

SDS Skills and Rates

SDS 2010 Vendor Rates Effective March 1, 2010		Keane, Inc.	TEKsystems, Inc.	Pomeroy IT Solutions
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#	Skills categories	mitzi.shepherd@keane.com	tiheid@teksystems.com	bkiser@pomeroy.com
<i>Maximum Rates for Each Category and Vendor</i>				
	Project Manager			
1	PMI Certified	\$69.00	\$66.50	\$64.75
2	Not Certified	\$63.00	\$52.00	\$45.25
3	General IT Support Services - Technical Writing, Training, etc.	\$47.00	\$29.00	\$33.25
	Systems Services			
4	System Architect	\$72.00	\$59.75	\$69.00
5	Analysts - Business	\$59.00	\$49.00	\$52.75
6	Analyst - Technical	\$62.00	\$31.00	\$44.00
7	Junior Developer - Microsoft	\$40.00	\$34.00	\$31.00
8	Senior Developer - Microsoft	\$61.00	\$56.75	\$65.00
9	Junior Developer - JAVA	\$40.00	\$32.00	\$31.00
10	Senior Developer - JAVA	\$61.00	\$54.00	\$45.00
11	Senior Developer - COBOL	\$57.00	\$49.50	\$42.75
12	Database Designer/Analyst	\$61.00	\$47.00	\$44.25
13	Web Graphics Designer	\$44.00	\$29.00	\$31.00
14	GIS Development & Support Services	\$40.00	\$34.50	\$26.75
15	Imaging Services	\$44.00	\$34.75	\$58.25
	Infrastructure Services			
16	Server & Data Storage Management	\$61.00	\$44.50	\$55.50
17	Desktop Support	\$31.00	\$26.00	\$31.00
18	Networking Specialist	\$54.00	\$39.00	\$48.25
19	Database Administration	\$67.00	\$59.50	\$58.00
20	Virtualization Specialist	\$58.00	\$35.00	\$65.25
21	Communications Specialist	\$38.00	\$26.50	\$35.00
	Commercial Software Services			
22	SAP Functional Consultant	\$83.00	\$71.00	\$76.50
23	SAP Basis Administrator	\$76.00	\$69.00	\$76.50
24	SAP Application Developer	\$71.00	\$68.00	\$76.50
25	Front Range Services	\$50.00	\$37.00	\$88.00
26	Microsoft SharePoint Services	\$62.00	\$53.00	\$89.75
27	Mercury Services	\$47.00	\$41.00	\$56.00
28	Biztalk	\$73.00	\$40.50	\$56.50
29	Business Objects	\$73.00	\$62.50	\$63.25

System Design/Development Services Skill Descriptions

The employing agency will indicate on the task order if they will allow years of experience in the place of a college degree.

Skills Category	Description
Project Manager PMI Certified	Project manager with extensive experience and credentials that include active PMP certification. Skilled in project management methodologies and techniques. Able to manage large complex projects and/or programs.
Project Manager Not Certified	Project manager with several years' experience managing IT projects. Must be able to serve as senior project manager in the development/enhancement of varying complexity. Able to follow Commonwealth/COT project management methodology and processes.
General IT Support Services Technical Writing, Training, etc	College graduate with several years' experience in the specific area of expertise required. This person is self-motivated and able to perform assigned tasks with little supervision.

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Systems Services	
System Architect	System Architects are required to work with project managers, developers, and management to help deliver applications and business processes. They will provide high-level technical expertise and leadership in the development and delivery of software applications. They will provide research and development activities, especially for the emerging technologies, technology assistance and direction to other teams ensuring that all technologies work effectively together. They will be responsible for identifying and managing risks and issues association with the development of application or selection.
Analysts - Business	Business Analysts must be able to define a business problem, gather and document requirements, determine a business solution, and verify that the solution meets the requirements. If a technology solution is needed then the analyst works with technical staff to design the technical solution. A college graduate with training and several years experience in Business Analysis and application development or specific systems knowledge is desired.
Analyst - Technical	Once the business solution is identified, the technical analyst determines and documents technical requirements and designs the technical solution. A college graduate with several years experience in application development and knowledge of legacy mainframe technologies in additional to modern distributed technologies is desired.
Junior Developer - Microsoft	<p>Person with 1 – 3 years experience in developing distributed systems on Microsoft platform. Knowledge of the Software Development Life Cycle. Some of the skills may include (but not limited to): ASP.NET, C#, VB.Net, as well as relational database like SQL server and Oracle. Candidate should have a good understanding Object Oriented principles and design patterns. Knowledge about UML is preferable.</p> <p>Candidate must have bachelor's degree in computer science or related areas. Certification preferred.</p>
Senior Developer - Microsoft	<p>Person with 3+ years experience in developing distributed systems on Microsoft platform. Knowledge of the Software Development Life Cycle. Some of the skills may include (but not limited to): ASP.NET, C#, VB.Net, relational database like SQL server, ASP, VB etc. Candidate must have practical experience applying Object Oriented principles and design patterns.</p> <p>Candidate must have bachelor's degree in computer science or related areas. Certification preferred.</p>
Junior Developer - JAVA	<p>Person with 1 – 3 years experience in Object Oriented Analysis and Design and is knowledgeable of the Software Development Life Cycle. Some of the skills may include (but not limited to): XML, HTML, SQL, UML, JSP, WebSphere Application Sever, EJB Spring. Candidate should have good understanding of enterprise development preferable with J2EE.</p> <p>Candidate must have bachelor's degree in computer science or related areas. Certification preferred.</p>
Senior Developer - JAVA	<p>Person with 3+ years experience in Object Oriented Analysis and Design and is knowledgeable of the Software Development Life Cycle. Some of the skills may include (but not limited to): XML, HTML, S QL, UML, JSP, WebSphere Application Sever, EJB Spring. Candidate must have practical experience with enterprise development preferable with J2EE.</p>

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	Candidate must have bachelor's degree in computer science or related areas. Certification preferred.
Senior Developer - COBOL	<p>Person with 3+ years experience on IBM Mainframe and is knowledgeable of the Software Development Life Cycle. Must have COBOL/COBOL II skills. Some of the skills may include: DB2, IMS DB/DC, CICS, JCL, TSO/ISPF, SAS. Candidate should have strong mainframe skills, including analysis and design, in addition to coding.</p> <p>Candidate must have bachelor's degree in computer science or related areas. Experience may make up for lack of degree</p>
Database Designer/Analyst	The Database Designer works with the Customer, Analysts and Developers to create conceptual, logical and physical data models based upon project requirements and enterprise standards. They ensure sound data structure design is implemented and that completed data dictionary information is recorded. They also support analyst activity of mapping Use Case Data Elements to Data Model Attributes. Works with the Developer and DBA to complete physical database design.
Web Graphics Designer	In depth knowledge of User Interface Design principals, Usability Methodologies, W3C accessibility standards, industry standards and trends, platform standards and software development process.
GIS Development and Support Specialist	<p>Should be able to identify areas for implementation of geographic information systems related to databases, applications, and location based service needs. Determine through assessment the best hardware and software needs. Determine the best methods for ongoing support. Act as consultant to develop agency standards, policies and procedures in the development of a geographic information system.</p> <p>Provides guidance for the compilation, conversion, modification, and enhancement of computer maps. Designs spatial database libraries for the efficient storage and modification of data. Analyzes existing manual mapping systems to design systems to eliminate redundancy. Provides guidance in the use of aerial photography, remotely sensed data, and of global positioning systems/data. Provide user support and training for geographic database and map generation systems. Develops specifications for use in conversion of <u>hardcopy map products to digital format.</u></p>
Imaging Specialist	Provides services in the areas of project management, implementation, technical support and/or operations support for the FileNet or other imaging software environment.

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Infrastructure Services	
<p>Server & Data Storage Management</p>	<p>Person should have experience working with servers in an enterprise environment. Candidates should have knowledge of Microsoft Windows Server technology, including troubleshooting, performance tuning, and IIS configuration and troubleshooting. Individual should have familiarity with virtual server concepts. Candidate should be familiar with Active Directory management tools. Person should have experience working with large scale SAN technology, planning and administration. Person should have a good working knowledge of storage related concepts and terminology including different RAID technologies, differences in SAN design, problem determination abilities and performance knowledge.</p> <p>Person should also have knowledge of the differences between natively attached storage, virtualized storage, including NAS and the different ways a NAS can be deployed. Person should have a good working knowledge of backup and restore for open systems. Working knowledge of Tivoli Storage Manager Enterprise Edition is a plus. Person should have a working knowledge of the z/OS platform storage structures and techniques, in particular ICF catalogs, DFHSM, and dataset allocation routines.</p>
<p>Desktop Support</p>	<p>Desktop Support staff will work directly with customers to provide desktop services, scanning/printing services and LAN connectivity.</p> <p>Candidates will have strong customer support skills, in-depth knowledge of workstation hardware/workstation software/printers and have good troubleshooting and problem solving skills.</p> <p>Candidates will have experience and working knowledge of Microsoft Windows networks, workstation security, anti-virus programs such as McAfee, disk imaging tools such as Ghost, and Internet Explorer and be able to provide some local troubleshooting of servers, switches, cabling and enterprise software applications.</p>
<p>Networking Specialist</p>	<p>The Networking Specialist will perform configuration analysis, including:</p> <p>Analysis of existing networking infrastructure and contracting agency's needs; confirmation of findings with contracting agency; formulation of redesign enhancement and recommendations; and development of procurement recommendations;</p> <p>Plan site preparation, including: site analysis; network design (premise wiring, network hubs, Ethernet, token-ring, wide area networking); and operational assistance and trouble shooting recommendations;</p> <p>Perform installation/roll out, including: local area networking (hubs, premise wiring, etc.); Wide area networking components; servers and backup facilities; work stations; software suite (desktop and server); peripherals (printers, CD ROM drives, etc.); and gateways (mail, terminal emulation, etc.);</p> <p>Provide break/fix and technical support, including: hardware; software installation and troubleshooting; communications problem resolution; and virus detection and removal, and;</p> <p>Provides operational support, including: hardware; software; and communication components.</p>

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	Maintains network documentation and configuration. Provides research, recommendations, design and testing for new technologies.
Database Administrator	Candidate will have training and several years experience in logical database design, physical data base design, development of stored procedures and triggers, DBMS installation and setup and database maintenance and support including addressing performance issues. Experience in other associated technology areas such as software development is also desired.
Virtualization Specialist	Candidate will have experience working with server virtualization in an enterprise environment. Candidates should have knowledge of VMWare or other virtualization software environments and should be experienced in planning, configuring, implementing, supporting and trouble shooting complex virtualization installations.
Communications Specialist	<p>The Communications Specialist may modify, install, align and repair base/mobile/portable omni-directional radio systems for voice, analog and digital data, video and radio control.</p> <p>The Communications Specialist may modify, install, align and repair multiplexed point-to-point radio systems, laser and other optical fiber transmission systems, and common carrier interfaces. Perform continuing on-site inspections. Prepare and maintain operational records and reports on electrical, electronic and physical conditions at assigned sites and work areas. Ensure the security and operational condition of assigned test equipment and parts. Incur responsibility for sub-system's compliance with Federal Communications Commission requirements. Be available to support the Commonwealth's Public Safety/First Responder network on a 24/7 basis.</p> <p>The Communications Specialist may install, troubleshoot, repair, and replace Commonwealth's Wide Area Network (WAN) hardware. Test and report troubles/issues with local Telco lines/circuits. Conduct site moves, adds, and configuration changes to ensure customer functionality and satisfaction.</p> <p>Candidate may perform cabling/fiber installation, termination, and testing. Candidate should have training with several years of experience, and be knowledgeable of all applicable codes. Be able to assess projects for cabling design, quotes, and material lists.</p> <p>The Communications Specialist may perform work on VoIP, digital and analog communications systems, as well as applications such as voicemail, desktop messaging, desktop faxing, ACD, and other voice components. Candidate should have training and several years of telephony experience working on voice systems, including but not limited to Tadiran and Nortel.</p> <p>The Communications Specialist may work in an office setting on the phone as the primary interface between the Commonwealth of Kentucky and any/all Telecommunication vendors, placing Move/Add/Change (MAC) and trouble tickets.</p> <p>Should possess communications skills and be knowledgeable of the Telecommunications industry.</p> <p>Candidate must have a strong work ethic and have a great customer relations attitude.</p>

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Commercial Software Services	
SAP Functional Consultant	<p>Provide in-depth technical support in a multi-discipline IT environment targeting SAP systems, specifically for the Human Capital Management (HCM) module, using technologies that comply with the Enterprise</p> <p>Four (4) years SAP/HCM functional experience and business systems analysis experience. Full life cycle implementation experience in one or more of the SAP HCM modules: (ESS/MSS, Payroll, Time Management, PA, OM, Benefits. Demonstrated experience with design and configuration of SAP applications. Ability to develop functional analysis and design specifications.</p>
SAP Basis Administrator	<p>Provide in-depth technical support in a multi-discipline IT environment targeting SAP systems, specifically for the Human Capital Management (HCM) module, using technologies that comply with the Enterprise</p> <p>Person with 4+ years experience in SAP Basis Administration to include: installation, capacity planning, workload analysis and system performance monitoring, batch scheduling, system maintenance (SAP Notes, patches, support packs), spooler maintenance, and transport system management.</p>
SAP Application Developer	<p>Provide in-depth technical support in a multi-discipline IT environment targeting SAP systems, specifically for the Human Capital Management (HCM) module, using technologies that comply with the Enterprise</p> <p>Person with 4+ years experience in SAP application development. Demonstrated experience in designing usable interfaces for large, complex systems. In depth knowledge with ABAP Workbench, ABAP Objects, and User Exists/Enhancements. Proficiency in development using SAP Scripts, BADIs, and BAPIs, Forms development using Smart Forms and Adobe Forms, proficiency using Web Dynpros, and portal development.</p>
Front Range Services	<p>Provides services in the areas of project management, implementation, technical support and/or operations support for this "Commercial Off the Shelf" software environment.</p>
Microsoft SharePoint Services	<p>Provides services in the areas of project management, implementation, technical support and/or operations support for this "Commercial Off the Shelf" software environment.</p>
Mercury Services	<p>Provides services in the areas of project management, implementation, technical support and/or operations support for this "Commercial Off the Shelf" software environment.</p>
Biztalk	<p>Candidate shall be a Microsoft BizTalk expert in planning and development of systems and implementing the interoperability solutions between systems. Experience with .Net, Visual Studio and relational database is a must. Should have experience with Electronic Data Interchange (EDI), Message Queues such as MQSeries, JMS or MSMQ.</p>
Business Objects	<p>Candidate must have Business Objects experience as well as ASP, .Net and/or Java application development experience. Experience in designing and developing the target universe within Business Objects. Will have experience in developing Extract, Transform and Load (ETL) process from source to target and designing and deployment of dashboards</p>