



**AUTHORIZED
INFORMATION TECHNOLOGY SCHEDULE PRICELIST
GENERAL PURPOSE COMMERCIAL INFORMATION TECHNOLOGY
EQUIPMENT, SOFTWARE AND SERVICES**

Note: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

SPECIAL ITEM NUMBER 132-51 - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

FPDS Code D302 IT Systems Development Services
FPDS Code D306 IT Systems Analysis Services
FPDS Code D307 Automated Information Systems Design and Integration Services
FPDS Code D308 Programming Services
FPDS Code D399 Other Information Technology Services, Not Elsewhere Classified

Note 1: All non-professional labor categories must be incidental to and used solely to support hardware, software and/or professional services, and cannot be purchased separately.

Note 2: Offerors and Agencies are advised that the Group 70 – Information Technology Schedule is not to be used as a means to procure services, which properly fall under the Brooks Act. These services include, but are not limited to, architectural, engineering, mapping, cartographic production, remote sensing, geographic information systems, and related services. FAR 36.6 distinguishes between mapping services of an A/E nature and mapping services, which are not connected, nor incidental to the traditionally accepted A/E Services.

Note 3: This solicitation is not intended to solicit for the reselling of IT Professional Services, except for the provision of implementation, maintenance, integration, or training services in direct support of a product. Under such circumstances the services must be performance by the publisher or manufacturer or one of their authorized agents.



Certified HUB Zone and SDB

ZipZap IT Solutions, LLC
10432 Balls Ford Road, Suite 300
Manassas, VA 20109
Office: 571-969-5660
www.zipzapsolutions.com

Contract Number: **GS-35F-389CA**

Period Covered by Contract: **June 26, 2015 – June 25, 2020**

General Services Administration
Federal Acquisition Service

Pricelist current through Modification # _____, dated _____.

Products and ordering information in this Authorized Information Technology Schedule Pricelist are also available on the GSA Advantage! System (<http://www.gsadvantage.gov>).

Table of Contents

Customer Information.....	1
Description of IT Professional Services and Pricing for Zip Zap IT Solutions, LLC.....	6
Pricing.....	7
Labor Category Descriptions and Minimum Education and Experience Requirements.....	8

CUSTOMER INFORMATION

- 1a. Awarded SIN: 132-51- Information Technology (IT) Professional Services
- 1b. Pricing (See page 7)
- 1c. Description of commercial job titles (See page 8)
2. Maximum order threshold: \$500,000
3. Minimum order: \$100
4. Geographic coverage: Domestic delivery to the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories.
5. Points of Production:

ZipZap IT Solutions, LLC
10432 Balls Ford Road, Suite 300
Manassas, VA 20109
Office: 703-507-0717

6. Prices are net with discounts already applied.
7. Quantity discounts: None
8. Prompt payment terms: 1%, 10 (Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
- 9a. Government purchase cards are accepted at or below the micro-purchase threshold.
- 9b. Government purchase cards are accepted above the micro-purchase threshold.
10. Foreign items: N/A
- 11a. Time of delivery: Negotiated at time of delivery order for services
- 11b. Expedited delivery: Negotiated at time of delivery order for services
- 11c. Overnight and 2-day delivery: Contact Contractor for rates for overnight and 2-day delivery
- 11d. Urgent requirements: Contact the Contractor to effect a faster delivery
12. FOB point: Destination
- 13a. Ordering address:

ZipZap IT Solutions, LLC
10432 Balls Ford Road, Suite 300
Manassas, VA 20109

- 13b. Ordering procedures: For services, the ordering procedures information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3
14. Payment address:

ZipZap IT Solutions, LLC
10432 Balls Ford Road, Suite 300
Manassas, VA 20109

15. Warranty: N/A
16. Export packing charges: N/A
17. Terms and conditions of Government purchase card acceptance: See 9a and 9b above.
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: 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
- 24a. Special attributes: N/A
- 24b. Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and full details can be found at www.zipzapsolutions.com. The EIT standards can be found at www.Section508.gov/
25. Data Universal Number System (DUNS) number: 786553938
26. Registration in CCR/SAM is active and current.

TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 132-51)

******NOTE: All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.**

1. SCOPE

- a. The prices, terms and conditions stated under Special Item Number 132-51 Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.
- b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

- a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.
- b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.
- c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

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

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT/IAM Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

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

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

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

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

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

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

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

6. INSPECTION OF SERVICES

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

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

7. RESPONSIBILITIES OF THE CONTRACTOR

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

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

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

9. INDEPENDENT CONTRACTOR

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

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

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

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

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

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

11. INVOICES

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

12. PAYMENTS

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

- (a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- (b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—
 - (1) The offeror;
 - (2) Subcontractors; and/or
 - (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

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

14. INCIDENTAL SUPPORT COSTS

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

15. APPROVAL OF SUBCONTRACTS

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

16. Description of IT Professional Services and Pricing for Zip Zap IT Solutions, LLC

By deploying and optimizing technology, ZipZap IT Solutions enables Government customers to compete securely and with confidence in the global marketplace.

Your focus is our focus: Enhancements that open up new business possibilities, while protecting the privacy of the agency's data, intellectual property, and identity from Internet cyber attacks. Applying industry expertise and a seasoned IT services' perspective, ZipZap IT Solutions experts offer thought-leading guidance and business development frameworks for success through high-impact services in:

- IT Strategy, Portfolio Analysis, Rationalization & Consolidation, Portfolio Management & Governance
- Systems Integration, Solution Design & Development

- Mobile Development & Mobile Device Management
- Enterprise Architecture Strategy, Assessment, and Design
- Implementation Infrastructure and Management
- IT On-Demand Services and Outsourcing
- Complete Solution Capability
- Business Process Modeling and Reengineering Software, Development, & Implementation
- Documentation and Training

Pricing Updated

Labor Category Name	Hourly Rate
Project Manager II	\$130.10
Database Architect IV	\$123.13
Customer Support and Administration	\$74.66
Scrum Master Level II	\$123.13
Medical Coder level I	\$35.70
Project Manager I	\$98.97
Solutions Architect V	\$110.08
Solutions Architect IV	\$107.13
Solutions Architect III	\$92.85
Solutions Architect II	\$90.13
Solutions Architect I	\$78.49
Systems Administrator II	\$90.13
Systems Administrator I	\$76.57
Information Security Specialist	\$87.32
Database Architect	\$86.78
Systems Engineer	\$83.75
Web Software Developer	\$81.36
Programmer Analyst	\$81.36
Enterprise Architect	\$83.27
Software QA Specialist	\$71.79
Application Engineer	\$75.15
Developer III	\$80.40
Developer I	\$49.77
Business & Systems Analyst	\$67.76

Labor Category Descriptions and Minimum Education and Experience Requirements

New Items Added:

Commercial Labor Category	Minimum/ General Experience & Years of Experience	Functional Responsibility	Educational Requirements
Project Manager II	12 years	Organizes, directs, and manages contract operation support functions, involving multiple, complex and inter-related projects. Manages teams of project support personnel at multiple locations. Maintains and manages the client interface at the senior levels of the client organization. Meets with customer and contractor personnel to formulate and review task plans and deliverable items. Ensures conformance with program schedules, costs, and performance metrics.	Bachelors in computer science or other relevant IT discipline. Five years of relevant work experience may be substituted for degree requirements
Database Architect IV	12 years	Participates in the design, creation, and maintenance of computerized databases. Responsible for quality control and auditing of databases to ensure data. Resolves data conflicts and inappropriate data usage. Directs the maintenance and use of the corporate data dictionary. Provides all activities related to the administration of computerized databases. Performs database performance tuning and implements backup and recovery strategies. Defines, designs, and builds dimensional databases and data warehouses.	Bachelors in computer science or other relevant IT discipline. Five years of relevant work experience may be substituted for degree requirements
Customer Support and Administration	3 Years	Assist customers in making cost effective and correct use of a product. It includes assistance in planning, installation, training, troubleshooting, maintenance, upgrading, and call center and helpdesk support.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Scrum master II	5 Years	Organizes, directs, manages and facilitator for an agile development team. Manage the Scrum technical methodology that allows a team to self-organize and make changes quickly, in accordance with agile principles.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Medical Coder I	3 Years	Participates in the transformation of healthcare diagnosis, procedures, medical services, and equipment into universal medical alphanumeric codes and data entry into computers. The diagnoses and procedure codes are taken from medical record documentation, such as transcription of physician's notes, laboratory and radiologic results. Help ensure the codes are applied correctly during the medical billing process, which includes abstracting the information from documentation, assigning the appropriate codes, and creating a medical or billable record	Bachelors in science or other relevant medical or health discipline. Four years of relevant work experience may be substituted for degree requirements

Commercial Labor Category	Minimum/ General Experience & Years of Experience	Functional Responsibility	Educational Requirements
Project Manager I	10 years	Organizes, directs, and manages contract operation support functions, involving multiple, complex and inter-related projects. Manages teams of project support personnel at multiple locations. Maintains and manages the client interface at the senior levels of the client organization. Meets with customer and contractor personnel to formulate and review task plans and deliverable items. Ensures conformance with program schedules, costs, and performance metrics.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Solutions Architect V	12 years	Performs tasks related to business analysis, architecture definition and review, database design assistance and review; assistance in data migration and integration definition, and application development	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Solutions Architect IV	10 years	Performs tasks related to business analysis, architecture definition and review, database design assistance and review; assistance in data migration and integration definition, and application development	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Solutions Architect III	8 years	Performs tasks related to business analysis, architecture definition and review, database design assistance and review; assistance in data migration and integration definition, and application development	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Solutions Architect II	6 years	Performs tasks related to business analysis, architecture definition and review, database design assistance and review; assistance in data migration and integration definition, and application development	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Solutions Architect I	4 years	Performs tasks related to business analysis, architecture definition and review, database design assistance and review; assistance in data migration and integration definition, and application development	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements

Commercial Labor Category	Minimum/ General Experience & Years of Experience	Functional Responsibility	Educational Requirements
Systems Administrator II	6 years	Supervises and manages the daily activities of configuration and operation of business systems, which may be mainframe, mini, or client/server based. Optimizes system operation and resource utilization, and performs system capacity analysis and planning. Provides assistance to users in accessing and using business systems.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Systems Administrator I	3 years	Coordinates maintenance and support of networks, servers, and personal computers. Performs system maintenance, performance tuning, general administration, security management, backup, and recovery. Documents all systems administration procedures and user instructions. Works with application developers, networking specialists, cyber security staff, and others to ensure the integrity and high availability of systems.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Information Security Specialist	6 years	Conducts vulnerability assessments and penetration tests of application, systems and network infrastructure components; selects, implements, and maintains technology required to perform such tasks; develops, implements, and maintains policies, processes, documentation and reports required for conducting assessments and penetration tests, reporting results and remediating vulnerabilities found; develops, implements, and maintains information security systems including firewalls, intrusion detection systems (IDS), authentication systems, security information management systems, content management systems and anti-virus/anti-worm systems.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Database Architect	6 years	Participates in the design, creation, and maintenance of computerized databases. Responsible for quality control and auditing of databases to ensure data. Resolves data conflicts and inappropriate data usage. Directs the maintenance and use of the corporate data dictionary. Provides all activities related to the administration of computerized databases. Performs database performance tuning and implements backup and recovery strategies. Defines, designs, and builds dimensional databases and data warehouses.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Systems Engineer	5 years	Designs and implements IT systems to meet business needs. May develop code, test and implement computer programs and subsystems utilizing multiple programming languages. Analyzes, resolves or assists in resolving production problems. Provides analysis related to the design, development, and integration of hardware, software, man-machine interfaces and all system level requirements to provide an integrated IT solution. Develops integrated system test requirement, strategies, devices and systems.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements

Commercial Labor Category	Minimum/ General Experience & Years of Experience	Functional Responsibility	Educational Requirements
Web Software Developer	5 years	Develops custom web sites, both static and multimedia presentations, including navigation and look and feel. Develops custom application scripts to support interactive web sites. Designs, develops, and implements web-based applications used for internet data collection. Designs web application architectures including software, hardware, and communications components in support of total project requirements.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Programmer Analyst	5 years	Arranges project requirements in programming sequence by analyzing requirements; prepares a work flow chart and diagram using knowledge of computer capabilities, subject matter, programming language, and logic; programs the computer by encoding project requirements in computer language; entering coded information into the computer; confirms program operation by conducting tests; modifying program sequence and/or codes; develops and maintains applications and databases by evaluating client needs; analyzing requirements; developing software systems.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Enterprise Architect	5 years	Provides business and/or technical IT consulting support to strategic units and customer enterprises. Works with clients to formulate enterprise-wide business and/or technical IT product and/or service strategies. Develops and applies consulting methodologies, business models and organizational behavior for IT products and services. Supports and participates in the conceptualization and development of technology policy, methodologies, models, techniques and strategies. Translates business needs into long-term architecture solutions. Reviews and develops object and data models and the metadata repository to structure the data for better management and quicker access.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Software QA Specialist	3 years	Meets with system users to understand usage profiles and user needs. Implements test plans for large systems, including integration testing, system testing, stress testing, acceptance testing, and regression testing. Designs strategies and writes scripts for automated testing of large programs. Designs and documents Acceptance Test Plan and Procedures.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements

Commercial Labor Category	Minimum/ General Experience & Years of Experience	Functional Responsibility	Educational Requirements
Application Engineer	3 years	Plans, designs, configures, manages maintenance, disaster recovery, and operations of applications. Knowledge of commonly used procedures, practices and concepts within a particular application. Researches, collects and reports information on the capacity and ability of vendor products and its competing equipment. Collaborates with staff members in the design and integration of applications. Customizes existing applications to provide additional capabilities based on customer requirements. Manages system security to include installation of operating system patches fixes or service packs. Ensures the application of information security/information assurance policies, principles and practices in the delivery of system administration services.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Developer III	5 years	Designs and develops application programs; expertise includes programming languages, software tools, and software development methodologies; designs, codes, and integrates programs.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Developer I	1 year	Designs and develops application programs; expertise includes programming languages, software tools, and software development methodologies; designs, codes, and integrates programs.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements
Business & Systems Analyst	3 years	Analyzes and evaluates current business processes. Works with key stakeholders to analyze business processes, practices, and make recommendations for improvements. Acts as a liaison to internal organizations related to information retention, protection, handling, and access within new and existing IT systems, internal business functions, and newly emerging capabilities.	Bachelors in computer science or other relevant IT discipline. Four years of relevant work experience may be substituted for degree requirements