



EMMERT **MISSIONS** **SERVICES** **CATALOG**

V1.0

ABSTRACT

This catalog provides a listing of Emmert Missions Inc. services with commercial pricing.



Contents

I.	Introduction.....	1
II.	Notes, Terms, and Conditions	2
III.	Bundled Services.....	4
A.	Management and Technical Optimization	4
1.	Management and Technical Delivery Assessment: BND-SVC-MTO-001	4
B.	Cybersecurity.....	6
1.	System Information Assurance (IA) Categorization Assessment: BND-SVC-CYB-001	6
IV.	Labor Categories	8
A.	Architecture and Management.....	8
1.	Program Manager: LC-SVC-ARM-001	8
2.	Systems Subject Matter Expert: LC-SVC-ARM-002	9
3.	Enterprise Architect: LC-SVC-ARM-003.....	10
4.	Cloud Architect: LC-SVC-ARM-004	11
5.	Data Architect: LC-SVC-ARM-005	12
6.	Data Scientist: LC-SVC-ARM-006	13
7.	Business Analyst: LC-SVC-ARM-007	14
8.	Management Analyst: LC-SVC-ARM-008	15
9.	Financial Analyst: LC-SVC-ARM-009	16
10.	Network Architect: LC-SVC-ARM-010	17
B.	Cybersecurity.....	18
1.	Information Assurance Specialist: LC-SVC-CYB-001	18
2.	Security Operations Center Specialist: LC-SVC-CYB-002	19
3.	Cybersecurity Analyst: LC-SVC-CYB-003	20
C.	Cloud and Hybrid Cloud	21
1.	Cloud Systems Engineer: LC-SVC-CLD-001	21
2.	Cloud Automation Engineer: LC-SVC-CLD-002.....	22



3.	IT Infrastructure Project Manager: LC-SVC-CLD-003	23
4.	Infrastructure Scripting Engineer: LC-SVC-CLD-004.....	24
5.	Datacenter Systems Engineer: LC-SVC-CLD-005.....	25
6.	Linux Engineer: LC-SVC-CLD-006.....	26
7.	Windows Engineer: LC-SVC-CLD-007	27
8.	Network Engineer: LC-SVC-CLD-008	28
9.	Physical Security Specialist: LC-SVC-CLD-009	29
10.	IT Operator: LC-SVC-CLD-010	30
11.	RF Mobility Engineer: LC-SVC-CLD-011	31
D.	DevSecOps	32
1.	Software Project Manager: LC-SVC-DSO-001	32
2.	Oracle Database Engineer: LC-SVC-DSO-002	33
3.	MS SQL Server Database Engineer: LC-SVC-DSO-003.....	34
4.	NoSQL Server Database Engineer: LC-SVC-DSO-004.....	35
5.	Virtual Server Engineer: LC-SVC-DSO-005	36
6.	Virtual Desktop Engineer: LC-SVC-DSO-006.....	37
7.	Operations Analyst: LC-SVC-DSO-007	38
8.	Application Developer: LC-SVC-DSO-008	39
9.	DevOps Engineer / Site Reliability Engineer: LC-SVC-DSO-009	40
10.	UI /UX Designer: LC-SVC-DSO-010	41



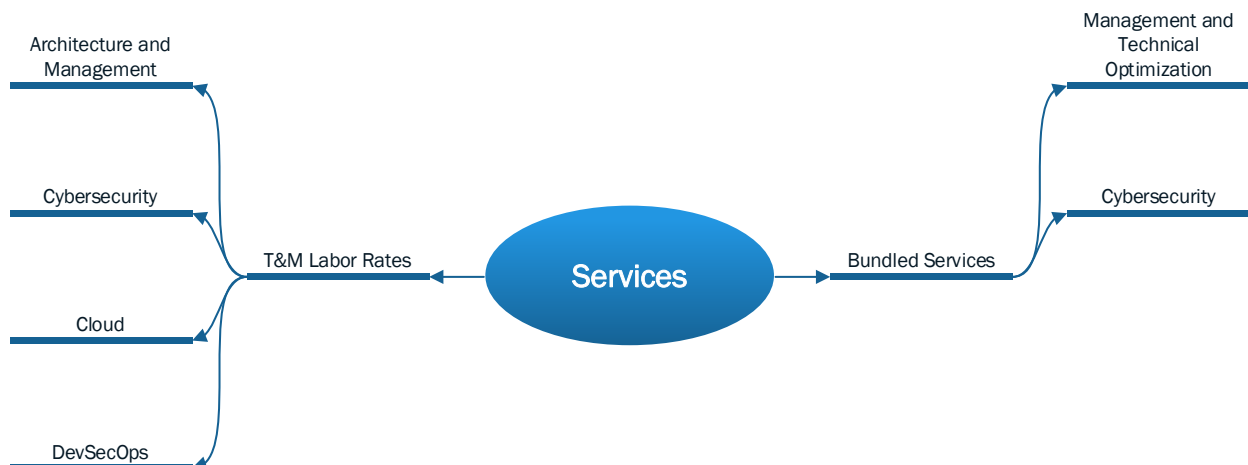
I. Introduction

At Emmert Missions, we deliver services and solutions that are purpose built to align with our customers' mission priorities balancing security, innovation, and budget. Our approach goes beyond simply meeting requirements; we ensure every team member understands not just what needs to be delivered, but why it matters. This deeper understanding transforms technical execution into mission focused outcomes, fostering true alignment, commitment, and lasting success.

We deliver trusted cybersecurity, cloud, and software solutions tailored to your mission. From threat monitoring to custom apps, we help secure systems and support agency goals with scalable, reliable tech.

Our service offerings within the catalog are provided in two discreet macro categories:

1. **Bundled Services:** a set of services combined with pre-established activities, deliverables, and duration.
2. **Time and Materials (T&M) Labor Hour rates:** a set of labor categories with role definitions and established hourly rates to address customer stated tasks.





II. Notes, Terms, and Conditions

1. Emmert Missions Inc. (DBA Emmert Missions) is a Virginia based business.
2. Services are delivered and governed in accordance with the laws of the Commonwealth of Virginia.
3. All services are delivered with Best Level-of-Effort with no guarantee of accuracy, performance, and/or results. In no event shall Emmert Missions be liable to the customer for any damage(s) unless Emmert Missions' act or failure to act involves intentional misconduct, fraud, or a knowing violation of the law.
4. A specific contract will be developed for each engagement and must be fully executed by Emmert Missions and a person duly designated, appointed, and authorized by the customer to commit the customer to the terms of the contract. The specific contract must be fully signed and executed by both parties prior to the delivery of any services.
5. Bundled services require fifty percent (50%) payment is due at time of order with balance due upon delivery of final reports on final day of service delivery.
6. Late payments will incur a ten percent (10%) penalty each week that the payment is delayed. The penalty is calculated by multiplying the amount due by ten percent (10%) and adding the penalty to the amount due. The penalty is recalculated each week the payment is not received by Emmert Missions.
7. Bundled services are delivered with fixed scope, deliverables, and duration. Changes to scope, addition or modification of Emmert Missions standard deliverables, and/or duration extensions will incur additional costs based upon Emmert Missions commercially available Time and Materials (T&M) labor rates.
8. Payments made by credit card will incur a credit card processing fee on top of published price.
9. All Emmert Missions personnel supporting deliverable will be U.S. citizens that have undergone a basic employment background check. Some personnel may hold US Government issued security clearances at varying levels. Emmert Missions personnel supporting the project may not hold U.S. Government issued security clearances. As requested by the client, such personnel may be limited to industry research support.
10. Emmert Missions may use subcontractors in delivery of services. If this occurs, Emmert Missions will disclose the subcontractor resource and company to the Customer. Emmert Missions employees will deliver fifty-one percent (51%) or more of the purchased services.



11. All customer data will be returned and/or removed from Emmert Missions systems at the end of each project unless the customer specifies in writing that Emmert Missions should maintain the data on Emmert Missions systems.
12. Emmert Missions will retain, on its systems, copies of all deliverables and reports it generates for the Customer in the performance of service delivery.
13. All customer engagements require the execution of a nondisclosure agreement (NDA) signed and executed by both Emmert Missions and personnel duly designated and authorized to commit the customer.
14. Emmert Missions proprietary processes, methodologies, tools, and templates remain exclusively the property of Emmert Missions.
15. Any proprietary processes, methodologies, tools, and templates developed by Emmert Missions in delivery of services remain the exclusive property of Emmert Missions.



III. Bundled Services

A. Management and Technical Optimization

1. Management and Technical Delivery Assessment: BND-SVC-MTO-001

Service Summary

Description: Program/project delivery should be assessed on a regular basis to ensure alignment to identify areas for improvement, scope creep, and customer alignment. This service provides an objective team to assess current program / status and identify strategic areas for optimization and improvement.

Deliverables:

1. Program/project assessment with identification of positive and negative indicators.
2. Recommendations for optimization strategies through organization, team, methodologies, processes, and/or controls.
3. Recommendations for any corresponding KPI adjustments.
4. Weekly Status Reports.

Duration: 60 Days

Commercial List Price: \$415,000.00

Activities

1. Review program/project scope.
2. Review Metrics/Key Performance Indicators (KPIs).
3. Analyze delivery methodologies, processes, and controls.
4. Assess organizational structure.
5. Analyze Team composition and qualifications.
6. Review Customer reviews and/or perform key Customer stakeholder interviews.

Deliverables

All Deliverables provided as Report and Summary Presentation in PDF format

1. Program/project assessment with identification of positive and negative indicators.
2. Recommendations for optimization strategies through organization, team, methodologies, processes, and/or controls.
3. Recommendations for any corresponding KPI adjustments.



Notes and Assumptions

Payment Terms

1. Fifty percent (50%) payment is due at time of order with balance due upon delivery of final reports on day 60.
2. Payments made by credit card will incur a credit card processing fee on top of published price.

Assumptions

1. Existing system documentation will be made available to Emmert Missions personnel within 5 days of service initiation.
2. Government and other contractor personnel will be available in a timely manner to support meetings and interviews with Emmert Missions personnel.
3. The Government sponsor will meet weekly with Emmert Missions to discuss status along with any risks and issues.
4. Emmert Missions personnel will be provided with an email account and/or SharePoint account for information that must remain on customer systems.
5. The customer will provide a list of all stakeholders with Key Stakeholder identification during customer intake meetings.
6. Delays in making documentation, stakeholders, other contractors, and/or other non-Emmert Missions personnel required to complete the services on time will incur additional costs to be paid by the customer at a rate of \$4,700 per day of delay.
7. All Emmert Missions personnel supporting deliverable will be U.S. citizens that have undergone a basic employment background check. Some personnel may hold US Government issued security clearances at varying levels. Emmert Missions personnel supporting the project may not hold U.S. Government issued security clearances. As requested by the client, such personnel may be limited to industry research support.
8. Emmert Missions may use subcontractors in delivery of the services. If this occurs, Emmert Missions will disclose the subcontractor resource and company to the Customer. Emmert Missions employees will deliver fifty-one percent (51%) or more of the purchased services.



B. Cybersecurity

1. System Information Assurance (IA) Categorization

Assessment: BND-SVC-CYB-001

Service Summary

Description: Customer missions evolve and their systems evolve accordingly. This evolution necessitates an objective assessment of the systems categorization in terms of system complexity, data governance, and other related security attributes. Systems must also be assessed to ensure that they are properly categorized as Information Technology (IT) or Operational Technology (OT) to ensure that the overall system security approach is properly designed and implemented.

Deliverables:

1. Business Impact Assessment (BIA) Recommendations
2. System Architecture Documentation Recommendations
3. System Documentation Recommendations
4. System Data Governance Recommendations
5. System Technology Categorization Recommendation
6. Weekly Status Reports

Duration: 90 Days

Commercial \$350,000.00

List Price:

Activities

1. Business Impact Assessment (BIA) Review
2. System Architecture Documentation Review
3. System Documentation Review
4. System Data Governance Process Review
5. System Technology Categorization Assessment

Deliverables

All Deliverables provided as Report and Summary Presentation in PDF format

1. Business Impact Assessment (BIA) Recommendations
2. System Architecture Documentation Recommendations
3. System Documentation Recommendations
4. System Data Governance Process Recommendations



5. System Technology Categorization Recommendation

Notes and Assumptions

Payment Terms

1. Fifty percent (50%) payment is due at time of order with balance due upon delivery of final reports on day 90.
2. Payments made by credit card will incur a credit card processing fee on top of published price.

Assumptions

1. Existing system documentation will be made available to Emmert Missions personnel within 5 days of service initiation.
2. Government and other contractor personnel will be available in a timely manner to support meetings and interviews with Emmert Missions personnel.
3. The Government sponsor will meet weekly with Emmert Missions to discuss status along with any risks and issues.
4. Emmert Missions personnel will be provided with an email account and/or SharePoint account for information that must remain on customer systems.
5. The customer will provide a list of all stakeholders with Key Stakeholder identification during customer intake meetings.
6. Delays in making documentation, stakeholders, other contractors, and/or other non-Emmert Missions personnel required to complete the services on time will incur additional costs to be paid by the customer at a rate of \$3,900.00 per day of delay.
7. All Emmert Missions personnel supporting deliverable will be U.S. citizens that have undergone a basic employment background check. Some personnel may hold US Government issued security clearances at varying levels. Emmert Missions personnel supporting the project may not hold U.S. Government issued security clearances. As requested by the client, such personnel may be limited to industry research support.
8. Emmert Missions may use subcontractors in delivery of the services. If this occurs, Emmert Missions will disclose the subcontractor resource and company to the Customer. Emmert Missions employees will deliver fifty-one percent (51%) or more of the purchased services.



IV. Labor Categories

A. Architecture and Management

1. Program Manager: LC-SVC-ARM-001

Role Description

Leads teams across all aspects of the program. Manages scope, deliverables, projects managers, and team members. Ensures delivery teams work closely with quality teams for delivery of products and artifacts. Negotiates scope, schedule, price and contract modifications with the customer. Leads and collaborates with internal functional teams to ensure compliance with corporate standards and requirements. Meets with senior leadership to communicate risks and mitigation strategies as well as discuss project constraints and needs.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior:	LC-SVC-ARM-001-JR	0 to 2	\$ 187.44	\$ 193.06	\$ 198.86	\$ 204.82
Journeyman:	LC-SVC-ARM-001-JMN	2 to 5	\$ 249.92	\$ 257.42	\$ 265.14	\$ 273.10
Senior:	LC-SVC-ARM-001-SR	5 to 8	\$ 324.90	\$ 334.64	\$ 344.68	\$ 355.02
SME:	LC-SVC-ARM-001-SME	8 or more	\$ 374.88	\$ 386.13	\$ 397.71	\$ 409.64



2. Systems Subject Matter Expert: LC-SVC-ARM-002

Role Description

Designs, leads teams, and / or advises in the deployment, configuration, management, and maintenance of complex systems. Systems may be within on-premises datacenter, within Cloud environments (e.g., AWS, Azure, etc.), and/or hybrid-multi-cloud environments. Ensures systems functionality. Works with mission owners, systems owners, and application teams to ensure systems meet functional and non-functional requirements and service levels. Possesses one or more relevant certifications (e.g., Information Technology Infrastructure Library (ITIL), cloud, systems security, etc.).

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-ARM-002-JR	0 to 2	\$ 268.67	\$ 276.73	\$ 285.03	\$ 293.58
Journeyman	LC-SVC-ARM-002-JMN	2 to 5	\$ 306.15	\$ 315.34	\$ 324.80	\$ 334.54
Senior	LC-SVC-ARM-002-SR	5 to 8	\$ 339.06	\$ 349.23	\$ 359.70	\$ 370.49
SME	LC-SVC-ARM-002-SME	8 or more	\$ 387.38	\$ 399.00	\$ 410.97	\$ 423.30



3. Enterprise Architect: LC-SVC-ARM-003

Role Description

Develops Enterprise Architecture solutions to meet customer mission objectives. Uses EA standards such as FEAF, DoDAF, etc. to memorialize system attributes. Collaborates with engineering, development, cybersecurity, and IA teams to enumerate and correlate system requirements with system attributes. Provides briefings to stakeholders to align system requirements and attributes with stakeholder and mission objectives.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-ARM-003-JR	0 to 2	\$ 206.18	\$ 212.37	\$ 218.74	\$ 225.30
Journeyman	LC-SVC-ARM-003-JMN	2 to 5	\$ 274.91	\$ 283.16	\$ 291.66	\$ 300.40
Senior	LC-SVC-ARM-003-SR	5 to 8	\$ 337.39	\$ 347.52	\$ 357.94	\$ 368.68
SME	LC-SVC-ARM-003-SME	8 or more	\$ 399.87	\$ 411.87	\$ 424.23	\$ 436.95



4. Cloud Architect: LC-SVC-ARM-004

Role Description

Develops cloud solutions to meet customer mission objectives. Collaborates with analysts to gather and document functional and non-functional requirements. Gathers and documents system capacity and growth requirements that are included within the solution design. Works with program manager, project manager(s), agile leads, engineers, developers, and other team members to gather and document solutions that meet customer objectives and service level requirements. Presents solutions to customer management and engineering teams along with corporate management. Gathers and documents risks and mitigations. Assists managers in validating staffing approaches aligned to solutions, technical skills required, and service level requirements.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-ARM-004-JR	0 to 2	\$ 218.68	\$ 225.24	\$ 232.00	\$ 238.96
Journeyman	LC-SVC-ARM-004-JMN	2 to 5	\$ 281.16	\$ 289.60	\$ 298.28	\$ 307.23
Senior	LC-SVC-ARM-004-SR	5 to 8	\$ 343.64	\$ 353.95	\$ 364.57	\$ 375.51
SME	LC-SVC-ARM-004-SME	8 or more	\$ 406.12	\$ 418.31	\$ 430.85	\$ 443.78



5. Data Architect: LC-SVC-ARM-005

Role Description

Develops enterprise data solutions to meet customer mission objectives. Assesses enterprise data repositories and where possible designated data systems of record. Provides recommendations for enterprise data lexicon and updates to systems of record. Provides recommendations and solutions for enterprise data sharing, integration, and interfaces. Works with data owners, database engineers, customers, system owners, program managers, and other stakeholders to align solutions with mission requirements and governance. Presents solutions to customer management and engineering teams along with corporate management. Gathers and documents risks and mitigations. Assists managers in validating staffing approaches aligned to solutions, technical skills required, and service level requirements.

.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-ARM-005-JR	0 to 2	\$ 137.46	\$ 141.58	\$ 145.83	\$ 150.20
Journeyman	LC-SVC-ARM-005-JMN	2 to 5	\$ 181.19	\$ 186.63	\$ 192.23	\$ 197.99
Senior	LC-SVC-ARM-005-SR	5 to 8	\$ 243.67	\$ 250.98	\$ 258.51	\$ 266.27
SME	LC-SVC-ARM-005-SME	8 or more	\$ 281.16	\$ 289.60	\$ 298.28	\$ 307.23



6. Data Scientist: LC-SVC-ARM-006

Role Description

Develops enterprise data analysis solutions that enable metric informed decisions by customer stakeholders. Seeks opportunities to maximize data asset utilization across the enterprise for mission enablement. Develops solutions for identifying patterns and relationships across enterprise data that form trends requiring stakeholder attention. Builds and drives data models that aggregate and correlate data. May also be involved in developing statistical analysis to inform insertion of artificial intelligence solutions. Presents solutions to customer management and engineering teams along with corporate management. Gathers and documents risks and mitigations. Assists managers in validating staffing approaches aligned to solutions, technical skills required, and service level requirements.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-ARM-006-JR	0 to 2	\$ 206.18	\$ 212.37	\$ 218.74	\$ 225.30
Journeyman	LC-SVC-ARM-006-JMN	2 to 5	\$ 268.67	\$ 276.73	\$ 285.03	\$ 293.58
Senior	LC-SVC-ARM-006-SR	5 to 8	\$ 324.90	\$ 334.64	\$ 344.68	\$ 355.02
SME	LC-SVC-ARM-006-SME	8 or more	\$ 381.13	\$ 392.56	\$ 404.34	\$ 416.47



7. Business Analyst: LC-SVC-ARM-007

Role Description

Gathers, documents, and analyzes customer business processes and objectives. Develops recommendations for improving business processes and tools. Provides benefits of implementing / adopting the recommended changes. Documents alignment with policy guidelines and/or requirements. Provides recommendations, updates and briefings to Customers, Program Managers, and other Stakeholders.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-ARM-007-JR	0 to 2	\$ 99.97	\$ 102.97	\$ 106.06	\$ 109.24
Journeyman	LC-SVC-ARM-007-JMN	2 to 5	\$ 137.46	\$ 141.58	\$ 145.83	\$ 150.20
Senior	LC-SVC-ARM-007-SR	5 to 8	\$ 218.68	\$ 225.24	\$ 232.00	\$ 238.96
SME	LC-SVC-ARM-007-SME	8 or more	\$ 293.66	\$ 302.47	\$ 311.54	\$ 320.89



8. Management Analyst: LC-SVC-ARM-008

Role Description

Reviews and analyzes how programs and projects are managed. Reviews current reporting and staffing levels across the enterprise to identify areas for improvement. Identifies efficiencies processes and approval routing. Analyzes management of risks and mitigations across the enterprise and seeks mechanisms for identification and control. Provides regular briefings and reports to customers regarding recommended improvements and efficiencies realized through adopted improvement recommendations. Regularly briefs Customers, Program Managers, and other Stakeholders.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-ARM-008-JR	0 to 2	\$ 118.71	\$ 122.27	\$ 125.94	\$ 129.72
Journeyman	LC-SVC-ARM-008-JMN	2 to 5	\$ 156.20	\$ 160.89	\$ 165.71	\$ 170.68
Senior	LC-SVC-ARM-008-SR	5 to 8	\$ 237.42	\$ 244.55	\$ 251.88	\$ 259.44
SME	LC-SVC-ARM-008-SME	8 or more	\$ 312.40	\$ 321.77	\$ 331.43	\$ 341.37



9. Financial Analyst: LC-SVC-ARM-009

Role Description

Reviews financial information across programs and projects. Provides detailed financial analysis such year to date spend, forecasts by month, quarter, year, contract period, and contract period of performance. Identifies financial trends and identifies areas of concerns. Provides recommendations for improving financial performance. Regularly briefs Customers, Corporate Leadership, Program Managers, and other Stakeholders.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-ARM-009-JR	0 to 2	\$ 93.72	\$ 96.53	\$ 99.43	\$ 102.41
Journeyman	LC-SVC-ARM-009-JMN	2 to 5	\$ 131.21	\$ 135.14	\$ 139.20	\$ 143.38
Senior	LC-SVC-ARM-009-SR	5 to 8	\$ 174.94	\$ 180.19	\$ 185.60	\$ 191.17
SME	LC-SVC-ARM-009-SME	8 or more	\$ 237.42	\$ 244.55	\$ 251.88	\$ 259.44



10. Network Architect: LC-SVC-ARM-010

Role Description

Designs, deploys, configures, manages, and maintains network devices. Ensures network functionality in and across enterprise environments. Works with mission owners, systems owners, server teams, and application teams to ensure networks meet functional and non-functional requirements and service levels. Possesses one or more network certifications (e.g., Cisco CCNA, Cisco CCIE, or others).

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-ARM-010-JR	0 to 2	\$ 162.45	\$ 167.32	\$ 172.34	\$ 177.51
Journeyman	LC-SVC-ARM-010-JMN	2 to 5	\$ 187.44	\$ 193.06	\$ 198.86	\$ 204.82
Senior	LC-SVC-ARM-010-SR	5 to 8	\$ 237.42	\$ 244.55	\$ 251.88	\$ 259.44
SME	LC-SVC-ARM-010-SME	8 or more	\$ 306.15	\$ 315.34	\$ 324.80	\$ 334.54



B. Cybersecurity

1. Information Assurance Specialist: LC-SVC-CYB-001

Role Description

Works with engineers to determine system security posture using customer and industry security guidelines such as Security Technical Implementation Guides (STIGs). In coordination with engineers and system owners develops and documents Plans of Action and Milestones (POA&Ms) to address vulnerabilities. Tracks, documents, and provides status updates and briefings to Program Managers, Customers, architects, and other team members.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-CYB-001-JR	0 to 2	\$ 105.25	\$ 108.41	\$ 111.66	\$ 115.01
Journeyman	LC-SVC-CYB-001-JMN	2 to 5	\$ 143.70	\$ 148.02	\$ 152.46	\$ 157.03
Senior	LC-SVC-CYB-001-SR	5 to 8	\$ 187.44	\$ 193.06	\$ 198.86	\$ 204.82
SME	LC-SVC-CYB-001-SME	8 or more	\$ 237.42	\$ 244.55	\$ 251.88	\$ 259.44



2. Security Operations Center Specialist: LC-SVC-CYB-002

Role Description

Uses security and other monitoring tools to review the enterprise for existing, new, and emerging security threats. Identifies, reports, documents, and tracks threats. Works with engineering and operations teams to gather threat information and details. Works with customers, program managers, and engineering teams to develop and execute threat response plans. As necessary coordinates and communicates with customers and law enforcement regarding threat details. Has one or more security certifications.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-CYB-002-JR	0 to 2	\$ 137.46	\$ 141.58	\$ 145.83	\$ 150.20
Journeyman	LC-SVC-CYB-002-JMN	2 to 5	\$ 181.19	\$ 186.63	\$ 192.23	\$ 197.99
Senior	LC-SVC-CYB-002-SR	5 to 8	\$ 243.67	\$ 250.98	\$ 258.51	\$ 266.27
SME	LC-SVC-CYB-002-SME	8 or more	\$ 306.15	\$ 315.34	\$ 324.80	\$ 334.54



3. Cybersecurity Analyst: LC-SVC-CYB-003

Role Description

Gathers, documents, and analyzes customer mission objectives and systems approach to align with cybersecurity best practices. Develops recommendations for improving system attributes to support emerging cybersecurity best practices. Provides benefits of implementing / adopting the recommended changes. Documents alignment with policy guidelines and/or requirements. Provides recommendations, updates and briefings to Customers, Program Managers, and other Stakeholders. Uses security and other monitoring tools to review the enterprise for existing, new, and emerging security threats. Provides recommendations for system, process, and tool improvements to address current and emerging threats based upon system and mission objectives.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-CYB-003-JR	0 to 2	\$ 112.46	\$ 115.84	\$ 119.31	\$ 122.89
Journeyman	LC-SVC-CYB-003-JMN	2 to 5	\$ 149.95	\$ 154.45	\$ 159.08	\$ 163.86
Senior	LC-SVC-CYB-003-SR	5 to 8	\$ 243.67	\$ 250.98	\$ 258.51	\$ 266.27
SME	LC-SVC-CYB-003-SME	8 or more	\$ 318.65	\$ 328.21	\$ 338.06	\$ 348.20



C.Cloud and Hybrid Cloud

1. Cloud Systems Engineer: LC-SVC-CLD-001

Role Description

Designs, deploys, configures, manages, and maintains systems within Cloud environments (e.g., AWS, Azure, etc.). Ensures systems functionality in and across hybrid-multi-cloud environments. Works with mission owners, systems owners, and application teams to ensure systems meet functional and non-functional requirements and service levels. Possesses one or more cloud certifications.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-CLD-001-JR	0 to 2	\$118.71	\$122.27	\$125.94	\$129.72
Journeyman	LC-SVC-CLD-001-JMN	2 to 5	\$174.94	\$180.19	\$185.60	\$191.17
Senior	LC-SVC-CLD-001-SR	5 to 8	\$231.18	\$238.11	\$245.26	\$252.61
SME	LC-SVC-CLD-001-SME	8 or more	\$293.66	\$302.47	\$311.54	\$320.89



2. Cloud Automation Engineer: LC-SVC-CLD-002

Role Description

Designs, deploys, configures, manages, and maintains systems within Cloud environments (e.g., AWS, Azure, etc.). Ensures systems functionality in and across hybrid-multi-cloud environments. Works with mission owners, systems owners, and application teams to ensure systems meet functional and non-functional requirements and service levels. Possesses one or more cloud certifications.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-CLD-002-JR	0 to 2	\$ 137.46	\$ 141.58	\$ 145.83	\$ 150.20
Journeyman	LC-SVC-CLD-002-JMN	2 to 5	\$ 187.44	\$ 193.06	\$ 198.86	\$ 204.82
Senior	LC-SVC-CLD-002-SR	5 to 8	\$ 237.42	\$ 244.55	\$ 251.88	\$ 259.44
SME	LC-SVC-CLD-002-SME	8 or more	\$ 287.41	\$ 296.03	\$ 304.91	\$ 314.06



3. IT Infrastructure Project Manager: LC-SVC-CLD-003

Role Description

Manages all aspects of IT infrastructure projects to ensure adherence to schedule and budget while planning and aligning resources. Regularly meets with customers as part of requirements validation, negotiating project baseline and changes, as well as presenting overall project status. Leads cross functional teams to deliver projects and ensure effective collaboration. Meets with senior leadership to communicate risks and mitigation strategies as well as discuss project constraints and needs.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-INF-001-JR	0 to 2	\$ 124.96	\$ 128.71	\$ 132.57	\$ 136.55
Journeyman	LC-SVC-INF-001-JMN	2 to 5	\$ 162.45	\$ 167.32	\$ 172.34	\$ 177.51
Senior	LC-SVC-INF-001-SR	5 to 8	\$ 228.62	\$ 235.47	\$ 242.54	\$ 249.81
SME	LC-SVC-INF-001-SME	8 or more	\$ 268.67	\$ 276.73	\$ 285.03	\$ 293.58



4. Infrastructure Scripting Engineer: LC-SVC-CLD-004

Role Description

Develops scripts that automate the deployment and management of infrastructure. Use of Infrastructure as code languages and tools (i.e., Ansible) is an integral part of the day-to-day functions. Works with project managers, customers, and other team members to align provisioning processes and system parameters to requirements and governance policies. Frequently integrates work products with service catalogs.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-INF-002-JR	0 to 2	\$ 106.22	\$ 109.40	\$ 112.69	\$ 116.07
Journeyman	LC-SVC-INF-002-JMN	2 to 5	\$ 131.21	\$ 135.14	\$ 139.20	\$ 143.38
Senior	LC-SVC-INF-002-SR	5 to 8	\$ 168.70	\$ 173.76	\$ 178.97	\$ 184.34
SME	LC-SVC-INF-002-SME	8 or more	\$ 243.67	\$ 250.98	\$ 258.51	\$ 266.27



5. Datacenter Systems Engineer: LC-SVC-CLD-005

Role Description

Responsible for design, deployment, and management of systems within a datacenter environment. Develops rack elevation plans. Performs power and cabling assessments along with developing implementation requirements. Performs capacity planning analysis and develops regular capacity reports. Works closely with project managers, architects, systems owners, and other team members to design and deploy datacenter systems in accordance with deployment and governance requirements.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-INF-003-JR	0 to 2	\$ 118.71	\$ 122.27	\$ 125.94	\$ 129.72
Journeyman	LC-SVC-INF-003-JMN	2 to 5	\$ 174.94	\$ 180.19	\$ 185.60	\$ 191.17
Senior	LC-SVC-INF-003-SR	5 to 8	\$ 206.18	\$ 212.37	\$ 218.74	\$ 225.30
SME	LC-SVC-INF-003-SME	8 or more	\$ 262.42	\$ 270.29	\$ 278.40	\$ 286.75



6. Linux Engineer: LC-SVC-CLD-006

Role Description

Designs, deploys, configures, manages, and maintains Linux systems. Ensures systems functionality in and across enterprise environments. Works with mission owners, systems owners, and application teams to ensure systems meet functional and non-functional requirements and service levels. Possesses one or more Linux certifications.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-INF-004-JR	0 to 2	\$ 106.22	\$ 109.40	\$ 112.69	\$ 116.07
Journeyman	LC-SVC-INF-004-JMN	2 to 5	\$ 162.45	\$ 167.32	\$ 172.34	\$ 177.51
Senior	LC-SVC-INF-004-SR	5 to 8	\$ 199.94	\$ 205.93	\$ 212.11	\$ 218.48
SME	LC-SVC-INF-004-SME	8 or more	\$ 243.67	\$ 250.98	\$ 258.51	\$ 266.27



7. Windows Engineer: LC-SVC-CLD-007

Role Description

Designs, deploys, configures, manages, and maintains Linux systems. Ensures systems functionality in and across enterprise environments. Works with mission owners, systems owners, and application teams to ensure systems meet functional and non-functional requirements and service levels. Possesses one or more Linux certifications.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-INF-005-JR	0 to 2	\$ 87.47	\$ 90.10	\$ 92.80	\$ 95.58
Journeyman	LC-SVC-INF-005-JMN	2 to 5	\$ 143.70	\$ 148.02	\$ 152.46	\$ 157.03
Senior	LC-SVC-INF-005-SR	5 to 8	\$ 187.44	\$ 193.06	\$ 198.86	\$ 204.82
SME	LC-SVC-INF-005-SME	8 or more	\$ 237.42	\$ 244.55	\$ 251.88	\$ 259.44



8. Network Engineer: LC-SVC-CLD-008

Role Description

Designs, deploys, configures, manages, and maintains network devices. Ensures network functionality in and across enterprise environments. Works with mission owners, systems owners, server teams, and application teams to ensure networks meet functional and non-functional requirements and service levels. Possesses one or more network certifications (e.g., Cisco CCNA, Cisco CCIE, or others).

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-INF-006-JR	0 to 2	\$ 87.47	\$ 106.22	\$ 109.40	\$ 112.69
Journeyman	LC-SVC-INF-006-JMN	2 to 5	\$ 143.70	\$ 174.94	\$ 180.19	\$ 185.60
Senior	LC-SVC-INF-006-SR	5 to 8	\$ 187.44	\$ 212.43	\$ 218.81	\$ 225.37
SME	LC-SVC-INF-006-SME	8 or more	\$ 237.42	\$ 268.67	\$ 276.73	\$ 285.03



9. Physical Security Specialist: LC-SVC-CLD-009

Role Description

Reviews and analyzes customer and corporate standards, policies, and guidelines for protecting the physical wellbeing of personnel, buildings, and other assets. Identifies, assesses, and reports vulnerabilities against threats. Provides recommendations for mitigating vulnerabilities and threats. Regularly briefs Customers, Corporate Leadership, Program Managers, and other Stakeholders.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-INF-007-JR	0 to 2	\$ 87.47	\$ 90.10	\$ 92.80	\$ 95.58
Journeyman	LC-SVC-INF-007-JMN	2 to 5	\$ 118.71	\$ 122.27	\$ 125.94	\$ 129.72
Senior	LC-SVC-INF-007-SR	5 to 8	\$ 149.95	\$ 154.45	\$ 159.08	\$ 163.86
SME	LC-SVC-INF-007-SME	8 or more	\$ 187.44	\$ 193.06	\$ 198.86	\$ 204.82



10. IT Operator: LC-SVC-CLD-010

Role Description

Performs general Information Technology (IT) operations services such as data entry, document preparation, etc. using general office applications such as Microsoft Office tools (e.g., MS Word).

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-INF-008-JR	0 to 2	\$ 82.87	\$ 85.35	\$ 87.91	\$ 90.55
Journeyman	LC-SVC-INF-008-JMN	2 to 5	\$ 118.71	\$ 122.27	\$ 125.94	\$ 129.72
Senior	LC-SVC-INF-008-SR	5 to 8	\$ 149.95	\$ 154.45	\$ 159.08	\$ 163.86
SME	LC-SVC-INF-008-SME	8 or more	\$ 187.44	\$ 193.06	\$ 198.86	\$ 204.82



11. RF Mobility Engineer: LC-SVC-CLD-011

Role Description

Designs, deploys, configures, manages, and maintains RF, CellDas, and LMR solutions. Ensures functionality in and across enterprise environments. Works with mission owners, systems owners, server teams, and application teams to ensure Wireless Requirements and Architecture development, CONOPs development, Design, System Development, Integration/Test, and Implementation tasks are completed using the DHS System Engineering LifeCycle (SELC) model. Ensures solutions meet functional and non-functional requirements and service levels. Possesses one or more applicable certifications. Demonstrated results in the field of Systems Engineering on large scale wireless communication networks. understanding of networks and radio equipment, including Land Mobile Radio (LMR) and Project 25 standards, Wireless Local Area Networks (WLAN) and IEEE 802.11 standards, and Distributed Antenna Systems (DAS) for commercial mobile radio; understanding of wireless principles and fundamentals including radio frequency propagation and coverage reliability prediction; understanding of SBU methodology.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-INF-009-JR	0 to 2	\$ 156.20	\$ 160.89	\$ 165.71	\$ 170.68
Journeyman	LC-SVC-INF-009-JMN	2 to 5	\$ 206.18	\$ 212.37	\$ 218.74	\$ 225.30
Senior	LC-SVC-INF-009-SR	5 to 8	\$ 262.42	\$ 270.29	\$ 278.40	\$ 286.75
SME	LC-SVC-INF-009-SME	8 or more	\$ 318.65	\$ 328.21	\$ 338.06	\$ 348.20



D.DevSecOps

1. Software Project Manager: LC-SVC-DSO-001

Role Description

Leads software development projects and teams using agile methodologies. Responsible for aligning customer functional and non-functional requirements to Epics, Release Trains, Stories, etc. to deliver value. Experienced leading agile teams and possesses one or more agile certifications (i.e., SAFe). Organizes and leads DevSecOps teams. Responsible for negotiating Releases, Epics, Stories, Story Points, etc. with the customer and the DevSecOps teams.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-001-JR	0 to 2	\$ 149.95	\$ 154.45	\$ 159.08	\$ 163.86
Journeyman	LC-SVC-DSO-001-JMN	2 to 5	\$ 199.94	\$ 205.93	\$ 212.11	\$ 218.48
Senior	LC-SVC-DSO-001-SR	5 to 8	\$ 243.67	\$ 250.98	\$ 258.51	\$ 266.27
SME	LC-SVC-DSO-001-SME	8 or more	\$ 293.66	\$ 302.47	\$ 311.54	\$ 320.89



2. Oracle Database Engineer: LC-SVC-DSO-002

Role Description

Performs database design, development, and management of Oracle databases. Analyzes customer requirements and determines optimal approach for storing and managing data within the Oracle product suite and selects the best set of Oracle products to meet customer objectives. Ensures database solutions meet service level requirements. Designs and delivers data protection solutions. Provides status updates and briefings to Program Managers, Customers, architects, and other team members. Gathers and documents risks and mitigations. Assists managers in validating staffing approaches aligned to solutions, technical skills required, and service level requirements.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-002-JR	0 to 2	\$ 106.22	\$ 109.40	\$ 112.69	\$ 116.07
Journeyman	LC-SVC-DSO-002-JMN	2 to 5	\$ 156.20	\$ 160.89	\$ 165.71	\$ 170.68
Senior	LC-SVC-DSO-002-SR	5 to 8	\$ 243.67	\$ 250.98	\$ 258.51	\$ 266.27
SME	LC-SVC-DSO-002-SME	8 or more	\$ 281.16	\$ 289.60	\$ 298.28	\$ 307.23



3. MS SQL Server Database Engineer: LC-SVC-DSO-003

Role Description

Performs database design, development, and management of Oracle databases. Analyzes customer requirements and determines optimal approach for storing and managing data within the Oracle product suite and selects the best set of Oracle products to meet customer objectives. Ensures database solutions meet service level requirements. Designs and delivers data protection solutions. Provides status updates and briefings to Program Managers, Customers, architects, and other team members. Gathers and documents risks and mitigations. Assists managers in validating staffing approaches aligned to solutions, technical skills required, and service level requirements.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-003-JR	0 to 2	\$ 93.72	\$ 96.53	\$ 99.43	\$ 102.41
Journeyman	LC-SVC-DSO-003-JMN	2 to 5	\$ 137.46	\$ 141.58	\$ 145.83	\$ 150.20
Senior	LC-SVC-DSO-003-SR	5 to 8	\$ 187.44	\$ 193.06	\$ 198.86	\$ 204.82
SME	LC-SVC-DSO-003-SME	8 or more	\$ 249.92	\$ 257.42	\$ 265.14	\$ 273.10



4. NoSQL Server Database Engineer: LC-SVC-DSO-004

Role Description

Performs database design, development, and management of NoSQL databases (e.g. Mongo DB). Analyzes customer requirements and determines optimal approach for storing and managing data within the NoSQL products and selects the best set of NoSQL products to meet customer objectives. Ensures database solutions meet service level requirements. Designs and delivers data protection solutions. Provides status updates and briefings Program Managers, Customers, architects, and other team members. Gathers and documents risks and mitigations. Assists managers in validating staffing approaches aligned to solutions, technical skills required, and service level requirements.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-004-JR	0 to 2	\$ 112.46	\$ 115.84	\$ 119.31	\$ 122.89
Journeyman	LC-SVC-DSO-004-JMN	2 to 5	\$ 168.70	\$ 173.76	\$ 178.97	\$ 184.34
Senior	LC-SVC-DSO-004-SR	5 to 8	\$ 243.67	\$ 250.98	\$ 258.51	\$ 266.27
SME	LC-SVC-DSO-004-SME	8 or more	\$ 281.16	\$ 289.60	\$ 298.28	\$ 307.23



5. Virtual Server Engineer: LC-SVC-DSO-005

Role Description

Designs, deploys, configures, manages, and maintains virtual server infrastructure to support heterogeneous servers. Ensures virtual server infrastructure functionality in and across enterprise environments. Works with mission owners, systems owners, server teams, and application teams to ensure networks meet functional and non-functional requirements and service levels. Gathers capacity requirements and documents current capacity against the requirements. Develops processes for provisioning virtual servers. Works with automation teams to develop and verify automated scripts and integration with the service catalog. Possesses one or more virtual server certifications (e.g., VMWare, Citrix, or others).

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-005-JR	0 to 2	\$ 106.22	\$ 109.40	\$ 112.69	\$ 116.07
Journeyman	LC-SVC-DSO-005-JMN	2 to 5	\$ 156.20	\$ 160.89	\$ 165.71	\$ 170.68
Senior	LC-SVC-DSO-005-SR	5 to 8	\$ 199.94	\$ 205.93	\$ 212.11	\$ 218.48
SME	LC-SVC-DSO-005-SME	8 or more	\$ 256.17	\$ 263.85	\$ 271.77	\$ 279.92



6. Virtual Desktop Engineer: LC-SVC-DSO-006

Role Description

Designs, deploys, configures, manages, and maintains virtual desktop infrastructure to support heterogeneous desktop images. Ensures virtual desktop infrastructure functionality in and across enterprise environments. Works with mission owners, systems owners, desktop teams, and application teams to ensure virtual desktop environments meet functional and non-functional requirements and service levels. Gathers capacity requirements and documents current capacity against the requirements. Develops processes for provisioning virtual desktops. Works with automation teams to develop and verify automated scripts and integration with the service catalog. Possesses one or more virtual desktop certifications (e.g., VMWare, Citrix, Nutanix, or others).

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-006-JR	0 to 2	\$ 112.46	\$ 115.84	\$ 119.31	\$ 122.89
Journeyman	LC-SVC-DSO-006-JMN	2 to 5	\$ 156.20	\$ 160.89	\$ 165.71	\$ 170.68
Senior	LC-SVC-DSO-006-SR	5 to 8	\$ 212.43	\$ 218.81	\$ 225.37	\$ 232.13
SME	LC-SVC-DSO-006-SME	8 or more	\$ 268.67	\$ 276.73	\$ 285.03	\$ 293.58



7. Operations Analyst: LC-SVC-DSO-007

Role Description

Assesses operational performance across the enterprise to identify areas for improvement. Gathers and reviews operational requirements and compares against operational metrics and service levels to align them. Reviews staffing and tool utilization to ensure the mission and organizational objectives are properly supported. Regularly briefs Customers, Corporate Leadership, Program Managers, and other Stakeholders.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-007-JR	0 to 2	\$ 99.97	\$ 102.97	\$ 106.06	\$ 109.24
Journeyman	LC-SVC-DSO-007-JMN	2 to 5	\$ 143.70	\$ 148.02	\$ 152.46	\$ 157.03
Senior	LC-SVC-DSO-007-SR	5 to 8	\$ 235.43	\$ 242.49	\$ 249.76	\$ 257.26
SME	LC-SVC-DSO-007-SME	8 or more	\$ 293.66	\$ 302.47	\$ 311.54	\$ 320.89



8. Application Developer: LC-SVC-DSO-008

Role Description

Collaborates with customers and team members to transform functional and non-functional requirements into working applications using industry and company standards. Diagnoses and troubleshoots bugs and problems, resolves them, documents the fixes, and works with the testing team to design test cases. Follows the program's established architectural patterns and standards in developing solutions. Follows program requirements for code management and documentation. Adheres to established policies for code checkin and testing policies.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-008-JR	0 to 2	\$ 137.46	\$ 141.58	\$ 145.83	\$ 150.20
Journeyman	LC-SVC-DSO-008-JMN	2 to 5	\$ 174.94	\$ 180.19	\$ 185.60	\$ 191.17
Senior	LC-SVC-DSO-008-SR	5 to 8	\$ 237.42	\$ 244.55	\$ 251.88	\$ 259.44
SME	LC-SVC-DSO-008-SME	8 or more	\$ 299.91	\$ 308.90	\$ 318.17	\$ 327.71



9. DevOps Engineer / Site Reliability Engineer: LC-SVC-DSO-009

Role Description

Collaborates closely as an integrated member of agile development teams. Provides insight into the operational activities and intersections with the developers to deploy and maintain systems. Automates deployment and management of infrastructure in alignment with agile team schedules and rhythms. Use of Infrastructure as code languages and tools (i.e., Ansible) is an integral part of the day-to-day functions. Works with project managers, customers, and other team members.

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-009-JR	0 to 2	\$ 118.71	\$ 122.27	\$ 125.94	\$ 129.72
Journeyman	LC-SVC-DSO-009-JMN	2 to 5	\$ 162.45	\$ 167.32	\$ 172.34	\$ 177.51
Senior	LC-SVC-DSO-009-SR	5 to 8	\$ 224.93	\$ 231.68	\$ 238.63	\$ 245.79
SME	LC-SVC-DSO-009-SME	8 or more	\$ 274.91	\$ 283.16	\$ 291.66	\$ 300.40



10. UI /UX Designer: LC-SVC-DSO-010

Role Description

Gather customer requirements through written documentation and customer interviews. Transform requirements into usable functional digital solutions. Use agile and iterative processes to mature digital solutions from concept to implementation for maximum usability. Leverage modern and innovative techniques for optimal development and deployment of digital solutions.

Incorporate the use of high-quality graphic designs, storyboards, flow diagrams, and site maps to collaborate with customers, cross functional teams, and other stakeholders to develop solutions. Test flow and usability using manual and automated techniques.

Develop graphics, animations, videos, multimedia interactions, audio, and provide recommendations that align with customer requirements and branding for corporate use and marketing campaigns.

Should be proficient in the use of:

- Adobe Cloud products
- Microsoft Office,
- HTML
- CSS
- Canva
- Various other design and user experience tools

Levels

Level	ID	Years' Experience	2026	2027	2028	2029
Junior	LC-SVC-DSO-010-JR	0 to 2	\$ 112.46	\$ 115.84	\$ 119.31	\$ 122.89
Journeyman	LC-SVC-DSO-010-JMN	2 to 5	\$ 156.20	\$ 160.89	\$ 165.71	\$ 170.68
Senior	LC-SVC-DSO-010-SR	5 to 8	\$ 212.43	\$ 218.81	\$ 225.37	\$ 232.13
SME	LC-SVC-DSO-010-SME	8 or more	\$ 268.67	\$ 276.73	\$ 285.03	\$ 293.58