



Sourcewell Cooperative Purchasing Contract

IT Managed Service and Staff Augmentation Solutions

Labor Categories and Rate Card

Labor Category Descriptions

Labor Category	Application Architect
Minimum/General Experience	A minimum of six (6) years of related applications systems analysis/programming experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or ten (10) years of equivalent work experience.
Functional Responsibilities	Formulates and defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, and documents those programs. Competent to work at the highest technical level of all phases of applications systems analysis and programming activities. May be responsible for completion of a phase of a project. Regularly provides guidance and training to less-experienced analyst/programmers.

Labor Category	Application Developer
Minimum/General Experience	A minimum of four (4) years of related applications systems analysis/programming experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or eight (8) years of equivalent work experience.
Functional Responsibilities	Under general supervision, formulates and defines system scope and objectives through research and fact-finding to develop or modify moderately complex information systems. Prepares detailed specifications from which programs will be written. Designs, codes, tests, debugs, documents, and maintains those programs. Competent to work on most phases of applications systems analysis and programming activities, but requires instruction and guidance in other phases.

Labor Category	Business Analyst
Minimum/General Experience	A minimum of four (4) years of related business systems analyst experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or eight (8) years of equivalent work

	experience.
Functional Responsibilities	Under general supervision, formulates and defines systems scope and objectives through research and fact-finding combined with an understanding of applicable business systems and industry requirements. With this knowledge, develops or modifies moderately complex information systems. Includes analysis of business and user needs, documenting requirements, and revising existing system logic difficulties as necessary. Guides and advises less-experienced Business Systems Analysts. Competent to work in some phases of systems analysis and considers the business implications of the application of technology to the current business environment.

Labor Category		Curam Developer I
Minimum/General Experience		A minimum of two (2) years of experience using Curam software.
Minimum Education		Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline.
Functional Responsibilities		Designs business and workflow process modeling, and business reengineering using Cúram. Developer uses COTS Cúram Enterprise Framework Components, Cúram Intelligent Evidence Gathering (IEG2), Cúram Express Rules for Triage (CERT), Oracle, use of XML technology in Cúram, Cúram Evidence Framework, Subversion, and WebSphere.

Labor Category		Curam Developer II
Minimum/General Experience		At least three (3) years of experience supporting multiple IT projects.
Minimum Education		Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline.
Functional Responsibilities		Design business and workflow process modeling, and business reengineering using Cúram. Developer uses COTS Cúram Enterprise Framework Components, Cúram Intelligent Evidence Gathering (IEG2), Cúram Express Rules for Triage (CERT), Oracle, use of XML technology in Cúram, Cúram Evidence Framework, Subversion, and WebSphere.

Labor Category		Database Administrator
Minimum/General Experience		A minimum of six (6) years of related data development and administration experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education		Bachelor of Science degree in Computer Science, Information Systems, Engineering, or other related scientific or technical discipline or four (4) years of equivalent work experience.

Functional Responsibilities	Directs the daily use of project data to store, secure, select, and retrieve information in a logical, orderly manner. Ensures that systems provide sufficient controlled avenues for access to and update of the database. Ensures the currency, accuracy, and integrity of the data. Oversees the design and maintenance of the data dictionary; retrieves transactions to ensure correct implementation and usages of the data. Works closely with peer level data processing management to evaluate the effects of systems tools or equipment changes of the data and to ensure continuing integration. Trains and develops subordinates through varied assignments.
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Labor Category	Data Analyst
Minimum/General Experience	A minimum of two (2) years of related data warehousing analyst experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, or other related scientific or technical discipline or four (4) years of equivalent work experience.
Functional Responsibilities	Works in a data analysis environment, which includes data design, database architecture, metadata and repository creation. Reviews data loaded into the data warehouse for accuracy. Responsible for the development, maintenance and support of an enterprise data system. Troubleshoots and tunes existing data applications. Conducts research into new data applications and determines viability for adoption. Assists in establishing development standards. Incorporates existing subject areas into an enterprise model.

Labor Category	Database Architect
Minimum/General Experience	A minimum of six (6) years of related data architect experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, or other related scientific or technical discipline or four (4) years of equivalent work experience.
Functional Responsibilities	Designs and builds relational databases. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Works in a data warehouse environment, which includes data design, database architecture, metadata and repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Develops data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Evaluates reusability of current data for additional analyses. Reviews object and data models and the metadata repository to structure the data for better management and quicker access.

Labor Category	Database Developer
Minimum/General Experience	A minimum of four (4) years of related database experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or eight (8) years of equivalent work experience.
Functional Responsibilities	Specifies proper types of files organization, indexing methods and security procedures. Advises project teams on the design of complex databases. Defines specialized aspects of user's database administrator documentation. Performs detailed comparisons of various database systems. Performs duties in a complex, distributed, computing environment that may involve different types of hardware platforms, operating systems, applications and network environments. May perform analysis of, or reporting on, data or data structures. May perform extraction transformation and loading of data between databases, data sources and data warehouses. Provides expertise in data storage systems. May develop backup and archival policies and procedures and perform administrative tasks such as installing, maintaining, monitoring, recovering, rebuilding, upgrading, patching and performance tuning. May mentor co-workers.

Labor Category	DevOps Engineer
Minimum/General Experience	Five (5) years of experience writing software code and designing web sites.
Minimum Education	Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline.
Functional Responsibilities	Designs, develops, codes and tests application programs using automated tools and prescribed methodology. Assists in developing software design specifications, prepares program and systems documentation and report layouts, generates program test data and tests and debugs programs. Provides input to user documentation.

Labor Category	Infrastructure Specialist
Minimum/General Experience	A minimum of four (4) of related telecommunications hardware/analyst experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, or other related scientific or technical discipline or six (6) years of equivalent work experience.

<p>Functional Responsibilities</p>	<p>Responsibilities include administration and support of network servers Administration and support of VMware. Be able to build and maintain the entire environment from the ground up. Strong understanding of Cisco products Cisco IOS experience (switches, ASA firewalls, QoS policies, Access lists and traffic prioritization) Understanding of VLAN's. Routers and firewalls in an enterprise of various WAN scenarios such as MPLS, point-to-point and secure VPN over the internet. Hands on experience in configuration, building, installation and administration of server hardware. Demonstrated experience of virtual desktop (VDI) technology. Working knowledge of network architecture, configuration and topology. Ability to maintain documentation, create flow charts, maintenance records and reports. Ability to maintain professional working relationships with vendors contacted in the course of integrating, testing, or resolving hardware or software problems. RSA token experience, Office 365 experience, Windows Server 2012 Technologies and Active Directory, LAN/WAN, VOIP, TCP/IP, VPN/SAN/NAS/Storage. Implementation and support of Network security, VPN, firewalls, load balancers, DNS and other infrastructure components. Network Design/Architecture experience Disaster recovery and backup tools. Proficient in software and firmware patching technologies Blade server experience. Experience installing and supporting Blade server arrays. Ability to packet capture using Wireshark or TCP Dump. Administration and Experience using Network Monitoring tools.</p>
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Labor Category	Information Technology Consultant
<p>Minimum/General Experience</p>	<p>A minimum of six (6) years of related information services consulting experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.</p>
<p>Minimum Education</p>	<p>Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or ten (10) years of equivalent work experience.</p>
<p>Functional Responsibilities</p>	<p>Top-level technical expert supporting unlimited end user groups. Works with user groups to solve business problems with available technology including hardware, software, databases, and peripherals. Requires high level of diverse technical experience related to studying and analyzing system needs, systems development, systems process analysis, design, and re-engineering. Has skills and experience related to business management, systems engineering, operations research, and management engineering. Typically requires specialization in particular software or business application utilized in an end user environment. Keeps abreast of technological developments and</p>

	applications.
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Labor Category		Network Engineer
Minimum/General Experience		A minimum of four (4) years of related network engineering experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education		Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or eight (8) years of equivalent work experience.
Functional Responsibilities		Under general supervision, oversees the purchase, installation, and support of network communications, including LAN/WAN systems. Works on problems of diverse scope where analysis of situation requires evaluation and judgment. Responsible for evaluating current systems. Assists in the planning of large-scale systems projects through vendor comparison and cost studies. Requires thorough knowledge of LAN/WAN systems, networks, and applications.

Labor Category		Project/Program Manager
Minimum/General Experience		Minimum of six years of experience is required, of which four years must be specialized. Specialized experience required includes: complete engineering project development from inception to deployment; proven expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts. General experience required includes: increasing responsibilities in information systems design and management.
Minimum Education		Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or ten (10) years of equivalent work experience. A PMP certificate is highly desirable.
Functional Responsibilities		Manager for large, complex IT task orders (or a group of task orders affecting the same common/standard/migration system). Leads the project or multiple tasks and retains overall responsibility for performance including cost, schedule, deliverables and contractual compliance. Provides the interface to the customer and other project leaders. Ensures quality and productivity standards are maintained while meeting project/client deadlines and budget constraints. Supervises the training of new personnel under the project to assure compliance with regulations, codes, and Company policy and procedures. Participates in contract negotiations.

Labor Category		Quality Assurance Specialist - Expert
Minimum/General		A minimum of six (6) years of related quality assurance analyst

Experience	experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or ten (10) years of equivalent work experience.
Functional Responsibilities	Under general direction, carries out procedures to ensure that all information systems, products and services meet organization standards and end-user requirements. Performs and leads tests of software to ensure proper operation and freedom from defects. May create test data for applications. Documents and works to resolve all complex problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Acts as information resource about assigned areas to technical writers and other Quality Assurance Analysts. Performs complex workflow analysis and recommends quality improvements.

Labor Category		Security Analyst
Minimum/General Experience		A minimum of four (4) years of related cyber security experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education		Bachelor of Science degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline or six (6) years of equivalent work experience. A CISSP certificate is highly desired.
Functional Responsibilities		Operates as the frontline personnel, who protect and defend the operating systems from cyber threats. Develops and utilizes software applications that isolate hostile threats and malware and protects the various applications. Evaluates new security threats and helps to prevent denial of service attacks. Also provides guidance to end users so that phishing software is not allowed into the operating environment.

Labor Category		Security Architect
Minimum/General Experience		A minimum of six (6) years of related security coordinator experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education		Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or ten (10) years of equivalent work experience. A CISSP certificate is highly desired.
Functional Responsibilities		Designs, Coordinates, develops, and evaluates security programs for an organization.

Labor Category	Software Developer
Minimum/General Experience	A minimum of four (4) years of related software development experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or eight (8) years of equivalent work experience.
Functional Responsibilities	Under general supervision, develops codes, tests, and debugs new software or enhancements to existing software. Has good understanding of business applications. Works with technical staff to understand problems with software and resolve them. Resolves customer complaints with software and responds to suggestions for improvements and enhancements. May assist in development of software user manuals. Requires four years of experience in the field.

Labor Category	Software Tester
Minimum/General Experience	A minimum of two (2) years of related testing operations/technical support analyst experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, or other related scientific or technical discipline or four (4) years of equivalent work experience.
Functional Responsibilities	Provides technical guidance for testing and evaluation of new software. Monitoring software for software bugs or conflicts with existing software operations. Makes recommendations for improvements when malfunctions are discovered. Compiles records and reports concerning production, malfunctioning and suggested maintenance.

Labor Category	Subject Matter Expert
Minimum/General Experience	A minimum of seven (7) years of experience providing specialized expertise within a specific subject area or discipline and having domain knowledge and understanding of applicable concepts and practices.
Minimum Education	Bachelor degree in area of specialization and ten (10) years of domain equivalent work experience. An advanced degree in Computer Sciences may be used in lieu of three (3) years of experience. An advance certification (PMP or ITIL) is highly desirable.
Functional Responsibilities	Provides the high level of domain expertise (knowledge, skill, and ability) in a subject area (domain/discipline, technology or methodology). Works at the direction of the manager in support

	<p>of strategy, information services, systems engineering, enterprise architecture planning, security, implementation processes, and operations. Has in depth knowledge and understanding of applicable IT technical concepts and/or business practices. Hands-on experience providing support with Database/Systems/COTS products and Security aspects of IT systems or equivalent experience of the business and functional requirements. Conducts and directs complex assignments involving origination, application, and/or analysis of new or innovative techniques, technologies, and/or approaches. Provides domain/discipline leadership, and consultation to professional co-workers.</p>
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Labor Category		System Administrator
Minimum/General Experience	A minimum of four (4) of related systems administration experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.	
Minimum Education	Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or eight (8) years of equivalent work experience.	
Functional Responsibilities	<p>Under general supervision, responsible for installing, configuring, and maintaining operating system workstations and servers, including web servers, in support of business processing requirements. Performs software installations and upgrades to operating systems and layered software packages. Schedules installations and upgrades and maintains them in accordance with established IT policies and procedures. Monitors and tunes the system to achieve optimum performance levels. Ensures workstation/server data integrity by evaluating, implementing, and managing appropriate software and hardware solutions. Ensures data/media recoverability by implementing a schedule of system backups and database archive operations. Supports media management through internal methods and procedures or through offsite storage and retrieval services. Develops and promotes standard operating procedures. Conducts routine 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/library of all supporting documentation.</p>	

Labor Category		System Analyst
Minimum/General Experience	Three (3) years of information technology experience with at least one (1) year of System Analyst experience.	
Minimum Education	Bachelor Degree in Computer Science, Information Systems,	

	Engineering, or Business.
Functional Responsibilities	Defines application problems by conferring with clients; evaluating procedures and processes. Develops solution by preparing and evaluating alternative workflow solutions. Controls solution by establishing specifications; coordinating production with programmers.

Labor Category		System Engineer
Minimum/General Experience		Five (5) years of information technology experience with at least two (2) year of System Engineer experience.
Minimum Education		Bachelor Degree in Computer Science, Information Systems, Engineering, or Business.
Functional Responsibilities		Reviews current systems operations. Presenting ideas for system improvements, including cost proposals. Working closely with analysts, designers and staff. Producing detailed specifications and writing the program codes. Testing the product in controlled, real situations before going live. Maintains the systems once they are up and running.

Labor Category		Technical Writer
Minimum/General Experience		A minimum of four (4) of related technical writing experience or an equivalent combination of education and training that provides the required knowledge, skills, and abilities.
Minimum Education		Bachelor of Science degree in Computer Science, Information Systems, Engineering, Business or other related scientific or technical discipline or eight (8) years of equivalent work experience.
Functional Responsibilities		Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Writes operating manuals for the non-technical end users, so that they can better understand to functions and operating standards of their software. Coordinates the display of graphics and the production of the document.

Labor Category		UI/UX Designer
Minimum/General Experience		A minimum of eight (8) years of education and/or technical experience in creating and implementing UI elements that are flexible enough to be displayed on multiple browsers, screen sizes, platforms and devices.
Minimum Education		Bachelor's Degree in Computer Science, Information Systems, Graphic Design or other scientific or technical discipline directly related to the labor category plus four (4) years relevant experience, or Associates Degree in Computer Science, Information Systems, Graphic Design or other scientific or technical discipline directly related to the labor category plus six (6) years relevant experience.
Functional Responsibilities		Designs User Interfaces graphics and corresponding visual

elements, define and ensures team adherence to the Project Style Guide. Conducts research of the latest trends, styles and technologies relating to graphic design to remain current. Experience with web-based scripting languages. Familiar with designing for multiple browsers and platforms. Has extensive knowledge of computer equipment, scripting languages, frameworks and ability to satisfy design objectives for product users to instinctively interact with the UI with minimal supervision.



Infojini, Inc. Rate Card

Labor Category Title	August 2021 through July 2022	August 2022 through July 2023	August 2023 through July 2024	August 2024 through July 2025	August 2025 through July 2026
Application Architect	\$117.35	\$120.28	\$123.29	\$126.37	\$129.53
Application Developer	\$113.25	\$116.08	\$118.99	\$121.96	\$125.01
Business Analyst	\$97.28	\$99.72	\$102.21	\$104.76	\$107.38
Curam Developer I	\$78.59	\$80.55	\$82.57	\$84.63	\$86.75
Curam Developer II	\$108.31	\$111.02	\$113.80	\$116.64	\$119.56
Database Administrator	\$108.40	\$111.11	\$113.88	\$116.73	\$119.65
Data Analyst	\$58.13	\$59.59	\$61.08	\$62.60	\$64.17
Database Architect	\$93.69	\$96.03	\$98.43	\$100.89	\$103.41
Database Developer	\$95.51	\$97.90	\$100.35	\$102.86	\$105.43
DevOps Engineer	\$107.80	\$110.50	\$113.26	\$116.09	\$118.99
Infrastructure Specialist	\$84.68	\$86.80	\$88.97	\$91.19	\$93.47
Information Technology Consultant	\$98.43	\$100.89	\$103.42	\$106.00	\$108.65
Network Engineer	81.40	\$83.44	\$85.52	\$87.66	\$89.85
Project/Program Manager	\$121.47	\$124.51	\$127.62	\$130.81	\$134.08
Quality Assurance Specialist - Expert	\$75.33	\$77.22	\$79.15	\$81.12	\$83.15
Security Analyst	\$77.08	\$79.01	\$80.98	\$83.00	\$85.08
Security Architect	\$92.79	\$95.11	\$97.49	\$99.92	\$102.42
Software Developer	\$134.51	\$137.87	\$141.32	\$144.85	\$148.47
Software Tester	\$76.98	\$78.90	\$80.87	\$82.90	\$84.97
Subject Matter Expert	\$129.56	\$132.80	\$136.12	\$139.52	\$143.01
System Administrator	\$98.13	\$100.59	\$103.10	\$105.68	\$108.32
System Analyst	\$101.20	\$103.73	\$106.32	\$108.98	\$111.71
System Engineer	\$92.62	\$94.93	\$97.31	\$99.74	\$102.23
Technical Writer	\$74.14	\$76.00	\$77.90	79.84	\$81.84
UI/UX Designer	\$96.73	\$99.14	\$101.62	\$104.16	\$106.77