

GENERAL SERVICES ADMINISTRATION**Federal Supply Schedule***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!*[™], a menu-driven database system. The INTERNET address for GSA *Advantage!*[™] is <http://www.GSAAdvantage.gov>.

Schedule for:**Management, Organizational and Business Improvement Services
(MOBIS)**

Federal Supply Group: 874
Class R499

SIN # 874-1 **Consulting Services**
SIN # 874-2 **Facilitation Services**
SIN # 874-3 **Survey Services**
SIN # 874-7 **Program Integration and Project Management Services**

Contract Number: GS-10F-0340M

Contract Period: June 17, 2002 through June 16, 2007

Contractor:

INTECS International, Inc.
5500 Cherokee Avenue, Suite 410
Alexandria, VA 22312-2321
703-916-8888 (Phone)
703-916-8908 (FAX)
www.intecs.com

Business Size: Small, Disadvantaged, Woman Owned Business

Contract Administration:

Christopher Wist
cwist@intecs.com

CUSTOMER INFORMATION

- 1a. Table of Awarded Special Item Numbers with appropriate cross-reference to page numbers: 874-1, 2, 3 and 7.**
- 1b. Identification of the lowest priced model number and lowest 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 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: \$300.00**
- 4. Geographical Coverage: Domestic and Overseas**
- 5. Point of production: Same as company address.**
- 6. Discount from list prices or statement of net price: Government net prices**
- 7. Quantity discounts: None offered**
- 8. Prompt Payment Terms: Net 30 days**
- 9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold: Yes**
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: will Accept Over \$2,500**
- 10. Foreign items: None**
- 11a. Time of Delivery: Specified on the Task Order**
- 11b. Expedited Delivery: Contact Contractor**
- 11c. Overnight and 2-day delivery: Contact Contractor**
- 11d. Urgent Requirements: Contact Contractor**

12. F.O.B. Point: Destination

13a. Ordering Address: Same as company address

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).

14. Payment address: Same as company address

15. Warranty provision: Contractor's standard commercial warranty

16. Export Packaging Charges: N/A

17. Terms and conditions of Government purchase cards acceptance: Contact Contractor

18. Terms and conditions of rental, maintenance, and repair: N/A

19. Terms and conditions of installation: N/A

20. Terms and conditions of repair parts indicating date of parts price list and any discounts from list prices: N/A

20a. Terms and conditions for any other services: N/A

21. List of service and distribution points: N/A

22. List of participating dealers: N/A

23. Preventive Maintenance: N/A

24. Special attributes such as environmental attributes: N/A

25. Data Universal Numbering System (DUNS) number: 62-2702942

26. Notification regarding registering in Central Contractor Registration (CCR) database: Registered

Contractor will accept LH and FFP

INTECS LABOR CATEGORY DESCRIPTIONS AND QUALIFICATIONS**Management Consultant I**

Minimum Requirements: Bachelor's degree in technical, business or scientific discipline with three to five years of technical or business experience encompassing supervisory and managerial responsibilities in military, business, government or government contracting environments. Advanced communication and interpersonal skills. Must have experience in two or more MOBIS-related areas.

Duties: Consults to government agency managers; gives mentoring, counseling and advice on MOBIS-related areas, such as strategic planning, business process improvement, group facilitation, change management, marketing, organizational needs assessment, survey research and analysis. Leads, facilitates, and participates in discussion groups, briefings, and business meetings regarding agency issues, planning, decision-making, policies, and assessment. Works as part of a consulting team, interfacing with other personnel such as research analysts, technical specialists, and writers.

Management Consultant II

Minimum Requirements: Bachelor's degree in technical, business, or scientific discipline with five to seven years of technical or business experience encompassing supervisory and managerial responsibilities in military, business, government or government contracting environments. Advanced communication and interpersonal skills. Must have experience in two or more MOBIS-related areas.

Duties: Consults to government agency managers; gives mentoring, counseling and advice on MOBIS-related areas such as strategic planning, business process improvement, group facilitation, change management, marketing, organizational needs assessment, survey research and analysis. Leads, facilitates, and participates in discussion groups, briefings, and business meetings regarding agency issues, planning, policy, decision-making, and assessment. Works as part of a consulting team, interfacing with other personnel such as research analysts, technical specialists, and writers.

Management Consultant III

Minimum Requirements: Master's degree in technical, business, legal or scientific discipline with seven to ten years of technical, legal, or business experience encompassing supervisory and managerial responsibilities in military, business, government or government contracting environments. Advanced communication and interpersonal skills applicable to multi-cultural environments. Must have experience in two or more MOBIS-related areas, in an international business or government environment.

Duties: Consults to government agency managers; give mentoring, counseling and advice on MOBIS-related specialties, such as strategic planning, business process improvement, change management, organizational needs assessment, legal and regulatory issues, and research, with reference to multi-cultural and international issues. Leads,

facilitates, and participates in discussion groups, briefings, and business meetings regarding agency issues, planning, decision-making, and assessment. Works as part of a consulting team, interfacing with other personnel such as research analysts, technical specialists, and writers.

Principal Management Consultant I

Minimum Requirements: Master's degree in business, law, economics, public administration, international relations or related field. Must have ten years of business experience encompassing senior supervisory and managerial responsibilities in military, business, government or government contracting environments. Advanced communication and interpersonal skills applicable to multi-cultural and international environments. Must have experience in two or more MOBIS-related areas, as applied to national programs operating at the highest levels of federal or state government.

Duties: Consults to government agency managers regarding planning and implementation of agency programs, projects, policies and legislation, encompassing multi-cultural and international issues.

Principal Management Consultant II

Minimum Requirements: Master's degree in business, law, economics, public administration, international relations or related field. Must have fifteen years of business experience encompassing senior supervisory and managerial responsibilities in military, business, government or government contracting environments. Advanced communication and interpersonal skills applicable to multi-cultural environments. Must have experience in two or more MOBIS-related areas, as applied to national and international programs operating at the highest levels of federal government.

Duties: Consults to government agency senior executives on matters of national and international scope, such as regulatory issues, policy-making, decision-making, implementation of new legislation, public affairs, multi-cultural issues, and economic development. May give expert testimony to federal investigative and advisory committees. May consult to or sit on federal or international advisory, oversight, or investigational boards and panels.

Executive Management Consultant

Minimum Requirements: Master's degree in business, law, economics, public administration, international relations or related field. Must have twenty years of business experience encompassing senior supervisory, managerial, and consulting/advisory responsibilities at the highest levels of federal government, industry, or international organizations. Must possess advanced communication and interpersonal skills in multi-cultural and international environments.

Duties: Consults to government agency and/or international organization senior executives on matters of international scope, such as regulatory issues, policy-making, decision-making, utilization of information and resources, implementation of new legislation, public affairs, multi-cultural issues, and economic development. May give expert testimony to federal investigative and advisory committees. May consult to or sit

on federal or international advisory, oversight, or investigational boards and panels. Advises leaders on how to develop and implement an organizational vision that integrates national goals, priorities, and values. Designs strategies to maximize organizational and staff potential and foster high ethical standards. Builds coalitions among organizations, with an understanding of the internal and external politics that impact the work of the organization.

Program Manager I

Minimum Requirements: Bachelor's degree or equivalent military training in technical, business or scientific discipline with three to five years of technical or business experience encompassing supervisory and managerial responsibilities in military, business, government, or government contracting environments. Must have knowledge of one or more MOBIS-related specialties, such as strategic planning, business process improvement, change management, organizational needs assessment, survey research and analysis.

Duties: Manages government projects under contract, with responsibility for liaison with customers, personnel supervision, project planning and monitoring, progress reviews, reporting and deliverables, and schedule and cost management. Manages and allocates resources to ensure satisfaction of contract conditions and requirements.

Program Manager II

Minimum Requirements: Bachelor's degree in technical, business or scientific discipline with five to seven years of technical or business experience encompassing supervisory and managerial responsibilities in military, business, government or government contracting environments. Must have knowledge of one or more MOBIS-related specialties, such as strategic planning, business process improvement, change management, organizational needs assessment, survey research and analysis.

Duties: Manages government programs under contract, with responsibility for coordinating activities of other contractors or subcontractors, liaison with customer, providing consultation customer managerial staff, supervision of individuals and teams, program planning and monitoring, progress reviews, reporting and deliverables, and schedule and cost management. Manages and allocates resources to ensure satisfaction of contract conditions and requirements.

Program Manager III

Minimum Requirements: Master's degree in technical, business or scientific discipline with seven to ten years of technical or business experience encompassing supervisory and managerial responsibilities in military, business, government or government contracting environments. Must have knowledge of one or more MOBIS-related specialties, such as strategic planning, business process improvement, change management, organizational needs assessment, survey research and analysis.

Duties: Manages government programs under contract, with responsibility for coordinating activities of other contractors or subcontractors, liaison with customer, providing consultation customer managerial staff, supervision of individuals and teams,

program planning and monitoring, progress reviews, reporting and deliverables, and schedule and cost management. Manages and allocates resources to ensure satisfaction of contract conditions and requirements.

Industrial/Organizational Psychologist I

Minimum Requirements: Master's degree in psychology or related social sciences discipline, with at least 18 hours graduate hours coursework in quantitative and qualitative research methods. Five years of experience in management and supervisory roles in military, business, government, or government contracting environments, with experience in two or more MOBIS-related specialties such as program management, business process improvement, change management, organizational needs assessment, group facilitation, training, survey research and analysis. Must have excellent interpersonal, oral, and written communication skills.

Duties: Consults to government managers; gives mentoring, training, counseling and advice on personnel supervision and management, communication skills, workplace stress, organizational needs assessment, survey research and analysis, marketing and outreach strategies, innovative approaches to decision-making and problem-solving, negotiating, performance assessment, and change management. Leads and facilitates discussion groups. Consults to training program managers and developers. Works as part of a team, with research analysts, to plan, design, and conduct surveys, analyze results, and report on findings.

Industrial/Organizational Psychologist II

Minimum Requirements: Doctoral degree in psychology or related social sciences discipline, with at least 24 hours graduate coursework in quantitative and qualitative research methods. Ten of years of experience in management, supervision, and consultation in military, business, government, or government contracting environments, with experience in two or more MOBIS-related specialties such as program management, business process improvement, change management, organizational needs assessment, group facilitation, training, survey research and quantitative analysis. Must have excellent interpersonal, oral, and written communication skills.

Duties: Consults to government managers and executive staff; gives mentoring, training, counseling and advice on leadership issues, communication skills, workplace stress, organizational needs assessment, survey research and quantitative analysis, marketing and outreach strategies, innovative approaches to decision-making and problem-solving, negotiating, performance assessment, and change management. Leads and facilitates discussion groups. Consults to training program managers and developers, or research teams.

Conference Planner

Minimum Requirements: Bachelor's degree in public relations, business administration, communications, or related field, with four years of experience in coordinating meetings and conferences.

Duties: Schedules, plans, coordinates, and facilitates business meetings and conferences. Duties may include arranging for meeting facilities, scheduling presenters and assisting them with transportation and lodging arrangements, arranging for seating, room set-up, displays, and audio-visuals, ordering meals, supervising registration, coordinating with security personnel, distributing pre-and post-conference materials, managing conference publicity and reporting, and ensuring that the conference/meeting takes place on schedule, according to the agenda.

Systems Analyst I

Minimum Requirements: Bachelor's degree in engineering, computer science, information technology, physical sciences or related field with three years of systems experience.

Duties: Under supervision, performs systems analysis, system performance measurement, capacity planning, testing and validation, and benchmarking. Analyzes and develops technical documentation detailing integration and system performance.

Systems Analyst II

Minimum Requirements: Bachelor's degree in engineering, computer science, information technology, physical sciences, or related field and five years of systems experience.

Duties: Independently defines and executes systems analysis activities within a project. Performs systems performance management, capacity planning, testing and validation, and benchmarking. Analyzes and develops technical documentation detailing integration and system performance.

Systems Analyst III

Minimum Requirements: Bachelor's degree in engineering, computer science, information technology, physical sciences or related field and seven years of systems experience.

Duties: Acts as lead in defining and executing systems analysis activities. Performs systems performance management, capacity planning, testing and validation, benchmarking, and information engineering. Develops and staffs a systems management plan. Supports Program Managers, as required. Analyses and develops technical documentation detailing system integration and performance. Coordinates activities of Systems Analyst I and II.

Speech Scientist

Minimum Requirements: Master's degree in engineering, computer science, information technology, physical sciences, or related field and four years of related experience.

Duties: Acts as lead in defining and executing speech systems engineering activities. Performs systems engineering planning, performance management, capacity planning,

testing and validation, benchmarking, and information engineering with emphasis on advanced interactive and automated speech technologies. Develops and staffs a systems engineering management plan. Supports Program Managers, as required. Analyzes and develops technical documentation, detailing system integration and performance.

Network Administrator I

Minimum Requirements: Bachelor's degree or equivalent military/industry training and one to three years of experience in network operations. Possesses working knowledge of Ethernet protocols, as well as ATM, frame relay, VLANs and VPNs.

Duties: Defines and executes network administration activities within a program. Conducts short- and long-range planning, maintenance, repair, and analysis of high-speed data networks and communication systems. Responsible for installation, troubleshooting, and repair. Manages, maintains, monitors, and participates in network design and configuration. Solves network hardware, protocol, and system management problems.

Network Administrator II

Minimum Requirements: Bachelor's degree or equivalent military/industry training and three to five years of experience in network operations. Possesses working knowledge of Ethernet protocols, as well as ATM, frame relay, VLANs and VPNs. Has specialized training such as A-Plus Certified PC Maintenance and Repair, Microsoft Certified System Engineer, and Microsoft Certified Solutions Provider.

Duties: Defines and executes network administration activities throughout the enterprise network. Conducts short- and long-range planning, and analysis of multiple high-speed data networks and communication systems. Responsible for system maintenance, troubleshooting, and repair. Manages, maintains, monitors, and participates in network design and configuration. Solves network hardware, protocol, and system management problems.

Network Administrator III

Minimum Requirements: Bachelor's degree in electrical engineering or related field and five to seven years of experience in network operations. Possesses working knowledge of Ethernet protocols, as well as ATM, frame relay, VLANs and VPNs. Has specialized training such as A-Plus Certified PC Maintenance and Repair, Microsoft Certified System Engineer, and Microsoft Certified Solutions Provider.

Duties: Designs, plans and manages multiple high-speed data networks and telecommunications throughout the enterprise network. Supervises and manages hardware installation, troubleshooting, and repair. Manages, maintains, monitors, and participates in network design and configuration. Solves network hardware, protocol, and system management problems. Makes recommendations for network upgrade and expansion. Assists customers with the acquisition process by identifying vendors, applying government/military specifications, estimating costs, and tracking purchased items through the procurement, receipt, and installation process. Establishes client server reporting systems that encompass large numbers of personal computers connected via phone lines. Develops system activation plans, schedules and oversight to ensure proper

installation of equipment and software in the most cost-efficient manner. Sits on or chairs Configuration Control Boards.

Technical Writer I

Minimum Requirements: Bachelor's degree in English, communications, journalism, or related field and two years of experience in technical writing/editing or related work. Skills in word processing software and Power Point, or similar software.

Duties: Under supervision, and working with Subject Matter Experts, Research Analysts, Management Consultants, and/or others, uses general purpose word processing software to edit or produce a variety of documents, including research reports, operational procedures, user's guides, training guides, status reports, meeting minutes, slide presentations and brochures.

Technical Writer II

Minimum Requirements: Bachelor's degree in English, communications, journalism or related field, and six years of experience in technical writing/editing or related work.

Duties: Working with Subject Matter Experts, Research Analysts, Management Consultants, and/or others, uses general purpose word processing software to produce a wide variety of documents such as research reports, briefings, operational procedures, user's guides, training guides, web copy, status reports, memorandums for the record, talking points for speeches, and press releases. Edits and reviews professional documents and manuscripts for clarity, consistency, and appeal. Authors original papers, reports and articles, based on literature search, document reviews, and interviews.

Webmaster

Minimum Requirements: Bachelors degree in information technology or other technology field, or equivalent work experience in related field, or three or more years of experience in supporting a web site or web-based organization. Strong skills in Unix and Apache Web Server or NT and Internet Information Server tools, web network administration, design, and maintenance. Strong background in Sun and Solaris, SYBASE or ORACLE Database or Microsoft products and PC networks or Linux. Extensive knowledge of some of the following: Unix, NT, Apache, Database: SYBASE, ORACLE, MS SQL, MySQL,; IIS, ASP, HTML, SSL, PHP, Perl or other industry standard web technologies. Working knowledge of Server hardware, software and peripheral equipment including Operating Systems: UNIX, LINUX, or Microsoft operating systems such as Windows NT, 2000, IIS, and SQL.

Duties: Responsible for the technical implementation and support of Internet based hardware and software. Performs day-to-day maintenance and installation of server systems including web servers, search engines, and supporting product servers.

Web Developer

Minimum Requirements: Bachelors degree in information technology, other technology, graphic design or equivalent work experience in related field, and three or more years of experience in designing and developing web sites. Strong knowledge of current and upcoming Web development technologies, hardware and software, such as HTML, FTP, Dreamweaver, PhP, Flash, Adobe Photoshop and Illustrator; Fluency in Windows, MacOS and Unix operating systems; Working knowledge of database development and web programming in Perl, PHP, and Javascript. Experience with CSS and XML are a plus.

Duties: Responsible for the design and development of web sites. Works with a wide range of graphic design and web development software such as Front Page, Macromedia's Dreamweaver, Director Shockwave Studio, Macromedia Flash, Homesite and similar web software. Creates web pages with web-based graphic design and graphic design tools such as Photoshop, Fireworks and Acrobat. Ability to create graphic designs alone or in conjunction with project teams.

Graphics Artist

Minimum Requirements: Associate's degree in graphic arts or related field, and experience using tools and software such as hypertext design, clip art, Power Point slides, Excel tables and charts, Adobe Pagemaker, Adobe Photoshop, desktop publishing programs, etc.

Duties: Assists Technical Writers and Web Developers by producing brochures, certificates, program covers, graphics for web pages, charts, graphs, and illustrations for Power Point presentations, research/technical reports, publications, user manuals, workbooks, and newsletters.

Database Developer

Minimum Requirements: Bachelor's degree in computer science, information technology, or related field, or equivalent military/industry training. Three years of experience in database design using Oracle, Sybase, Access, or SQL on a variety of platforms and servers.

Duties: Designs, develops, tests and evaluates databases for a wide variety of user applications and data storage, information flow, and analysis requirements. Develops scripts for database processes. Upgrades database software and applies software patches as required.

Database Administrator

Minimum Requirements: Bachelor's degree in computer science, information technology, or related field, or equivalent military/industry training. Must have expertise in database software, such as Oracle, Sybase, Access, or SQL on a variety of platforms and servers.

Duties: Installs, administers and maintains databases for a wide variety of user applications and data storage, information flow, and analysis requirements. Monitors

database performance and corrects problems. Responsible for data integrity, backup and recovery, database security, technical support calls, and on-call support, as required.

Data Support

Minimum Requirements: High School Diploma and one year of typing and/or data entry experience.

Duties: Performs data entry and verification of numeric and text characters using word-process, spread sheet, or database software.

Research Analyst I

Minimum Requirements: Bachelor's degree in social sciences, marketing, or related field, with 18 hours of course work in quantitative and qualitative research, statistics, tests and measurement, as applied to human populations.

Duties: Participates in studies and surveys. Under supervision, administers and scores surveys and questionnaires. Sorts, collates, and documents survey results.

Research Analyst II

Minimum Requirements: Master's degree in social sciences, marketing, or related field, with 24 hours of course work in quantitative and qualitative research, statistics, tests and measurement, as applied to human populations.

Duties: Plan, design, and develop surveys for a variety of information gathering requirements. Supervise survey administration. Facilitate focus groups and conduct interviews for information-gathering purposes, as required. Analyze data and apply statistical methods. Interpret and report on survey findings.

Software Programmer I

Minimum Qualifications: Associate's degree in an appropriate academic discipline. Three to five years of experience in computer programming using FORTRAN, C, or VBS languages, and two years of experience with Open VMS, UNIX or Windows platforms.

Duties: Responsible for all phases of computer program development including: requirements definition, design, coding, testing, maintenance, and documentation.

Software Programmer II

Minimum Requirements: Bachelor's degree in an appropriate academic discipline. Five to ten years of experience in computer programming using FORTRAN, C, or VBS languages, and two years of experience with Open VMS, UNIX or Windows platforms

Duties: Independently defines, executes, and manages software programming activities for various projects throughout an organization.

Software Engineer I

Minimum Requirements: Bachelor's degree in computer science, engineering, or other appropriate academic discipline. Eight to ten years of combined experience in software engineering, C/C++ software development, databases, Open VMS, UNIX or Windows platforms. Experience with MS Office Suite, MS Project, and databases.

Duties: Responsible for software system design, development, implementation, documentation, modification, and maintenance. Designs and develops applications, websites and databases. Installs and configures software, maintains servers, and integrates system functions.

Software Engineer II

Minimum Requirements: Master's degree in computer science, engineering, or other appropriate academic discipline. Twelve to fifteen years of experience in software engineering, including extensive experience in C/C++ software development, databases, and Open VMS, UNIX or Windows platforms. Experience with MS Office Suite, MS Project, and databases. At least six years of this experience must be as Task Lead or Team Lead.

Duties: Team Lead or Task Lead for software engineering projects and programs. Responsible for software system design, development, implementation, documentation, modification, and maintenance. Trains and supervises software engineers. Designs and develops applications, websites and databases. Installs and configures software, maintains servers, and integrates system functions.

Technical Support Specialist I

Minimum Requirements: One to three years of experience in computer science, engineering, information technology, or related field.

Duties: Manages help desk functions. Provides phone-in and in-person support to users in email, server functions, standard Windows desktop applications, and custom applications.

Technical Support Specialist II

Minimum Requirements: Three to five years of experience in all phases of computer program development including: requirements definition, design, coding, testing, maintaining and documenting computer programs, and two years of experience in technical support.

Duties: Initial point of contact for troubleshooting hardware/software problems. Supervises Tech Support staff.

Subject Matter Expert

Minimum Requirements: Master's degree in MOBIS-related field (business administration, law, marketing, human resources, management, international relations, public administration, etc.) with at least 20 years of experience in that field.

Duties: Provides subject matter expertise for consulting on business practice, policy-making, decision-making, strategic planning, program administration, international relations, management issues, implementation of new legislation, etc.

Administrative Specialist I

Minimum Requirements: High school diploma plus two years of experience in general office administrative and clerical tasks.

Duties: Under supervision, performs general office administrative and clerical responsibilities in support of government contracts.

Administrative Specialist II

Minimum Requirements: High school diploma plus four years of experience in general office administrative and clerical tasks, with increasing independence and initiative.

Duties: Performs general office administrative and clerical responsibilities in support of government contracts.

Administrative Specialist III

Minimum Requirements: High school diploma plus six years of experience in general office administrative tasks, with responsibility for office management of supervision of clerical personnel.

Duties: Responsible for general office management responsibilities and assistance to executive personnel, in terms of scheduling and coordinating meetings and interviews, establishing meeting agenda, producing interoffice memos, and taking minutes at meetings. Responsible for supervising clerical personnel, as needed.

INTECS MOBIS PRICELIST

Labor Category	Year 1 Hourly Rate	Year 2 Hourly Rate	Year 3 Hourly Rate	Year 4 Hourly Rate	Year 5 Hourly Rate
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SIN # 874-1 Consulting Services**SIN # 874-2 Facilitation Services****SIN # 874-3 Survey Services**

Management Consultant I	\$ 65.03	\$ 67.63	\$ 70.34	\$ 73.15	\$ 76.08
Management Consultant II	\$ 76.25	\$ 79.30	\$ 82.47	\$ 85.77	\$ 89.20
Management Consultant III	\$ 94.68	\$ 98.47	\$ 102.41	\$ 106.51	\$ 110.77
Principal Management Consultant I	\$ 143.96	\$ 149.72	\$ 155.71	\$ 161.94	\$ 168.42
Principal Management Consultant II	\$ 191.75	\$ 199.42	\$ 207.40	\$ 215.70	\$ 224.33
Executive Management Consultant	\$ 206.12	\$ 214.36	\$ 222.93	\$ 231.85	\$ 241.12

SIN # 874-1 Consulting Services**SIN # 874-2 Facilitation Services****SIN # 874-3 Survey Services****SIN # 874-7 Program Integration and Project Management Services**

Industrial/Organizational Psychologist I	\$ 76.25	\$ 79.30	\$ 82.47	\$ 85.77	\$ 89.20
Industrial/Organizational Psychologist II	\$ 94.68	\$ 98.47	\$ 102.41	\$ 106.51	\$ 110.77
Technical Writer I	\$ 40.53	\$ 42.15	\$ 43.84	\$ 45.59	\$ 47.41
Technical Writer II	\$ 58.75	\$ 61.10	\$ 63.54	\$ 66.08	\$ 68.72
Web Master	\$ 53.94	\$ 56.10	\$ 58.34	\$ 60.67	\$ 63.10
Web Developer	\$ 59.42	\$ 61.80	\$ 64.27	\$ 66.84	\$ 69.51
Graphics Artist	\$ 44.66	\$ 46.45	\$ 48.31	\$ 50.24	\$ 52.25
Data Support	\$ 22.76	\$ 23.67	\$ 24.62	\$ 25.60	\$ 26.62
Research Analyst I	\$ 29.14	\$ 30.31	\$ 31.52	\$ 32.78	\$ 34.09
Research Analyst II	\$ 39.08	\$ 40.64	\$ 42.27	\$ 43.96	\$ 45.72
Subject Matter Expert	\$ 244.63	\$ 254.42	\$ 264.60	\$ 275.18	\$ 286.19
Administrative Specialist I	\$ 29.14	\$ 30.31	\$ 31.52	\$ 32.78	\$ 34.09
Administrative Specialist II	\$ 34.29	\$ 35.66	\$ 37.09	\$ 38.57	\$ 40.11
Administrative Specialist III	\$ 45.58	\$ 47.40	\$ 49.30	\$ 51.27	\$ 53.32

SIN # 874-1 Consulting Services**SIN # 874-3 Survey Services****SIN # 874-7 Program Integration and Project Management Services**

Systems Analyst I	\$ 49.90	\$ 51.90	\$ 53.98	\$ 56.14	\$ 58.39
Systems Analyst II	\$ 63.78	\$ 66.33	\$ 68.98	\$ 71.74	\$ 74.61
Systems Analyst III	\$ 71.78	\$ 74.65	\$ 77.64	\$ 80.75	\$ 83.98
Software Programmer I	\$ 63.78	\$ 66.33	\$ 68.98	\$ 71.74	\$ 74.61
Software Programmer II	\$ 71.78	\$ 74.65	\$ 77.64	\$ 80.75	\$ 83.98

SIN # 874-1 Consulting Services**SIN # 874-7 Program Integration and Project Management Services**

Software Engineer I	\$ 75.76	\$ 78.79	\$ 81.94	\$ 85.22	\$ 88.63
Software Engineer II	\$ 86.07	\$ 89.51	\$ 93.09	\$ 96.81	\$ 100.68

SIN # 874-2 Facilitation Services**SIN # 874-3 Survey Services**

Conference Planner	\$ 45.58	\$ 47.40	\$ 49.30	\$ 51.27	\$ 53.32
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SIN # 874-2 Facilitation Services**SIN # 874-3 Survey Services****SIN # 874-7 Program Integration and Project Management Services**

Program Manager I	\$ 56.09	\$ 58.33	\$ 60.66	\$ 63.09	\$ 65.61
Program Manager II	\$ 76.25	\$ 79.30	\$ 82.47	\$ 85.77	\$ 89.20
Program Manager III	\$ 94.68	\$ 98.47	\$ 102.41	\$ 106.51	\$ 110.77
Database Developer	\$ 75.76	\$ 78.79	\$ 81.94	\$ 85.22	\$ 88.63
Database Administrator	\$ 55.97	\$ 58.51	\$ 60.54	\$ 62.96	\$ 65.48

SIN # 874-3 Survey Services**SIN # 874-7 Program Integration and Project Management Services**

Speech Scientist	\$ 114.98	\$ 119.58	\$ 124.36	\$ 129.33	\$ 134.50
Network Administrator I	\$ 51.55	\$ 53.61	\$ 55.75	\$ 57.98	\$ 60.30
Network Administrator II	\$ 63.78	\$ 66.33	\$ 68.98	\$ 71.74	\$ 74.61
Network Administrator III	\$ 75.76	\$ 78.79	\$ 81.94	\$ 85.22	\$ 88.63

SIN # 874-7 Program Integration and Project Management Services

Technical Support Specialist I	\$ 49.90	\$ 51.90	\$ 53.98	\$ 56.14	\$ 58.39
Technical Support Specialist II	\$ 63.78	\$ 66.33	\$ 68.98	\$ 71.74	\$ 74.61