Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Performs feasibility analysis on potential future projects to management.

Minimum Education: BS/BA in Computer Science, Information Systems, Engineering, Business, Physical Science, or other technology.

Minimum Experience: Requires at least 10 years of experience in the field or in a related area.

Labor Category: Lead Developer

Functional Responsibility: The Development Lead will be responsible for leading the Developers in the design, development, testing, and implementation of new systems/projects and enhancements. The Development Lead will work closely with the Project Manager, Technical Lead, and Business Analysts to ensure that all development deliverables meet the requirements.

Minimum Education: BS/BA in Computer Science, Information Systems, Engineering, Business, Physical Science, or other technology.

Minimum Experience: Requires at least 7 years of experience in the field or in a related area.

Labor Category: Documentation Specialist

Functional Responsibility: Develops design documents and program specifications. Participates in all program development activities, including program and system testing.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 3 years of experience in the field or in a related area.

Labor Category: Senior Test Engineer

Functional Responsibility: Ensures that all information systems products and services meet company, client, and end-user requirements. Tests software to ensure proper operation and freedom from defects and/or supports testing. Reviews all documentation for completeness, accuracy, and correctness. Organizes and maintains all quality assurance documentation. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Performs work flow analysis and recommends quality improvements.

Minimum Education: BS/BA in Computer Science, Information Systems, Engineering, Business, Physical Science, or other technology.

Minimum Experience: Requires at least 7 years of experience in the field or in a related area.

Labor Category: Architect/ SME

Functional Responsibility: For IT systems, design and review architecture/platform; identify integration issues; determine security requirements by evaluating business strategies and requirements; research information security standards; prepare security standards, policies, and procedures; test security systems, conduct system security and vulnerability analysis and risk assessments and mentor team members.

Minimum Education: BS/BA in Computer Science, Information Systems, Engineering, Business, Physical Science, or other technology.

Minimum Experience: Requires at least 10 years of applicable experience

Labor Category: Applications Administrator Level 3

Functional Responsibility: Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a project leader or manager. A certain degree of creativity and latitude is required.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Configuration Specialist

Functional Responsibility: Provides configuration management planning for cyber security aspects of IT systems. Evaluate, identify, security configurations, manage security baseline, manage change control related to the security configurations of IT assets. Describe provisions for configuration status accounting, and configuration audits. Regulate the change process so that only approved and validated changes are incorporated into product documents and related software.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 3 years of experience in the field or in a related area.

Labor Category: Database Engineer Level 3

Functional Responsibility: Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end/back-end programming languages. Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Database Engineer Level 4

Functional Responsibility: Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front-end/back-end programming languages. Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 8 years of experience in the field or in a related area.

Labor Category: Developer Level 1

Functional Responsibility: Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of

software user manuals.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required

Labor Category: Developer Level 2

Functional Responsibility: Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in the field or in a related area.

Labor Category: Developer Level 3

Functional Responsibility: Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns, directs, and checks the work of other software developers on development team. Participates in development of software user manuals.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in the field or in a related area.

Labor Category: Developer Level 4

Functional Responsibility: Designs, develops, enhances, debugs, and implements software. Troubleshoots production problems related to software applications. Researches, tests, builds, and coordinates the conversion and/or integration of new products based on client requirements. Designs and develops new software products or major enhancements to existing software. Addresses problems of systems integration, compatibility, and multiple platforms. Consults with project teams and end users to identify application requirements. Performs feasibility analysis on potential future projects to management. Assists in the evaluation and recommendation of application software packages, application integration and testing tools. Resolves problems with software and responds to suggestions for improvements and enhancements. Acts as team leader on projects. Instructs, assigns,

directs, and checks the work of other software developers on development team. Participates in development of software user manuals.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 8 years of experience in the field or in a related area.

Labor Category: ISSO Level 1

Functional Responsibility: Provides support for a program, organization, system, or enclaves information assurance program. Provides support for proposing, coordinating, implementing, and enforcing information systems security policies, standards, and methodologies. Maintains operational security posture for an information system or program to ensure information systems security policies, standards, and procedures are established and followed. Assists with the management of security aspects of the information system and perform day-to-day security operations of the system. Evaluates security solutions to ensure they meet security requirements for processing classified information. Performs vulnerability/risk assessment analysis to support certification and accreditation. Provides configuration management for information system security software, hardware, and firmware. Manages changes to system and assess the security impact of those changes.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: No minimum experience required.

Labor Category: ISSO Level 2

Functional Responsibility: Provides support for a program, organization, system, or enclaves information assurance program. Provides support for proposing, coordinating, implementing, and enforcing information systems security policies, standards, and methodologies. Maintains operational security posture for an information system or program to ensure information systems security policies, standards, and procedures are established and followed. Assists with the management of security aspects of the information system and perform day-to-day security operations of the system. Evaluates security solutions to ensure they meet security requirements for processing classified information. Performs vulnerability/risk assessment analysis to support certification and accreditation. Provides configuration management for information system security software, hardware, and firmware. Manages changes to system and assess the security impact of those changes.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in a related area.

Labor Category: ISSO Level 3

Functional Responsibility: Provides support for a program, organization, system, or enclaves information assurance program. Provides support for proposing, coordinating, implementing, and enforcing information systems security policies, standards, and methodologies. Maintains operational security posture for an information system or program to ensure information systems security policies, standards, and procedures are established and followed. Assists with the management of security aspects of the information system and perform day-to-day security operations of the system. Evaluates security solutions to ensure they meet security requirements for processing classified information. Performs vulnerability/risk assessment analysis to support certification and accreditation. Provides configuration management for information system security software, hardware, and firmware. Manages changes to system and assess the security impact of those changes.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in a related area.

Labor Category: ISSO Level 4

Functional Responsibility: Provides support for a program, organization, system, or enclaves information assurance program. Provides support for proposing, coordinating, implementing, and enforcing information systems security policies, standards, and methodologies. Maintains operational security posture for an information system or program to ensure information systems security policies, standards, and procedures are established and followed. Assists with the management of security aspects of the information system and perform day-to-day security operations of the system. Evaluates security solutions to ensure they meet security requirements for processing classified information. Performs vulnerability/risk assessment analysis to support certification and accreditation. Provides configuration management for information system security software, hardware, and firmware. Manages changes to system and assess the security impact of those changes.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 8 years of experience in a related area.

Labor Category: Programmer Level 3

Functional Responsibility: Reviews, analyzes, and modifies programming systems including encoding, testing, debugging and documenting programs. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May lead and direct the work of others. May report directly to a project lead or manager. A wide degree of creativity and latitude is expected.

Minimum Education: Bachelor's degree.

Minimum Experience: Requires at least 5 years of experience in the field or in a related area.

Labor Category: Quality Assurance Level 2

Functional Responsibility: Provides development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Provides an independent assessment of how the project's software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Develops and implements procedures and test plans for assuring quality in a system development environment which supports large databases and applications.

Minimum Education: Bachelor's degree

Minimum Experience: Requires at least 2 years of experience.

Labor Category: SME General

Functional Responsibility: Provide technical and process recommendations to enhance security controls to protect against outside threats. Implement the Risk Management Framework (RMF) and Assessment & Authorization (A&A) for the Sponsored IT systems. Determine the overall effectiveness of the security controls; ensure operation as intended and produce the desired outcome with respect to meeting the security

requirements for the system. Provide an assessment of the severity of weaknesses or deficiencies discovered in the information system and its environment of operation and recommend corrective actions to address identified vulnerabilities. Work with senior analysts and engineers to improve reporting to include the provision of metrics that accurately reflect the value and results of the reporting performed.

Minimum Education: BS/BA in Computer Science, Information Systems, Engineering, Business, Physical Science, or other technology.

Minimum Experience: Requires at least 1-year minimum relevant experience.

Labor Category: Test Engineer Level 2

Functional Responsibility: Evaluates, recommends, and implements automated test tools and strategies. Designs, implements, and conducts test and evaluation procedures to ensure system requirements are met. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for testing. Analyzes test cases and provides regular progress reports. Serves as subject matter specialist providing testing know-how for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 2 years of experience in a related area.

Labor Category: Test Engineer Level 3

Functional Responsibility: Evaluates, recommends, and implements automated test tools and strategies. Designs, implements, and conducts test and evaluation procedures to ensure system requirements are met. Develops, maintains, and upgrades automated test scripts and architectures for application products. Also writes, implements, and reports status for system test cases for testing. Analyzes test cases and provides regular progress reports. Serves as subject matter specialist providing testing know-how for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.

Minimum Education: Bachelor's degree in a related area

Minimum Experience: Requires at least 4 years of experience in a related area.

SUBSTITUTIONS

Advanced Software Systems, Inc. dba ASSYST reserves the right to make the following substitutions in the education and/or experience requirements of any of the service skill categories set forth herein.

1. One year of experience is the equivalent of one year of education.
2. One year of education is the equivalent of one year of experience.
3. Certification related to the technology is equivalent to two years of experience or education requirement.

ADVANCED SOFTWARE SYSTEMS, INC. DBA ASSYST
GSA On-Site Rates

SIN	LABOR CATEGORY	GSA PRICE August 14, 2019 – August 13, 2020	GSA PRICE August 14, 2020 – August 13, 2021	GSA PRICE August 14, 2021 – August 13, 2022	GSA PRICE August 14, 2022 – August 13, 2023	GSA PRICE August 14, 2023 – August 13, 2024
54151S	Applications Systems Analyst I	\$65.88	\$67.13	\$68.41	\$69.71	\$71.03
54151S	Applications Systems Analyst II	\$77.53	\$79.00	\$80.50	\$82.03	\$83.59
54151S	Applications Systems Analyst III	\$98.39	\$100.26	\$102.16	\$104.11	\$106.08
54151S	Client/Server Programmer I	\$67.25	\$68.53	\$69.83	\$71.16	\$72.51
54151S	Client/Server Programmer II	\$93.03	\$94.80	\$96.60	\$98.43	\$100.30
54151S	Client/Server Programmer III	\$111.87	\$114.00	\$116.16	\$118.37	\$120.62
54151S	Data Architect I	\$62.54	\$63.73	\$64.94	\$66.17	\$67.43
54151S	Data Architect II	\$107.15	\$109.19	\$111.26	\$113.37	\$115.53
54151S	Data Architect III	\$144.05	\$146.79	\$149.58	\$152.42	\$155.31
54151S	Data Security Specialist I	\$79.00	\$80.50	\$82.03	\$83.59	\$85.18
54151S	Data Security Specialist II	\$94.28	\$96.07	\$97.90	\$99.76	\$101.65
54151S	Data Warehousing Specialist I	\$79.06	\$80.56	\$82.09	\$83.65	\$85.24
54151S	Database Analyst I	\$72.26	\$73.63	\$75.03	\$76.46	\$77.91
54151S	Database Analyst II	\$91.97	\$93.72	\$95.50	\$97.31	\$99.16
54151S	Database Analyst III	\$112.80	\$114.94	\$117.13	\$119.35	\$121.62
54151S	ERP Package Expert I	\$94.28	\$96.07	\$97.90	\$99.76	\$101.65
54151S	ERP Package Expert II	\$101.80	\$103.73	\$105.71	\$107.71	\$109.76
54151S	ERP Package Expert III	\$118.19	\$120.44	\$122.72	\$125.06	\$127.43
54151S	Intranet Applications Manager	\$133.13	\$135.66	\$138.24	\$140.86	\$143.54
54151S	Intranet Applications Specialist	\$88.73	\$90.42	\$92.13	\$93.88	\$95.67
54151S	Intranet Applications Specialist, Sr	\$126.76	\$129.17	\$131.62	\$134.12	\$136.67

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54151S	Mainframe Programmer I	\$57.30	\$58.39	\$59.50	\$60.63	\$61.78
54151S	Mainframe Programmer II	\$86.19	\$87.83	\$89.50	\$91.20	\$92.93
54151S	Mainframe Programmer III	\$108.94	\$111.01	\$113.12	\$115.27	\$117.46
54151S	Midrange Programmer I	\$56.08	\$57.15	\$58.23	\$59.34	\$60.47
54151S	Midrange Programmer II	\$85.75	\$87.38	\$89.04	\$90.73	\$92.46
54151S	Midrange Programmer III	\$105.93	\$107.94	\$109.99	\$112.08	\$114.21
54151S	Network Administrator	\$82.35	\$83.91	\$85.51	\$87.13	\$88.79
54151S	Network Administrator, Sr	\$90.46	\$92.18	\$93.93	\$95.71	\$97.53
54151S	Programmer I	\$68.21	\$69.51	\$70.83	\$72.17	\$73.54
54151S	Programmer II	\$80.79	\$82.33	\$83.89	\$85.48	\$87.11
54151S	Programmer III	\$105.91	\$107.92	\$109.97	\$112.06	\$114.19
54151S	Project Lead - App Systems and Programming	\$109.06	\$111.13	\$113.24	\$115.40	\$117.59
54151S	Project Lead - Business Systems	\$107.46	\$109.50	\$111.58	\$113.70	\$115.86
54151S	Project Lead - Software Engineer	\$145.75	\$148.52	\$151.34	\$154.22	\$157.15
54151S	Software Engineer I	\$72.51	\$73.89	\$75.29	\$76.72	\$78.18
54151S	Software Engineer II	\$95.27	\$97.08	\$98.92	\$100.80	\$102.72
54151S	Software Engineer III	\$108.18	\$110.24	\$112.33	\$114.46	\$116.64
54151S	Software Engineering Manager	\$163.39	\$166.49	\$169.66	\$172.88	\$176.17
54151S	Systems Administrator	\$86.02	\$87.65	\$89.32	\$91.02	\$92.75
54151S	Systems Administrator, Sr	\$104.33	\$106.31	\$108.33	\$110.39	\$112.49
54151S	UNIX Administrator	\$90.14	\$91.85	\$93.60	\$95.38	\$97.19
54151S	Web Designer	\$73.89	\$75.29	\$76.72	\$78.18	\$79.67
54151S	Web Designer, Sr	\$118.97	\$121.23	\$123.53	\$125.88	\$128.27

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54151S	Web Software Developer	\$81.89	\$83.45	\$85.03	\$86.65	\$88.29
54151S	Web Software Developer, Sr	\$105.21	\$107.21	\$109.25	\$111.32	\$113.44
54151S	Webmaster	\$76.22	\$77.67	\$79.14	\$80.65	\$82.18
54151S	Program Manager	\$184.02	\$187.52	\$191.08	\$194.71	\$198.41
54151S	Subject Matter Expert (SME)	\$171.40	\$174.66	\$177.98	\$181.36	\$184.80
54151S	Configuration Management - Journeyman	\$65.24	\$66.48	\$67.74	\$69.03	\$70.34
54151S	Configuration Management - Senior	\$75.53	\$76.97	\$78.43	\$79.92	\$81.44
54151S	Configuration Management - Master	\$101.20	\$103.12	\$105.08	\$107.08	\$109.11
54151S	System Engineer	\$83.70	\$85.29	\$86.91	\$88.56	\$90.24
54151S	Application Developer - Senior	\$81.09	\$82.63	\$84.20	\$85.80	\$87.43
54151S	Application Developer - Master	\$108.68	\$110.74	\$112.85	\$114.99	\$117.18
54151S	Lead Business Analyst	\$126.55	\$128.95	\$131.40	\$133.90	\$136.45
54151S	Software Architect	\$147.96	\$150.77	\$153.64	\$156.55	\$159.53
54151S	Lead Developer	\$130.17	\$132.64	\$135.16	\$137.73	\$140.35
54151S	Documentation Specialist	\$76.73	\$78.19	\$79.67	\$81.19	\$82.73
54151S	Senior Test Engineer	\$97.63	\$99.48	\$101.38	\$103.30	\$105.26
54151HACS	Application Architect/SME	\$168.10	\$171.29	\$174.55	\$177.87	\$181.24
54151HACS	Applications Administrator Level 3	\$105.42	\$107.43	\$109.47	\$111.55	\$113.67
54151HACS	Configuration Specialist	\$92.49	\$94.25	\$96.04	\$97.87	\$99.73
54151HACS	Database Engineer Level 3	\$119.01	\$121.27	\$123.58	\$125.92	\$128.32
54151HACS	Database Engineer Level 4	\$141.20	\$143.88	\$146.62	\$149.40	\$152.24
54151HACS	Developer Level 1	\$70.67	\$72.02	\$73.38	\$74.78	\$76.20
54151HACS	Developer Level 2	\$84.80	\$86.41	\$88.06	\$89.73	\$91.43

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54151HACS	Developer Level 3	\$95.16	\$96.97	\$98.81	\$100.69	\$102.60
54151HACS	Developer Level 4	\$114.72	\$116.90	\$119.12	\$121.38	\$123.69
54151HACS	ISSO Level 1	\$45.84	\$46.71	\$47.60	\$48.51	\$49.43
54151HACS	ISSO Level 2	\$61.43	\$62.60	\$63.79	\$65.00	\$66.23
54151HACS	ISSO Level 3	\$105.44	\$107.44	\$109.49	\$111.57	\$113.69
54151HACS	ISSO Level 4	\$119.19	\$121.46	\$123.77	\$126.12	\$128.51
54151HACS	Programmer Level 3	\$112.97	\$115.11	\$117.30	\$119.53	\$121.80
54151HACS	Quality Assurance Level 2	\$73.36	\$74.75	\$76.17	\$77.62	\$79.10
54151HACS	SME General	\$139.31	\$141.96	\$144.65	\$147.40	\$150.20
54151HACS	Test Engineer Level 2	\$65.96	\$67.21	\$68.49	\$69.79	\$71.12
54151HACS	Test Engineer Level 3	\$92.49	\$94.25	\$96.04	\$97.87	\$99.73

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54151S	Applications Systems Analyst I	\$71.81	\$73.17	\$74.56	\$75.98	\$77.43
54151S	Applications Systems Analyst II	\$84.51	\$86.12	\$87.75	\$89.42	\$91.12
54151S	Applications Systems Analyst III	\$107.25	\$109.29	\$111.36	\$113.48	\$115.64
54151S	Client/Server Programmer I	\$73.30	\$74.69	\$76.11	\$77.56	\$79.03
54151S	Client/Server Programmer II	\$101.40	\$103.33	\$105.29	\$107.29	\$109.33
54151S	Client/Server Programmer III	\$121.94	\$124.26	\$126.62	\$129.02	\$131.47
54151S	Data Architect I	\$68.17	\$69.47	\$70.79	\$72.13	\$73.50
54151S	Data Architect II	\$116.79	\$119.01	\$121.27	\$123.57	\$125.92
54151S	Data Architect III	\$157.01	\$159.99	\$163.03	\$166.13	\$169.29
54151S	Data Security Specialist I	\$86.11	\$87.75	\$89.41	\$91.11	\$92.84
54151S	Data Security Specialist II	\$102.77	\$104.72	\$106.71	\$108.74	\$110.81
54151S	Data Warehousing Specialist I	\$86.18	\$87.82	\$89.49	\$91.19	\$92.92
54151S	Database Analyst I	\$78.76	\$80.26	\$81.78	\$83.34	\$84.92
54151S	Database Analyst II	\$100.25	\$102.15	\$104.10	\$106.07	\$108.09
54151S	Database Analyst III	\$122.95	\$125.29	\$127.67	\$130.09	\$132.56
54151S	ERP Package Expert I	\$102.77	\$104.72	\$106.71	\$108.74	\$110.81
54151S	ERP Package Expert II	\$110.96	\$113.07	\$115.22	\$117.41	\$119.64
54151S	ERP Package Expert III	\$128.83	\$131.28	\$133.77	\$136.31	\$138.90
54151S	Intranet Applications Manager	\$145.11	\$147.87	\$150.68	\$153.54	\$156.46
54151S	Intranet Applications Specialist	\$96.72	\$98.56	\$100.43	\$102.34	\$104.28
54151S	Intranet Applications Specialist, Sr	\$138.17	\$140.80	\$143.47	\$146.20	\$148.97

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54151S	Mainframe Programmer I	\$62.46	\$63.65	\$64.86	\$66.09	\$67.34
54151S	Mainframe Programmer II	\$93.95	\$95.74	\$97.55	\$99.41	\$101.30
54151S	Mainframe Programmer III	\$118.74	\$121.00	\$123.29	\$125.64	\$128.02
54151S	Midrange Programmer I	\$61.13	\$62.29	\$63.48	\$64.68	\$65.91
54151S	Midrange Programmer II	\$93.47	\$95.25	\$97.06	\$98.90	\$100.78
54151S	Midrange Programmer III	\$115.46	\$117.65	\$119.89	\$122.17	\$124.49
54151S	Network Administrator	\$89.76	\$91.47	\$93.20	\$94.97	\$96.78
54151S	Network Administrator, Sr	\$98.60	\$100.47	\$102.38	\$104.33	\$106.31
54151S	Programmer I	\$74.35	\$75.76	\$77.20	\$78.67	\$80.16
54151S	Programmer II	\$88.06	\$89.73	\$91.44	\$93.18	\$94.95
54151S	Programmer III	\$115.44	\$117.63	\$119.87	\$122.15	\$124.47
54151S	Project Lead - App Systems and Programming	\$118.88	\$121.14	\$123.44	\$125.79	\$128.18
54151S	Project Lead - Business Systems	\$117.13	\$119.36	\$121.62	\$123.93	\$126.29
54151S	Project Lead - Software Engineer	\$158.87	\$161.89	\$164.96	\$168.10	\$171.29
54151S	Software Engineer I	\$79.04	\$80.54	\$82.07	\$83.63	\$85.22
54151S	Software Engineer II	\$103.84	\$105.81	\$107.82	\$109.87	\$111.96
54151S	Software Engineer III	\$117.92	\$120.16	\$122.44	\$124.77	\$127.14
54151S	Software Engineering Manager	\$178.10	\$181.48	\$184.93	\$188.45	\$192.03
54151S	Systems Administrator	\$93.76	\$95.54	\$97.36	\$99.21	\$101.09
54151S	Systems Administrator, Sr	\$113.72	\$115.88	\$118.08	\$120.33	\$122.61
54151S	UNIX Administrator	\$98.25	\$100.12	\$102.02	\$103.96	\$105.93
54151S	Web Designer	\$80.54	\$82.07	\$83.63	\$85.22	\$86.84
54151S	Web Designer, Sr	\$129.68	\$132.14	\$134.65	\$137.21	\$139.82

SIN	LABOR CATEGORY	GSA PRICE August 14, 2019 – August 13, 2020	GSA PRICE August 14, 2020 – August 13, 2021	GSA PRICE August 14, 2021 – August 13, 2022	GSA PRICE August 14, 2022 – August 13, 2023	GSA PRICE August 14, 2023 – August 13, 2024
54151S	Web Software Developer	\$89.26	\$90.96	\$92.68	\$94.45	\$96.24
54151S	Web Software Developer, Sr	\$114.68	\$116.86	\$119.08	\$121.34	\$123.65
54151S	Webmaster	\$83.08	\$84.66	\$86.27	\$87.91	\$89.58
54151S	Program Manager	\$201.19	\$205.01	\$208.91	\$212.88	\$216.92
54151S	Subject Matter Expert (SME)	\$171.40	\$174.66	\$177.98	\$181.36	\$184.80
54151S	Configuration Management - Journeyman	\$71.39	\$72.75	\$74.13	\$75.54	\$76.97
54151S	Configuration Management - Senior	\$82.63	\$84.20	\$85.80	\$87.43	\$89.09
54151S	Configuration Management - Master	\$110.73	\$112.83	\$114.98	\$117.16	\$119.39
54151S	System Engineer	\$91.60	\$93.34	\$95.11	\$96.92	\$98.76
54151S	Application Developer - Senior	\$88.71	\$90.40	\$92.11	\$93.86	\$95.65
54151S	Application Developer - Master	\$118.92	\$121.18	\$123.48	\$125.83	\$128.22
54151S	Lead Business Analyst	\$138.35	\$140.98	\$143.66	\$146.39	\$149.17
54151S	Software Architect	\$161.76	\$164.83	\$167.97	\$171.16	\$174.41
54151S	Lead Developer	\$142.31	\$145.01	\$147.77	\$150.58	\$153.44
54151S	Documentation Specialist	\$83.90	\$85.49	\$87.12	\$88.77	\$90.46
54151S	Senior Test Engineer	\$106.74	\$108.77	\$110.83	\$112.94	\$115.09
54151HACS	Application Architect/SME	\$189.95	\$193.56	\$197.24	\$200.98	\$204.80
54151HACS	Applications Administrator Level 3	\$119.13	\$121.39	\$123.70	\$126.05	\$128.44
54151HACS	Configuration Specialist	\$104.51	\$106.50	\$108.52	\$110.59	\$112.69
54151HACS	Database Engineer Level 3	\$134.48	\$137.03	\$139.64	\$142.29	\$144.99
54151HACS	Database Engineer Level 4	\$159.55	\$162.59	\$165.68	\$168.82	\$172.03
54151HACS	Developer Level 1	\$79.86	\$81.38	\$82.92	\$84.50	\$86.10
54151HACS	Developer Level 2	\$95.82	\$97.64	\$99.50	\$101.39	\$103.32

SIN	LABOR CATEGORY	GSA PRICE August 14, 2019 – August 13, 2020	GSA PRICE August 14, 2020 – August 13, 2021	GSA PRICE August 14, 2021 – August 13, 2022	GSA PRICE August 14, 2022 – August 13, 2023	GSA PRICE August 14, 2023 – August 13, 2024
54151HACS	Developer Level 3	\$107.53	\$109.57	\$111.66	\$113.78	\$115.94
54151HACS	Developer Level 4	\$129.64	\$132.10	\$134.61	\$137.17	\$139.77
54151HACS	ISSO Level 1	\$51.80	\$52.79	\$53.79	\$54.81	\$55.85
54151HACS	ISSO Level 2	\$69.42	\$70.74	\$72.08	\$73.45	\$74.84
54151HACS	ISSO Level 3	\$119.15	\$121.41	\$123.72	\$126.07	\$128.46
54151HACS	ISSO Level 4	\$134.69	\$137.25	\$139.86	\$142.51	\$145.22
54151HACS	Programmer Level 3	\$127.66	\$130.08	\$132.55	\$135.07	\$137.64
54151HACS	Quality Assurance Level 2	\$82.89	\$84.47	\$86.07	\$87.71	\$89.38
54151HACS	SME General	\$157.42	\$160.41	\$163.46	\$166.56	\$169.73
54151HACS	Test Engineer Level 2	\$74.53	\$75.95	\$77.39	\$78.86	\$80.36
54151HACS	Test Engineer Level 3	\$104.51	\$106.50	\$108.52	\$110.59	\$112.69