

Attachment 1 - Pricing	
Contractor:	i-Link Solutions, Inc.
Contract Number:	PB70494
Lots Awarded:	1A, 1B, 2
<p>Authorized Users Please Note the Following:</p> <p>A competitive Mini-Bid is required for every transaction under this Centralized Contract. (Section 1.3 of Attachment 16 - How to Use this Contract)</p> <p>The Contractor acknowledges that any mini-bid under this Centralized Contract which includes pricing in excess of the “maximum Not-To-Exceed price” shall be rejected by the Authorized User. (Sections 7.9 of the Contract - Reasonableness of Price)</p> <p>Price increases will only apply to the OGS Centralized Contracts and shall not be applied retroactively to Authorized User Agreements or any Mini-bids already submitted to an Authorized User. (Section 8.5 of the Contract - Pricelist Adjustments)</p> <p>When provided for in the Mini-Bid and resultant Authorized User Agreement, an Authorized User may reimburse travel expenses. All rules and regulations associated with this travel can be found at http://osc.state.ny.us/agencies/travel/travel.htm. In no case will any travel reimbursement be paid that exceeds these rates. All travel will be paid only as part of a deliverable specified within the Authorized User Agreement and must be billed with that associated Invoice with receipts attached. (Section 7.12 of the Contract - Travel, Meals and Lodging)</p>	

i-Link Solutions, Inc. Approved Price List			Number of Approved Titles:	77	Last Updated:	10/25/2025
Item Number	SKU	Job Title	Job Description	Minimum Education / Certification Level	Minimum Years of Experience	NYS Contract Price (Not to Exceed Hourly Rate, Exclusive of Travel)
1	ILS001	IT Program Manager	Responsible for leading large programs involving multiple projects. Works with customers to identify business objectives and develops strategy and proposal to implement solutions for customers. Build and lead a team to initiate, plan, control, execute, and close programs. Establish program management processes and ensure they are adopted so that risks are mitigated and quality solutions are delivered in a timely fashion. Bring innovations and apply industry and business trends to help Customers meet their program objectives. Navigate through resolving complex delivery issues	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	10	\$ 220.67
2	ILS002	IT Project Manager	Responsible for all aspects of the development and implementation of assigned projects and provides a single point of contact for those projects. Takes projects from original concept through final implementation. Interfaces with all areas affected by the project including end users, computer services, and client services. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Manages the integration of vendor tasks and tracks and reviews vendor deliverables. Provides technical and analytical guidance to project team. Recommends and takes action to direct the analysis and solutions of problems.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	10	\$ 152.34
3	ILS003	Business Analyst II	Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	7	\$ 174.09
4	ILS004	Business Analyst I	Under general direction, formulates and defines systems scope and objectives based on both user needs and a good understanding of applicable business systems and industry requirements. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Includes analysis of business and user needs, documentation of requirements, and translation into proper system requirement specifications. Guides and advises less-experienced Business Systems Analysts. Competent to work at the highest technical level of most phases of systems analysis while considering the business implications of the application of technology to the current and future business environment.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	2	\$ 113.46
5	ILS005	System Architect I	Make architectural decisions involving software and hardware including all infrastructure to meet requirements. Define target architecture addressing various aspects including performance, scalability, availability, reliability, interoperability and agility. Recommends solutions complying with standards established at customer IT environment.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	7	\$ 144.05
6	ILS006	System Architect II	Make architectural decisions involving software and hardware including all infrastructure to meet requirements. Define target architecture addressing various aspects including performance, scalability, availability, reliability, interoperability and agility. Recommends solutions complying with standards established at customer IT environment. Evaluate and recommend innovations to be adopted in the programs.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	10	\$ 191.45
7	ILS007	Software Engineer I	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.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	2	\$ 112.86
8	ILS008	Software Engineer II	Under general supervision, works from specifications to develop or modify moderately complex software programming applications. Assists with design, coding, benchmark testing, debugging, and documentation of programs. Applications generally deal with utility programs, position control language, macros, subroutines, and other control modules. Competent to work on most phases of software systems programming applications, but requires instruction and guidance in other phases.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	5	\$ 142.16

9	ILS009	Software Engineer III	Under general direction, formulates and defines specifications for complex operating software programming applications or modifies/maintains complex existing applications using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents those programs. Responsible for applications dealing with the overall operating system, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Competent to work at this highest technical level on all phases of software systems programming applications. May have responsibility for the evaluation of new and existing software products. May assist other systems programmers to effectively utilize the system's technical software.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	7	\$	177.18
10	ILS010	QA Analyst I	Under general supervision, carries out procedures to ensure that all information systems, products and services meet minimum organization standards and end-user requirements. Thoroughly tests software to ensure proper operation and freedom from defects. Documents and works to resolve all problems. Reports progress on problem resolution to management. Devises improvements to current procedures and develops models of possible future configurations. Performs workflow analysis and recommends quality improvements. Frequently reports to a Quality Assurance Manager	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	7	\$	114.57
11	ILS011	QA Analyst II	Provides development of project Software Quality Assurance Plan and the implementation of procedures that conforms to the requirements of the contract. Provides an independent assessment of how the project's software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	10	\$	142.04
12	ILS012	IT Modernization Consultant I	Experienced with defining IT modernization roadmap with implementation plan. Jumpstart IT modernization using proven reusable code and process frameworks. Well versed in modernization approaches using Business Process Management and Service Oriented Architecture. Experienced with enabling cloud platforms to reduce cost and bring agility to customer organizations. Experienced with applying iterative and incremental approach (as opposed to waterfall model) for Enterprise Solutions Development. Experienced with supporting enterprise Governance in a SOA environment. Provide leadership and mentor junior consultants on IT modernization efforts	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	9	\$	176.00
13	ILS013	IT Modernization Consultant II	Experienced with defining IT modernization roadmap with implementation plan. Help jumpstart IT modernization using proven reusable code and process frameworks. Well versed in modernization approached using Business Process Management and Service Oriented Architecture. Experienced with enabling cloud platforms to reduce cost and bring agility to customer organizations. Experienced with leading enterprise solutions development using iterative and incremental approach (as opposed to waterfall model). Experienced with establishing enterprise Governance in a SOA environment.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	12	\$	206.04
14	ILS014	IT Specialist I	Support with prototyping or evaluating new or emerging technology through prototypes or proof-of-concepts. Explore the benefits and risks to implementing solutions using the new technology. Works under the general supervision of more experienced IT Specialists.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	6	\$	144.66
15	ILS015	IT Specialist II	Design and implement prototypes and/or proof- of-concepts for evaluating new or emerging technologies. Analyze benefits and risks in implementing solutions using the new technologies. Provide support with adoption of the new technologies within a project.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	9	\$	169.25
16	ILS016	IT Specialist III	Lead the team in evaluating new or emerging technologies using prototypes and/or proof of concepts. Analyze and communicate the benefits and risks in implementing solutions using the new technologies. Lead teams to support the adoption of new technologies across the enterprise. Provide technical leadership by supervising and mentoring junior IT specialists.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	12	\$	193.64
17	ILS017	Subject Matter Expert I	Provides technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and implementation advice on exceptionally complex problems that necessitate high-level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, modeling, simulation, testing, integration, documentation and presentation phases.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	5	\$	188.83

18	ILS018	Subject Matter Expert II	Provides technical knowledge and analysis of highly specialized applications and operational environment, high-level functional systems analysis, design, integration, documentation, and implementation advice on exceptionally complex problems that necessitate high-level knowledge of the subject matter for effective implementation. Participates as needed in all phases of software development with emphasis on the planning, analysis, modeling, simulation, testing, integration, documentation and presentation phases.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	10	\$	247.44
19	ILS019	Database Administrator I	Participates in the design, creation, and maintenance of computerized databases. Responsible for quality control and auditing of databases to ensure accurate and appropriate use of data. Works with management to develop database strategies to support company needs. Consults with and advises users on access to various databases. Works directly with users to resolve data conflicts and inappropriate data usage. Directs the maintenance and use of the corporate data dictionary.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	4	\$	91.54
20	ILS020	Database Administrator II	Participates in the design, creation, and maintenance of computerized databases. Responsible for quality control and auditing of databases to ensure accurate and appropriate use of data. Works with management to develop database strategies to support company needs. Consults with and advises users on access to various databases. Works directly with users to resolve data conflicts and inappropriate data usage. Directs the maintenance and use of the corporate data dictionary.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	6	\$	116.88
21	ILS021	Development Operations Engineer (DevOps) I	Plan, design, develop and execute software configuration management tasks; tasks include building software deliverables from source code control, scripting of builds, and tracking of build versions. Follow the software development life cycle for analysis, design, development, documentation, and testing. Help in development activities by writing scripts to support and monitor products' builds. Develop efficient and high quality build scripts while meeting product release deadlines. Support production environments by conducting thorough deployments. Participate in any Deployment Plans for scheduled or emergency releases of the supported application. Provide estimates and meet deliverables in a timely manner. Communicate effectively when dealing with internal and external customers. Monitor application and operational processes within internal and production environments. Contribute to the development and implementation of team and group process improvements.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	5	\$	112.82
22	ILS022	Development Operations Engineer (DevOps) II	Plan, design, develop and execute software configuration management tasks; tasks include building software deliverables from source code control, scripting of builds, and tracking of build versions on a Microsoft platform. Follow the software development life cycle for analysis, design, development, documentation, and testing. Develop activities by writing scripts to support and monitor products' builds. Develop efficient and high quality build scripts while meeting product release deadlines. Support production environments by conducting thorough deployments and provide quick resolution or escalation of production deployment problems. Be the lead in any Deployment Plans for scheduled or emergency releases of the supported application. Provide estimates and meet deliverables in a timely manner. Communicate effectively when dealing with internal and external customers. Monitor application and operational processes within internal and production environments. Lead the development and implementation of team and group process improvements.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	8	\$	140.12
23	ILS023	Information Security Officer	Support the System Owner in establishing and implementing security policies, procedures and practices in compliance with Authorizing Officials requirements and current DoD/IC/SAPCO regulations. Develop and update system documentation for information system authorization, security management and continuous monitoring. Ensure systems are operated, maintained, and dispositioned in accordance with internal security policies and procedures outlined in the System Security documentation. Conduct scheduled security audit log reviews, and report any suspicious activities. Conduct ongoing security reviews and tests of systems to periodically verify that security features and controls are functional and effective. Ensure all information system security-related documentation is current and accessible to properly authorized individuals. Ensure that system recovery and restoration processes are monitored to ensure security features and procedures are properly restored. Support evaluation of proposed changes or additions to the IS (including hardware, software, or connectivity) to advise the ISSM of their security relevance. Ensure that all active user IDs are revalidated at least annually.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	8	\$	175.91
24	ILS024	Information System Security Analyst	Remediate any findings from the regular security scans that performed on the system. Update and assist with updating the required security documentation for the project, including but not limited to the System Security Plan. Determines enterprise information security standards. Develops and implements information security standards and procedures. Ensures that all information systems are functional and secure.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	5	\$	112.82

25	ILS025	PMO Support Manager	Supports in the development of EVM reports, master schedule and resource requirements. Responsible for management of the day to day activities assigned by the Program Management Office (PMO) to ensure IT programs and projects meet agency goals and requirements. Implements and provides guidance related to PMO processes and policies. Relies on extensive experience and judgment to plan and accomplish program/project goals. Performs a variety of tasks. Leads and directs the work of other support team members. A wide degree of creativity and latitude is required.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	5	\$	96.19
26	ILS026	Technical Writer I	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Coordinates the display of graphics and the production of the document.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	4	\$	89.60
27	ILS027	Automation Tester	Design and develop System Test Automation Scripts using Selenium, or and equivalent tools. Document all the test cases and plans for integration tests. Support Test Automation Solution Planning and Estimation. Analyze current architecture and test platforms to formulate a vision for growth and expansion. Perform detailed test designs using sound software test engineering principals in the context of test automation platforms and integration across distributed systems. Collaboratively elaborate requirements to enable Acceptance Test Driven Development (ATDD) with Business Analysts and developers. Perform tasks required for automated test implementation including review acceptance criteria, create integration/regression test scenarios, test cases, implement test data management strategy, and generate required reports. Improve existing test automation frameworks (i.e. make them faster, more flexible and easier to use). Utilize parallel processing or grid systems to speed up the tests. Define and establish test metrics to measure not just product quality, but quality of testing and feedback to engineers	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	4	\$	127.06
28	ILS028	User Interface/User Experience (UI/UX) I	Demonstrate data and subject matter expertise. Develop product knowledge and serve as a knowledge resource leader in those areas. Translate new project concepts into a coherent and engaging design that meets the user and business needs. Communicate interface design elements through the organization. Ensure that the product is delivered on time and with a consistent, user-driven design. Create and revise information architecture and interaction design documents. Facilitate usability research for new and existing projects, and accommodate findings into your designs. Create documentation of expected performance and validations that must be implemented. Plan user research activities, such as participant recruitment and scheduling, and other logistics. Translate research findings into design recommendations to improve product designs. Review documentation and provide comments and propose improvements to processes and products.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	7	\$	153.38
29	ILS029	User Interface/User Experience (UI/UX) II	Demonstrate data and subject matter expertise. Develop product knowledge and serve as a knowledge resource leader in those areas. Translate new project concepts into a coherent and engaging design that meets the user and business needs. Communicate interface design elements through the organization. Ensure that the product is delivered on time and with a consistent, user-driven design. Create and revise information architecture and interaction design documents. Facilitate usability research for new and existing projects, and accommodate findings into your designs. Create documentation of expected performance and validations that must be implemented. Plan user research activities, such as participant recruitment and scheduling, and other logistics. Translate research findings into design recommendations to improve product designs. Review documentation and provide comments and propose improvements to processes and products.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	10	\$	172.70
30	ILS030	508 Tester	Expert in Section 508 accessibility remediation. Educate clients through email/meetings and outreach with Section 508 standards, and the use of Section 508 tools. Provide document remediation for accessibility and compliance to section 508 of the ADA act proficiently and explain to customers what processes were used for remediation. Recommend Section 508 remediation solutions / improvements related to service offerings, processes and artifacts. Monitor the 508/Accessibility email inbox and track responses to all incoming correspondence. Develop test plans, test schedules, and present time estimation for testing activities to be performed using tracking system (Remedy). Assist with development of detailed findings to document identified issues and recommend potential solutions and best practices for remediation and accessibility violations. Provide technical assistance, training and remediation guidance to 508 specialists as necessary.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	4	\$	127.06

31	ILS031	HACS Cyber Security Engineer I	Under general supervision, designs and implements highly secure network solutions specifically intended to protect against potential cyber-attacks and hacking threats. Focuses on malware trends when developing and programming. Analyzes security systems and seeks improvements on a continuous basis. Maintains/fixes security systems and actively plans, scopes, builds and configures systems to improve the security environment. Tests software, firmware and firewalls for security vulnerabilities. Monitors networks and computer systems for security breaches. Participates in cyber security upgrade projects. Ensures all operating systems and software applications in the enterprise are up-to-date with security patches. Develops best practices and security standards for the organization	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	4	\$	116.89
32	ILS032	HACS Cyber Security Engineer II	May work independently or lead a small team. Designs and implements highly secure network solutions specifically intended to protect against potential cyber-attacks and hacking threats. Focuses on malware trends when developing and programming. Analyzes security systems and seeks improvements on a continuous basis. Maintains/fixes security systems and actively plans, scopes, builds and configures systems to improve the security environment. Tests software, firmware and firewalls for security vulnerabilities. Monitors networks and computer systems for security breaches. Participates in cyber security upgrade projects. Ensures all operating systems and software applications in the enterprise are up-to-date with security patches. Develops best practices and security standards for the organization.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	6	\$	128.51
33	ILS033	HACS Cyber Security Engineer III	Typically serves in a leadership role. Designs and implements highly secure network solutions specifically intended to protect against potential cyber-attacks and hacking threats. Focuses on malware trends when developing and programming. Analyzes security systems and seeks improvements on a continuous basis. Maintains/fixes security systems and actively plans, scopes, builds and configures systems to improve the security environment. Tests software, firmware and firewalls for security vulnerabilities. Monitors networks and computer systems for security breaches. Participates in cyber security upgrade projects. Ensures all operating systems and software applications in the enterprise are up-to-date with security patches. Develops best practices and security standards for the organization.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	8	\$	141.54
34	ILS034	HACS Systems Analyst I	Under general supervision, on an ongoing basis, verifies software applications' and systems' minimum security requirements are in place, through testing and other methods. Implements security measures to resolve vulnerabilities, mitigate/correct security deficiencies identified. For specific projects or implementations, assesses security controls and documents the progress of a project or implementation (upgrade, patch, etc.) with respect to cyber security features and relays issues to Systems and Cyber Security Engineers. Verifies and updates the documentation for system cyber security implementation, operations and maintenance activities as needed to ensure an acceptable risk posture. Monitors, analyzes and reports system security trends and developments. Applies organization's security policies to ensure confidentiality, integrity, availability, authentication, and non-repudiation. Assesses all configuration changes/releases with a focus on cyber security, in accordance with change management policies and procedures. As part of configuration management support, assists engineers with documenting network architectures security features as needed. Plans and recommends, and may implement, system or system component security modifications or adjustments based on exercise results or system environment.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	4	\$	105.71
35	ILS035	HACS Systems Analyst II	May work independently or lead a small team. On an ongoing basis, verifies software applications' and systems' minimum security requirements are in place, through testing and other methods. Implements security measures to resolve vulnerabilities, mitigate/correct security deficiencies identified. For specific projects or implementations, assesses security controls and documents the progress of a project or implementation (upgrade, patch, etc.) with respect to cyber security features and relays issues to Systems and Cyber Security Engineers. Verifies and updates the documentation for system cyber security implementation, operations and maintenance activities as needed to ensure an acceptable risk posture. Monitors, analyzes and reports system security trends and developments. Applies organization's security policies to ensure confidentiality, integrity, availability, authentication, and non-repudiation. Assesses all configuration changes/releases with a focus on cyber security, in accordance with change management policies and procedures. As part of configuration management support, assists engineers with documenting network architectures security features as needed. Plans and recommends, and may implement, system or system component security modifications or adjustments based on exercise results or system environment.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	6	\$	121.98

36	ILS036	HACS Systems Analyst III/Program Manager	<p>May work independently or lead a small team or may serve in a Program Manager role. When the latter, duties include responsibility for all aspects of the development and implementation of the assigned project and execution of the typical Systems Analyst responsibilities performed by the team. On an ongoing basis, verifies software applications' and systems' minimum security requirements are in place, through testing and other methods. Implements security measures to resolve vulnerabilities, mitigate/correct security deficiencies identified. For specific projects or implementations, assesses security controls and documents the progress of a project or implementation (upgrade, patch, etc.) with respect to cyber security features and relays issues to Systems and Cyber Security Engineers. Verifies and updates the documentation for system cyber security implementation, operations and maintenance activities as needed to ensure an acceptable risk posture. Monitors, analyzes and reports system security trends and developments. Applies organization's security policies to ensure confidentiality, integrity, availability, authentication, and non-repudiation. Assesses all configuration changes/releases with a focus on cyber security, in accordance with change management policies and procedures. As part of configuration management support, assists engineers with documenting network architectures security features as needed. Plans and recommends, and may implement, system or system component security modifications or adjustments based on exercise results or system environment.</p>	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	8	\$	160.11
37	ILS037	HACS Systems Engineer I	<p>Under general supervision, provides specialized level of technical subject matter expertise in systems engineering with a focus on cybersecurity, to ensure successful delivery, deployment and transition of systems for production use ensuring appropriate levels of peer reviews and approvals. Designs and implements systems security architecture, tools, and solutions. Collaborates with stakeholders to define security requirements and resolve discrepancies with established standards. With a focus on enterprise security, implements/manages data flows of multiple datasets, movement of data to multiple systems, and implementation of integrating systems. Typically collaborates as a member of a technical team. Defines and documents roles and responsibilities for project team, stakeholders. Communicates to leadership, both technical and non-technical audiences, significant threats and vulnerabilities and provides cybersecurity recommendations.</p>	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	4	\$	111.81
38	ILS038	HACS Systems Engineer II	<p>Might work independently or lead a small team. Provides highly specialized level of technical subject matter expertise in systems engineering with a focus on cybersecurity, to ensure successful delivery, deployment and transition of systems for production use ensuring appropriate levels of peer reviews and approvals. Designs and implements systems security architecture, tools, and solutions. Collaborates with stakeholders to define security requirements and resolve discrepancies with established standards. With a focus on enterprise security, implements/manages data flows of multiple datasets, movement of data to multiple systems, and implementation of integrating systems. Communicates to leadership, both technical and non-technical audiences, significant threats and vulnerabilities and provides cybersecurity recommendations.</p>	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	6	\$	128.51
39	ILS039	HACS Systems Engineer III	<p>Provides highest level of technical subject matter expertise and leadership in systems engineering with a focus on cybersecurity, to ensure successful delivery, deployment and transition of systems for production use ensuring appropriate levels of peer reviews and approvals. May lead a technical team. Designs and implements systems security architecture, tools, and solutions. Collaborates with stakeholders to define security requirements and resolve discrepancies with established standards. With a focus on enterprise security, implements/manages data flows of multiple datasets, movement of data to multiple systems, and implementation of integrating systems. Communicates to leadership, both technical and non-technical audiences, significant threats and vulnerabilities and provides cybersecurity recommendations.</p>	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	8	\$	155.80
40	ILS040	HACS Intel/Threat Analyst I	<p>Under general supervision, supports the Cyber Threat Intelligence functional area by working with the customer to set strategic and programmatic direction. Develops information sharing relationships with other agencies and threat sources. Performs ongoing information, cyber, technical and intelligence analysis of threat data obtained from classified, proprietary, and open source resources to provide indication and warnings of impending attacks. This may include foreign countries, hacker groups, terrorist organizations and other entities with capabilities. Analyzes and reports on novel attack methods, and most relevant patterns and trends of emerging cyber threats. Develops regular threat intelligence briefs and advises the client on the strategic use of threat intelligence in information operations as well as providing stakeholders with relevant knowledge of indicators and behaviors to monitor. Works with the Information Technology team (security engineer, systems analysts, systems engineer, etc.) to support systems security initiatives and solutions to include design and implementation.</p>	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	4	\$	98.15

41	ILS041	HACS Intel/Threat Analyst II	Serves as a key resource (and may lead a small team) in the Cyber Threat Intelligence functional area by working with the customer to set strategic and programmatic direction. Develops information sharing relationships with other agencies and threat sources. Performs ongoing information, cyber, technical and intelligence analysis of threat data obtained from classified, proprietary, and open source resources to provide indication and warnings of impending attacks. This may include foreign countries, hacker groups, terrorist organizations and other entities with capabilities. Analyzes and reports on novel attack methods, and most relevant patterns and trends of emerging cyber threats. Develops regular threat intelligence briefs and advises the client on the strategic use of threat intelligence in information operations as well as providing stakeholders with relevant knowledge of indicators and behaviors to monitor. Works with the Information Technology team (security engineer, systems analysts, systems engineer, etc.) to support systems security initiatives and solutions to include design and implementation.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	6	\$	120.81
42	ILS042	HACS Intel/Threat Analyst III	Serves as the highest level expert (and may lead a team) in the Cyber Threat Intelligence functional area by working with the customer to set strategic and programmatic direction. Develops information sharing relationships with other agencies and threat sources. Performs ongoing information, cyber, technical and intelligence analysis of threat data obtained from classified, proprietary, and open source resources to provide indication and warnings of impending attacks. This may include foreign countries, hacker groups, terrorist organizations and other entities with capabilities. Analyzes and reports on novel attack methods, and most relevant patterns and trends of emerging cyber threats. Develops regular threat intelligence briefs and advises the client on the strategic use of threat intelligence in information operations as well as providing stakeholders with relevant knowledge of indicators and behaviors to monitor. Works with the Information Technology team (security engineer, systems analysts, systems engineer, etc.) to support systems security initiatives and solutions to include design and implementation.	Bachelor's Degree in Computer Science or Engineering (any) or Business or equivalent experience and training	8	\$	147.91
43	ILS043	Network Operations Supervisor	Provides first level guidance/direction (either as a full-time supervisory position or on a project management basis) to network operation and maintenance analysts, technicians, and/or engineers. Performs technical analysis of complex software, hardware, and transmission facility using various diagnostic tools in support of efficient network operations. Provides guidance/direction for engineering efforts and test and evaluation programs. Performs on-site engineering when required. Typically requires five years of experience in operations, maintenance, and sustained engineering of LAN to WAN internetworking. Frequently reports to a Regional Manager or Operations Manager.	Bachelors	5	\$	80.09
44	ILS044	Administrative Support II	This series is office oriented, clerical, coordinating, in an administrative role. Typical functions include: telephone answering, desk staffing, copying, data entry, regular cyclical report generation, distribution, pre-defined task execution. BAM is the only one functional area that supplies administrative support. Level IV (HS + 10 relevant years) Level III (HS + 6 relevant years) Level II (HS + 3 relevant years) Level I (HS + 0 relevant year)	High School	3	\$	59.84
45	ILS045	Administrative Support III	This series is office oriented, clerical, coordinating, in an administrative role. Typical functions include: telephone answering, desk staffing, copying, data entry, regular cyclical report generation, distribution, pre-defined task execution. BAM is the only one functional area that supplies administrative support. Level IV (HS + 10 relevant years) Level III (HS + 6 relevant years) Level II (HS + 3 relevant years) Level I (HS + 0 relevant year)	High School	6	\$	71.95
46	ILS046	Administrative Support IV	This series is office oriented, clerical, coordinating, in an administrative role. Typical functions include: telephone answering, desk staffing, copying, data entry, regular cyclical report generation, distribution, pre-defined task execution. BAM is the only one functional area that supplies administrative support. Level IV (HS + 10 relevant years) Level III (HS + 6 relevant years) Level II (HS + 3 relevant years) Level I (HS + 0 relevant year)	High School	10	\$	88.44

47	ILS047	Int I IT Analyst	<p>This series provides information technology services in facilities planning, operations and support; storage systems analysis, design/test, and administration; server system analysis, design/test and administration; database analysis, design/test, administration; website analysis, design/test, and administration; web application analysis, design/test and administration; LAN analysis, design/test and administration; user support planning, operations and administration; and related IT systems functions.</p> <p>B. Qualifications: Information systems, business systems, management information systems, IT management, other IT degrees are required. Engineering, math, and science degrees are acceptable substitute degrees.</p> <p>Senior Ph.D. (required degree + 10 relevant years) Senior II (required degree + 15 relevant years) Senior Special Certification (required degree + certification + 10 relevant years) Senior I (required degree + 8 relevant years) Intermediate II (required degree + 5 relevant years) Intermediate (required degree + 3 relevant years) Associate (required degree + 1 relevant year)</p>	<p>Information systems, business systems, management information systems, IT management, other IT degrees are required. Engineering, math, and science degrees are acceptable substitute degrees.</p>	3	\$ 96.75
48	ILS048	Int II IT Analyst	<p>This series provides information technology services in facilities planning, operations and support; storage systems analysis, design/test, and administration; server system analysis, design/test and administration; database analysis, design/test, administration; website analysis, design/test, and administration; web application analysis, design/test and administration; LAN analysis, design/test and administration; user support planning, operations and administration; and related IT systems functions.</p> <p>B. Qualifications: Information systems, business systems, management information systems, IT management, other IT degrees are required. Engineering, math, and science degrees are acceptable substitute degrees.</p> <p>Senior Ph.D. (required degree + 10 relevant years) Senior II (required degree + 15 relevant years) Senior Special Certification (required degree + certification + 10 relevant years) Senior I (required degree + 8 relevant years) Intermediate II (required degree + 5 relevant years) Intermediate (required degree + 3 relevant years) Associate (required degree + 1 relevant year)</p>	<p>Information systems, business systems, management information systems, IT management, other IT degrees are required. Engineering, math, and science degrees are acceptable substitute degrees.</p>	5	\$ 112.85
49	ILS049	Int I Trainer/Training Material Specialist	<p>This series appears only in D&T. These are specialists in creating and delivering training documentation. These are specialists in education, in teaching, and in creating structured lesson plans and formal training programs. These are not the technical experts who generate the more technical portion of the documents. They are covered in ES and CSD.</p> <p>B. Qualifications: Education, English, journalism, history, or political science degrees are required.</p> <p>Senior Ph.D. (required degree + 10 relevant years) Senior II (required degree + 15 relevant years) Senior Special Certification (required degree + certification + 10 relevant years) Senior (required degree + 8 relevant years) Intermediate II (required degree + 5 relevant years) Intermediate I (required degree + 3 relevant years) Associate (required degree + 1 relevant year)</p>	<p>"Education, English, journalism, history, or political science degrees are</p>	3	\$ 92.04

50	ILS050	Int II Trainer/Training Material Specialist	<p>This series appears only in D&T. These are specialists in creating and delivering training documentation. These are specialists in education, in teaching, and in creating structured lesson plans and formal training programs. These are not the technical experts who generate the more technical portion of the documents. They are covered in ES and CSD.</p> <p>B. Qualifications: Education, English, journalism, history, or political science degrees are required.</p> <p>Senior Ph.D. (required degree + 10 relevant years) Senior II (required degree + 15 relevant years) Senior Special Certification (required degree + certification + 10 relevant years) Senior (required degree + 8 relevant years) Intermediate II (required degree + 5 relevant years) Intermediate I (required degree + 3 relevant years) Associate (required degree + 1 relevant year)</p>	"Education, English, journalism, history, or political science degrees are required.	5	\$	107.96
51	ILS051	Software Architect Junior	Makes high-level design choices and dictates technical standards, including software coding standards, tools, and platforms. Designs multi-leveled architecture or component interactions of a large scale software system.	Bachelors	1	\$	55.15
52	ILS052	Software Architect Mid-Level	Makes high-level design choices and dictates technical standards, including software coding standards, tools, and platforms. Designs multi-leveled architecture or component interactions of a large scale software system.	Bachelors	3	\$	77.00
53	ILS053	Software Architect Senior	Makes high-level design choices and dictates technical standards, including software coding standards, tools, and platforms. Designs multi-leveled architecture or component interactions of a large scale software system.	Bachelors	5	\$	94.76
54	ILS054	Network Planning Analyst - Intermediate	Under general supervision, plans and evaluates moderately complex existing network systems and makes recommendations for resources required to maintain and/or expand service levels. Provides assistance in network planning, engineering, architecture, and the development of technical standards and interface applications. Evaluates new products as assigned. Provides resolution for network problems. Typically requires four to six years of experience in telecom networks. Frequently reports to a higher Network Planning position or a Telecommunications Department Director/Manager.	Bachelors	4	\$	83.59
55	ILS055	Cloud Engineer Junior	Applies engineering disciplines to cloud computing and brings a systematic approach to concerns of commercialization, standardization, and governance of cloud computing applications. Leverages the methods and tools of engineering in conceiving, developing, operating and maintaining cloud computing systems and solutions. Uses the economics of cloud resources to solve business problems.	Bachelors	1	\$	53.46
56	ILS056	Cloud engineer Mid-Level	Applies engineering disciplines to cloud computing and brings a systematic approach to concerns of commercialization, standardization, and governance of cloud computing applications. Leverages the methods and tools of engineering in conceiving, developing, operating and maintaining cloud computing systems and solutions. Uses the economics of cloud resources to solve business problems.	Bachelors	3	\$	75.26
57	ILS057	Cloud Engineer Senior	Applies engineering disciplines to cloud computing and brings a systematic approach to concerns of commercialization, standardization, and governance of cloud computing applications. Leverages the methods and tools of engineering in conceiving, developing, operating and maintaining cloud computing systems and solutions. Uses the economics of cloud resources to solve business problems.	Bachelors	5	\$	85.16
58	ILS058	Cloud Engineer Expert	Applies engineering disciplines to cloud computing and brings a systematic approach to concerns of commercialization, standardization, and governance of cloud computing applications. Leverages the methods and tools of engineering in conceiving, developing, operating and maintaining cloud computing systems and solutions. Uses the economics of cloud resources to solve business problems.	Bachelors	7	\$	110.77
59	ILS059	Database Arch Junior	Determines database structural requirements by analyzing client operations, applications, and programming; reviews objectives with clients; evaluates current systems; provides database support by coding utilities, responding to user questions, and resolving problems.	Bachelors	1	\$	50.56
60	ILS060	Database Arch Mid-Level	Determines database structural requirements by analyzing client operations, applications, and programming; reviews objectives with clients; evaluates current systems; provides database support by coding utilities, responding to user questions, and resolving problems.	Bachelors	3	\$	65.54
61	ILS061	Database Arch Senior	Determines database structural requirements by analyzing client operations, applications, and programming; reviews objectives with clients; evaluates current systems; provides database support by coding utilities, responding to user questions, and resolving problems.	Bachelors	5	\$	89.75

62	ILS062	Database Arch Expert	Determines database structural requirements by analyzing client operations, applications, and programming; reviews objectives with clients; evaluates current systems; provides database support by coding utilities, responding to user questions, and resolving problems.	Bachelors	7	\$ 105.12
63	ILS063	Database Manager Junior	Keeps senior technical management informed by preparing reports on system performance and problems. Upgrades hardware and software by assessing transaction processing and database production options. Maintains database performance by troubleshooting problems.	Bachelors	1	\$ 47.62
64	ILS064	Database Manager Mid-Level	Keeps senior technical management informed by preparing reports on system performance and problems. Upgrades hardware and software by assessing transaction processing and database production options. Maintains database performance by troubleshooting problems.	Bachelors	3	\$ 62.18
65	ILS065	Database Manager	Responsible for all activities related to the administration of computerized databases. Assigns personnel to various projects and directs their activities. Reviews and evaluates work and prepares performance reports. Confers with and advises subordinates on administrative policies and procedures, technical problems, priorities, and methods. Consults with and advises users of various databases. Projects long-range requirements for database administration in conjunction with other managers in the information systems function as well as business function managers. Prepares activity and progress reports regarding the database management section. Typically requires five to seven years of experience.	Bachelors	5	\$ 115.39
66	ILS066	Help Desk Manager Junior	Help desk managers complete both technical support and organizational duties, including answering telephones, communicating with clients, diagnosing hardware and software malfunctions, troubleshooting problems, replacing hardware and installing new software on clients' machines.	Bachelors	1	\$ 41.56
67	ILS067	Network Planning Analyst - Senior	Under general direction, plans and evaluates complex existing network systems and makes recommendations for resources required to maintain and/or expand service levels. Provides highly skilled technical assistance in network planning, engineering, and architecture. Develops technical standards and interface applications, identifies and evaluates new products, and provides resolution for network problems. May interface with vendors to identify and purchase hardware and software. May function as lead position for other Network Planning Analysts. Typically requires six to eight years of experience in telecom networks. Frequently reports to a Telecommunications Department Director/Manager or a higher Network Planning position.	Bachelors	6	\$ 99.76
68	ILS68	Help Desk Manager Mid-Level	Help desk managers complete both technical support and organizational duties, including answering telephones, communicating with clients, diagnosing hardware and software malfunctions, troubleshooting problems, replacing hardware and installing new software on clients' machines.	Bachelors	3	\$ 47.58
69	ILS069	Help Desk Manager Senior	Help desk managers complete both technical support and organizational duties, including answering telephones, communicating with clients, diagnosing hardware and software malfunctions, troubleshooting problems, replacing hardware and installing new software on clients' machines.	Bachelors	5	\$ 54.41
70	ILS070	Help Desk Manager expert	Help desk managers complete both technical support and organizational duties, including answering telephones, communicating with clients, diagnosing hardware and software malfunctions, troubleshooting problems, replacing hardware and installing new software on clients' machines.	Bachelors	7	\$ 64.24
71	ILS071	Data Warehousing Analyst	Works in a data warehouse 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 warehouse system and corresponding data marts. Troubleshoots and tunes existing data warehouse applications. Conducts research into new data warehouse applications and determines viability for adoption. Assists in establishing development standards. Evaluates existing subject areas stored in the data warehouse. Incorporates existing subject areas into an enterprise model. Creates new or enhanced components of the data warehouse. Requires two years experience in the field.	Bachelors	2	\$ 98.39
72	ILS072	Data Warehousing Programmer	Responsible for product support and maintenance of the data warehouse. Performs data warehouse design and construction. Codes and documents scripts and stored procedures. Designs/implements data strategy methods. Develops appropriate programs and systems documentation. Assists with Meta data repository management. Prepares/implements data verification and testing methods for the data warehouse. Creates index and view scripts. Requires two years experience in the field.	Bachelors	2	\$ 98.01

73	ILS073	Data Warehousing Project Manager	Works in a data warehouse environment, which includes data design, database architecture, metadata and repository creation. Responsible for leading data warehouse team in development and enhancements of the data warehouse user interface. Establishes user requirements. Creates new standards and procedures related to end user and internal interface development. Works with Data Architect on technical issues and system architecture definition. Translates high-level work plans and converts to detailed assignments for team members. Monitors status of assignments and reviews work for completion and quality. Typically requires more than five years of experience.	Bachelors	5	\$	122.30
74	ILS074	Data Warehousing Administrator	Coordinates the data administration technical function for both data warehouse development and maintenance. Plans and oversees the technical transitions between development, testing, and production phases of the workplace. Facilitates change control, problem management, and communication among data architects, programmers, analysts and engineers. Establishes and enforces processes to ensure a consistent, well-managed and well-integrated data warehouse infrastructure. Expands and improves data warehouse to include data from all functions of the organization using data manipulation, transformation and cleansing tools. Requires three years of experience in the field.	Bachelors	3	\$	100.84
75	ILS075	Network Planning Manager	Responsible for long-term strategic planning to ensure network capacity meets current and future network requirements including planning for remote hardware and communications facilities, development and implementation of methodologies for system analysis, installation, and support. Defines and develops methodology to ensure compatibility of all software and hardware products at each facility. Provides ongoing coordination in the analysis, acquisition, and installation of remote hardware and software. May supervise Network Planning Analysts. Typically requires six to eight years of experience. Frequently reports to a Telecommunications Department Director/Manager or Planning and Engineering Manager.	Bachelors	6	\$	104.71
76	ILS076	Network Engineer - Intermediate	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. Typically requires two to five years of experience.	Bachelors	2	\$	84.37
77	ILS077	Network Engineer - Senior	Under general direction, manages the purchase, installation, and support of network communications, including LAN/WAN systems. Responsible for evaluating current systems. Works on complex problems where analysis of situation requires in-depth evaluation of various factors. Plans large-scale systems projects through vendor comparison and cost studies. Provides work leadership and training to lower level network engineers. Requires expert knowledge of LAN/WAN systems, networks, and applications. Typically requires at least five years of experience.	Bachelors	5	\$	96.39