

| LABOR CATEGORY/ SERVICE TITLE | LABOR CATEGORY/ SERVICE DESCRIPTION | COMMERCIAL PRICE |
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| Program Manager IV | Subject Matter Expert responsible for the operational planning, establishment, execution, and evaluation of a high-value multifaceted program or project typically consisting of a set of closely related subprograms or associated activities of high-value programs and projects. Oversees the program's fiscal, operational, administrative, and human resources management. Analyzes and reports on schedule, cost, and quality to include financial reporting and analysis. Serves as the principal point of representation and liaison with external constituencies on operational matters and provides day-to-day technical and professional guidance and leadership as appropriate to the area of expertise. | \$962.00 |
| Program Manager III | Responsible for the operational planning, establishment, execution, and evaluation of a multifaceted program or project typically consisting of a set of closely related subprograms or associated activities. Oversees the program's fiscal, operational, administrative, and human resources management. Analyzes and reports on schedule, cost, and quality to include financial reporting and analysis. | \$864.19 |
| Program Manager II | Under general direction, oversees the operational planning, establishment, execution, and evaluation of a multifaceted program or project typically consisting of a set of closely related subprograms or associated activities. Oversees the program's fiscal, operational, administrative, and human resources management. Analyzes and reports on schedule, cost, and quality to include financial reporting and analysis. | \$477.89 |
| Program Manager I | Under immediate supervision, manages the operational planning, establishment, execution, and evaluation of a multifaceted program or project typically consisting of a set of closely related subprograms or associated activities. Manages the program's fiscal, operational, administrative, and human resources management. Analyzes and reports on schedule, cost, and quality to include financial reporting and analysis. | \$403.98 |

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| Project Manager IV | <p>Subject Matter Expert responsible for all aspects of the development and implementation of assigned high value projects and provides a single point of contact for those projects. Takes projects from original concept through final implementation. Interfaces with all areas affected by the project, including end users, computer services, and customer services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Manages the integration of vendor and subcontractor tasks and tracks and reviews vendor and subcontractor deliverables. Provides technical and analytical guidance to the project team. Recommends and takes action to direct the analysis and solutions of problems. Analyzes and reports on schedule, cost, and quality to include financial reporting and analysis.</p> | \$452.58 |
| Project Manager III | <p>Responsible for all aspects of the development and implementation of assigned projects and provides a single point of contact for those projects. Takes projects from original concept through final implementation. Interfaces with all areas affected by the project, including end users, computer services, and customer services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Analyzes and reports on schedule, cost, and quality to include financial reporting and analysis. Manages the integration of vendor and subcontractor tasks and tracks and reviews vendor and subcontractor deliverables. Provides technical and analytical guidance to the project team. Recommends and takes action to direct the analysis and solutions of problems.</p> | \$366.02 |
| Project Manager II | <p>Under general supervision, oversee the entire development and implementation of assigned projects, serving as the primary point of contact for those projects. Takes projects from original concept through final implementation. Interfaces with all areas affected by the project, including end users, computer services, and customer services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Analyzes and reports on schedule, cost, and quality to include financial reporting and analysis. Manages the integration of vendor and subcontractor tasks and tracks and reviews vendor and subcontractor deliverables. Provides technical and analytical guidance to the project team. Recommends and takes action to direct the analysis and solutions of problems.</p> | \$328.26 |

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| Project Manager I | Under direct supervision, responsible for assigned aspects of the development and implementation of assigned projects and provides a single point of contact for those aspects. Interfaces with all areas affected by the project, including end users, computer services, and customer services. Ensures adherence to quality standards and reviews project deliverables. Analyzes and reports on schedule, cost, and quality to include financial reporting and analysis. Manages the integration of vendor and subcontractor tasks and tracks and reviews vendor and subcontractor deliverables. Recommends action to direct the analysis and solutions of problems. | \$327.46 |
| Solutions Architect | Develops and communicates a comprehensive solution strategy, using appropriate technology and functionality. Defines solution architecture deliverables aligned with customer requirements. Creates a project roadmap (capabilities and phases) for the project team to follow. Communicates solution (structure, characteristics, behavior, etc.) to customer and project team. Educates customer and project team on details of the IT solution. Develops and documents IT functional specifications. Periodically reviews solution development, verifying conformance to functional specifications and validating alignment with customer requirements. Provides solution oversight as the project progresses. Identifies and communicates risks and issues to ensure resources and planning stay aligned with project goals. Validates that the solution has satisfied customer requirements at the end of the project. | \$594.67 |
| IT Systems Engineer III | Provides technical support in systems engineering processes including system architecture, system design, system integration and technical management for IT projects. Leads IT project teams in developing software application and technical plans. Guides customers with the installation and use of strategic products through education, guidance, first-use, and tuning assistance problem solving and critical situation resolution. | \$272.73 |
| IT Systems Engineer II | Member of an IT project team to administer information system development and testing. Duties may include business case development, requirements and data analysis, appraising and presenting solutions, database design, network design, programming, testing, and implementation for IT projects. Provide guidance and assistance to junior team members. | \$236.78 |
| IT Systems Engineer I | Supports system IT administration, installation and implementation, trouble call support, and training. Assists in establishing administrative procedures and supports basic administrative duties for IT projects, when required. Develops and conducts tests to demonstrate system performance and conformance with specifications of IT projects. Offers new, innovative ideas to improve IT system performance and maintainability. Analyzes impact of future releases on the customer's enterprise use of the IT system | \$203.75 |

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| Network Engineer III | Responsible for Installation, configuration, and support of an organization's Local Area Network (LAN), Wide Area Network (WAN), Agency Internet Network (AIN), Intranet and Internet and other data communications systems or a segment of a network system. Maintains network hardware and software. Monitors network to ensure availability to all system users. Performs necessary maintenance to support network availability. May supervise other network support and customer server specialists and plan, coordinate, and implement network security measures. Leads and mentors junior and mid-level network engineers. Oversees network control center. Provides support to projects that involve networks. Performs a full range of complex network designs encompassing multiple technologies within a single network. Evaluates new network technologies and makes recommendations to project managers regarding integrating these technologies into the existing network. Plans new configurations for integration into the network, using knowledge of the performance characteristics of the systems being added to the network and the specifications for network interfaces to ensure effective integration and optimal network performance. Ensures adequate and appropriate planning is provided for hardware and communications facilities to develop and implement methodologies for analysis, installation, and support of voice communications systems. Provides support in translating business requirements into telecommunications (e.g., LAN, MAN, WAN, Voice, and Video) requirements, designs, and orders. | \$364.31 |
| Network Engineer II | Under general supervision, installs, configures, and supports an organization's Local Area Network (LAN), Wide Area Network (WAN), Agency Internet Network (AIN), Intranet, and Internet and other data communications systems or a segment of a network system. Maintains network hardware and software. Monitors network to ensure network availability to all system users and performs necessary maintenance to support network availability. Provides support to projects that involve networks. Provides support in translating business requirements into telecommunications (e.g., LAN, MAN, WAN, Voice, and Video) requirements, designs, and orders. | \$262.49 |
| Network Engineer I | Under direct supervision, installs, configures, and supports an organization's Local Area Network (LAN), Wide Area Network (WAN), Agency Internet Network (AIN), Intranet, and Internet and other data communications systems or a segment of a network system. Maintains network hardware and software. Monitors network to ensure network availability to all system users and performs necessary maintenance to support network availability. Provides support to projects that involve networks. Provides support in translating business requirements into telecommunications (e.g., LAN, MAN, WAN, Voice, and Video) requirements, designs, and orders. | \$231.46 |

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| Software Engineer III | Conducts or participates in multidisciplinary research and collaborates with equipment designers or hardware engineers in planning, designing, developing, testing, maintaining, using, and repairing electronic data processing systems software. Determines computer user needs. Advises hardware designers on machine characteristics affecting software systems, such as storage capacity, processing speed, and input and output requirements. Designs and develops compilers and assemblers, utility programs, and operating systems. | \$452.08 |
| Software Engineer II | Under general supervision, conducts or participates in multidisciplinary research and collaborates with equipment designers or hardware engineers in planning, designing, developing, testing, maintaining, using, and repairing electronic data processing systems software. Determines computer user needs. Advises hardware designers on machine characteristics that affect software systems, such as storage capacity, processing speed, and input and output requirements. Designs and develops compilers and assemblers, utility programs, and operating systems. | \$342.02 |
| Software Engineer I | Under direct supervision, assists in designing and developing compilers and assemblers, utility programs, and operating systems. | \$234.37 |
| IT Configuration Management (CM) Specialist III | Responsible for configuration management issues associated with maintaining and controlling all hardware inventory, documentation, product releases, and software configuration management in accordance with NIST Special Publication 800-128, Guide for Security-Focused Configuration Management of Information Systems. Collaborates closely with the Configuration Control Board in defining and implementing procedures for releasing new products throughout the entire life cycle. Provides change management and product configuration management guidance. | \$328.57 |
| IT Configuration Management (CM) Specialist II | Responsible for configuration management issues associated with maintaining and controlling all hardware inventory, documentation, product releases, and software configuration management in accordance with NIST Special Publication 800-128, Guide for Security-Focused Configuration Management of Information Systems.. Works closely with the Configuration Control Board in defining and implementing procedures for releasing new products throughout the entire life cycle. Provides change management and product configuration management guidance. | \$254.86 |
| IT Configuration Management (CM) Specialist I | Under immediate supervision, responsible for configuration management issues associated with maintaining and controlling all hardware inventory, documentation, product releases, and software configuration management in accordance with NIST Special Publication 800-128, Guide for Security-Focused Configuration Management of Information Systems.. Works closely with the Configuration Control Board in defining and implementing procedures for releasing new products throughout the entire life cycle. Provides change management and product configuration management guidance. | \$176.23 |

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| Cyber Operations Malware Analyst III | Leads and participates in evaluating and analyzing complex malicious code using tools, including disassemblers, debuggers, hex editors, un-packers, virtual machines, and network sniffers. Provides findings in a technical report with malware details, identification parameters, advanced capabilities, and mitigation strategies. Researches malicious software, vulnerabilities, and exploitation tactics. | \$352.26 |
| Cyber Operations Malware Analyst II | Under general supervision, evaluates and analyzes complex malicious code using tools, including disassemblers, debuggers, hex editors, un-packers, virtual machines, and network sniffers. Provides findings in a technical report with malware details, identification parameters, advanced capabilities, and mitigation strategies. Researches malicious software, vulnerabilities, and exploitation tactics. | \$246.62 |
| Cyber Operations Malware Analyst I | Under direct supervision, evaluates and analyzes malicious code using tools, including disassemblers, debuggers, hex editors, un-packers, virtual machines, and network sniffers. Assists with providing findings in a technical report with malware details, identification parameters, advanced capabilities, and mitigation strategies. Provides research assistance of malicious software, vulnerabilities, and exploitation tactics. | \$194.71 |
| Highly Adaptive Cybersecurity Operator IV | As a Subject Matter Expert, advises leaders on Highly Adaptive Cybersecurity operations. Provides Risk Management Framework, system authorization and accreditation, and certification and accreditation services. Oversees and conducts Penetration Testing, Incident Response, Cyber Hunt, Risk and Vulnerability Assessments, and other network operations to protect and defend critical IT infrastructure or to exploit cyber assets. Conducts and supports authorized penetration testing on enterprise network assets. Analyzes site/enterprise Computer Network Defense policies and configurations and evaluates compliance with regulations and enterprise directives. Assists with the selection of cost-effective security controls to mitigate risk, such as the protection of information, systems, and processes. Collects intrusion artifacts and uses discovered data to enable mitigation of potential Computer Network Defense incidents within the enterprise. Correlates incident data to identify specific vulnerabilities and make recommendations that enable expeditious remediation. Provides expert technical support to enterprise-wide Computer Network Defense technicians to resolve Computer Network Defense incidents. Correlates incident data to identify specific vulnerabilities and makes recommendations that enable expeditious remediation Network Mapping. Identifies IT vulnerabilities that are potentially exploitable by attackers. Evaluates the level of awareness of the workforce concerning digital forms of social engineering that use authentic-looking but fraudulent emails to request information from users or direct them to a fake website that requests information. | \$418.74 |

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| <p>Highly Adaptive Cybersecurity Operator III</p> | <p>Provides Risk Management Framework, system authorization and accreditation, and certification and accreditation services. Conducts Penetration Testing, Incident Response, Cyber Hunt, Risk and Vulnerability Assessments, and other network operations to protect and defend critical IT infrastructure or to exploit cyber assets. Conducts and supports authorized penetration testing on enterprise network assets. Analyzes site/enterprise Computer Network Defense policies and configurations and evaluates compliance with regulations and enterprise directives. Assists with selecting cost-effective security controls to mitigate risk, such as protecting information, systems, and processes. Collects intrusion artifacts and uses discovered data to enable mitigation of potential Computer Network Defense incidents within the enterprise. Correlates incident data to identify specific vulnerabilities and make recommendations that enable expeditious remediation. Provides expert technical support to enterprise-wide Computer Network Defense technicians to resolve Computer Network Defense incidents. Correlates incident data to identify specific vulnerabilities and makes recommendations that enable expeditious remediation Network Mapping. Identifies IT vulnerabilities that are potentially exploitable by attackers. Evaluates the level of awareness of the workforce concerning digital forms of social engineering that use authentic-looking but fraudulent emails to request information from users or direct them to a fake website that requests information.</p> | <p>\$317.02</p> |
| <p>Highly Adaptive Cybersecurity Operator II</p> | <p>Under general supervision, conducts Penetration Testing, Incident Response, Cyber Hunt, Risk and Vulnerability Assessments, and other network operations to protect and defend critical IT infrastructure or to exploit cyber assets. Conducts and supports authorized penetration testing on enterprise network assets. Analyzes site/enterprise Computer Network Defense policies and configurations and evaluates compliance with regulations and enterprise directives. Assists with selecting cost-effective security controls to mitigate risk, such as protecting information, systems, and processes. Collects intrusion artifacts and uses discovered data to enable mitigation of potential Computer Network Defense incidents within the enterprise. Correlates incident data to identify specific vulnerabilities and make recommendations that enable expeditious remediation. Provides expert technical support to enterprise-wide Computer Network Defense technicians to resolve Computer Network Defense incidents. Correlates incident data to identify specific vulnerabilities and makes recommendations that enable expeditious remediation Network Mapping. Identifies IT vulnerabilities that are potentially exploitable by attackers. Evaluates the level of awareness of the workforce concerning digital forms of social engineering that use authentic-looking but fraudulent emails to request information from users or direct them to a fake website that requests information.</p> | <p>\$262.69</p> |

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| <p>Highly Adaptive Cybersecurity Operator I</p> | <p>Under direct supervision, conducts Penetration Testing, Incident Response, Cyber Hunt, Risk and Vulnerability Assessments, and other network operations to protect and defend critical IT infrastructure or to exploit cyber assets. Provides Risk Management Framework, system authorization and accreditation, and certification and accreditation services. Conducts and supports authorized penetration testing on enterprise network assets. Analyzes site/enterprise Computer Network Defense policies and configurations and evaluates compliance with regulations and enterprise directives. Assists with selecting cost-effective security controls to mitigate risk, such as protecting information, systems, and processes. Collects intrusion artifacts and uses discovered data to enable mitigation of potential Computer Network Defense incidents within the enterprise. Correlates incident data to identify specific vulnerabilities and make recommendations that enable expeditious remediation. Provides expert technical support to enterprise-wide Computer Network Defense technicians to resolve Computer Network Defense incidents. Correlates incident data to identify specific vulnerabilities and makes recommendations that enable expeditious remediation Network Mapping. Identifies IT vulnerabilities that are potentially exploitable by attackers. Evaluates the level of awareness of the workforce concerning digital forms of social engineering that use authentic-looking but fraudulent emails to request information from users or direct them to a fake website that requests information.</p> | <p>\$216.90</p> |
| <p>IT Systems Administrator III</p> | <p>Oversees network services activities related to system administration. Assigns personnel to various projects, directs activities, and evaluates their work. Ensures long-term network services systems operations and administration requirements are included in the organization's overall information systems planning and design. Leads the installation, maintenance, configuration, and integrity of computer software. Implements operating system enhancements that improve the reliability and performance of the system.</p> | <p>\$625.20</p> |
| <p>IT Systems Administrator II</p> | <p>Under general supervision, installs, configures, and maintains network operating system workstations and servers, including web servers. Installs software and upgrades network operating systems and layered software packages. Schedules, upgrades, and maintains installations in accordance with established IT policies and procedures. Monitors and tunes the network system to achieve optimum performance levels. Evaluates, implements, and manages software and hardware solutions and ensures data integrity. Safeguards data and media recoverability by implementing a schedule of system backups and database archive operations. Develops and promotes standard network system operating procedures. Conducts routine network hardware and software audits of workstations and servers to ensure compliance with established standards, policies, and configuration guidelines. Develops and maintains a comprehensive operating system hardware and software configuration database and library of all supporting documentation.</p> | <p>\$296.13</p> |

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| IT Systems Administrator I | Under direct supervision, maintains the integrity of the network operating system environment. Upgrades system software, including planning, scheduling, testing, and coordination. Performs workstation and network server administration setup. Coordinates disk space planning and management. Maintains growth statistics, space forecasts, tape libraries, and software and hardware inventories. Performs data backups and recoveries. Monitors and maintains continuity with system software licensing and maintenance agreements. Provides recommendations regarding network hardware and system software planning and budgeting. Maintains production change control schedule and participates in change control to maintain network services. | \$215.80 |
| Help Desk Support Service Specialist III | Provides tiered support to end-users for personal computers, servers, mainframe applications, and hardware. Resolves problems with these devices. Interacts with network services, software systems engineering, or applications development to restore service or identify and correct core problems. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and the highest level of technical skill in their field of expertise. | \$309.79 |
| Help Desk Support Service Specialist II | Under general supervision, provides tiered support to end-users for personal computers, servers, mainframe applications, and hardware. Resolves problems with these devices. Interacts with network services, software systems engineering, or applications development to restore service or identify and correct core problems. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and a high level of technical skill in their field of expertise. Escalates more complex issues to higher tiers. | \$167.30 |
| Help Desk Support Service Specialist I | Under direct supervision, provides tiered support to end-users for personal computers, servers, mainframe applications, and hardware. Resolves problems with these devices. Interacts with network services, software systems engineering, or applications development to restore service or identify and correct core problems. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Maintains currency and high level of technical skill in their field of expertise. Escalates more complex issues to higher tiers. | \$139.08 |
| Network Administrator III | Leads the acquisition, installation, maintenance, and usage of the organization's Local Area Network. Studies products to determine those that best meet organizational needs. Presents information to management, resulting in the purchase and installation of hardware, software, and telecommunication equipment. Manages network performance and maintains network security. Implements and enforces security procedures. Installs network software. Evaluates, develops, and maintains telecommunications systems. Troubleshoots network problems. Establishes and implements network policies, procedures, and standards and ensures their conformance with information systems and organizational objectives. Trains users on network operation. | \$396.15 |

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| Network Administrator II | Under general supervision, acquires, installs, maintains, and monitors usage of the organization's Local Area Network. Manages network performance and maintains network security. Ensures security procedures are implemented and enforced. Installs network software. Evaluates, develops, and maintains telecommunications systems. Troubleshoots network problems. Establishes and implements network policies, procedures, and standards and ensures their conformance with information systems and organization objectives. Trains users on network operation. | \$281.17 |
| Network Administrator I | Under direct supervision, acquires, installs, maintains, and monitors usage of the organization's Local Area Network. Manages network performance and maintains network security. Ensures security procedures are implemented and enforced. Installs network software. Evaluates, develops, and maintains telecommunications systems. Troubleshoots network problems. Establishes and implements network policies, procedures, and standards and ensures their conformance with information systems and organization objectives. Trains users on network operation. | \$204.15 |
| Full Stack Developer I | Develops and maintains web applications across the entire stack. Works on both front-end and back-end components, leveraging technologies such as HTML/CSS, JavaScript, and various frameworks for the user interface and server-side logic. Collaborates closely with design and product teams to translate wireframes and mockups into functional, responsive, and visually appealing web experiences. Involved in database design and management, ensuring data integrity and efficient retrieval using SQL or NoSQL databases. | \$271.53 |
| IT Communications Specialist IV | As a Subject Matter Expert, advises leadership on IT network communications. Leads installation and operational support of voice and data network communications hardware and software systems. Oversees the design, development, implementation, testing, debugging, and maintenance of network communications systems. Configures network operating systems and security patches for host and distributed systems and implements incident response procedures during network or host security breach incidents. Reviews customer requirements and recommendations for changes to existing network technical architecture. Expert knowledge of customer, Industry, Government, and agency standards to provide sustained network services. | \$428.38 |
| IT Communications Specialist III | Provides installation and operational support of network voice and data communications hardware and software systems. Designs, develops, implements, tests, debugs, and maintains network communications systems. Configures operating system and security patches for host and distributed network systems. Implements incident response procedures during incidents of a network or host security breach. Provides leadership and direction to a team of specialists for these functions. Reviews customer requirements and makes recommendations for changes to existing network technical architecture. Complies with prescribed customer, Industry Government, and agency standards. | \$315.31 |

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| <p>IT Communications Specialist II</p> | <p>Under general supervision, provides installation and operational support of network voice and data communications hardware and software systems. Implements, tests, debugs, and maintains network communications systems. Configures operating system and security patches for host and distributed network systems. Implements incident response procedures during incidents of a network or host security breach. Complies with prescribed customer, Industry Government, and agency standards.</p> | <p>\$265.91</p> |
| <p>IT Communications Specialist I</p> | <p>Under direct supervision, provides installation and operational support of network voice and data communications hardware and software systems. Implements, tests, debugs, and maintains network communications systems. Configures operating system and security patches for host and distributed network systems. Implements incident response procedures during incidents of a network or host security breach. Complies with prescribed customer, Industry Government, and agency standards.</p> | <p>\$225.14</p> |