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Federal Acquisition Service

Authorized Federal Supply Schedule FSS Price List

U. S. General Services Administration (GSA)

Multiple Award Schedule (MAS)

Federal Supply Group: Information Technology

NAICS Code: 541519

FSC/PSC Codes: DA01 – IT & Telecom: Business Application/Application Development Support Services (Labor)

Contract Number: 47QTCA25D007V

Contract Period: Base Year - April 4, 2025 through April 3, 2030

Current Through Modification: #PO-0001, effective April 4, 2025

Business Size: 8(a), Small Disadvantaged Business

On-line access to contract ordering information, terms and conditions, pricing, and the option to create an electronic delivery order are available through **GSA Advantage!**®. The website for **GSA Advantage!**® is: <http://www.GSAAdvantage.gov>

For more information on ordering go to the following website: <https://www.gsa.gov/schedules>.

Prices Shown Herein are Net (discount deducted)



Contract Holder

1a. Table of awarded special item number(s) with appropriate cross reference to item descriptions and awarded price(s).

SINS - MAS	SIN TITLE	Descriptions	Rates
54151S	Information Technology Professional Service	see pages 10-18	see page 20
OLM	Order Level Materials	-	-

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 discounts, or any other concession affecting price. 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.

SINS - MAS	Labor Category	Rate
54151S	Quality Assurance Analyst I	\$59.83

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. See Pages 10-21

2. Maximum order.

SINS - MAS	SIN TITLE	MAXIMUM ORDER
54151S	Information Technology Professional Service	\$500,000
OLM	Order Level Materials	\$250,000

3. Minimum order. \$100.00 for SIN 54151S

No Minimum order amount for SIN OLM - Order Level Maintenance

4. Geographic coverage (delivery area).

Domestic delivery is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories. Domestic delivery also includes a port or consolidation point, within the aforementioned areas, for orders received from overseas activities.

Overseas delivery is delivery to points outside of the 48 contiguous states, Washington, DC, Alaska, Hawaii, Puerto Rico, and U.S. Territories.

The Geographic Scope of Contract will be **domestic** delivery.

5. Point(s) of production (city, county, and State or foreign country). Reston, VA, USA

6. Discount from list prices or statement of net price. Prices awarded under this contract are net and all discounts deducted, the Industrial Funding Fee has been added, and are valid for all areas.

7. Quantity discounts. N/A

8. Prompt payment terms. N/A

- Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

- 9. Foreign items (list items by country of origin).** Not Applicable.
- 10a. Time of delivery. (Contractor insert number of days.)** To be negotiated with each authorized ordering activity.
- 10b. Expedited Delivery. Items available for expedited delivery are noted in this price list.** Not Applicable.
- 10c. Overnight and 2-day delivery.** Not Applicable.
- 10d. Urgent Requirements.** Not Applicable. (ordering agencies can request accelerated delivery for urgent requirements)
- 11. F.O.B. point(s).** Destination
- 12a. Ordering address(es).** ASRC FEDERAL TECHNOLOGY SOLUTIONS, LLC
11091 Sunset Hills RD STE 800
Reston, Virginia
20190-5381
- 12b. Ordering procedures:** See Federal Acquisition Regulation (FAR) 8.405-3.
- 13. Payment address(es).** ASRC Federal Holding Company
PO Box 412797
Boston, Massachusetts, 02241-2797
- 14. Warranty provision.** Contractors' standard commercial warranty.
- 15. Export packing charges, if applicable.** Not Applicable.
- 16. Terms and conditions of rental, maintenance, and repair (if applicable).** Not applicable.
- 17. Terms and conditions of installation (if applicable).** Not Applicable.
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable).** Not Applicable
- 18b. Terms and conditions for any other services (if applicable).** Not Applicable
- 19. List of service and distribution points (if applicable)** Not Applicable
- 20. List of participating dealers (if applicable).** Not Applicable
- 21. Preventive maintenance (if applicable).** Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not Applicable

22b. Section 508 compliance information is available for the information and communications technology (ICT) products and services offered. The ICT accessibility standards can be found at: www.Section508.gov/

23. Unique Identifier (UEI) number.

SAM Unique Entity ID: CA11RWJPADV6

24. Notification regarding registration in System for Award Management (SAM) database.

Yes, registered in SAM; Cage Code 1SG36

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TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SIN 54151S)

Information Technology Professional Services - IT Professional Services and/or labor categories for database planning and design; systems analysis, integration, and design; programming, conversion and implementation support; network services, data/records management, and testing. NOTE: Subject to Cooperative Purchasing

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 54151S Information Technology Professional Services, apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. ORDER

- a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made, and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.
- b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

3. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

4. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

- a. The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

- (1) Cancel the stop-work order; or
- (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

b. If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and
- (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

c. If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

d. If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

5. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS—COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS [COMMERCIAL ITEMS (MAR 2009)

(ALTERNATE I [OCT 2008) (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

6. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

7. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

8. INDEPENDENT CONTRACTOR

All IT/IAM Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

9. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refer to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the **Contractor, any** entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

10. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT/IAM Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

11. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time- and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor- Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition. As prescribed in 16.601(e)(3), insert the following provision:

a. The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

b. The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by —

- (1) The offeror;
- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

12. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

13. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

14. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

15. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

Please see the following pages:

- LABOR CATEGORY DESCRIPTIONS: SIN 51415S ...pgs. 10-18
- SERVICE CONTRACT LABOR STANDARDS ...pg. 19
- GSA RATES: 54151S ...pg. 20
- EDUCATION AND EXPERIENCE EQUIVALENCYpg. 21

TERMS AND CONDITIONS APPLICABLE TO ORDER LEVEL MATERIALS (SIN OLM)

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Federal Supply Schedule (FSS) program contract or BPA. OLM pricing is not established at the FSS contract, but at the order level.

Since OLMs are identified and acquired at the order or BPA level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs using FAR 15.404 techniques for commercial price determinations.

Using this procedure, ancillary supplies and services that are unknown at the time of the Schedule contract award may be included and priced at the order level or BPA level.

OLM SIN-Level Requirements/Ordering Instructions:

OLMs are:

- Purchased under the authority of the FSS Program as a special ordering procedure
- Identified at the order or BPA level (either at the time the order is placed or as the requirement for OLMs develop during the course of performance)
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials.
- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line-Item Number (CLIN)
- Subject to a Not To Exceed (NTE) ceiling price limited to 33.33% of the total value of the order or BPA

OLMs are not items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.

LABOR CATEGORY DESCRIPTIONS –

SIN 51415S: INFORMATION TECHNOLOGY PROFESSIONAL SERVICES

Labor Category/ Service Title		Minimum Education, Minimum/General Experience, Functional Responsibility
SIN 54151S - Information Technology Professional Services		
Agile/Scrum Master III	Education	Bachelors
	Experience	5 years
	Responsibilities	Facilitates and guides the software development product owner, team, and organization on applying Agile/Scrum concepts, values, practices, and principles. Supports and educates the product owner, especially with respect to grooming and maintaining the product backlog and release plan. An expert in estimation and planning, able to forecast deliverables possible in an iteration, which is based on evidence and reliable source. Influences others regarding system design, solutions, and procedures. Works to achieve operational targets with significant impact on departmental results. Create useful, reliable and practical plans for software development projects. Works, collaborates, and communicates effectively, internally and externally, improving transparency and sharing information. Helps team or individuals to clarify goals and actions to achieve them. Shield their team from outside distractions and interferences. Ensures the correct use of Agile processes.
Application Developer I	Education	Bachelors
	Experience	0 years
	Responsibilities	Entry-level professional individual contributor on a project or work team. Typically, has little to no prior work experience. Work is closely supervised. Problems faced are not typically difficult or complex. Works to achieve operational targets within job area which has some impact on the overall achievement of results for the department. Communicates with team members on matters requiring common understanding to reach agreement. Gathers requirements and writes code to craft a solution where an off-the-shelf product may not fully address user needs. May be experienced in AGILE or Waterfall development as a team member. Designs, develops, and tests software for either internal or external clients.
Application Developer II	Education	Bachelors
	Experience	2 years
	Responsibilities	Established professional who works independently or on a team with general supervision on larger, moderately complex systems. Gathers requirements and writes code to craft a solution where an off-the-shelf product may not fully address user needs. May be experienced in AGILE or Waterfall development as a team member. Designs, develops, and tests software for either internal or external clients. Problems faced are difficult but typically not complex. Communicates with team mates on matters requiring common understanding to reach agreement. May provide guidance and assistance to entry level professionals and/or support employees.

Labor Category/ Service Title			Minimum Education, Minimum/General Experience, Functional Responsibility		
SIN 54151S - Information Technology Professional Services					
Application Developer III	Education	Bachelors			
	Experience	5 years			
	Responsibilities	Seasoned professional who works independently or on a team with limited supervision on complex systems. Gathers requirements and writes code to craft a solution where an off-the-shelf product may not fully address user needs. Is experienced in AGILE or Waterfall development as a team member. Coaches and reviews the work of lower-level professionals. Problems faced are difficult and sometimes complex. Communicates with team mates on matters requiring common understanding to reach agreement. May have responsibility for communicating with external parties (e.g., customers, vendors, etc.). Requires advanced understanding and ability to apply standards, principles, theories, and technical concepts obtained through advanced education combined with experience.			
Application Developer IV	Education	Bachelors			
	Experience	8 years			
	Responsibilities	Recognized subject matter expert. Gathers requirements and writes code to craft a solution where an off-the-shelf product may not fully address user needs. Is experienced in AGILE or Waterfall development as a lead team member. Plans, coordinates, and supervises processes related to software applications. Limited oversight from manager. May manage large complex projects. Coaches, reviews, and delegates work to lower-level technical team members. Influences others regarding policies, practices, and procedures. Contributes to the development of goals for the department and planning efforts (budgets, operational plans, etc.). Typically has responsibility for communicating with external parties (e.g., customers, vendors, etc.). Requires deep knowledge of job area typically obtained through advanced education combined with experience.			
Application Developer V	Education	Bachelors			
	Experience	10 years			
	Responsibilities	Recognized master in technical discipline. Frequently responsible for providing guidance, coaching, and training to other technical employees. Plans, coordinates, and supervises processes related to software applications. Interacts with management internally or at the customer site to assess major complex business processes and address product/service needs. Implements strategic goals and demonstrates technical innovation in supporting business objectives and mission. Communicates with parties within and outside of own job function, and typically has responsibilities for communicating with external parties (e.g., customers, vendors, etc.). Gathers requirements and writes code to craft a solution where an off-the-shelf product may not fully address user needs. Is experienced in AGILE or Waterfall development as a lead team member. Streamlines information systems and processes. Requires mastery level knowledge of job area typically obtained through advanced education combined with experience.			
Business Systems Analyst I	Education	Bachelors			
	Experience	0 years			
	Responsibilities	Entry-level professional on a project or work team. Work is closely supervised and of limited scope, typically on smaller, less complex projects or task-related activities. Works as a member of a project team responsible for providing technical guidance related to the business implications of the application of various systems. Provides support in the formulation of systems scope and objectives. Assists devising or modifying procedures to solve common business problems. Support the creation of detailed specifications from			

Labor Category/ Service Title		Minimum Education, Minimum/General Experience, Functional Responsibility
SIN 54151S - Information Technology Professional Services		
		which programs will be written. Identifies, defines, and addresses problems that are not immediately evident but typically not complex. Communicates with team members on matters requiring common understanding to reach agreement. Requires broad technical job knowledge typically obtained through advanced education.
Business Systems Analyst II	Education	Bachelors
	Experience	2 years
	Responsibilities	Provides support in the formulation of systems scope and objectives relative to the organization's business needs. Support the creation of detailed specifications from which programs will be written. Works independently, or as a member of a project team, under general supervision on larger, moderately complex projects. Problems faced are difficult but typically not complex. Responsible for adjusting or recommending enhancements in IT systems and processes to solve problems or improve effectiveness of job area. Addresses somewhat complex technical issues/problems that require a depth of technical job knowledge from other areas. Problems are typically solved through drawing from prior experiences, with analysis of the issue. Communicates with team members on matters requiring common understanding to reach agreement. May provide guidance and assistance to entry level professionals or support employees. Requires technical knowledge of job area typically obtained through advanced education combined with experience.
Business Systems Analyst III	Education	Bachelors
	Experience	5 years
	Responsibilities	Provides expertise in the formulation of systems scope and objectives relative to the organization's business needs. Seasoned technical individual contributor, who provides technical consulting on complex projects. Creates detailed specifications from which programs will be written. Works independently with limited supervision on complex systems. Coaches and reviews the work of lower-level professionals. Influences others regarding IT system designs, solutions, practices, and procedures. Responsible for developing technical solutions that may require collaboration with internal expertise and deep analysis of the technical system. Communicates with parties within and outside of own job function, and typically has responsibility for communicating with external parties. Requires advanced understanding and ability to apply standards, principles, theories, and technical concepts obtained through advanced education combined with experience.
Database Admin III	Education	Bachelors
	Experience	5 years
	Responsibilities	Seasoned professional who works independently or on a team with limited supervision. Formulates and implements policies, procedures, and standards relating to database management, and monitors transaction activity and utilization. Implements and maintains operation and physical design of diverse databases. Reviews database design and integration of systems, provides backup recovery, clones, and makes recommendations regarding enhancements and/or improvements. Coaches and reviews the work of lower-level professionals. Responsible for developing technical solutions that may require collaboration with internal expertise and deep analysis of the technical system. May lead projects, requiring responsibility for the delegation of work and the review of others' work product. Requires advanced understanding and ability to apply standards, principles, theories, and technical concepts obtained through advanced education combined with experience.

Labor Category/ Service Title			Minimum Education, Minimum/General Experience, Functional Responsibility		
SIN 54151S - Information Technology Professional Services					
Database Admin IV	Education	Bachelors			
	Experience	8 years			
	Responsibilities	Recognized subject matter expert who works with limited oversight from manager. Coaches, reviews, and delegates work to lower-level technical team members. Contributes to the development of goals for the department and planning efforts (budgets, operational plans, etc.). Implements and maintains operation and physical design of diverse databases. Reviews database design and integration of systems and makes recommendations regarding enhancements and/or improvements. Formulates and implements policies, procedures, and standards relating to database management, and monitors transaction activity and utilization. Problems are typically solved through drawing from prior experience and analysis of issues. Requires deep knowledge of job area typically obtained through advanced education combined with experience.			
Database Engineer III	Education	Bachelors			
	Experience	5 years			
	Responsibilities	Seasoned technical individual contributor who works independently with limited supervision. Implements and maintains operational and physical design of diverse databases. Conducts performance tuning of indexes, optimization of storage functionality and databases, in general. Reviews database design and integration of systems and makes recommendations regarding enhancements and/or improvements. Formulates and implements policies, procedures, and standards relating to database management. Coaches and reviews the work of lower-level professionals. Influences others regarding system database design, solutions, and procedures. Communicates with parties within and outside of own job function. Requires advanced understanding and ability to apply standards, principles, theories, and technical concepts obtained through advanced education combined with experience.			
Enterprise Architect III	Education	Bachelors			
	Experience	5 years			
	Responsibilities	Seasoned professional who works independently or on a team with limited supervision and may coach and manage lower-level professionals. Designs and defines system architecture and solutions for integrating multiple platforms, operating systems, and applications. Determines systems specifications, input/output processes, and working parameters for hardware/software/cloud compatibility. Develops and documents frameworks for the development, integration, implementation, and governance of technical standards supporting the overall enterprise architecture. Provides technical guidance for development team members and other stakeholders. Influences others regarding system design, solutions, and procedures. Communicates with parties within and outside of own job function and may have responsibility for communicating with external parties (e.g., customers, vendors, etc.). Requires advanced understanding and ability to apply standards, principles, theories, and technical concepts obtained through advanced education combined with experience.			
Information Security	Education	Bachelors			
	Experience	5 years			

Labor Category/ Service Title			Minimum Education, Minimum/General Experience, Functional Responsibility		
SIN 54151S - Information Technology Professional Services					
Engineer III	Responsibilities	Seasoned professional who works independently or on a team with limited supervision on complex projects. Assesses, analyzes, and implements information assurance and security engineering systems. Mitigates system security threats and risks throughout the program life cycle. Implements and validates system security requirements definition, analysis, and security designs in hardware, software, data, and procedures. Supports secure systems operations and maintenance. Coaches and reviews the work of lower-level professionals. Influences others regarding security design, solutions, and procedures. Requires advanced understanding of security issues and the ability to apply standards, principles, theories, and technical concepts obtained through advanced education combined with experience.			
	Education	Bachelors			
Information Security Engineer IV	Experience	8 years			
	Responsibilities	Recognized subject matter expert who supports secure systems operations and maintenance with limited oversight from manager. Assesses, analyzes, and implements information assurance and security engineering systems. Mitigates system security threats and risks throughout the program life cycle. Implements and validates system security requirements as well as security designs in hardware, software, data, and procedures. Coaches, reviews, and delegates work to lower-level technical team members. Influences others regarding security policies, practices, and procedures. Supports large and complex projects. Requires deep knowledge of job area typically obtained through advanced education combined with experience.			
	Education	Bachelors			
Quality Assurance Analyst I	Experience	0 years			
	Responsibilities	Entry-level professional who focuses on smaller, less complex projects as part of a team. Typically, does not have prior work experience and is closely supervised by a manager. Supports program quality plans and procedures. Assists conforming to established quality standards by reviewing, analyzing, and reporting on quality discrepancies and data related to production. Investigates problems and develops disposition and supports implementation of corrective actions for recurring discrepancies. Responsible for making minor changes in systems and processes to solve problems. Communicates with team members on matters requiring common understanding to reach agreement. Requires broad knowledge in concepts related to the work being performed, typically obtained through advanced education or work experience.			
	Education	Bachelors			
Quality Assurance Analyst II	Experience	2 years			
	Responsibilities	Established professional who works under general supervision either independently or on a team for larger, moderately complex projects. Develops, implements, and continuously improves program quality plans and procedures. Supports developing and conforming to quality standards. Reviews, analyzes, and reports on quality discrepancies and data related to production. Investigates problems and develops disposition and corrective actions for recurring discrepancies. Interfaces with stakeholders to ensure requirements are met. Implements corrective actions and process optimizations. Communicates with team members on matters requiring common understanding to reach agreement. May provide guidance and assistance to entry level professionals or support employees. Requires practical knowledge of job area typically obtained through advanced education combined with experience.			
	Education	Bachelors			

Labor Category/ Service Title			Minimum Education, Minimum/General Experience, Functional Responsibility		
SIN 54151S - Information Technology Professional Services					
Quality Assurance Analyst III	Education	Bachelors			
	Experience	5 years			
	Responsibilities	Seasoned professional who develops, implements, and continuously improves program quality plans and procedures. Ensures that performance and quality products conform to established quality standards. Reviews, analyzes, and reports on quality discrepancies and data related to production. Investigates problems and develops disposition and corrective actions for recurring discrepancies. Interfaces with stakeholders to ensure requirements are met. Recommends and implements corrective actions and process optimizations. Responsible for making improvements of processes, systems, or products to enhance performance of the job area. Communicates with parties within and outside of own job function and may have responsibility for communicating with parties external to ASRC Federal (e.g., customers, vendors, etc.). May be responsible for providing guidance, coaching, and training to other employees within job area. Requires advanced knowledge of job area typically obtained through advanced education combined with experience.			
Research Analyst II	Education	Bachelors			
	Experience	2 years			
	Responsibilities	Established professional who serves as a specialist in a discipline or specialty area. Works independently to achieve operational targets with impact on results under limited supervision. Responsible for making improvements of processes, systems or products to enhance performance of the job area. May conduct primary or secondary research regarding cutting-edge designs, experiments, and trials. Plans and designs experiments or tests as proofs-of-concept, documents results, and writes papers and reports for peer-reviewed publications or as a part of a technical briefing. Influences others regarding policies, practices and procedures. May be responsible for providing guidance, coaching and training to other employees within job area. Requires advanced knowledge of job area typically obtained through advanced education combined with experience.			
Research Analyst III	Education	Bachelors			
	Experience	5 years			
	Responsibilities	Serves as a professional authority in a discipline or specialty area. Works to achieve operational targets with significant impact on departmental results by making improvements of processes, systems or products to enhance performance of the job area. Works independently under limited supervision to plan and design experiments or tests as proofs-of-concept, documents results, and writes papers and reports for peer-reviewed publications or as a part of a technical briefing. May conduct primary or secondary research regarding cutting-edge designs, experiments, and trials. Influences others regarding policies, practices and procedures. May be responsible for providing guidance, coaching and training to other employees within job area. Requires advanced knowledge of job area typically obtained through advanced education combined with experience.			

Labor Category/ Service Title			Minimum Education, Minimum/General Experience, Functional Responsibility		
SIN 54151S - Information Technology Professional Services					
Software Engineer III	Education	Bachelors			
	Experience	5 years			
	Responsibilities	Conducts multidisciplinary research and collaborates with equipment designers and/or hardware engineers in the planning, design, development, and utilization of electronic data processing systems for internal and external software. Evaluates entire systems and lifecycles to meet software standards and avoid larger technical issues to design, develop, document, test, maintain, and debug software and systems that contain logical and mathematical solutions. Analyzes system capabilities to resolve problems on program intent, output requirements, input data acquisition, programming techniques and controls; prepares operating instructions; designs and develops compilers and assemblers, utility programs, and operating systems. Works to influence project/team leaders within and outside of the job function at project/program regarding solution design, process, and/or approaches. Typically, responsible for running small technical teams to include providing guidance, coaching and training to other employees within job area. Requires deep knowledge of job area typically obtained through advanced education combined with experience.			
Software Engineer IV	Education	Bachelors			
	Experience	8 years			
	Responsibilities	Responsible for leading large or complex projects that involve technically challenging requirements, involving the delegation of work and review of work products. Collaborates with equipment designers and/or hardware engineers to oversee the planning, design, development, and utilization of electronic data processing systems for internal and external software. Determines computer user needs; analyzes system capabilities to resolve problems on program intent, output requirements, input data acquisition, programming techniques and controls; prepares operating instructions; designs and develops compilers and assemblers, utility programs, and operating systems. Holistically evaluates the entire system and lifecycle to avoid larger technical issues to design, develop, document, test, maintain, and debug software and systems that contain logical and mathematical solutions. Regularly employs ingenuity and creativity to develop new technical solutions to solve difficult and moderately complex problems. Works to influence stakeholders regarding solution design, process, and/or approaches. Requires deep knowledge of job area typically obtained through advanced education combined with experience.			
Subject Matter Expert III	Education	Bachelors			
	Experience	5 years			
	Responsibilities	Provides technical guidance for database administrators, software developers, and other stakeholders. As a seasoned technical contributor, understands and determines requirements of infrastructure, network, and security in third party cloud offerings. Translates business requirements into functional and technical architecture. Responsible for developing technical solutions that may require collaboration with internal expertise and deep analysis of the technical system. Designs and defines system architecture and solutions for integrating multiple platforms, operating systems, cloud and applications. Determines systems specifications, input/output processes, and working parameters for hardware/software/cloud compatibility and maintenance of system security. Typically, responsible for running small technical teams to include providing guidance, coaching and training to other employees within job area. Requires advanced understanding and ability to apply standards, principles, theories, and technical concepts obtained through advanced			

Labor Category/ Service Title	Minimum Education, Minimum/General Experience, Functional Responsibility	
SIN 54151S - Information Technology Professional Services		
		education combined with experience.
Technical Program Manager I	Education	Bachelors
	Experience	5 years
	Responsibilities	Leads and directs one or more project teams engaged in the design, implementation and modification of IT projects that span across functional organizations. Manages experienced professionals who exercise latitude and independence in assignments to ensure projects are completed on schedule, within budget, and meet technical, quality, and scope requirements. Keeps current on advances in the field of IT as well as changes in the organization's business processes. Requires broad management and leadership knowledge to lead multiple job areas. Typically has mastery level knowledge and skills within a specific technical or professional discipline with broad understanding of other related areas.
Technical Program Manager II	Education	Bachelors
	Experience	8 years
	Responsibilities	Leads and directs one or more project teams engaged in the design, implementation and modification of IT projects that span across functional organizations. Communicates with executive leadership regarding operational items, staffing and personnel, budget and satisfying project requirements. Manages experienced professionals who exercise latitude and independence in assignments to ensure projects are completed on schedule, within budget, and meet technical, quality, and scope requirements. Prepares project execution plan and identifies appropriate technical and business resources needed for the team. May conduct briefings with senior leaders and at times be required to negotiate regarding operational issues. Keeps current on advances in the field of IT as well as changes in the organization's business processes. Requires broad management and leadership knowledge to lead multiple job areas. Typically has mastery level knowledge and skills within a specific technical or professional discipline with broad understanding of other related areas.
Technical Program Manager III	Education	Bachelors
	Experience	10 years
	Responsibilities	Seasoned professional with broad management and leadership knowledge to lead multiple job areas. Manages a large team or multiple smaller teams typically comprised of other managers and/or supervisors and experienced professionals. Manages the execution of strategies established by functional leadership around the design, implementation and modification of IT projects that span across functional organizations. Communicates with executive leadership regarding operational items, staffing and personnel, budget and satisfying project requirements. Work requires a high degree of responsibility for resources, and frequently influences business decisions made by functional leadership to ensure projects are completed on schedule, within budget, and meet technical, quality, and scope requirements. Prepares project execution plan and identifies appropriate technical and business resources needed for the team. May conduct briefings with senior leaders and at times be required to negotiate regarding operational issues. Keeps current on advances in the field of IT as well as changes in the organization's business processes. Requires broad management and leadership knowledge to lead multiple job areas. Typically has mastery level knowledge and skills within a specific technical or professional discipline with broad understanding of other related areas.

Labor Category/ Service Title			Minimum Education, Minimum/General Experience, Functional Responsibility		
SIN 54151S - Information Technology Professional Services					
Technical Project Manager I	Education	Bachelors			
	Experience	5 years			
	Responsibilities	Leads and directs one or more project teams engaged in the design, implementation and modification of IT projects with a focus on the execution of day-to-day deliverables. Prepares project execution plan and identifies appropriate technical and business resources needed for the team. Establishes team objectives and operational plans with measurable contribution towards results or completion of a project. Ensures projects are completed on schedule, within budget, and meet technical, quality, and scope requirements of the assignment. Provides technical and analytical guidance to project team. Interfaces with stakeholders and vendors to ensure requirements are met, provides issue resolutions, and assesses risk and change management needs. Adheres to all IT governance policies and procedures			
Technical Project Manager II	Education	Bachelors			
	Experience	5 years			
	Responsibilities	Leads and directs one or more project teams engaged in the design, implementation and modification of IT projects. Adhering to all IT governance policies and procedures, prepares project execution plan and identifies appropriate technical and business resources needed for the team. Ensures projects are completed on schedule, within budget, and meet technical, quality, and scope requirements of the assignment. Provides technical and analytical guidance to project team. Interfaces with stakeholders and vendors to ensure requirements are met, provide issue resolutions, and assess risk and change management needs. Manages a team with a focus on policy, implementation of strategic initiatives and execution of day-to-day deliverables. Establishes or works to achieve, team objectives, operational plans with measurable contribution towards the achievement of results of the job function or completion of a project.			
Technical Project Manager III	Education	Bachelors			
	Experience	8 years			
	Responsibilities	Leads and directs large team or multiple smaller teams typically comprised of other managers and/or supervisors and experienced professionals in the design, implementation and modification of IT projects. Manages experienced professionals who exercise latitude and independence in assignments. Prepares project execution plan and identifies appropriate technical and business resources needed for the team. Ensures projects are completed on schedule, within budget, and meet technical, quality, and scope requirements of the assignment. Provides technical and analytical guidance to project team. Interfaces with stakeholders and vendors to ensure requirements are met, provides issue resolutions, and assesses risk and change management needs. Adheres to all IT governance policies and procedures. Establishes or works to implement key elements of tactical and operational plans with measurable contribution towards the achievement of results of the sub-function or completion of a project. Makes significant decisions on what their team of responsibility focuses on or executes as directed. Develops new products, processes, standards or operational plans in support of the job function strategy. Responsible for making moderate to significant improvements of processes, systems or products to enhance performance of job area or demonstrates technical innovation in supporting business objectives.			

SERVICE CONTRACT LABOR STANDARDS

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

GSA RATES – SIN 54151S

	Labor Category	4/4/25 to 4/3/26	4/4/26 to 4/3/27	4/4/27 to 4/3/28	4/4/28 to 4/3/29	4/4/29 to 4/3/30
	GSA RATES SIN 54151S	Yr1 of BY	Yr2 of BY	Yr3 of BY	Yr4 of BY	Yr5 of BY
1	Agile/Scrum Master III	\$109.97	\$113.27	\$116.66	\$120.16	\$123.77
2	Application Developer I	\$85.78	\$88.35	\$91.00	\$93.73	\$96.54
3	Application Developer II	\$93.41	\$96.21	\$99.09	\$102.07	\$105.13
4	Application Developer III	\$97.16	\$100.07	\$103.07	\$106.17	\$109.35
5	Application Developer IV	\$108.44	\$111.70	\$115.05	\$118.51	\$122.07
6	Application Developer V	\$127.76	\$131.59	\$135.54	\$139.61	\$143.80
7	Business Systems Analyst I	\$74.83	\$77.08	\$79.40	\$81.77	\$84.22
8	Business Systems Analyst II	\$81.48	\$83.93	\$86.45	\$89.04	\$91.71
9	Business Systems Analyst III	\$123.32	\$127.02	\$130.83	\$134.76	\$138.80
10	Database Admin III	\$102.99	\$106.09	\$109.27	\$112.54	\$115.92
11	Database Admin IV	\$143.13	\$147.43	\$151.85	\$156.40	\$161.10
12	Database Engineer III	\$123.46	\$127.16	\$130.98	\$134.91	\$138.96
13	Enterprise Architect III	\$126.88	\$130.69	\$134.61	\$138.65	\$142.81
14	Information Security Engineer III	\$114.15	\$117.57	\$121.10	\$124.74	\$128.47
15	Information Security Engineer IV	\$150.60	\$155.11	\$159.77	\$164.56	\$169.50
16	Quality Assurance Analyst I	\$59.83	\$61.62	\$63.47	\$65.37	\$67.34
17	Quality Assurance Analyst II	\$70.06	\$72.16	\$74.33	\$76.55	\$78.85
18	Quality Assurance Analyst III	\$82.59	\$85.07	\$87.62	\$90.25	\$92.96
19	Research Analyst II	\$66.17	\$68.15	\$70.20	\$72.30	\$74.47
20	Research Analyst III	\$77.00	\$79.30	\$81.68	\$84.13	\$86.66
21	Software Engineer III	\$102.96	\$106.06	\$109.24	\$112.51	\$115.89
22	Software Engineer IV	\$118.20	\$121.74	\$125.39	\$129.15	\$133.03
23	Subject Matter Expert III	\$131.66	\$135.61	\$139.68	\$143.87	\$148.18
24	Technical Program Manager I	\$137.94	\$142.09	\$146.35	\$150.74	\$155.26
25	Technical Program Manager II	\$152.51	\$157.09	\$161.80	\$166.66	\$171.66
26	Technical Program Manager III	\$175.14	\$180.39	\$185.80	\$191.38	\$197.12
27	Technical Project Manager I	\$127.42	\$131.23	\$135.17	\$139.22	\$143.41
28	Technical Project Manager II	\$132.54	\$136.52	\$140.62	\$144.85	\$149.19
29	Technical Project Manager III	\$146.79	\$151.19	\$155.73	\$160.40	\$165.22

EDUCATION & EXPERIENCE REQUIREMENTS – EQUIVALENCY SUBSTITUTION TABLE

ASRC Federal Technology Solutions, LLC, (AFTS), has assigned levels of experience and education for all labor categories to ensure the Government receives the necessary support for mission critical programs. In order to meet the staffing needs, AFTS proposes a substitution for level of education with a minimum number of years of experience. The substitution for each type of degree is listed in **Table 1**.

Consistent with general hiring practices, experience can be substituted for education and education for experience. Successful completion of higher education, which has not yet resulted in a degree, may be counted as 1 for 1 years of experience for each year of college completed. This equivalency table should simplify the equivalencies for order level contracting officers.

Table 1. Education And Experience Requirements – Equivalency Substitution

Degree	Experience Equivalent
Associates	Two (2) years of experience
Bachelors	Four (4) years of experience, or Associate's degree plus two (2) years of experience
Masters	Six (6) years' experience, or Bachelor's degree plus two (2) years of experience, or Associate's degree plus four (4) years of experience
PhD/Doctorate	Eight (8) years' experience, or Master's degree plus two (2) years of experience, or Bachelor's degree plus four (4) years of experience, or Associate's degree plus six (6) years of experience

The equivalencies work both right to left and left to right.

The Experience and Degree substitutions apply to all labor categories.