



ARLINGTON COUNTY, VIRGINIA  
OFFICE OF THE PURCHASING AGENT  
2100 CLARENDON BOULEVARD, SUITE 500  
ARLINGTON, VIRGINIA 22201

**NOTICE OF RIDER CONTRACT RENEWAL**

**TO:** CDW Government LLC  
One CDW Way  
230 N Milwaukee Avenue  
Vernon Hills, Illinois 60061

**DATE ISSUED:** SEPTEMBER 17, 2020

**CURRENT REFERENCE NO:** 21-DTS-R-365

**CONTRACT TITLE:** COTS Software

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**THIS IS A NOTICE OF A RIDER CONTRACT AND NOT AN ORDER. NO WORK IS AUTHORIZED UNTIL THE  
VENDOR RECEIVES A VALID COUNTY PURCHASE ORDER ENCUMBERING CONTRACT FUNDS.**

Arlington rides the Lead Agency's contract referenced below for the goods and services so referenced. The contract documents consist of this notice and terms and conditions of the Lead Agency Agreement including any attachments or amendments thereto.

**LEAD AGENCY NAME:** COMMONWEALTH OF VIRGINIA  
**LEAD AGENCY CONTRACT NUMBER:** VA-180917-CDWG  
**EFFECTIVE DATE:** SEPTEMBER 17, 2022  
**EXPIRES:** SEPTEMBER 16, 2023  
**RENEWALS:** NO RENEWALS REMAINING

**ATTACHMENTS:**  
**ATTACHMENT A – COMMONWEALTH OF VIRGINIA CONTRACT NUMBER VA-180917-CDWG**

**EMPLOYEES NOT TO BENEFIT:**  
**NO COUNTY EMPLOYEE SHALL RECEIVE ANY SHARE OR BENEFIT OF THIS CONTRACT NOT AVAILABLE TO THE  
GENERAL PUBLIC.**

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**VENDOR CONTACT:** Tim Younger

**VENDOR TEL. NO.:** +(170)326-28147

**EMAIL ADDRESS:** TIMYOUN@CDWG.COMM

**COUNTY CONTACT:** ISHAI TRANI (DTS)

**COUNTY TEL. NO.:** (703) 228-3408

**COUNTY CONTACT EMAIL:** ITRANI@ARLINGTONVA.US

**PURCHASING DIVISION AUTHORIZATION**

**Name:** DR. SHARON T. LEWIS

**Title:** PURCHASING AGENT

**Signature:**

DocuSigned by:  
*Dr. Sharon Lewis*  
89B86B1AD301462...

**Date**

9/12/2022

## Normal Business Hours

	Position	Description Of Services Provided	Year 1 Hourly Rate	Year 2 Hourly Rate	Year 3 Hourly Rate	Year 4 Hourly Rate	Year 5 Hourly Rate
1	Data Center Engineer 1	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 1 - 4 years, absence of a degree may be replaced by a minimum additional 2 years' experience. Participates in activities such as ongoing maintenance of networks and systems, monitoring service level metrics and commitments; developing standards, policies, and operational processes. Has familiarity and experience with technologies such as, but not limited to, Windows Server, Netapp, VMware, Citrix, IBM Bladecenter, FCP, ICSCI, CIFS, NFS and TCP/IP. <b>Professional Certifications:</b> Certification required, including, but are not limited to, VCP, CCP-V, MCSE, MCITP, MCTS, MCSA, MCP or equivalent.	\$ 176.82	\$ 182.71	\$ 188.19	\$ 193.84	\$ 199.65
2	Data Center Engineer 2	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 5+ years, absence of a degree may be replaced by a minimum additional 2 years experience. In addition to experience listed for previous engineer level, works independently to perform complex tasks and provides support and assistance to less experienced engineers in a team project. Contributes to designing, planning, and implementing Data Center Solutions including Network Virtualization, Storage and Compute platforms. Demonstrated working experience with technologies such as, but not limited to, Windows Server, Netapp, VMware, Citrix, IBM Bladecenter, FCP, ICSCI, CIFS, NFS and TCP/IP. <b>Professional Certifications:</b> Certification required, including, but not limited to, VCP, CCP-V, MCSE, MCITP, MCTS, MCSA, MCP or equivalent.	\$ 194.95	\$ 201.45	\$ 207.49	\$ 213.72	\$ 220.13
3	Data Center Engineer 3	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 10+ years, 2 years' experience may be replaced by a Master's Degree. In addition to experience listed for previous levels, 4+ years consulting experience. Plans proactively to prevent problems. Interfaces with technical and business staff of customers following project implementation, including the project sponsor and stakeholders, encouraging more complex future engagements. Advises customer on appropriate solutions over the course of the project or lifecycle. Demonstrated working knowledge with technologies such as, but not limited to, Windows Server, Netapp, VMware, Citrix, IBM Bladecenter, FCP, ICSCI, CIFS, NFS and TCP/IP. <b>Professional Certifications:</b> Certification required, including, but are not limited to VCP, CCP-V, MCSE, MCITP, MCTS, MCSA, MCP or equivalent.	\$ 217.62	\$ 224.87	\$ 231.62	\$ 238.57	\$ 245.72
4	Network Engineer 1	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 1 - 4 years, absence of a degree may be replaced by a minimum additional 2 years' experience. Provides a range of technical services to support the installation and implementation of networks and computer systems. Has familiarity with Routing and Switching technology including, but not limited to LAN Campus design; and experience with switching technologies such as Catalyst 6500, 2900/3900, 2950/3550, 2948G, 3750, 4000, 4500, 5000 series switches and/or Cisco 1700, 2600/3600, 3700, 7200 series routers or equivalents; introductory knowledge of protocols and Standards: IGRP, EIGRP, RIP, BGP, OSPF, Spanning Tree 802.1(d/s/w), VLANs, HSRP, Trunking (ISL/802.1Q), Monitoring (RSPAN/SPAN/VSPAN), VACLs, 802.3(u/z/ab), FEC/GEC, and LACP 802.3ad. <b>Professional Certifications:</b> Certification required, including, but not limited to, CCNA, WCNA, Network+, or equivalent.	\$ 172.28	\$ 178.02	\$ 183.36	\$ 188.87	\$ 194.53
5	Network Engineer 2	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 5+ years, absence of a degree may be replaced by a minimum additional 2 years experience. Provides a range of technical services to support the installation and implementation of networks and computer systems. Works independently to perform complex tasks and provides support and assistance to less experienced engineers in a team project. Contributes to team of engineers in designing, planning, and implementing LANs and WANs using routers, switches and network security devices. Identifies and troubleshoots hardware and software technical problems related to LANs/WANs. Has experience working with Routing and Switching technology, including, but not limited to LAN Campus design; experience with switches such as Catalyst 6500, 2900/3900, 2950/3550, 2948G, 3750, 4000, 4500, 5000 series switches, and/or Cisco 1700, 2600/3600, 3700, 7200 series routers. Has experience with protocols and standards such as: IGRP, EIGRP, RIP, BGP, OSPF, Spanning Tree 802.1(d/s/w), VLANs, HSRP, Trunking (ISL/802.1Q), Monitoring (RSPAN/SPAN/VSPAN), VACLs, 802.3(u/z/ab), FEC/GEC, and LACP 802.3ad. <b>Professional Certifications:</b> Certification required, including, but not limited, to Network+, CCNP, JNCIE-ENT, CCDA, CCDP or equivalent.	\$ 190.42	\$ 196.76	\$ 202.67	\$ 208.75	\$ 215.01
6	Network Engineer 3	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 10+ years, 2 years' experience may be replaced by a Master's Degree. Provides a range of technical services to support the design, installation and implementation of networks and computer systems. Works independently to perform complex tasks and provides support and assistance to less experienced engineers in a team project. Contributes to designing, planning, and implementing LANs and WANs using routers, switches and network security devices. Identifies and troubleshoots hardware and software technical problems related to LANs/WANs. Performs client consulting in the area of network engineering, hardware and software, using routers, switches, network security devices, protocol analyzers, TCP/IP, VPN, Frame Relay, and MPLS. Assigned to the complex support tasks, such as diagnosing and solving complex hardware/software problems. Serves as a team lead directing and coordinating the work of all team members to complete network infrastructure projects successfully. Demonstrates an advanced level of experience working with Routing and Switching technologies including, but not limited to LAN Campus design and experience with switching technologies such as Catalyst 6500, 2900/3900, 2950/3550, 2948G, 3750, 4000, 4500, 5000 series switches and/or Cisco 1700, 2600/3600, 3700, 7200 series routers. Has experience with protocols and standards such as: IGRP, EIGRP, RIP, BGP, OSPF, Spanning Tree 802.1(d/s/w), VLANs, HSRP, Trunking (ISL/802.1Q), Monitoring (RSPAN/SPAN/VSPAN), VACLs, 802.3(u/z/ab), FEC/GEC, and LACP 802.3ad. <b>Professional Certifications:</b> Certification required, including, but not limited to a Network+, CCNP, JNCIE-ENT, CCDA, CCDP or equivalent.	\$ 213.09	\$ 220.19	\$ 226.79	\$ 233.60	\$ 240.60

7	Network Security Engineer 1	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 -4 years, absence of a degree may be substituted by a minimum additional 2 years' experience.</p> <p>Participates in activities such as technically-focused penetration tests and security assessments of client networks and computer systems. Performs ongoing maintenance and updates of security software and procedures for client network systems. May have working knowledge of relevant technology including, but not limited to VPN 3030, IDS Module for 6500, IDS appliance 4215, and Nokia/Checkpoint Firewall; network Monitoring, installed and configured NAM module.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to CompTIA Security+, A+, Network+, or equivalent.</p>	\$ 185.88	\$ 192.08	\$ 197.84	\$ 203.78	\$ 209.89
8	Network Security Engineer 2	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 5+ years, absence of a degree may be replaced by a minimum additional 2 years' experience.</p> <p>In addition to experience listed for previous engineer level, participates in discovery and design sessions to identify and mitigate Information Security risks. Monitors service level metrics and commitments to meet contract requirements. Advises clients of security risks discovered and suggested and the steps to remediate. Maintains awareness of new technology and published vulnerabilities. Performs complex tasks and also provides support and assistance to less experienced engineers in a team project. Has working knowledge of relevant technology including, but not limited to VPN 3030, IDS Module for 6500, IDS appliance 4215, and Nokia/Checkpoint Firewall; network Monitoring, installed and configured NAM module.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to CompTIA Security+ or CISSP, CISM, A+, Network+, or equivalent.</p>	\$ 190.42	\$ 196.76	\$ 202.67	\$ 208.75	\$ 215.01
9	Network Security Engineer 3	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 8+ years, 2 years' experience may be substituted by a Master's Degree.</p> <p>Prepares reports and briefings on security assessment and risk mitigation of planned and existing client networks. Able to adjust the content of these communications to the appropriate technical level of the audience. Assigned to complex support tasks, or performs as a team lead directing and coordinating the work of all team members to complete projects successfully. In-depth knowledge of relevant technology including, but not limited to VPN 3030, IDS Module for 6500, IDS appliance 4215, and Nokia/Checkpoint Firewall; network Monitoring, installed and configured NAM module.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to CISSP or CISM, Security+, A+, Network+, or equivalent.</p>	\$ 217.62	\$ 224.87	\$ 231.62	\$ 238.57	\$ 245.72
10	Consulting Engineer (Information Security)	<p><b>Minimum Education:</b> Bachelor degree in business, computer science, or a related technical degree or equivalent; absence of a degree may be replaced by a minimum additional 2 years' of project experience.</p> <p><b>Relevant Experience:</b> Three years' experience delivering technical solutions including planning, development, implementation and support. Experience with one or more of the following: security administration, incident response, forensics, policy and process development or analysis, penetration testing, or demonstrated proficiency in equivalent technologies.</p> <p><b>Knowledge, Skills and Abilities:</b></p> <p>May participate in enterprise-scale security assessment and penetration testing projects for customers. Take ownership of project phases (e.g. wireless penetration testing) and drive those areas of the project to their conclusion. Communicate security policy and/or technology issues verbally on both a formal and informal basis to all levels of client staff, ranging from senior executives to user representatives. Deal with client discussions in an unstructured interview environment and produce high-quality written technical documents. Work independently on multiple projects in diverse customer environments, ensure that appropriate management is apprised of project status, bring projects to completion and follow up with customers regarding results. Gain a clear understanding of client environment, identify client needs, and effectively communicate solutions. May also develop tools for internal team use, and participate in upkeep and improvement of team systems. May also cultivate new areas of security knowledge to LAN Campus design and experience with switching technologies such as Catalyst 6500, 2900/3900, 2950/3550, 2948G, 3750, 4000, 4500, 5000 series switches and/or Cisco 1700, 2600/3600, 3700, 720</p>	\$ 226.69	\$ 234.24	\$ 241.27	\$ 248.51	\$ 255.96
11	Associate Consulting Engineer (ACE) (Information Security)	<p><b>Minimum Education:</b> Bachelor degree or one of the following:</p> <ul style="list-style-type: none"> <li>Associate degree in Information Security, Computer Science, or related technology focused concentration plus one year of relevant practical experience; absence of a degree may be replaced by a minimum additional 2 years' of relevant technical/practical experience.</li> </ul> <p><b>Relevant Experience:</b> Over three (3) years relevant practical experience in IT networking, information systems management or application development or one year of relevant practical experience plus one or more applicable technology related certifications (certifications must be in active standing)</p> <p><b>Knowledge, Skills and Abilities:</b></p> <p>Responsible for conducting technically-focused penetration tests and security assessments and advising clients of security risks discovered and suggested steps to remediate. ACEs focusing in Information Security work with our customers to identify and mitigate Information Security risk. Additional skills are developed to perform technically-focused security assessments for our customers, including:</p> <ul style="list-style-type: none"> <li>Uncovering and exploiting security weaknesses on a client network through vulnerability scanning and penetration testing (i.e. white-hat hacking).</li> <li>Providing reports and briefings that are consumable by both executives and technical audiences. These reports help our clients understand their current security posture and provide actionable guidance on how to most effectively reduce risk.</li> <li>Opportunity to expand into Information Security policy and control consulting related to PCI, HIPAA, and NIST.</li> </ul>	\$ 249.36	\$ 257.67	\$ 265.40	\$ 273.36	\$ 281.56
		<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 -4 years, absence of a degree may be substituted by a minimum additional 2 years' experience.</p>					

12	UC Engineer 1	<p>Participates in the development and implementation of technical architecture and physical designs for our customers' networks. Reads design documents and contributes to the development of client solutions for future projects. Installs, configures and tests hardware and applications based on design specifications, client environment and solution topology. Monitors service level metrics and commitments. Has working knowledge of network US servers (e.g. Cisco CallManager) and network management application (e.g. Cisco Unity). May have working experience with network utilities (e.g. BARS and/or DIRT utilities) to do backups and restores of the servers.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to, CCNP Collaboration, IBM Sametime, MCSE Communication, or equivalent.</p>	\$ 194.95	\$ 201.45	\$ 207.49	\$ 213.72	\$ 220.13
13	UC Engineer 2	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 5-8 years; absence of a degree may be replaced by a minimum additional 2 years' of experience.</p> <p>Analyzes existing voice and data networks, recommending solutions, including the setup, configuration, and testing of new communications firewalls, routers and voice gateways. Assists by educating the customer about new technologies and IP Telephony methodology. Has working knowledge of network US servers (e.g. Cisco CallManager) and network management application (e.g. Cisco Unity). May have working experience with network utilities (e.g. BARS and/or DIRT utilities) to do backups and restores of the servers.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to, CCNP Collaboration, IBM Sametime, MCSE Communication, Avaya ACSS, or equivalent.</p>	\$ 208.55	\$ 215.50	\$ 221.97	\$ 228.63	\$ 235.48
14	UC Engineer 3	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 8+ years, 2 years' experience may be replaced by a Master's Degree.</p> <p>Works with Project Managers and customers to manage expectations and timelines to ensure expectations and commitments are met. May regularly interface with technical and business staff of customers, including the project sponsor and stakeholders of projects in more complex engagements. Performs as a team lead directing and coordinating the work of all technical team members to complete projects successfully. Has working knowledge of network US servers (e.g. Cisco CallManager) and network management application (e.g. Cisco Unity). May have working experience with network utilities (e.g. BARS and/or DIRT utilities) to do backups and restores of the servers.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to, CCNP Collaboration, IBM Sametime, MCSE Communication, Avaya ACSS and CCIE Collaboration, or equivalent.</p>	\$ 222.15	\$ 229.56	\$ 236.44	\$ 243.54	\$ 250.84
15	Project Manager	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 - 4 years serving as a project coordinator or deputy project manager; absence of a degree may be replaced by a minimum additional 2 years' of project experience.</p> <p>Demonstrates the ability to communicate, build teams, and recommend business strategies. Assigned to smaller projects, is responsible for managing all project staff and ensuring that the staff completes all of their assigned tasks on time and correctly. Also manages the test and acceptance process through final customer acceptance.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to CAPM, PMP or other certifications, such as ITIL, Six Sigma or equivalent.</p>	\$ 185.88	\$ 192.08	\$ 197.84	\$ 203.78	\$ 209.89
16	Senior Project Manager	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 5 - 10 years in project management; absence of a degree may be replaced by a minimum additional 2 years' of project experience.</p> <p>In addition to experience listed for previous PM level, has a demonstrated ability to manage Federal clearances and logistics. The Senior PM is responsible for managing complex projects with more personnel and a higher level of coordination or risk. Maintains appropriate communications with customer personnel and ensures the customer is completely satisfied with all aspects of the project.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to PMP or other certifications, such as ITIL, Six Sigma or equivalent.</p>	\$ 190.42	\$ 196.76	\$ 202.67	\$ 208.75	\$ 215.01
17	Program Manager	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 10 - 12 years in program/project management; absence of a degree may be replaced by a minimum additional 2 years' of project experience.</p> <p>In addition to experience listed for previous PM level, has a demonstrated ability to manage multiple programs/projects including logistics and testing requirements. The Program Manager is responsible for managing complex projects with more personnel and a higher level of coordination or risk. Maintains appropriate communications with customer personnel and ensures the customer is completely satisfied with all aspects of the project.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to PMP or PgMP, or other relevant certifications, such as ITIL or Six Sigma or equivalent.</p>	\$ 199.49	\$ 206.13	\$ 212.32	\$ 218.69	\$ 225.25
18	Senior Program Manager	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 12+ years in program/project management; 2 years' experience may be replaced by a Master's Degree.</p> <p>In addition to experience listed for previous PM levels, the senior level Program Manager manages large complex projects with multiple technology integrations and/or multiple engineers. In addition, the senior level Program Manager may provide some direction and oversight of customer personnel who have responsibility for some elements of the overall project plan.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to PMP or PgMP, or other relevant certifications, such as ITIL or Six Sigma or equivalent.</p>	\$ 217.62	\$ 224.87	\$ 231.62	\$ 238.57	\$ 245.72
19	Technical Writer	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 - 5 years' experience; absence of a degree may be replaced by a minimum additional 2 years' of project-based experience.</p> <p>Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables or documents for projects. Has experience in all aspects of editing and analyzing written documents, and can assist in performing financial and administrative functions for projects and preparing the reports required by the client.</p>	\$ 64.62	\$ 66.77	\$ 68.77	\$ 70.83	\$ 72.96
		<b>Minimum Education:</b> Bachelor's Degree					

20	Quality Assurance Analyst	<b>Relevant Experience:</b> 1 - 5 years' experience; absence of a degree may be replaced by a minimum additional 2 years' of project-based experience. Performs quality reviews of departmental operations at engagement and individual levels to measure performance against contract regulation, program policy and procedure. Reviews group and individual outputs on a scheduled and random basis to ensure proper procedures are followed. Identifies and researches inefficiencies or inaccuracies in engagement methods and procedures. Proposes and implements procedural/systems solutions to meet needs and improve overall performance. Gathers and analyzes quality statistics to determine trends and documents findings for management. Responds to questions regarding quality issues.	\$ 91.12	\$ 94.16	\$ 96.98	\$ 99.89	\$ 102.89
21	Project Analyst	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 1 - 5 years' experience; absence of a degree may be replaced by a minimum additional 2 years' of project-based experience. Under general supervision supports project planning, scheduling, monitoring, and reporting activities in a project/program office environment. Develops understanding of the analysis of project economics including costs, operational budgets, and risk. May prepare project/program documentation including WBS and project plan; may contribute to requirements, risk schedule, and change control. Develops understanding of the contract detail and develops the ability to determine whether work is in scope. Collates requested information for the client.	\$ 92.48	\$ 95.56	\$ 98.43	\$ 101.38	\$ 104.42
22	Project Coordinator	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 1 - 5 years' experience; absence of a degree may be replaced by a minimum additional 2 years' of project-based experience. Administer and organize project activities in cooperation with and under the direction of the Program/Project Manager. Has strong written communication, proof reading and research skills. Tracks and monitors project schedules, resources and project financial management accounting activities. Maintains project level documentation, monitoring project timelines to facilitate successful delivery deadlines being met. Possesses solid organizational skills including attention to detail and is able to meet multiple and simultaneous program/project deadlines.	\$ 106.45	\$ 110.00	\$ 113.30	\$ 116.70	\$ 120.20

## After Hours

	Position	Description Of Services Provided	Year 1 Hourly	Year 2 Hourly Rate	Year 3 Hourly Rate	Year 4 Hourly Rate	Year 5 Hourly Rate
1	Data Center Engineer 1	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 1 - 4 years, absence of a degree may be replaced by a minimum additional 2 years' experience Participates in activities such as ongoing maintenance of networks and systems, monitoring service level metrics and commitments; developing standards, policies, and operational processes. Has familiarity and experience with technologies such as, but not limited to, Windows Server, Netapp, VMware, Citrix, IBM Bladecenter, FCP, ICSCI, CIFS, NFS and TCP/IP. <b>Professional Certifications:</b> Certification required, including, but are not limited to, VCP, CCP-V, MCSE, MCITP, MCTS, MCSA, MCP or equivalent.	\$265.22	\$ 274.06	\$ 282.28	\$ 290.75	\$ 299.48
2	Data Center Engineer 2	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 5+ years, absence of a degree may be replaced by a minimum additional 2 years experience. In addition to experience listed for previous engineer level, works independently to perform complex tasks and provides support and assistance to less experienced engineers in a team project. Contributes to designing, planning, and implementing Data Center Solutions including Network Virtualization, Storage and Compute platforms. Demonstrated working experience with technologies such as, but not limited to, Windows Server, Netapp, VMware, Citrix, IBM Bladecenter, FCP, ICSCI, CIFS, NFS and TCP/IP. <b>Professional Certifications:</b> Certification required, including, but not limited to, VCP, CCP-V, MCSE, MCITP, MCTS, MCSA, MCP or equivalent.	\$ 292.43	\$ 302.17	\$ 311.24	\$ 320.57	\$ 330.19
3	Data Center Engineer 3	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 10+ years, 2 years' experience may be replaced by a Master's Degree. In addition to experience listed for previous levels, 4+ years consulting experience. Plans proactively to prevent problems. Interfaces with technical and business staff of customers following project implementation, including the project sponsor and stakeholders, encouraging more complex future engagements. Advises customer on appropriate solutions over the course of the project or lifecycle. Demonstrated working knowledge with technologies such as, but not limited to, Windows Server, Netapp, VMware, Citrix, IBM Bladecenter, FCP, ICSCI, CIFS, NFS and TCP/IP. <b>Professional Certifications:</b> Certification required, including, but are not limited to VCP, CCV-P, MCSE, MCITP, MCTS, MCSA, MCP or equivalent.	\$ 326.43	\$ 337.31	\$ 347.43	\$ 357.85	\$ 368.59
4	Network Engineer 1	<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 1 - 4 years, absence of a degree may be replaced by a minimum additional 2 years' experience. Provides a range of technical services to support the installation and implementation of networks and computer systems. Has familiarity with Routing and Switching technology including, but not limited to LAN Campus design; and experience with switching technologies such as Catalyst 6500, 2900/3900, 2950/3550, 2948G, 3750, 4000, 4500, 5000 series switches and/or Cisco 1700, 2600/3600, 3700, 7200 series routers or equivalents; introductory knowledge of protocols and Standards: IGRP, EIGRP, RIP, BGP, OSPF, Spanning Tree 802.1(d/s/w), VLANs, HSRP, Trunking (ISL/802.1Q), Monitoring (RSPAN/SPAN/VSPAN), VACLs, 802.3(u/z/ab), FEC/GEC, and LACP 802.3ad. <b>Professional Certifications:</b> Certification required, including, but not limited to, CCNA, WCNA, Network+, or equivalent.	\$ 258.42	\$ 267.04	\$ 275.05	\$ 283.30	\$ 291.80
		<b>Minimum Education:</b> Bachelor's Degree <b>Relevant Experience:</b> 5+ years, absence of a degree may be replaced by a minimum additional 2 years experience.					

5	Network Engineer 2	<p>Provides a range of technical services to support the installation and implementation of networks and computer systems. Works independently to perform complex tasks and provides support and assistance to less experienced engineers in a team project. Contributes to team of engineers in designing, planning, and implementing LANs and WANs using routers, switches and network security devices. Identifies and troubleshoots hardware and software technical problems related to LANs/WANs. Has experience working with Routing and Switching technology, including, but not limited to LAN Campus design; experience with switches such as Catalyst 6500, 2900/3900, 2950/3550, 2948G, 3750, 4000, 4500, 5000 series switches, and/or Cisco 1700, 2600/3600, 3700, 7200 series routers. Has experience with protocols and standards such as: IGRP, EIGRP, RIP, BGP, OSPF, Spanning Tree 802.1(d/s/w), VLANs, HSRP, Trunking (ISL/802.1Q), Monitoring (RSPAN/SPAN/VSPAN), VACLs, 802.3(u/z/ab), FEC/GEC, and LACP 802.3ad.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited, to Network+, CCNP, JNCIE-ENT, CCDA, CCDP or equivalent.</p>	\$ 285.63	\$ 295.14	\$ 304.00	\$ 313.12	\$ 322.51
6	Network Engineer 3	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 10+ years, 2 years' experience may be replaced by a Master's Degree.</p> <p>Provides a range of technical services to support the design, installation and implementation of networks and computer systems. Works independently to perform complex tasks and provides support and assistance to less experienced engineers in a team project. Contributes to designing, planning, and implementing LANs and WANs using routers, switches and network security devices. Identifies and troubleshoots hardware and software technical problems related to LANs/WANs. Performs client consulting in the area of network engineering, hardware and software, using routers, switches, network security devices, protocol analyzers, TCP/IP, VPN, Frame Relay, and MPLS. Assigned to the complex support tasks, such as diagnosing and solving complex hardware/software problems. Serves as a team lead directing and coordinating the work of all team members to complete network infrastructure projects successfully. Demonstrates an advanced level of experience working with Routing and Switching technologies including, but not limited to LAN Campus design and experience with switching technologies such as Catalyst 6500, 2900/3900, 2950/3550, 2948G, 3750, 4000, 4500, 5000 series switches and/or Cisco 1700, 2600/3600, 3700, 7200 series routers. Has experience with protocols and standards such as: IGRP, EIGRP, RIP, BGP, OSPF, Spanning Tree 802.1(d/s/w), VLANs, HSRP, Trunking (ISL/802.1Q), Monitoring (RSPAN/SPAN/VSPAN), VACLs, 802.3(u/z/ab), FEC/GEC, and LACP 802.3ad.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to a Network+, CCNP, JNCIE-ENT, CCDA, CCDP or equivalent.</p>	\$ 319.63	\$ 330.28	\$ 340.19	\$ 350.39	\$ 360.91
7	Network Security Engineer 1	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 -4 years, absence of a degree may be substituted by a minimum additional 2 years experience.</p> <p>Participates in activities such as technically-focused penetration tests and security assessments of client networks and computer systems. Performs ongoing maintenance and updates of security software and procedures for client network systems. May have working knowledge of relevant technology including, but not limited to VPN 3030, IDS Module for 6500, IDS appliance 4215, and Nokia/Checkpoint Firewall; network Monitoring, installed and configured NAM module.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to CompTIA Security+, A+, Network+, or equivalent.</p>	\$ 278.83	\$ 288.12	\$ 296.76	\$ 305.66	\$ 314.83
8	Network Security Engineer 2	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 5+ years, absence of a degree may be replaced by a minimum additional 2 years' experience.</p> <p>In addition to experience listed for previous engineer level, participates in discovery and design sessions to identify and mitigate Information Security risks. Monitors service level metrics and commitments to meet contract requirements. Advises clients of security risks discovered and suggested and the steps to remediate. Maintains awareness of new technology and published vulnerabilities. Performs complex tasks and also provides support and assistance to less experienced engineers in a team project. Has working knowledge of relevant technology including, but not limited to VPN 3030, IDS Module for 6500, IDS appliance 4215, and Nokia/Checkpoint Firewall; network Monitoring, installed and configured NAM module.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to CompTIA Security+ or CISSP, CISM, A+, Network+, or equivalent.</p>	\$ 285.63	\$ 295.14	\$ 304.00	\$ 313.12	\$ 322.51
9	Network Security Engineer 3	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 8+ years, 2 years' experience may be substituted by a Master's Degree.</p> <p>Prepares reports and briefings on security assessment and risk mitigation of planned and existing client networks. Able to adjust the content of these communications to the appropriate technical level of the audience. Assigned to complex support tasks, or performs as a team lead directing and coordinating the work of all team members to complete projects successfully. In-depth knowledge of relevant technology including, but not limited to VPN 3030, IDS Module for 6500, IDS appliance 4215, and Nokia/Checkpoint Firewall; network Monitoring, installed and configured NAM module.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to CISSP or CISM, Security+, A+, Network+, or equivalent.</p>	\$ 326.43	\$ 337.31	\$ 347.43	\$ 357.85	\$ 368.59
		<p><b>Minimum Education:</b> Bachelor degree in business, computer science, or a related technical degree or equivalent; absence of a degree may be replaced by a minimum additional 2 years' of project experience.</p> <p><b>Relevant Experience:</b> Three years' experience delivering technical solutions including planning, development, implementation and support. Experience with one or more of the following: security administration, incident response, forensics, policy and process development or analysis, penetration testing, or demonstrated proficiency in equivalent technologies.</p> <p><b>Knowledge, Skills and Abilities:</b></p>					

10	Consulting Engineer (Information Security)	May participate in enterprise-scale security assessment and penetration testing projects for customers. Take ownership of project phases (e.g. wireless penetration testing) and drive those areas of the project to their conclusion. Communicate security policy and/or technology issues verbally on both a formal and informal basis to all levels of client staff, ranging from senior executives to user representatives. Deal with client discussions in an unstructured interview environment and produce high-quality written technical documents. Work independently on multiple projects in diverse customer environments, ensure that appropriate management is apprised of project status, bring projects to completion and follow up with customers regarding results. Gain a clear understanding of client environment, identify client needs, and effectively communicate solutions. May also develop tools for internal team use, and participate in upkeep and improvement of team systems. May also cultivate new areas of security knowledge to LAN Campus design and experience with switching technologies such as Catalyst 6500, 2900/3900, 2950/3550, 2948G, 3750, 4000, 4500, 5000 series switches and/or Cisco 1700, 2600/3600, 3700, 720	\$ 340.03	\$ 351.36	\$ 361.90	\$ 372.76	\$ 383.94
11	Associate Consulting Engineer (ACE) (Information Security)	<p><b>Minimum Education:</b> Bachelor degree or one of the following:</p> <ul style="list-style-type: none"> <li>Associate degree in Information Security, Computer Science, or related technology focused concentration plus one year of relevant practical experience; absence of a degree may be replaced by a minimum additional 2 years' of relevant technical/practical experience.</li> </ul> <p><b>Relevant Experience:</b> Over three (3) years relevant practical experience in IT networking, information systems management or application development or one year of relevant practical experience plus one or more applicable technology related certifications (certifications must be in active standing)</p> <p><b>Knowledge, Skills and Abilities:</b></p> <p>Responsible for conducting technically-focused penetration tests and security assessments and advising clients of security risks discovered and suggested steps to remediate. ACEs focusing in Information Security work with our customers to identify and mitigate Information Security risk. Additional skills are developed to perform technically-focused security assessments for our customers, including:</p> <ul style="list-style-type: none"> <li>Uncovering and exploiting security weaknesses on a client network through vulnerability scanning and penetration testing (i.e. white-hat hacking).</li> <li>Providing reports and briefings that are consumable by both executives and technical audiences. These reports help our clients understand their current security posture and provide actionable guidance on how to most effectively reduce risk.</li> <li>Opportunity to expand into Information Security policy and control consulting related to PCI, HIPAA, and NIST.</li> </ul>	\$ 374.03	\$ 386.50	\$ 398.09	\$ 410.04	\$ 422.34
12	UC Engineer 1	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 -4 years, absence of a degree may be substituted by a minimum additional 2 years' experience.</p> <p>Participates in the development and implementation of technical architecture and physical designs for our customers' networks. Reads design documents and contributes to the development of client solutions for future projects. Installs, configures and tests hardware and applications based on design specifications, client environment and solution topology. Monitors service level metrics and commitments. Has working knowledge of network US servers (e.g. Cisco CallManager) and network management application (e.g. Cisco Unity). May have working experience with network utilities (e.g. BARS and/or DIRT utilities) to do backups and restores of the servers.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to, CCNP Collaboration, IBM Sametime, MCSE Communication, or equivalent.</p>	\$ 292.43	\$ 302.17	\$ 311.24	\$ 320.57	\$ 330.19
13	UC Engineer 2	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 5-8 years; absence of a degree may be replaced by a minimum additional 2 years' of experience.</p> <p>Analyzes existing voice and data networks, recommending solutions, including the setup, configuration, and testing of new communications firewalls, routers and voice gateways. Assists by educating the customer about new technologies and IP Telephony methodology. Has working knowledge of network US servers (e.g. Cisco CallManager) and network management application (e.g. Cisco Unity). May have working experience with network utilities (e.g. BARS and/or DIRT utilities) to do backups and restores of the servers.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to, CCNP Collaboration, IBM Sametime, MCSE Communication, Avaya ACSS, or equivalent.</p>	\$ 312.83	\$ 323.25	\$ 332.95	\$ 342.94	\$ 353.23
14	UC Engineer 3	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 8+ years, 2 years' experience may be replaced by a Master's Degree.</p> <p>Works with Project Managers and customers to manage expectations and timelines to ensure expectations and commitments are met. May regularly interface with technical and business staff of customers, including the project sponsor and stakeholders of projects in more complex engagements. Performs as a team lead directing and coordinating the work of all technical team members to complete projects successfully. Has working knowledge of network US servers (e.g. Cisco CallManger) and network management application (e.g. Cisco Unity). May have working experience with network utilities (e.g. BARS and/or DIRT utilities) to do backups and restores of the servers.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to, CCNP Collaboration, IBM Sametime, MCSE Communication, Avaya ACSS and CCIE Collaboration, or equivalent.</p>	\$ 333.23	\$ 344.33	\$ 354.66	\$ 365.30	\$ 376.26
15	Project Manager	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 - 4 years serving as a project coordinator or deputy project manager; absence of a degree may be replaced by a minimum additional 2 years' of project experience.</p> <p>Demonstrates the ability to communicate, build teams, and recommend business strategies. Assigned to smaller projects, is responsible for managing all project staff and ensuring that the staff completes all of their assigned tasks on time and correctly. Also manages the test and acceptance process through final customer acceptance.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to CAPM, PMP or other certifications, such as ITIL, Six Sigma or equivalent.</p>	\$ 278.83	\$ 288.12	\$ 296.76	\$ 305.66	\$ 314.83
		<b>Minimum Education:</b> Bachelor's Degree					

16	Senior Project Manager	<p><b>Relevant Experience:</b> 5 - 10 years in project management; absence of a degree may be replaced by a minimum additional 2 years' of project experience.</p> <p>In addition to experience listed for previous PM level, has a demonstrated ability to manage Federal clearances and logistics. The Senior PM is responsible for managing complex projects with more personnel and a higher level of coordination or risk. Maintains appropriate communications with customer personnel and ensures the customer is completely satisfied with all aspects of the project.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to PMP or other certifications, such as ITIL, Six Sigma or equivalent.</p>	\$ 285.63	\$ 295.14	\$ 304.00	\$ 313.12	\$ 322.51
17	Program Manager	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 10 - 12 years in program/project management; absence of a degree may be replaced by a minimum additional 2 years' of project experience.</p> <p>In addition to experience listed for previous PM level, has a demonstrated ability to manage multiple programs/projects including logistics and testing requirements. The Program Manager is responsible for managing complex projects with more personnel and a higher level of coordination or risk. Maintains appropriate communications with customer personnel and ensures the customer is completely satisfied with all aspects of the project.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to PMP or PgMP, or other relevant certifications, such as ITIL or Six Sigma or equivalent.</p>	\$ 299.23	\$ 309.20	\$ 318.47	\$ 328.03	\$ 337.87
18	Senior Program Manager	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 12+ years in program/project management; 2 years' experience may be replaced by a Master's Degree.</p> <p>In addition to experience listed for previous PM levels, the senior level Program Manager manages large complex projects with multiple technology integrations and/or multiple engineers. In addition, the senior level Program Manager may provide some direction and oversight of customer personnel who have responsibility for some elements of the overall project plan.</p> <p><b>Professional Certifications:</b> Certification required, including, but not limited to PMP or PgMP, or other relevant certifications, such as ITIL or Six Sigma or equivalent.</p>	\$ 326.43	\$ 337.31	\$ 347.43	\$ 357.85	\$ 368.59
19	Technical Writer	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 - 5 years' experience; absence of a degree may be replaced by a minimum additional 2 years' of project-based experience.</p> <p>Edits functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables or documents for projects. Has experience in all aspects of editing and analyzing written documents, and can assist in performing financial and administrative functions for projects and preparing the reports required by the client.</p>	\$ 96.92	\$ 100.15	\$ 103.16	\$ 106.25	\$ 109.44
20	Quality Assurance Analyst	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 - 5 years' experience; absence of a degree may be replaced by a minimum additional 2 years' of project-based experience.</p> <p>Performs quality reviews of departmental operations at engagement and individual levels to measure performance against contract regulation, program policy and procedure. Reviews group and individual outputs on a scheduled and random basis to ensure proper procedures are followed. Identifies and researches inefficiencies or inaccuracies in engagement methods and procedures. Proposes and implements procedural/systems solutions to meet needs and improve overall performance. Gathers and analyzes quality statistics to determine trends and documents findings for management. Responds to questions regarding quality issues.</p>	\$ 136.68	\$ 141.23	\$ 145.47	\$ 149.83	\$ 154.33
21	Project Analyst	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 - 5 years' experience; absence of a degree may be replaced by a minimum additional 2 years' of project-based experience.</p> <p>Under general supervision supports project planning, scheduling, monitoring, and reporting activities in a project/program office environment. Develops understanding of the analysis of project economics including costs, operational budgets, and risk. May prepare project/program documentation including WBS and project plan; may contribute to requirements, risk schedule, and change control. Develops understanding of the contract detail and develops the ability to determine whether work is in scope. Collates requested information for the client.</p>	\$ 138.72	\$ 143.34	\$ 147.64	\$ 152.07	\$ 156.63
22	Project Coordinator	<p><b>Minimum Education:</b> Bachelor's Degree</p> <p><b>Relevant Experience:</b> 1 - 5 years' experience; absence of a degree may be replaced by a minimum additional 2 years' of project-based experience.</p> <p>Administer and organize project activities in cooperation with and under the direction of the Program/Project Manager. Has strong written communication, proof reading and research skills. Tracks and monitors project schedules, resources and project financial management accounting activities. Maintains project level documentation, monitoring project timelines to facilitate successful delivery deadlines being met. Possesses solid organizational skills including attention to detail and is able to meet multiple and simultaneous program/project deadlines.</p>	\$ 159.68	\$ 165.00	\$ 169.95	\$ 175.05	\$ 180.30