

**Information and Infrastructure Technologies, Inc.**



**GENERAL SERVICES ADMINISTRATION**



**Federal Acquisition Service**  
*Authorized Federal Supply Schedule Price List*

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**<sup>TM</sup>, a menu-driven database system.

The INTERNET address for **GSA Advantage!**<sup>TM</sup> is: <http://www.GSAAdvantage.gov>.

**Schedule for - Professional Services**

**Industrial Group:** CORP **Class:**

**Contract Number:** GS00F031CA

**For more information on ordering from Federal Supply Schedules**  
**click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>**

**Contract Period:** January 30, 2015 through January 29, 2020

**Contractor:** Information & Infrastructure Technologies, Inc.  
13873 Park Center Road, Suite 200  
Herndon, VA 20171 3223

**Business Size:** Other than Small Business

**Telephone:** (703) 478-7658

**Extension:**

**FAX Number:** (703) 478-7654

**Web Site:** [www.iit-corp.com](http://www.iit-corp.com)

**E-mail:** [kjacob@iit-corp.com](mailto:kjacob@iit-corp.com)

**Contract Administration:** Kristen C. Jacob

*Effective October 1, 2015, the consolidated Schedule will become the Professional Services Schedule (PSS), with no changes to any terms and conditions found within the document.*

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### **IIT Company Overview**

IIT provides vendor-neutral risk management and information security solutions for both businesses and government that are advanced, comprehensive, and complete.

IIT is a Veteran Owned small business that provides Information Operations and Information Assurance support to both Government and Commercial customers. Early and continued success has allowed for steady growth and diversification. Today, IIT's core business areas include Critical Infrastructure Protection, Homeland Security, Information Operations, Information Technology, Intelligence, Systems Security Engineering, and Training and Certification. With annual revenues of over \$16 million, IIT is a recognized leader in the information security field.

Dedicated to providing its clients with the highest level of service and support, IIT recruits and retains only top quality personnel. IIT professionals have extensive problem solving and intelligence experience. In addition, over 90% have Top Secret security clearances. Headquartered in Herndon, VA, with employees working in corporate offices around the globe, IIT is well equipped to provide a variety of services to protect information, assets, and people.

Through its collaboration with standards boards such as the International Organization for Standardization (ISO), and its active participation in national and international professional organizations, IIT is directly involved in all major developments within the information security industry.

Uniquely focused on addressing the business and security risks inherent in the use of information technology, IIT's world-class methodologies and best practices ensure its clients create and maintain safe and secure business infrastructures and operating environments.

**INFORMATION FOR ORDERING ACTIVITIES  
APPLICABLE TO ALL SPECIAL ITEM NUMBERS**

**SPECIAL ITEM NUMBER SINS (SINS)**

**871-1 / 871-1RC STRATEGIC PLANNING FOR TECHNOLOGY PROGRAMS/ACTIVITIES**

Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.

**871-2 / 871-2RC CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS**

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development or enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost-performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, training, privatization and outsourcing.

**871-3 / 871-3RC SYSTEM DESIGN, ENGINEERING AND INTEGRATION**

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis/mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration management and document control, fabrication, assembly and simulation, modeling, training, privatization and outsourcing.

**871-6 / 871-6RC ACQUISITION AND LIFE CYCLE MANAGEMENT SERVICES**

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management functions required to procure and/or produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to technology-based systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management, technology transfer / insertion, training, privatization and outsourcing.

**874 -1 / 874-1RC INTEGRATED CONSULTING SERVICES**

Contractors shall provide expert advice and assistance in support of an agency's mission-oriented business functions. Services covered by this SIN include: management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services; facilitation and related decision support services; survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings; advisory and assistance services in accordance with FAR 37.203

**874-7 / 874-7RC INTEGRATED BUSINESS PROGRAM SUPPORT SERVICES**

Contractors shall provide services to assist agencies in managing their mission-oriented business projects or programs and achieving mission performance goals. Services covered by this SIN include: all phases of program or project management, from planning to closeout; operational/administrative business support services in order to carry out program objectives.

### **CUSTOMER INFORMATION:**

**1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:**

SIN	Recovery	SIN Description
871-1	871-1RC	Strategic Planning for Technology Programs/Activities
871-2	871-2RC	Concept Development and Requirements Analysis
871-3	871-3RC	System Design, Engineering and Integration
871-6	871-6RC	Acquisition and Life Cycle Management Services
874-1	874-1RC	Integrated Consulting Services
874-7	874-7RC	Integrated Business Program Support Services

**1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**

**1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.**

**2. Maximum Order:** \$1,000,000.00

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

**4. Geographic Coverage (delivery Area):** Domestic and Overseas

**5. Point(s) of production (city, county, and state or foreign country):** Same as company address

**6. Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment.

**7. Quantity discounts:** 1% on labor for orders equal to or exceeding \$500,000.00

**8. Prompt payment terms:** Net 30 days

**9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes

**9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$3,000

**10. Foreign items (list items by country of origin):** None

**11a. Time of Delivery (Contractor insert number of days):** Specified on the Task Order.

**11b. Expedited Delivery.** Contact Contractor. Expedited Delivery Times are Negotiated between IIT and the ordering agency.

**11c. Overnight and 2-day delivery.** Contact Contractor.

**11d. Urgent Requirements.** Contact Contractor.

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I-FSS-140-B Urgent Requirements (JAN 1994)

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

12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).
14. **Payment address(es):** Same as company address Information & Infrastructure Technologies, Inc.  
13873 Park Center Road, Suite 200  
Herndon, VA 20171  
Attention: Accounting
15. **Warranty provision:** Contractor's standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor.
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found. The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/).**
25. **Data Universal Numbering System (DUNS) number:** 002926058
26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Registered

**SERVICE CONTRACT ACT (SCA):**

The Service Contract Act (SCA) is applicable to this contract as it applies to the entire Consolidated Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and / or when the contractor adds SCA labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

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**GSA LABOR CATEGORIES AND RATES**

**Rates are inclusive of IFF  
Annual escalation rate is 1%**

*Please be advised that the following individual Schedule contracts have been migrated to this Consolidated Schedule. As a result, no additional stand alone Task Orders can be awarded or BPAs established under these contracts:*

Single Schedule Name	Former Contract Number	
Professional Services Schedule	GS-23F-3018P and GS-10F-0168P	
BASE PERIOD		
LABOR CATEGORIES	YEAR 1	
	Government Site Rate	Contractor Site Rate
Manager I	\$107.66	\$133.77
Manager II	\$120.33	\$149.51
Manager III	\$133.01	\$165.24
Manager IV	\$145.67	\$180.97
Manager V	\$158.33	\$196.71
Manager VI	\$183.64	\$228.20
Project Manager I	\$82.32	\$102.28
Project Manager II	\$88.65	\$110.18
Project Manager III	\$91.83	\$114.11
Project Manager IV	\$96.27	\$119.61
Project Manager V	\$101.95	\$126.68
Project Manager VI	\$107.66	\$133.77
Business Analyst/Specialist I	\$60.81	\$75.59
Business Analyst/Specialist II	\$68.39	\$84.97
Business Analyst/Specialist III	\$76.01	\$94.44
Business Analyst/Specialist IV	\$84.25	\$104.66
Administrative Support V	\$55.09	\$68.48
Administrative Support VI	\$60.15	\$74.74
Sr. Engineering Technician / Analyst I	\$63.34	\$78.70
Sr. Engineering Technician / Analyst II	\$69.66	\$86.55
Sr. Engineering Technician / Analyst III	\$76.00	\$94.44
Sr. Engineering Technician / Analyst IV	\$82.32	\$102.28
Sr. Engineering Technician / Analyst V	\$88.65	\$110.18
Sr. Engineer / Analyst I	\$101.32	\$125.89
Sr. Engineer / Analyst II	\$110.83	\$137.71
Sr. Engineer / Analyst III	\$116.52	\$144.79
Engineering Technician / Analyst I	\$65.87	\$81.83
Engineering Technician / Analyst II	\$71.57	\$88.89
Engineering Technician / Analyst III	\$79.16	\$98.37
Engineer / Analyst I	\$82.32	\$102.28
Engineer / Analyst II	\$88.65	\$110.18
Jr. Engineering Technician / Analyst I	\$60.78	\$75.53
Jr. Engineering Technician / Analyst II	\$63.97	\$79.48
Jr. Engineering Technician / Analyst III	\$66.50	\$82.64
Jr. Engineering Technician / Analyst IV	\$70.92	\$88.15
Jr. Engineer / Analyst I	\$75.97	\$94.40
Technical Specialist I	\$50.67	\$62.97
Technical Specialist II	\$55.72	\$69.22
Technical Specialist III	\$60.78	\$75.53



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Technical Specialist IV	\$65.87	\$81.83
Technical Specialist V	\$70.92	\$88.15
Financial/Business Manager	\$85.14	\$115.61
Business Systems Analyst I	\$63.36	\$86.04
Business Systems Analyst II	\$73.07	\$98.95
Business Systems Analyst III	\$94.31	\$128.38
Business Systems Analyst IV	\$104.59	\$142.02
Professional Analyst I	\$76.63	\$104.06
Professional Analyst II	\$80.16	\$108.06
Professional Analyst III	\$88.90	\$120.72
Technical Expert I	\$103.32	\$131.66
Technical Expert II	\$107.11	\$141.71
Technical Expert III	\$116.28	\$156.13
Subject Matter Expert I	\$110.10	\$149.51
Subject Matter Expert II	\$120.16	\$163.16
Subject Matter Expert III	\$133.69	\$181.53
Management Consultant	\$97.48	\$132.37
Mid- Level Management Consultant	\$124.62	\$165.90
Senior Management Consultant	\$135.00	\$176.09
Executive Management Consultant	\$150.00	\$195.66

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BASE PERIOD		
LABOR CATEGORIES	YEAR 2	
	Government Site Rate	Contractor Site Rate
Manager I	\$108.74	\$135.11
Manager II	\$121.53	\$151.01
Manager III	\$134.34	\$166.89
Manager IV	\$147.13	\$182.78
Manager V	\$159.91	\$198.68
Manager VI	\$185.48	\$230.48
Project Manager I	\$83.14	\$103.30
Project Manager II	\$89.54	\$111.28
Project Manager III	\$92.75	\$115.25
Project Manager IV	\$97.23	\$120.81
Project Manager V	\$102.97	\$127.95
Project Manager VI	\$108.74	\$135.11
Business Analyst/Specialist I	\$61.42	\$76.35
Business Analyst/Specialist II	\$69.07	\$85.82
Business Analyst/Specialist III	\$76.77	\$95.38
Business Analyst/Specialist IV	\$85.09	\$105.71
Administrative Support V	\$55.64	\$69.16
Administrative Support VI	\$60.75	\$75.49
Sr. Engineering Technician / Analyst I	\$63.97	\$79.49
Sr. Engineering Technician / Analyst II	\$70.36	\$87.42
Sr. Engineering Technician / Analyst III	\$76.76	\$95.38
Sr. Engineering Technician / Analyst IV	\$83.14	\$103.30
Sr. Engineering Technician / Analyst V	\$89.54	\$111.28
Sr. Engineer / Analyst I	\$102.33	\$127.15
Sr. Engineer / Analyst II	\$111.94	\$139.09
Sr. Engineer / Analyst III	\$117.69	\$146.24
Engineering Technician / Analyst I	\$66.53	\$82.65
Engineering Technician / Analyst II	\$72.29	\$89.78
Engineering Technician / Analyst III	\$79.95	\$99.35
Engineer / Analyst I	\$83.14	\$103.30
Engineer / Analyst II	\$89.54	\$111.28
Jr. Engineering Technician / Analyst I	\$61.39	\$76.29
Jr. Engineering Technician / Analyst II	\$64.61	\$80.27
Jr. Engineering Technician / Analyst III	\$67.17	\$83.47
Jr. Engineering Technician / Analyst IV	\$71.63	\$89.03
Jr. Engineer / Analyst I	\$76.73	\$95.34
Technical Specialist I	\$51.18	\$63.60
Technical Specialist II	\$56.28	\$69.91
Technical Specialist III	\$61.39	\$76.29
Technical Specialist IV	\$66.53	\$82.65
Technical Specialist V	\$71.63	\$89.03
Financial/Business Manager	\$85.99	\$116.77
Business Systems Analyst I	\$63.99	\$86.90
Business Systems Analyst II	\$73.80	\$99.94
Business Systems Analyst III	\$95.25	\$129.66
Business Systems Analyst IV	\$105.64	\$143.44
Professional Analyst I	\$77.40	\$105.10

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<b>BASE PERIOD</b>		
<b>LABOR CATEGORIES</b>	<b>YEAR 2</b>	
	<b>Government Site Rate</b>	<b>Contractor Site Rate</b>
Professional Analyst II	\$80.96	\$109.14
Professional Analyst III	\$89.79	\$121.93
Technical Expert I	\$104.35	\$132.98
Technical Expert II	\$108.18	\$143.13
Technical Expert III	\$117.44	\$157.69
Subject Matter Expert I	\$111.20	\$151.01
Subject Matter Expert II	\$121.36	\$164.79
Subject Matter Expert III	\$135.03	\$183.35
Management Consultant	\$98.45	\$133.69
Mid-Level Management Consultant	\$125.87	\$167.56
Senior Management Consultant	\$136.35	\$177.85
Executive Management Consultant	\$151.50	\$197.62

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<b>BASE PERIOD</b>		
<b>LABOR CATEGORIES</b>	<b>YEAR 3</b>	
	<b>Government Site Rate</b>	<b>Contractor Site Rate</b>
Manager I	\$109.83	\$136.46
Manager II	\$122.75	\$152.52
Manager III	\$135.68	\$168.56
Manager IV	\$148.60	\$184.61
Manager V	\$161.51	\$200.67
Manager VI	\$187.33	\$232.78
Project Manager I	\$83.97	\$104.33
Project Manager II	\$90.44	\$112.39
Project Manager III	\$93.68	\$116.40
Project Manager IV	\$98.20	\$122.02
Project Manager V	\$104.00	\$129.23
Project Manager VI	\$109.83	\$136.46
Business Analyst/Specialist I	\$62.03	\$77.11
Business Analyst/Specialist II	\$69.76	\$86.68
Business Analyst/Specialist III	\$77.54	\$96.33
Business Analyst/Specialist IV	\$85.94	\$106.77
Administrative Support V	\$56.20	\$69.85
Administrative Support VI	\$61.36	\$76.24
Sr. Engineering Technician / Analyst I	\$64.61	\$80.28
Sr. Engineering Technician / Analyst II	\$71.06	\$88.29
Sr. Engineering Technician / Analyst III	\$77.53	\$96.33
Sr. Engineering Technician / Analyst IV	\$83.97	\$104.33
Sr. Engineering Technician / Analyst V	\$90.44	\$112.39
Sr. Engineer / Analyst I	\$103.35	\$128.42
Sr. Engineer / Analyst II	\$113.06	\$140.48
Sr. Engineer / Analyst III	\$118.87	\$147.70
Engineering Technician / Analyst I	\$67.20	\$83.48
Engineering Technician / Analyst II	\$73.01	\$90.68
Engineering Technician / Analyst III	\$80.75	\$100.34
Engineer / Analyst I	\$83.97	\$104.33
Engineer / Analyst II	\$90.44	\$112.39
Jr. Engineering Technician / Analyst I	\$62.00	\$77.05
Jr. Engineering Technician / Analyst II	\$65.26	\$81.07
Jr. Engineering Technician / Analyst III	\$67.84	\$84.30
Jr. Engineering Technician / Analyst IV	\$72.35	\$89.92
Jr. Engineer / Analyst I	\$77.50	\$96.29
Technical Specialist I	\$51.69	\$64.24
Technical Specialist II	\$56.84	\$70.61
Technical Specialist III	\$62.00	\$77.05
Technical Specialist IV	\$67.20	\$83.48
Technical Specialist V	\$72.35	\$89.92
Financial/Business Manager	\$86.85	\$117.94
Business Systems Analyst I	\$64.63	\$87.77
Business Systems Analyst II	\$74.54	\$100.94
Business Systems Analyst III	\$96.20	\$130.96
Business Systems Analyst IV	\$106.70	\$144.87
Professional Analyst I	\$78.17	\$106.15

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<b>BASE PERIOD</b>		
<b>LABOR CATEGORIES</b>	<b>YEAR 3</b>	
	<b>Government Site Rate</b>	<b>Contractor Site Rate</b>
Professional Analyst II	\$81.77	\$110.23
Professional Analyst III	\$90.69	\$123.15
Technical Expert I	\$105.39	\$134.31
Technical Expert II	\$109.26	\$144.56
Technical Expert III	\$118.61	\$159.27
Subject Matter Expert I	\$112.31	\$152.52
Subject Matter Expert II	\$122.57	\$166.44
Subject Matter Expert III	\$136.38	\$185.18
Management Consultant	\$99.43	\$135.03
Mid-Level Management Consultant	\$127.13	\$169.24
Senior Management Consultant	\$137.71	\$179.63
Executive Management Consultant	\$153.02	\$199.60

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<b>BASE PERIOD</b>		
<b>LABOR CATEGORIES</b>	<b>YEAR 4</b>	
	<b>Government Site Rate</b>	<b>Contractor Site Rate</b>
Manager I	\$110.93	\$137.82
Manager II	\$123.98	\$154.05
Manager III	\$137.04	\$170.25
Manager IV	\$150.09	\$186.46
Manager V	\$163.13	\$202.68
Manager VI	\$189.20	\$235.11
Project Manager I	\$84.81	\$105.37
Project Manager II	\$91.34	\$113.51
Project Manager III	\$94.62	\$117.56
Project Manager IV	\$99.18	\$123.24
Project Manager V	\$105.04	\$130.52
Project Manager VI	\$110.93	\$137.82
Business Analyst/Specialist I	\$62.65	\$77.88
Business Analyst/Specialist II	\$70.46	\$87.55
Business Analyst/Specialist III	\$78.32	\$97.29
Business Analyst/Specialist IV	\$86.80	\$107.84
Administrative Support V	\$56.76	\$70.55
Administrative Support VI	\$61.97	\$77.00
Sr. Engineering Technician / Analyst I	\$65.26	\$81.08
Sr. Engineering Technician / Analyst II	\$71.77	\$89.17
Sr. Engineering Technician / Analyst III	\$78.31	\$97.29
Sr. Engineering Technician / Analyst IV	\$84.81	\$105.37
Sr. Engineering Technician / Analyst V	\$91.34	\$113.51
Sr. Engineer / Analyst I	\$104.38	\$129.70
Sr. Engineer / Analyst II	\$114.19	\$141.88
Sr. Engineer / Analyst III	\$120.06	\$149.18
Engineering Technician / Analyst I	\$67.87	\$84.31
Engineering Technician / Analyst II	\$73.74	\$91.59
Engineering Technician / Analyst III	\$81.56	\$101.34
Engineer / Analyst I	\$84.81	\$105.37
Engineer / Analyst II	\$91.34	\$113.51
Jr. Engineering Technician / Analyst I	\$62.62	\$77.82
Jr. Engineering Technician / Analyst II	\$65.91	\$81.88
Jr. Engineering Technician / Analyst III	\$68.52	\$85.14
Jr. Engineering Technician / Analyst IV	\$73.07	\$90.82
Jr. Engineer / Analyst I	\$78.28	\$97.25
Technical Specialist I	\$52.21	\$64.88
Technical Specialist II	\$57.41	\$71.32
Technical Specialist III	\$62.62	\$77.82
Technical Specialist IV	\$67.87	\$84.31
Technical Specialist V	\$73.07	\$90.82
Financial/Business Manager	\$87.72	\$119.12
Business Systems Analyst I	\$65.28	\$88.65
Business Systems Analyst II	\$75.29	\$101.95
Business Systems Analyst III	\$97.16	\$132.27
Business Systems Analyst IV	\$107.77	\$146.32
Professional Analyst I	\$78.95	\$107.21

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<b>BASE PERIOD</b>		
<b>LABOR CATEGORIES</b>	<b>YEAR 4</b>	
	<b>Government Site Rate</b>	<b>Contractor Site Rate</b>
Professional Analyst II	\$82.59	\$111.33
Professional Analyst III	\$91.60	\$124.38
Technical Expert I	\$106.44	\$135.65
Technical Expert II	\$110.35	\$146.01
Technical Expert III	\$119.80	\$160.86
Subject Matter Expert I	\$113.43	\$154.05
Subject Matter Expert II	\$123.80	\$168.10
Subject Matter Expert III	\$137.74	\$187.03
Management Consultant	\$100.42	\$136.38
Mid-Level Management Consultant	\$128.40	\$170.93
Senior Management Consultant	\$139.09	\$181.43
Executive Management Consultant	\$154.55	\$201.60

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<b>BASE PERIOD</b>		
<b>LABOR CATEGORIES</b>	<b>YEAR 5</b>	
	<b>Government Site Rate</b>	<b>Contractor Site Rate</b>
Manager I	\$112.04	\$139.20
Manager II	\$125.22	\$155.59
Manager III	\$138.41	\$171.95
Manager IV	\$151.59	\$188.32
Manager V	\$164.76	\$204.71
Manager VI	\$191.09	\$237.46
Project Manager I	\$85.66	\$106.42
Project Manager II	\$92.25	\$114.65
Project Manager III	\$95.57	\$118.74
Project Manager IV	\$100.17	\$124.47
Project Manager V	\$106.09	\$131.83
Project Manager VI	\$112.04	\$139.20
Business Analyst/Specialist I	\$63.28	\$78.66
Business Analyst/Specialist II	\$71.16	\$88.43
Business Analyst/Specialist III	\$79.10	\$98.26
Business Analyst/Specialist IV	\$87.67	\$108.92
Administrative Support V	\$57.33	\$71.26
Administrative Support VI	\$62.59	\$77.77
Sr. Engineering Technician / Analyst I	\$65.91	\$81.89
Sr. Engineering Technician / Analyst II	\$72.49	\$90.06
Sr. Engineering Technician / Analyst III	\$79.09	\$98.26
Sr. Engineering Technician / Analyst IV	\$85.66	\$106.42
Sr. Engineering Technician / Analyst V	\$92.25	\$114.65
Sr. Engineer / Analyst I	\$105.42	\$131.00
Sr. Engineer / Analyst II	\$115.33	\$143.30
Sr. Engineer / Analyst III	\$121.26	\$150.67
Engineering Technician / Analyst I	\$68.55	\$85.15
Engineering Technician / Analyst II	\$74.48	\$92.51
Engineering Technician / Analyst III	\$82.38	\$102.35
Engineer / Analyst I	\$85.66	\$106.42
Engineer / Analyst II	\$92.25	\$114.65
Jr. Engineering Technician / Analyst I	\$63.25	\$78.60
Jr. Engineering Technician / Analyst II	\$66.57	\$82.70
Jr. Engineering Technician / Analyst III	\$69.21	\$85.99
Jr. Engineering Technician / Analyst IV	\$73.80	\$91.73
Jr. Engineer / Analyst I	\$79.06	\$98.22
Technical Specialist I	\$52.73	\$65.53
Technical Specialist II	\$57.98	\$72.03
Technical Specialist III	\$63.25	\$78.60
Technical Specialist IV	\$68.55	\$85.15
Technical Specialist V	\$73.80	\$91.73
Financial/Business Manager	\$88.60	\$120.31
Business Systems Analyst I	\$65.93	\$89.54
Business Systems Analyst II	\$76.04	\$102.97
Business Systems Analyst III	\$98.13	\$133.59
Business Systems Analyst IV	\$108.85	\$147.78
Professional Analyst I	\$79.74	\$108.28



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<b>BASE PERIOD</b>		
<b>LABOR CATEGORIES</b>	<b>YEAR 5</b>	
	<b>Government Site Rate</b>	<b>Contractor Site Rate</b>
Professional Analyst II	\$83.42	\$112.44
Professional Analyst III	\$92.52	\$125.62
Technical Expert I	\$107.50	\$137.01
Technical Expert II	\$111.45	\$147.47
Technical Expert III	\$121.00	\$162.47
Subject Matter Expert I	\$114.56	\$155.59
Subject Matter Expert II	\$125.04	\$169.78
Subject Matter Expert III	\$139.12	\$188.90
Management Consultant	\$101.42	\$137.74
Mid-Level Management Consultant	\$129.68	\$172.64
Senior Management Consultant	\$140.48	\$183.24
Executive Management Consultant	\$156.10	\$203.62

## LABOR CATEGORY DESCRIPTIONS & QUALIFICATIONS

**Manager** – Directs the performance of a variety of related projects, which may be organized by a specific technology, program or particular client. Oversees the development, application, marketing and resource allocation. Responsible for the effective management of funds, personnel, and quality and timely delivery of all required contractual items. Confers with Program Managers to provide technical advice and to assist with problem resolution. Maintains the development and execution of business opportunities based on broad-range general guidance. Responsible for marketing and follow-on business opportunities. Operates within the client guidance, contractual limitations, and Company policy. Serves as the focal point of contact with the client regarding all aspects of a specific task order. Manages all levels of a program. May perform other duties as assigned.

Manager I – Bachelor’s Degree and 6 years of general experience.  
Manager II – Bachelor’s Degree and 8 years of general experience.  
Manager III – Bachelor’s Degree and 10 years of general experience.  
Manager IV – Bachelor’s Degree and 12 years of general experience.  
Manager V – Bachelor’s Degree and 14 years of general experience.  
Manager VI – Master’s Degree and 16 years of general experience.

Equivalent experience can be substituted for education:  
8 years for a Bachelor’s Degree  
Bachelors plus 2 years for Master’s

**Project Manager** - Manages project operations, ensures project schedules are met and resources are used effectively. Ensures proper relationships are established between customers, team partners, and vendors to facilitate the delivery of engineering technology services. Supervises staff operations. Coordinates the resolution of product-related problems. Prepares and presents project status to senior management and customer representatives.

Project Manager I – Bachelor’s Degree and 2 years of general experience.  
Project Manager II – Bachelor’s Degree and 4 years of general experience.  
Project Manager III – Bachelor’s Degree and 5 years of general experience.  
Project Manager IV – Bachelor’s Degree and 6 years of general experience.  
Project Manager V – Bachelor’s Degree and 7 years of general experience.  
Project Manager VI – Master’s Degree and 6 years of general experience.

Equivalent experience can be substituted for education:  
8 years for a Bachelor’s Degree  
Bachelors plus 2 years for Master’s

**Business Analyst/Specialist** - Includes efforts identified as business and finance in nature, including but not limited to project control, finance, accounting, project planning, scheduling and cost estimating. Performs evaluations of procedures, processes, techniques related to management problems or contractual issues which require reporting and recommending solutions. Individual will evaluate/prepare economic analyses, formulate business case reports and correlate technical and business issues. Prepares work breakdown structures, comparison charts, tables, graphs and diagrams to assist in analyzing problems. As required, provides general supervision and direction to administrative staff.

Business Analyst/Specialist I – Bachelor’s and 2 years of general experience.  
Business Analyst/Specialist II – Bachelor’s and 3 years of general experience.  
Business Analyst/Specialist III – Bachelor’s Degree and 4 years of general experience.  
Business Analyst/Specialist IV – Bachelor’s Degree and 6 years of general experience.

Equivalent experience can be substituted for education:  
8 years for a Bachelor’s Degree

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**Administrative Support** - Provides administrative related support to technical and management level personnel including but not limited to documentation planning including graphical and computer inputs, project administration, general office support, executive secretarial support, human resource and personnel planning, event planning and execution, office relocation planning, records and data input.

Administrative Support V – Associate’s Degree and 4 years general experience

Administrative Support VI – Bachelor’s Degree and 3 years of general experience.

Equivalent experience can be substituted for education:

4 years for an Associate’s Degree

8 years for a Bachelor’s Degree

**Senior Engineering Technician / Analyst** – Performs a variety of intelligence, analytical, programmatic, operational, collection processing, engineering, and information operations related tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises teams of Engineers through full project life. Responsible for major technical/analytical, programmatic, operational, collection processing, and information operations related projects of higher complexity and importance than those normally assigned to lower level engineers. May perform other duties as assigned.

Sr. Engineering Technician / Analyst I – Associate’s Degree and 3 years of general experience.

Sr. Engineering Technician / Analyst II – Associate’s Degree and 4 years of general experience.

Sr. Engineering Technician / Analyst III – Associate’s Degree and 5 years of general experience.

Sr. Engineering Technician / Analyst IV – Associate’s Degree and 6 years of general experience.

Sr. Engineering Technician / Analyst V – Associate’s Degree and 7 years of general experience.

Equivalent experience can be substituted for education:

4 years for an Associate’s Degree

**Senior Engineer / Analyst**- Performs a variety of intelligence, analytical, programmatic, operational, collection processing, engineering, and information operations related tasks, either independently or under supervision, which are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises teams of Engineers through full project life. Responsible for major technical/analytical, programmatic, operational, collection processing, and information operations related projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of Engineers and Analysts assigned to projects. Performs engineering design evaluations and works to complete projects within budget and scheduling restraints. Responsible for design, development, implementation, and analysis of technical products and systems. Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. May perform other duties as assigned.

Sr. Engineer / Analyst I – Bachelor’s Degree and 6 years of general experience.

Sr. Engineer / Analyst II – Bachelor’s Degree and 7 years of general experience.

Sr. Engineer / Analyst III – Bachelor’s Degree and 8 years of general experience.

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**Engineering Technician / Analyst** – Under supervision performs a variety of intelligence, analytical, programmatic, operational, collection processing, engineering, systems integration, and information operations related tasks, which are broad in nature and are concerned with design and implementation, including personnel, hardware, software, and support facilities and/or equipment. Performs with some latitude for unreviewed actions and decisions. Plans and performs analytical, programmatic, operational, collection processing, and information operations related research, design development, and other assignments in conformance with design, analytical, programmatic, operational, collection processing, and information operations related, and customer specifications. Responsible for the technical/analytical, programmatic, operational, collection processing, and information operations related part of a major project of lesser complexity and importance than those normally assigned to a higher-level engineer. Coordinates the activities of Technicians assigned to specific analytical, programmatic, operational, collection processing, and information operations related projects. May perform other duties as assigned.

Engineering Technician / Analyst I – High School Diploma and 5 years of general experience.

Engineering Technician / Analyst II – Associate's Degree and 3 years of general experience.

Engineering Technician / Analyst III – Associate's Degree and 4 years of general experience.

Equivalent experience can be substituted for education:

4 years for an Associate's Degree

**Engineer / Analyst** – Under supervision performs a variety of intelligence, analytical, programmatic, operational, collection processing, engineering, systems integration, and information operations related tasks, which are broad in nature and are concerned with design and implementation, including personnel, hardware, software, and support facilities and/or equipment. Performs with some latitude for unreviewed actions and decisions. Plans and performs analytical, programmatic, operational, collection processing, and information operations related research, design development, and other assignments in conformance with design, analytical, programmatic, operational, collection processing, and information operations related, and customer specifications. Responsible for the technical/analytical, programmatic, operational, collection processing, and information operations related part of a major project of lesser complexity and importance than those normally assigned to a higher-level engineer. Coordinates the activities of Technicians assigned to specific analytical, programmatic, operational, collection processing, and information operations related projects. Recommends alterations to development and design to improve quality of products and/or procedures. Includes the implementation and design of hardware and software. Monitors the performance of systems may perform other duties as assigned.

Engineer / Analyst I – Bachelor's Degree and 5 years of general experience.

Engineer / Analyst II – Bachelor's Degree and 6 years of general experience.

**Jr. Engineering Technician / Analyst** – Under supervision, assists in defining and executing intelligence, analytical, programmatic, operational, collection processing, engineering, and information operations related activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, analytical, programmatic, operational, collection processing, information operations related activities, and development and staffing of an analytical, programmatic, operational, collection processing, and information operations related management plan. Performs analytical, programmatic, operational, collection processing, and information operations related planning, performance management, capacity planning, testing and validation, and benchmarking. Development and staffing of an analytical, programmatic, operational, collection processing, and information operations related management plan. Supports project Engineers, as required. Analyzes and develops technical documentation detailing the integration and system performance. May perform other duties as assigned.

Jr. Engineering Technician / Analyst I – High School Diploma and 4 years of general experience

Jr. Engineering Technician / Analyst II – Associate's Degree and 2 years of general experience.

Jr. Engineering Technician / Analyst III – Associate's Degree and 3 years of general experience.

Jr. Engineering Technician / Analyst IV – Associate's Degree and 4 years of general experience.

Equivalent experience can be substituted for education:

4 years for an Associate's Degree

**Jr. Engineer / Analyst** – Under supervision, assists in defining and executing intelligence, analytical, programmatic, operational, collection processing, engineering, and information operations related activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, analytical, programmatic, operational, collection processing, information operations related activities, and development and staffing of an analytical, programmatic, operational, collection processing, and information operations related management plan. Performs analytical, programmatic, operational, collection processing, and information operations related planning, performance management, capacity planning, testing and validation, and benchmarking. Development and staffing of an analytical, programmatic, operational, collection processing, and information operations related management plan. Supports project Engineers, as required. Analyzes and develops technical documentation detailing the integration and system performance. Responsible for design, development, implementation, and analysis of technical products and systems. Performs engineering design evaluations. May develop a range of products. Recommends alterations to development and design to improve quality of products and/or procedures. May perform other duties as assigned.

Jr. Engineer / Analyst I – Bachelor's Degree and 5 years of general experience.

**Technical Specialist** – Works under supervision to perform a variety of analytical, programmatic, operational, collection processing, engineering, and information operations related tasks, which are broad in nature and are concerned with the design and implementation, including support facilities and/or equipment. Supports the planning and performance of intelligence, analytical, programmatic, operational, collection processing, and information operations related and customer specifications. Supports the technical/analytical, programmatic, operational, collection processing, and information operations related activities related to the development and integration, of testing of a project assigned to higher level engineers. Works under the supervision of a Sr. Engineers or project manager. May perform other duties as assigned.

Technical Specialist I – High School Diploma and 2 years of general experience

Technical Specialist II – High School Diploma and 4 years of general experience.

Technical Specialist III – High School Diploma and 5 years of general experience.

Technical Specialist IV – Associates Degree and 2 year of general experience.

Technical Specialist V – Associates Degree and 3 years of general experience.

Equivalent experience can be substituted for education: 4 years for an Associate's Degree

### **Financial/Business Manager**

**Functional Responsibility:** The Financial/Business Manager provides highly specialized knowledge and theoretical skills necessary to define, analyze, verify and document complex problems or issues. The Manager is capable of designing and developing solutions for implementation. The functions performed by the Manager include: improving business processes by directing the development, implementation, and maintenance of business applications systems and formulating business systems architecture plans, estimating costs, and ensuring projects meet strategic and financial needs/goals. Must have a broad knowledge of financial/business applications and customer requirements. The Manager may also develop and provide training specifically tailored to customer's needs.

**Minimum Education/Experience:** Must have the training in one or more of the following areas: finance, accounting, computer systems, statistics, business processes, information collection, manipulation and analysis, process/functional analysis, numerical analysis, operations research, or mathematics.

Financial/Business Manager – Bachelor's degree and 5 years of general experience

Equivalent experience can be substituted for education:

High School Diploma and 8 years for a Bachelor's

### **Professional Analyst**

**Functional Responsibility:** The Professional Analyst provides highly specialized knowledge and theoretical skills necessary to define, analyze, verify and document complex problems or issues. The Professional Analyst is capable of designing and developing solutions for implementation by the technical staff. The functions performed by the Professional Analyst include: design, development, integration and testing of complex technology concepts and systems architectures. Must have a broad knowledge of technology, applications and customer requirements. Must have an in depth understanding of technology to include engineering, complex analysis, computer design and architectures, network architectures and protocols, IEEE standards, system design, complex military/commercial standards. Must be trained to apply and/or develop advanced technologies, scientific principles, theories and concepts related to technical disciplines. The Professional Analyst may also develop and provide training specifically tailored to customer's needs. These training programs may include operator training as well as professional certification training and licensing.

**Minimum Education/Experience:** Must have training in one or more of the following areas: computer sciences, computer systems, re-engineering, information collection, manipulation and analysis, development/operational testing, modeling and simulation, process/functional analysis, test design, reliability, availability and maintainability analysis, numerical analysis, engineering, operations research, mathematics or physics.

Professional Analyst Level 1 – Bachelor's Degree and 7 years of general experience.

Professional Analyst Level 2 – Bachelor's Degree and 10 years of general experience.

Professional Analyst Level 3 – Master's Degree and 10 years of general experience.

Equivalent experience can be substituted for education:

High School Diploma and 8 years for Bachelor's

Bachelor's and 2 years or High School Diploma and 12 years for Master's

### **Business Systems Analyst**

**Functional Responsibility:** The Business Systems Analyst provides specialized knowledge and technical skills to evaluate intricate problems related to the operation of a business environment. Evaluations include the overall operation of the client's business environment, the interrelationship of personnel and functions, resulting in solutions for overall improvement of efficiency and effectiveness of work. Functions include the testing of business policies, financial management practices and other work procedures.

**Minimum Education/Experience:** Must have a bachelor's degree and training/experience in business operations and related functions, such as accounting, finance, management operations. Analysis work should include modeling, graphic analysis, and operations research.

Business Systems Analyst Level 1 – Bachelor's Degree and 8 years of general experience.

Business Systems Analyst Level 2 – Bachelor's Degree and 12 years of general experience.

Business Systems Analyst Level 3 – Bachelor's Degree and 15 years of general experience.

Business Systems Analyst Level 4 – Bachelor's Degree and 20 years of general experience.

Equivalent experience can be substituted for education: High School Diploma and 8 years for Bachelor's

### **Technical Expert**

**Functional Responsibility:** The Technical Expert independently provides specialized knowledge and technical skills necessary to analyze complex requirements, quantify essential performance parameters and metrics, and design comprehensive solutions based upon the customer's needs and constraints. Functions include task analysis, requirements definition, organizational analysis, system analysis, functional/procedural process analysis, data analysis, statistical analysis, modeling and simulation, test planning, configuration management, hardware and software testing, quality management, system engineering or other operational research analysis. The Technical Expert must be capable of leading teams of technology professionals tasked with translating and mapping complex scientific and engineering concepts into tailored operational solutions that efficiently address critical customer technical requirements.

**Minimum Education/Experience:** Must have training in one or more of the following areas: electrical or computer engineering, physics, computer science, computer systems design, probability and statistics, business processes, re-engineering, information collection, manipulation and analysis, developmental/operational testing, modeling/simulation, process/functional analysis, test design, reliability, availability and maintainability analysis, engineering or operational research.

Technical Expert Level 1 – Associate's Degree and 8 years general experience.

Technical Expert Level 2 – Bachelor's Degree and 10 years general experience.

Technical Expert Level 3 – Bachelor's Degree and 15 years general experience.

### **Subject Matter Expert**

**Functional Responsibility:** Provides access to forward thinking subject matter experts in a wide variety of highly technical areas to include computer architecture, electronics, physics, scientific, business and/or system analysis. Perform studies and analysis to support the most difficult technical needs of the customer. Designs, develops and makes recommendations concerning state of the art technologies and their application to the customer's needs.

**Minimum Education/Experience:** Highly educated subject matter experts with extensive experience, knowledge and understanding of complex issues. Renowned scientists, engineers, physicists, or analysts. Skilled and experienced at understanding complex issues and developing forward looking solutions.

Subject Matter Expert Level 1 – Bachelor's Degree and 8 years general experience.

Subject Matter Expert Level 2 – Bachelor's Degree and 10 years general experience.

Subject Matter Expert Level 3 – Master's Degree and 14 years general experience.

Equivalent experience can be substituted for education:

High School Diploma and 8 years for Bachelor's

Bachelor's and 2 years or High School and 12 years

### **Management Consultant**

**Functional Responsibility:** The Management Consultant provides technical contract management to include program and project management, operational decisions, reports, deliverables, customer interface, quality control, logistic support and contract administration. The Management Consultant must be skilled as a Subject Matter Expert, as described in the previous section.

**Minimum Education/Experience:** Must have the essential analytic and technical skills plus supervisory/management and personnel training experience. Must have or be able to obtain a security clearance of Secret or higher as required. Must be able to perform in a security environment involving special security requirements.

Management Consultant – Bachelor's Degree and 10 years general experience.

Mid-Level Management Consultant – Bachelor's Degree and 15 years general experience.

Senior Management Consultant – Master's Degree and 15 years general experience.

Executive Management Consultant – Master's Degree and 18 years general experience.

Equivalent experience can be substituted for education:

High School Diploma and 8 years for Bachelor's

Bachelors and 2 years or High School and 12 years