Contract Year 1 (September 25, 2018 - September 24, 2019)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	$116.25	$129.11
Program Manager – Intermediate	$104.63	$116.20
Program Manager – Associate	$94.16	$104.58
Project Manager - Senior	$100.07	$111.14
Project Manager - Intermediate	$86.34	$95.88
Project Manager - Associate	$74.99	$83.28
Enterprise Architect	$92.79	$103.06
Business Analyst -- Functional	$70.21	$77.98
Business Analyst -- Technical	$46.36	$51.49
Project Administrator	$49.28	$54.73
Project Administrator - Associate	$44.23	$49.12
Facility Staff Support – Senior	$62.32	$69.21
Facility Staff Support – Intermediate	$50.91	$56.54
Facility Staff Support – Associate	$44.80	$49.76
Quality Assurance Manager– Senior	$83.55	$92.79
Quality Assurance Analyst – Intermediate	$72.68	$80.72
Quality Assurance Analyst – Associate	$66.87	$74.27
Chief Enterprise Architect	$162.28	$180.23
Lead Enterprise Architect	$115.94	$128.77
Senior IT Systems Solution Architect	$98.88	$109.81
Client/Server Network Architect	$99.52	$110.53
Software Architect	$105.07	$116.69
Systems Engineer - Senior	$103.81	$115.29
Systems Engineer - Intermediate	$88.06	$97.80
Systems Engineer - Associate	$66.48	$73.83
Network Engineer – Senior	$98.11	$108.96
Network Engineer – Intermediate	$88.30	$98.07
Network Engineer – Associate	$81.24	$90.22
Managed System Engineer - Senior	$81.66	$90.69
Managed Systems Engineer - Intermediate	$71.25	$79.13
Managed Systems Engineer - Associate	$60.84	$67.57
Applications Systems Analyst – Senior	$99.86	$110.90
Applications Systems Analyst – Intermediate	$90.87	$100.92
Applications Systems Analyst – Associate	$81.78	$90.83
Software Engineer – Senior	$106.18	$117.93
Software Engineer – Intermediate	$96.63	$107.31
Software Engineer – Associate	$86.00	$95.51
Applications Programmer – Senior	$101.29	$112.49
Applications Programmer – Intermediate	$91.16	$101.24
Applications Programmer – Associate	$83.87	$93.14
IT Certified Professional – Senior	$90.35	$100.34
IT Certified Professional –Intermediate	$84.03	$93.32
IT Certified Professional – Associate	$77.30	$85.85
Seat Management Administrator.	$91.92	$102.09
Configuration Management (CM) Specialist - Senior	$82.73	$91.88

Configuration Management (CM) Specialist - Intermediate	$72.80	$80.85
Configuration Management (CM) Specialist - Associate	$64.79	$71.96
Computer Operator – Senior	$46.46	$51.59
Computer Operator – Intermediate	$40.42	$44.89
Computer Operator – Associate	$35.57	$39.50
Distribution Operations Specialist – Senior	$70.84	$78.68
Distribution Operations Specialist – Intermediate	$63.05	$70.02
Distribution Operations Specialist - Associate	$56.11	$62.32
Information Assurance Engineer - Senior	$72.08	$80.05
Information Assurance Engineer - Intermediate	$65.59	$72.84
Information Assurance Engineer - Associate	$59.69	$66.29
Information Systems Auditor – Senior	$74.40	$82.63
Information Systems Auditor – Intermediate	$68.45	$76.02
Information Systems Auditor – Associate	$62.97	$69.93
Data Security Analyst – Senior	$78.40	$87.08
Data Security Analyst – Intermediate	$72.13	$80.11
Data Security Analyst – Associate	$66.36	$73.70
Disaster Recovery/COOP/Contingency Administrator	$80.25	$89.13
Information Security Specialist - Senior	$77.39	$85.95
Information Security Specialist - Intermediate	$63.46	$70.48
Information Security Specialist - Associate	$52.04	$57.79
IA Policy and Compliance Certified Professional – Senior	$74.36	$82.59
IA Policy and Compliance Certified Professional – Intermediate	$65.44	$72.68
IA Policy and Compliance Certified Professional – Associate	$57.59	$63.96
Cyber Operations Research Analyst – Senior	$87.45	$97.12
Cyber Operations Research Analyst – Intermediate	$74.33	$82.55
Cyber Operations Research Analyst – Associate	$63.18	$70.17
Cyber Operations Malware Analyst – Senior	$100.67	$111.81
Cyber Operations Malware Analyst – Intermediate	$86.58	$96.15
Cyber Operations Malware Analyst – Associate	$74.46	$82.69
Cyber Watch Operations Certified Analyst – Senior	$95.19	$105.72
Cyber Watch Operations Certified Analyst – Intermediate	$81.86	$90.92
Cyber Watch Operations Certified Analyst – Associate	$70.40	$78.19
Systems Administrator – Senior	$76.90	$85.41
Systems Administrator – Intermediate	$63.06	$70.04
Systems Administrator -Associate	$51.71	$57.43
Database Administrator	$89.69	$99.61
Database Analyst/Programmer – Senior	$83.24	$92.44
Database Analyst/Programmer – Intermediate	$73.25	$81.35
Database Analyst/Programmer – Associate	$64.46	$71.59
Advanced Database Analyst/Programmer - Senior	$91.77	$101.93
Advanced Database Analyst/Programmer - Intermediate	$78.01	$86.64
Advanced Database Analyst/Programmer – Associate	$66.31	$73.64
Database Librarian	$47.27	$52.49
Data Warehousing Project Manager	$104.00	$115.51
Data Architect	$88.20	$97.96
Data Warehouse Analyst	$66.53	$73.88
Data Warehousing Programmer	$84.37	$93.70
Data Warehousing Administrator	$81.24	$90.22
Help Desk Coordinator	$67.78	$75.27
Help Desk Support Service Specialist – Senior	$50.95	$56.59

Help Desk Support Service Specialist – Intermediate	$43.14	$47.91
Help Desk Support Service Specialist – Associate	$38.82	$43.12
PC Support Manager	$78.65	$87.34
PC Systems Specialist	$50.29	$55.86
PC Maintenance Technician	$34.65	$38.48
Web Project Manager	$73.13	$81.22
Web Designer - Senior	$67.25	$74.69
Web Designer - Intermediate	$58.51	$64.98
Web Designer - Associate	$50.90	$56.53
Web software Developer - Senior	$76.59	$85.06
Web software Developer - Intermediate	$68.93	$76.55
Web software Developer - Associate	$62.03	$68.90
Web Technical Administrator	$60.97	$67.72
Web Content Administrator	$52.37	$58.17
Network Administrator – Senior	$71.44	$79.34
Network Administrator – Intermediate	$64.29	$71.41
Network Administrator - Associate	$57.87	$64.27
Network Support Technician – Senior	$63.69	$70.73
Network Support Technician – Intermediate	$56.05	$62.24
Network Support Technician – Associate	$49.32	$54.77
Documentation Specialist – Senior	$60.85	$67.58
Documentation Specialist – Intermediate	$53.55	$59.47
Documentation Specialist –Associate	$47.12	$52.34
Technical Editor	$64.93	$72.11
CAD Specialist	$56.39	$62.63
Graphics Specialist	$43.61	$48.43
Draftsman – Senior	$78.32	$86.98
Draftsman – Intermediate	$71.27	$79.15
Draftsman - Associate	$64.14	$71.23
ERP Business Analyst – Senior	$81.37	$90.37
ERP Business Analyst – Intermediate	$66.72	$74.10
ERP Business Analyst – Associate	$54.71	$60.77
Business Systems Analyst – Senior	$85.40	$94.84
Business Systems Analyst – Intermediate	$70.03	$77.77
Business Systems Analyst – Associate	$57.42	$63.77
Information Systems Training Manager	$88.18	$97.93
Information Systems Training Specialist – Senior	$69.88	$77.60
Information Systems Training Specialist – Intermediate	$64.99	$72.17
Information Systems Training Specialist – Associate	$60.44	$67.12
Instructor Technical Training – Senior	$62.45	$69.36
Instructor Technical Training – Intermediate	$58.08	$64.50
Instructor Technical Training – Associate	$54.01	$59.99
Audio Visual Fabrication Engineer - Senior	$55.73	$61.89
Audio Visual Fabrication Engineer - Intermediate	$50.15	$55.70
Audio Visual Fabrication Engineer - Associate	$45.14	$50.13
Audio Visual Programmer - Senior	$83.68	$92.94
Audio Visual Programmer - Intermediate	$71.02	$78.87
Audio Visual Programmer - Associate	$63.91	$70.98

ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 2 (September 25, 2019 - September 24, 2020)		
Labor Category	**Government Site Hourly Rates**	**Contractor Site Hourly Rate**
Program Manager – Senior	$119.74	$132.98
Program Manager – Intermediate	$107.77	$119.69
Program Manager – Associate	$96.98	$107.72
Project Manager - Senior	$103.07	$114.47
Project Manager - Intermediate	$88.93	$98.76
Project Manager - Associate	$77.24	$85.78
Enterprise Architect	$95.57	$106.15
Business Analyst -- Functional	$72.32	$80.32
Business Analyst -- Technical	$47.75	$53.03
Project Administrator	$50.76	$56.37
Project Administrator - Associate	$45.56	$50.59
Facility Staff Support – Senior	$64.19	$71.29
Facility Staff Support – Intermediate	$52.44	$58.24
Facility Staff Support – Associate	$46.14	$51.25
Quality Assurance Manager– Senior	$86.06	$95.57
Quality Assurance Analyst – Intermediate	$74.86	$83.14
Quality Assurance Analyst – Associate	$68.88	$76.50
Chief Enterprise Architect	$167.15	$185.64
Lead Enterprise Architect	$119.42	$132.63
Senior IT Systems Solution Architect	$101.85	$113.10
Client/Server Network Architect	$102.51	$113.85
Software Architect	$108.22	$120.19
Systems Engineer - Senior	$106.92	$118.75
Systems Engineer - Intermediate	$90.70	$100.73
Systems Engineer - Associate	$68.47	$76.04
Network Engineer – Senior	$101.05	$112.23
Network Engineer – Intermediate	$90.95	$101.01
Network Engineer – Associate	$83.68	$92.93
Managed System Engineer - Senior	$84.11	$93.41
Managed Systems Engineer - Intermediate	$73.39	$81.50
Managed Systems Engineer - Associate	$62.67	$69.60
Applications Systems Analyst – Senior	$102.86	$114.23
Applications Systems Analyst – Intermediate	$93.60	$103.95
Applications Systems Analyst – Associate	$84.23	$93.55
Software Engineer – Senior	$109.37	$121.47
Software Engineer – Intermediate	$99.53	$110.53
Software Engineer – Associate	$88.58	$98.38
Applications Programmer – Senior	$104.33	$115.86
Applications Programmer – Intermediate	$93.89	$104.28
Applications Programmer – Associate	$86.39	$95.93
IT Certified Professional – Senior	$93.06	$103.35
IT Certified Professional –Intermediate	$86.55	$96.12
IT Certified Professional – Associate	$79.62	$88.43
Seat Management Administrator.	$94.68	$105.15
Configuration Management (CM) Specialist - Senior	$85.21	$94.64

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Configuration Management (CM) Specialist - Intermediate	$74.98	$83.28
Configuration Management (CM) Specialist - Associate	$66.73	$74.12
Computer Operator – Senior	$47.85	$53.14
Computer Operator – Intermediate	$41.63	$46.24
Computer Operator – Associate	$36.64	$40.69
Distribution Operations Specialist – Senior	$72.97	$81.04
Distribution Operations Specialist – Intermediate	$64.94	$72.12
Distribution Operations Specialist - Associate	$57.79	$64.19
Information Assurance Engineer - Senior	$74.24	$82.45
Information Assurance Engineer - Intermediate	$67.56	$75.03
Information Assurance Engineer - Associate	$61.48	$68.28
Information Systems Auditor – Senior	$76.63	$85.11
Information Systems Auditor – Intermediate	$70.50	$78.30
Information Systems Auditor – Associate	$64.86	$72.03
Data Security Analyst – Senior	$80.75	$89.69
Data Security Analyst – Intermediate	$74.29	$82.51
Data Security Analyst – Associate	$68.35	$75.91
Disaster Recovery/COOP/Contingency Administrator	$82.66	$91.80
Information Security Specialist - Senior	$79.71	$88.53
Information Security Specialist - Intermediate	$65.36	$72.59
Information Security Specialist - Associate	$53.60	$59.52
IA Policy and Compliance Certified Professional – Senior	$76.59	$85.07
IA Policy and Compliance Certified Professional – Intermediate	$67.40	$74.86
IA Policy and Compliance Certified Professional – Associate	$59.32	$65.88
Cyber Operations Research Analyst – Senior	$90.07	$100.03
Cyber Operations Research Analyst – Intermediate	$76.56	$85.03
Cyber Operations Research Analyst – Associate	$65.08	$72.28
Cyber Operations Malware Analyst – Senior	$103.69	$115.16
Cyber Operations Malware Analyst – Intermediate	$89.18	$99.03
Cyber Operations Malware Analyst – Associate	$76.69	$85.17
Cyber Watch Operations Certified Analyst – Senior	$98.05	$108.89
Cyber Watch Operations Certified Analyst – Intermediate	$84.32	$93.65
Cyber Watch Operations Certified Analyst – Associate	$72.51	$80.54
Systems Administrator – Senior	$79.21	$87.97
Systems Administrator – Intermediate	$64.95	$72.14
Systems Administrator -Associate	$53.26	$59.15
Database Administrator	$92.38	$102.60
Database Analyst/Programmer – Senior	$85.74	$95.21
Database Analyst/Programmer – Intermediate	$75.45	$83.79
Database Analyst/Programmer – Associate	$66.39	$73.74
Advanced Database Analyst/Programmer - Senior	$94.52	$104.99
Advanced Database Analyst/Programmer - Intermediate	$80.35	$89.24
Advanced Database Analyst/Programmer – Associate	$68.30	$75.85
Database Librarian	$48.69	$54.06
Data Warehousing Project Manager	$107.12	$118.98
Data Architect	$90.85	$100.90
Data Warehouse Analyst	$68.53	$76.10
Data Warehousing Programmer	$86.90	$96.51
Data Warehousing Administrator	$83.68	$92.93
Help Desk Coordinator	$69.81	$77.53
Help Desk Support Service Specialist – Senior	$52.48	$58.29

Help Desk Support Service Specialist – Intermediate	$44.43	$49.35
Help Desk Support Service Specialist – Associate	$39.98	$44.41
PC Support Manager	$81.01	$89.96
PC Systems Specialist	$51.80	$57.54
PC Maintenance Technician	$35.69	$39.63
Web Project Manager	$75.32	$83.66
Web Designer - Senior	$69.27	$76.93
Web Designer - Intermediate	$60.27	$66.93
Web Designer - Associate	$52.43	$58.23
Web software Developer - Senior	$78.89	$87.61
Web software Developer - Intermediate	$71.00	$78.85
Web software Developer - Associate	$63.89	$70.97
Web Technical Administrator	$62.80	$69.75
Web Content Administrator	$53.94	$59.92
Network Administrator – Senior	$73.58	$81.72
Network Administrator – Intermediate	$66.22	$73.55
Network Administrator - Associate	$59.61	$66.20
Network Support Technician – Senior	$65.60	$72.85
Network Support Technician – Intermediate	$57.73	$64.11
Network Support Technician – Associate	$50.80	$56.41
Documentation Specialist – Senior	$62.68	$69.61
Documentation Specialist – Intermediate	$55.16	$61.25
Documentation Specialist –Associate	$48.53	$53.91
Technical Editor	$66.88	$74.27
CAD Specialist	$58.08	$64.51
Graphics Specialist	$44.92	$49.88
Draftsman – Senior	$80.67	$89.59
Draftsman – Intermediate	$73.41	$81.52
Draftsman - Associate	$66.06	$73.37
ERP Business Analyst – Senior	$83.81	$93.08
ERP Business Analyst – Intermediate	$68.72	$76.32
ERP Business Analyst – Associate	$56.35	$62.59
Business Systems Analyst – Senior	$87.96	$97.69
Business Systems Analyst – Intermediate	$72.13	$80.10
Business Systems Analyst – Associate	$59.14	$65.68
Information Systems Training Manager	$90.83	$100.87
Information Systems Training Specialist – Senior	$71.98	$79.93
Information Systems Training Specialist – Intermediate	$66.94	$74.34
Information Systems Training Specialist – Associate	$62.25	$69.13
Instructor Technical Training – Senior	$64.32	$71.44
Instructor Technical Training – Intermediate	$59.82	$66.44
Instructor Technical Training – Associate	$55.63	$61.79
Audio Visual Fabrication Engineer - Senior	$57.40	$63.75
Audio Visual Fabrication Engineer - Intermediate	$51.65	$57.37
Audio Visual Fabrication Engineer - Associate	$46.49	$51.63
Audio Visual Programmer - Senior	$86.19	$95.73
Audio Visual Programmer - Intermediate	$73.15	$81.24
Audio Visual Programmer - Associate	$65.83	$73.11

ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 3 (September 25, 2020 - September 24, 2021)		
Labor Category	**Government Site Hourly Rates**	**Contractor Site Hourly Rate**
Program Manager – Senior	$123.33	$136.97
Program Manager – Intermediate	$111.00	$123.28
Program Manager – Associate	$99.89	$110.95
Project Manager - Senior	$106.16	$117.91
Project Manager - Intermediate	$91.60	$101.72
Project Manager - Associate	$79.56	$88.35
Enterprise Architect	$98.44	$109.34
Business Analyst -- Functional	$74.49	$82.73
Business Analyst -- Technical	$49.18	$54.63
Project Administrator	$52.28	$58.06
Project Administrator - Associate	$46.92	$52.11
Facility Staff Support – Senior	$66.12	$73.42
Facility Staff Support – Intermediate	$54.01	$59.98
Facility Staff Support – Associate	$47.53	$52.79
Quality Assurance Manager– Senior	$88.64	$98.44
Quality Assurance Analyst – Intermediate	$77.11	$85.64
Quality Assurance Analyst – Associate	$70.94	$78.79
Chief Enterprise Architect	$172.16	$191.21
Lead Enterprise Architect	$123.00	$136.61
Senior IT Systems Solution Architect	$104.90	$116.50
Client/Server Network Architect	$105.58	$117.26
Software Architect	$111.47	$123.80
Systems Engineer - Senior	$110.13	$122.31
Systems Engineer - Intermediate	$93.42	$103.76
Systems Engineer - Associate	$70.53	$78.33
Network Engineer – Senior	$104.08	$115.60
Network Engineer – Intermediate	$93.68	$104.04
Network Engineer – Associate	$86.19	$95.71
Managed System Engineer - Senior	$86.63	$96.21
Managed Systems Engineer - Intermediate	$75.59	$83.95
Managed Systems Engineer - Associate	$64.55	$71.69
Applications Systems Analyst – Senior	$105.94	$117.65
Applications Systems Analyst – Intermediate	$96.40	$107.07
Applications Systems Analyst – Associate	$86.76	$96.36
Software Engineer – Senior	$112.65	$125.11
Software Engineer – Intermediate	$102.51	$113.85
Software Engineer – Associate	$91.24	$101.33
Applications Programmer – Senior	$107.46	$119.34
Applications Programmer – Intermediate	$96.71	$107.41
Applications Programmer – Associate	$88.98	$98.81
IT Certified Professional – Senior	$95.85	$106.45
IT Certified Professional –Intermediate	$89.15	$99.00
IT Certified Professional – Associate	$82.01	$91.08
Seat Management Administrator.	$97.52	$108.31
Configuration Management (CM) Specialist - Senior	$87.77	$97.48
Configuration Management (CM) Specialist - Intermediate	$77.23	$85.77

Configuration Management (CM) Specialist - Associate	$68.74	$76.34
Computer Operator – Senior	$49.29	$54.73
Computer Operator – Intermediate	$42.88	$47.62
Computer Operator – Associate	$37.74	$41.91
Distribution Operations Specialist – Senior	$75.15	$83.47
Distribution Operations Specialist – Intermediate	$66.89	$74.28
Distribution Operations Specialist - Associate	$59.53	$66.12
Information Assurance Engineer - Senior	$76.47	$84.93
Information Assurance Engineer - Intermediate	$69.58	$77.28
Information Assurance Engineer - Associate	$63.33	$70.33
Information Systems Auditor – Senior	$78.93	$87.66
Information Systems Auditor – Intermediate	$72.62	$80.65
Information Systems Auditor – Associate	$66.80	$74.19
Data Security Analyst – Senior	$83.17	$92.38
Data Security Analyst – Intermediate	$76.52	$84.99
Data Security Analyst – Associate	$70.40	$78.19
Disaster Recovery/COOP/Contingency Administrator	$85.14	$94.56
Information Security Specialist - Senior	$82.10	$91.18
Information Security Specialist - Intermediate	$67.32	$74.77
Information Security Specialist - Associate	$55.21	$61.31
IA Policy and Compliance Certified Professional – Senior	$78.89	$87.62
IA Policy and Compliance Certified Professional – Intermediate	$69.43	$77.11
IA Policy and Compliance Certified Professional – Associate	$61.10	$67.86
Cyber Operations Research Analyst – Senior	$92.78	$103.03
Cyber Operations Research Analyst – Intermediate	$78.86	$87.58
Cyber Operations Research Analyst – Associate	$67.03	$74.44
Cyber Operations Malware Analyst – Senior	$106.80	$118.62
Cyber Operations Malware Analyst – Intermediate	$91.85	$102.01
Cyber Operations Malware Analyst – Associate	$78.99	$87.73
Cyber Watch Operations Certified Analyst – Senior	$100.99	$112.16
Cyber Watch Operations Certified Analyst – Intermediate	$86.85	$96.46
Cyber Watch Operations Certified Analyst – Associate	$74.69	$82.95
Systems Administrator – Senior	$81.58	$90.61
Systems Administrator – Intermediate	$66.90	$74.31
Systems Administrator -Associate	$54.86	$60.93
Database Administrator	$95.15	$105.68
Database Analyst/Programmer – Senior	$88.31	$98.07
Database Analyst/Programmer – Intermediate	$77.71	$86.30
Database Analyst/Programmer – Associate	$68.39	$75.95
Advanced Database Analyst/Programmer - Senior	$97.36	$108.14
Advanced Database Analyst/Programmer - Intermediate	$82.76	$91.92
Advanced Database Analyst/Programmer – Associate	$70.35	$78.12
Database Librarian	$50.15	$55.69
Data Warehousing Project Manager	$110.33	$122.54
Data Architect	$93.57	$103.93
Data Warehouse Analyst	$70.58	$78.38
Data Warehousing Programmer	$89.51	$99.41
Data Warehousing Administrator	$86.19	$95.71
Help Desk Coordinator	$71.91	$79.85
Help Desk Support Service Specialist – Senior	$54.05	$60.04
Help Desk Support Service Specialist – Intermediate	$45.77	$50.83

Help Desk Support Service Specialist – Associate	$41.18	$45.75
PC Support Manager	$83.44	$92.66
PC Systems Specialist	$53.35	$59.26
PC Maintenance Technician	$36.76	$40.82
Web Project Manager	$77.58	$86.17
Web Designer - Senior	$71.35	$79.24
Web Designer - Intermediate	$62.07	$68.94
Web Designer - Associate	$54.00	$59.97
Web software Developer - Senior	$81.25	$90.24
Web software Developer - Intermediate	$73.13	$81.21
Web software Developer - Associate	$65.81	$73.10
Web Technical Administrator	$64.68	$71.84
Web Content Administrator	$55.56	$61.71
Network Administrator – Senior	$75.79	$84.17
Network Administrator – Intermediate	$68.21	$75.76
Network Administrator - Associate	$61.39	$68.18
Network Support Technician – Senior	$67.57	$75.04
Network Support Technician – Intermediate	$59.46	$66.03
Network Support Technician – Associate	$52.32	$58.11
Documentation Specialist – Senior	$64.56	$71.70
Documentation Specialist – Intermediate	$56.81	$63.09
Documentation Specialist –Associate	$49.99	$55.53
Technical Editor	$68.88	$76.50
CAD Specialist	$59.82	$66.44
Graphics Specialist	$46.27	$51.38
Draftsman – Senior	$83.09	$92.28
Draftsman – Intermediate	$75.61	$83.97
Draftsman - Associate	$68.05	$75.57
ERP Business Analyst – Senior	$86.33	$95.87
ERP Business Analyst – Intermediate	$70.78	$78.61
ERP Business Analyst – Associate	$58.04	$64.47
Business Systems Analyst – Senior	$90.60	$100.62
Business Systems Analyst – Intermediate	$74.29	$82.51
Business Systems Analyst – Associate	$60.92	$67.65
Information Systems Training Manager	$93.55	$103.89
Information Systems Training Specialist – Senior	$74.14	$82.33
Information Systems Training Specialist – Intermediate	$68.95	$76.57
Information Systems Training Specialist – Associate	$64.12	$71.21
Instructor Technical Training – Senior	$66.25	$73.58
Instructor Technical Training – Intermediate	$61.62	$68.43
Instructor Technical Training – Associate	$57.30	$63.64
Audio Visual Fabrication Engineer - Senior	$59.12	$65.66
Audio Visual Fabrication Engineer - Intermediate	$53.20	$59.09
Audio Visual Fabrication Engineer - Associate	$47.89	$53.18
Audio Visual Programmer - Senior	$88.78	$98.60
Audio Visual Programmer - Intermediate	$75.35	$83.67
Audio Visual Programmer - Associate	$67.80	$75.30

ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 4 (September 25, 2021 - September 24, 2022)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	$127.03	$141.08
Program Manager – Intermediate	$114.33	$126.97
Program Manager – Associate	$102.89	$114.28
Project Manager - Senior	$109.35	$121.45
Project Manager - Intermediate	$94.35	$104.77
Project Manager - Associate	$81.94	$91.00
Enterprise Architect	$101.39	$112.62
Business Analyst -- Functional	$76.72	$85.21
Business Analyst -- Technical	$50.66	$56.26
Project Administrator	$53.85	$59.80
Project Administrator - Associate	$48.33	$53.67
Facility Staff Support – Senior	$68.10	$75.63
Facility Staff Support – Intermediate	$55.63	$61.78
Facility Staff Support – Associate	$48.95	$54.37
Quality Assurance Manager– Senior	$91.30	$101.39
Quality Assurance Analyst – Intermediate	$79.42	$88.20
Quality Assurance Analyst – Associate	$73.07	$81.16
Chief Enterprise Architect	$177.33	$196.94
Lead Enterprise Architect	$126.69	$140.71
Senior IT Systems Solution Architect	$108.05	$119.99
Client/Server Network Architect	$108.75	$120.78
Software Architect	$114.81	$127.51
Systems Engineer - Senior	$113.44	$125.98
Systems Engineer - Intermediate	$96.23	$106.87
Systems Engineer - Associate	$72.64	$80.68
Network Engineer – Senior	$107.21	$119.06
Network Engineer – Intermediate	$96.49	$107.16
Network Engineer – Associate	$88.77	$98.59
Managed System Engineer - Senior	$89.23	$99.10
Managed Systems Engineer - Intermediate	$77.86	$86.47
Managed Systems Engineer - Associate	$66.48	$73.84
Applications Systems Analyst – Senior	$109.12	$121.18
Applications Systems Analyst – Intermediate	$99.30	$110.28
Applications Systems Analyst – Associate	$89.36	$99.25
Software Engineer – Senior	$116.03	$128.87
Software Engineer – Intermediate	$105.59	$117.26
Software Engineer – Associate	$93.97	$104.37
Applications Programmer – Senior	$110.68	$122.92
Applications Programmer – Intermediate	$99.61	$110.63
Applications Programmer – Associate	$91.65	$101.78
IT Certified Professional – Senior	$98.73	$109.64
IT Certified Professional –Intermediate	$91.82	$101.97
IT Certified Professional – Associate	$84.47	$93.81
Seat Management Administrator.	$100.44	$111.56
Configuration Management (CM) Specialist - Senior	$90.40	$100.40
Configuration Management (CM) Specialist - Intermediate	$79.55	$88.35
Configuration Management (CM) Specialist - Associate	$70.80	$78.63

Computer Operator – Senior	$50.77	$56.37
Computer Operator – Intermediate	$44.17	$49.05
Computer Operator – Associate	$38.87	$43.16
Distribution Operations Specialist – Senior	$77.41	$85.98
Distribution Operations Specialist – Intermediate	$68.90	$76.51
Distribution Operations Specialist - Associate	$61.31	$68.10
Information Assurance Engineer - Senior	$78.76	$87.47
Information Assurance Engineer - Intermediate	$71.67	$79.59
Information Assurance Engineer - Associate	$65.22	$72.44
Information Systems Auditor – Senior	$81.30	$90.29
Information Systems Auditor – Intermediate	$74.80	$83.07
Information Systems Auditor – Associate	$68.81	$76.41
Data Security Analyst – Senior	$85.67	$95.15
Data Security Analyst – Intermediate	$78.82	$87.54
Data Security Analyst – Associate	$72.51	$80.53
Disaster Recovery/COOP/Contingency Administrator	$87.69	$97.39
Information Security Specialist - Senior	$84.57	$93.92
Information Security Specialist - Intermediate	$69.34	$77.02
Information Security Specialist - Associate	$56.87	$63.15
IA Policy and Compliance Certified Professional – Senior	$81.26	$90.25
IA Policy and Compliance Certified Professional – Intermediate	$71.51	$79.42
IA Policy and Compliance Certified Professional – Associate	$62.93	$69.89
Cyber Operations Research Analyst – Senior	$95.56	$106.13
Cyber Operations Research Analyst – Intermediate	$81.22	$90.20
Cyber Operations Research Analyst – Associate	$69.04	$76.68
Cyber Operations Malware Analyst – Senior	$110.00	$122.18
Cyber Operations Malware Analyst – Intermediate	$94.61	$105.07
Cyber Operations Malware Analyst – Associate	$81.36	$90.36
Cyber Watch Operations Certified Analyst – Senior	$104.02	$115.52
Cyber Watch Operations Certified Analyst – Intermediate	$89.45	$99.35
Cyber Watch Operations Certified Analyst – Associate	$76.93	$85.44
Systems Administrator – Senior	$84.03	$93.33
Systems Administrator – Intermediate	$68.91	$76.53
Systems Administrator -Associate	$56.50	$62.76
Database Administrator	$98.01	$108.85
Database Analyst/Programmer – Senior	$90.96	$101.01
Database Analyst/Programmer – Intermediate	$80.04	$88.89
Database Analyst/Programmer – Associate	$70.44	$78.23
Advanced Database Analyst/Programmer - Senior	$100.28	$111.38
Advanced Database Analyst/Programmer - Intermediate	$85.24	$94.67
Advanced Database Analyst/Programmer – Associate	$72.46	$80.47
Database Librarian	$51.65	$57.36
Data Warehousing Project Manager	$113.64	$126.22
Data Architect	$96.38	$107.04
Data Warehouse Analyst	$72.70	$80.73
Data Warehousing Programmer	$92.19	$102.39
Data Warehousing Administrator	$88.77	$98.59
Help Desk Coordinator	$74.07	$82.25
Help Desk Support Service Specialist – Senior	$55.67	$61.84
Help Desk Support Service Specialist – Intermediate	$47.14	$52.35
Help Desk Support Service Specialist – Associate	$42.42	$47.12

PC Support Manager	$85.94	$95.44
PC Systems Specialist	$54.95	$61.04
PC Maintenance Technician	$37.86	$42.05
Web Project Manager	$79.91	$88.75
Web Designer - Senior	$73.49	$81.62
Web Designer - Intermediate	$63.94	$71.01
Web Designer - Associate	$55.62	$61.77
Web software Developer - Senior	$83.69	$92.95
Web software Developer - Intermediate	$75.32	$83.65
Web software Developer - Associate	$67.78	$75.29
Web Technical Administrator	$66.62	$74.00
Web Content Administrator	$57.23	$63.56
Network Administrator – Senior	$78.06	$86.70
Network Administrator – Intermediate	$70.25	$78.03
Network Administrator - Associate	$63.24	$70.23
Network Support Technician – Senior	$69.60	$77.29
Network Support Technician – Intermediate	$61.25	$68.01
Network Support Technician – Associate	$53.89	$59.85
Documentation Specialist – Senior	$66.49	$73.85
Documentation Specialist – Intermediate	$58.52	$64.98
Documentation Specialist –Associate	$51.49	$57.19
Technical Editor	$70.95	$78.80
CAD Specialist	$61.62	$68.44
Graphics Specialist	$47.65	$52.92
Draftsman – Senior	$85.58	$95.05
Draftsman – Intermediate	$77.88	$86.49
Draftsman - Associate	$70.09	$77.83
ERP Business Analyst – Senior	$88.92	$98.75
ERP Business Analyst – Intermediate	$72.91	$80.97
ERP Business Analyst – Associate	$59.78	$66.41
Business Systems Analyst – Senior	$93.32	$103.63
Business Systems Analyst – Intermediate	$76.52	$84.98
Business Systems Analyst – Associate	$62.74	$69.68
Information Systems Training Manager	$96.36	$107.01
Information Systems Training Specialist – Senior	$76.36	$84.80
Information Systems Training Specialist – Intermediate	$71.02	$78.86
Information Systems Training Specialist – Associate	$66.04	$73.34
Instructor Technical Training – Senior	$68.24	$75.79
Instructor Technical Training – Intermediate	$63.47	$70.48
Instructor Technical Training – Associate	$59.02	$65.55
Audio Visual Fabrication Engineer - Senior	$60.90	$67.63
Audio Visual Fabrication Engineer - Intermediate	$54.80	$60.86
Audio Visual Fabrication Engineer - Associate	$49.33	$54.78
Audio Visual Programmer - Senior	$91.44	$101.56
Audio Visual Programmer - Intermediate	$77.61	$86.18
Audio Visual Programmer - Associate	$69.84	$77.56

ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 5 (September 25, 2022 - September 24, 2023)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	$130.84	$145.31
Program Manager – Intermediate	$117.76	$130.78
Program Manager – Associate	$105.98	$117.71
Project Manager - Senior	$112.63	$125.09
Project Manager - Intermediate	$97.18	$107.91
Project Manager - Associate	$84.40	$93.73
Enterprise Architect	$104.44	$115.99
Business Analyst -- Functional	$79.02	$87.77
Business Analyst -- Technical	$52.18	$57.95
Project Administrator	$55.47	$61.60
Project Administrator - Associate	$49.78	$55.28
Facility Staff Support – Senior	$70.14	$77.90
Facility Staff Support – Intermediate	$57.30	$63.64
Facility Staff Support – Associate	$50.42	$56.01
Quality Assurance Manager– Senior	$94.04	$104.44
Quality Assurance Analyst – Intermediate	$81.80	$90.85
Quality Assurance Analyst – Associate	$75.26	$83.59
Chief Enterprise Architect	$182.65	$202.85
Lead Enterprise Architect	$130.49	$144.93
Senior IT Systems Solution Architect	$111.29	$123.59
Client/Server Network Architect	$112.01	$124.40
Software Architect	$118.26	$131.34
Systems Engineer - Senior	$116.84	$129.76
Systems Engineer - Intermediate	$99.11	$110.07
Systems Engineer - Associate	$74.82	$83.10
Network Engineer – Senior	$110.42	$122.64
Network Engineer – Intermediate	$99.38	$110.38
Network Engineer – Associate	$91.44	$101.54
Managed System Engineer - Senior	$91.91	$102.07
Managed Systems Engineer - Intermediate	$80.19	$89.06
Managed Systems Engineer - Associate	$68.48	$76.05
Applications Systems Analyst – Senior	$112.39	$124.82
Applications Systems Analyst – Intermediate	$102.27	$113.59
Applications Systems Analyst – Associate	$92.04	$102.23
Software Engineer – Senior	$119.51	$132.73
Software Engineer – Intermediate	$108.76	$120.78
Software Engineer – Associate	$96.79	$107.50
Applications Programmer – Senior	$114.00	$126.61
Applications Programmer – Intermediate	$102.60	$113.95
Applications Programmer – Associate	$94.40	$104.83
IT Certified Professional – Senior	$101.69	$112.93
IT Certified Professional –Intermediate	$94.58	$105.03
IT Certified Professional – Associate	$87.00	$96.62
Seat Management Administrator.	$103.46	$114.90
Configuration Management (CM) Specialist - Senior	$93.11	$103.41
Configuration Management (CM) Specialist - Intermediate	$81.94	$91.00
Configuration Management (CM) Specialist - Associate	$72.92	$80.99

Computer Operator – Senior	$52.29	$58.06
Computer Operator – Intermediate	$45.49	$50.52
Computer Operator – Associate	$40.03	$44.46
Distribution Operations Specialist – Senior	$79.73	$88.56
Distribution Operations Specialist – Intermediate	$70.96	$78.81
Distribution Operations Specialist - Associate	$63.15	$70.14
Information Assurance Engineer - Senior	$81.13	$90.10
Information Assurance Engineer - Intermediate	$73.82	$81.98
Information Assurance Engineer - Associate	$67.18	$74.61
Information Systems Auditor – Senior	$83.74	$93.00
Information Systems Auditor – Intermediate	$77.04	$85.56
Information Systems Auditor – Associate	$70.87	$78.71
Data Security Analyst – Senior	$88.24	$98.01
Data Security Analyst – Intermediate	$81.18	$90.16
Data Security Analyst – Associate	$74.69	$82.95
Disaster Recovery/COOP/Contingency Administrator	$90.32	$100.32
Information Security Specialist - Senior	$87.10	$96.74
Information Security Specialist - Intermediate	$71.42	$79.33
Information Security Specialist - Associate	$58.57	$65.04
IA Policy and Compliance Certified Professional – Senior	$83.69	$92.96
IA Policy and Compliance Certified Professional – Intermediate	$73.65	$81.80
IA Policy and Compliance Certified Professional – Associate	$64.82	$71.99
Cyber Operations Research Analyst – Senior	$98.43	$109.31
Cyber Operations Research Analyst – Intermediate	$83.66	$92.91
Cyber Operations Research Analyst – Associate	$71.11	$78.98
Cyber Operations Malware Analyst – Senior	$113.30	$125.84
Cyber Operations Malware Analyst – Intermediate	$97.45	$108.22
Cyber Operations Malware Analyst – Associate	$83.81	$93.07
Cyber Watch Operations Certified Analyst – Senior	$107.14	$118.99
Cyber Watch Operations Certified Analyst – Intermediate	$92.13	$102.33
Cyber Watch Operations Certified Analyst – Associate	$79.24	$88.00
Systems Administrator – Senior	$86.55	$96.13
Systems Administrator – Intermediate	$70.97	$78.83
Systems Administrator -Associate	$58.20	$64.64
Database Administrator	$100.95	$112.11
Database Analyst/Programmer – Senior	$93.69	$104.04
Database Analyst/Programmer – Intermediate	$82.44	$91.56
Database Analyst/Programmer – Associate	$72.55	$80.58
Advanced Database Analyst/Programmer - Senior	$103.29	$114.72
Advanced Database Analyst/Programmer - Intermediate	$87.80	$97.51
Advanced Database Analyst/Programmer – Associate	$74.63	$82.88
Database Librarian	$53.20	$59.08
Data Warehousing Project Manager	$117.05	$130.01
Data Architect	$99.27	$110.25
Data Warehouse Analyst	$74.88	$83.15
Data Warehousing Programmer	$94.96	$105.46
Data Warehousing Administrator	$91.44	$101.54
Help Desk Coordinator	$76.29	$84.72
Help Desk Support Service Specialist – Senior	$57.34	$63.69
Help Desk Support Service Specialist – Intermediate	$48.55	$53.92
Help Desk Support Service Specialist – Associate	$43.69	$48.53

PC Support Manager	$88.52	$98.30
PC Systems Specialist	$56.60	$62.87
PC Maintenance Technician	$39.00	$43.31
Web Project Manager	$82.31	$91.41
Web Designer - Senior	$75.69	$84.06
Web Designer - Intermediate	$65.85	$73.14
Web Designer - Associate	$57.29	$63.63
Web software Developer - Senior	$86.20	$95.74
Web software Developer - Intermediate	$77.58	$86.16
Web software Developer - Associate	$69.82	$77.55
Web Technical Administrator	$68.62	$76.22
Web Content Administrator	$58.94	$65.47
Network Administrator – Senior	$80.41	$89.30
Network Administrator – Intermediate	$72.36	$80.37
Network Administrator - Associate	$65.13	$72.34
Network Support Technician – Senior	$71.68	$79.61
Network Support Technician – Intermediate	$63.08	$70.05
Network Support Technician – Associate	$55.51	$61.64
Documentation Specialist – Senior	$68.49	$76.06
Documentation Specialist – Intermediate	$60.27	$66.93
Documentation Specialist –Associate	$53.03	$58.91
Technical Editor	$73.08	$81.16
CAD Specialist	$63.47	$70.49
Graphics Specialist	$49.08	$54.51
Draftsman – Senior	$88.15	$97.90
Draftsman – Intermediate	$80.22	$89.08
Draftsman - Associate	$72.19	$80.17
ERP Business Analyst – Senior	$91.58	$101.71
ERP Business Analyst – Intermediate	$75.09	$83.40
ERP Business Analyst – Associate	$61.58	$68.40
Business Systems Analyst – Senior	$96.12	$106.74
Business Systems Analyst – Intermediate	$78.82	$87.53
Business Systems Analyst – Associate	$64.63	$71.77
Information Systems Training Manager	$99.25	$110.22
Information Systems Training Specialist – Senior	$78.65	$87.34
Information Systems Training Specialist – Intermediate	$73.15	$81.23
Information Systems Training Specialist – Associate	$68.03	$75.54
Instructor Technical Training – Senior	$70.29	$78.07
Instructor Technical Training – Intermediate	$65.37	$72.60
Instructor Technical Training – Associate	$60.79	$67.52
Audio Visual Fabrication Engineer - Senior	$62.72	$69.66
Audio Visual Fabrication Engineer - Intermediate	$56.44	$62.69
Audio Visual Fabrication Engineer - Associate	$50.81	$56.42
Audio Visual Programmer - Senior	$94.18	$104.60
Audio Visual Programmer - Intermediate	$79.93	$88.77
Audio Visual Programmer - Associate	$71.93	$79.89

ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 6 (September 25, 2023 - September 24, 2024)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	$134.77	$149.67
Program Manager – Intermediate	$121.29	$134.71
Program Manager – Associate	$109.16	$121.24
Project Manager - Senior	$116.01	$128.84
Project Manager - Intermediate	$100.09	$111.15
Project Manager - Associate	$86.93	$96.54
Enterprise Architect	$107.57	$119.47
Business Analyst -- Functional	$81.39	$90.40
Business Analyst -- Technical	$53.74	$59.69
Project Administrator	$57.13	$63.45
Project Administrator - Associate	$51.27	$56.94
Facility Staff Support – Senior	$72.25	$80.23
Facility Staff Support – Intermediate	$59.02	$65.55
Facility Staff Support – Associate	$51.94	$57.69
Quality Assurance Manager– Senior	$96.86	$107.57
Quality Assurance Analyst – Intermediate	$84.26	$93.58
Quality Assurance Analyst – Associate	$77.52	$86.10
Chief Enterprise Architect	$188.13	$208.94
Lead Enterprise Architect	$134.41	$149.28
Senior IT Systems Solution Architect	$114.63	$127.30
Client/Server Network Architect	$115.37	$128.13
Software Architect	$121.80	$135.28
Systems Engineer - Senior	$120.34	$133.65
Systems Engineer - Intermediate	$102.09	$113.38
Systems Engineer - Associate	$77.07	$85.59
Network Engineer – Senior	$113.74	$126.31
Network Engineer – Intermediate	$102.36	$113.69
Network Engineer – Associate	$94.18	$104.59
Managed System Engineer - Senior	$94.67	$105.13
Managed Systems Engineer - Intermediate	$82.60	$91.73
Managed Systems Engineer - Associate	$70.53	$78.33
Applications Systems Analyst – Senior	$115.77	$128.56
Applications Systems Analyst – Intermediate	$105.34	$116.99
Applications Systems Analyst – Associate	$94.81	$105.30
Software Engineer – Senior	$123.09	$136.71
Software Engineer – Intermediate	$112.02	$124.40
Software Engineer – Associate	$99.70	$110.72
Applications Programmer – Senior	$117.42	$130.41
Applications Programmer – Intermediate	$105.68	$117.36
Applications Programmer – Associate	$97.23	$107.97
IT Certified Professional – Senior	$104.74	$116.32
IT Certified Professional –Intermediate	$97.41	$108.18
IT Certified Professional – Associate	$89.61	$99.52
Seat Management Administrator.	$106.56	$118.35
Configuration Management (CM) Specialist - Senior	$95.91	$106.51
Configuration Management (CM) Specialist - Intermediate	$84.40	$93.73
Configuration Management (CM) Specialist - Associate	$75.11	$83.42

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Computer Operator – Senior	$53.86	$59.81
Computer Operator – Intermediate	$46.86	$52.04
Computer Operator – Associate	$41.24	$45.79
Distribution Operations Specialist – Senior	$82.12	$91.21
Distribution Operations Specialist – Intermediate	$73.09	$81.17
Distribution Operations Specialist - Associate	$65.05	$72.25
Information Assurance Engineer - Senior	$83.56	$92.80
Information Assurance Engineer - Intermediate	$76.04	$84.44
Information Assurance Engineer - Associate	$69.20	$76.85
Information Systems Auditor – Senior	$86.25	$95.79
Information Systems Auditor – Intermediate	$79.35	$88.13
Information Systems Auditor – Associate	$73.00	$81.07
Data Security Analyst – Senior	$90.89	$100.95
Data Security Analyst – Intermediate	$83.62	$92.87
Data Security Analyst – Associate	$76.93	$85.44
Disaster Recovery/COOP/Contingency Administrator	$93.03	$103.33
Information Security Specialist - Senior	$89.72	$99.64
Information Security Specialist - Intermediate	$73.57	$81.71
Information Security Specialist - Associate	$60.33	$66.99
IA Policy and Compliance Certified Professional – Senior	$86.20	$95.74
IA Policy and Compliance Certified Professional – Intermediate	$75.86	$84.26
IA Policy and Compliance Certified Professional – Associate	$66.76	$74.15
Cyber Operations Research Analyst – Senior	$101.38	$112.59
Cyber Operations Research Analyst – Intermediate	$86.17	$95.70
Cyber Operations Research Analyst – Associate	$73.24	$81.35
Cyber Operations Malware Analyst – Senior	$116.70	$129.62
Cyber Operations Malware Analyst – Intermediate	$100.37	$111.46
Cyber Operations Malware Analyst – Associate	$86.32	$95.86
Cyber Watch Operations Certified Analyst – Senior	$110.35	$122.56
Cyber Watch Operations Certified Analyst – Intermediate	$94.90	$105.40
Cyber Watch Operations Certified Analyst – Associate	$81.61	$90.64
Systems Administrator – Senior	$89.15	$99.01
Systems Administrator – Intermediate	$73.10	$81.20
Systems Administrator -Associate	$59.95	$66.58
Database Administrator	$103.98	$115.48
Database Analyst/Programmer – Senior	$96.50	$107.16
Database Analyst/Programmer – Intermediate	$84.92	$94.31
Database Analyst/Programmer – Associate	$74.73	$82.99
Advanced Database Analyst/Programmer - Senior	$106.39	$118.16
Advanced Database Analyst/Programmer - Intermediate	$90.43	$100.44
Advanced Database Analyst/Programmer – Associate	$76.87	$85.37
Database Librarian	$54.80	$60.85
Data Warehousing Project Manager	$120.56	$133.91
Data Architect	$102.25	$113.56
Data Warehouse Analyst	$77.13	$85.65
Data Warehousing Programmer	$97.81	$108.62
Data Warehousing Administrator	$94.18	$104.59
Help Desk Coordinator	$78.58	$87.26
Help Desk Support Service Specialist – Senior	$59.07	$65.60
Help Desk Support Service Specialist – Intermediate	$50.01	$55.54
Help Desk Support Service Specialist – Associate	$45.00	$49.99

PC Support Manager	$91.18	$101.25
PC Systems Specialist	$58.30	$64.76
PC Maintenance Technician	$40.17	$44.61
Web Project Manager	$84.78	$94.16
Web Designer - Senior	$77.96	$86.59
Web Designer - Intermediate	$67.83	$75.33
Web Designer - Associate	$59.01	$65.53
Web software Developer - Senior	$88.79	$98.61
Web software Developer - Intermediate	$79.91	$88.74
Web software Developer - Associate	$71.91	$79.87
Web Technical Administrator	$70.68	$78.51
Web Content Administrator	$60.71	$67.43
Network Administrator – Senior	$82.82	$91.98
Network Administrator – Intermediate	$74.53	$82.78
Network Administrator - Associate	$67.09	$74.51
Network Support Technician – Senior	$73.83	$82.00
Network Support Technician – Intermediate	$64.98	$72.15
Network Support Technician – Associate	$57.18	$63.49
Documentation Specialist – Senior	$70.54	$78.34
Documentation Specialist – Intermediate	$62.08	$68.94
Documentation Specialist –Associate	$54.62	$60.68
Technical Editor	$75.27	$83.60
CAD Specialist	$65.37	$72.61
Graphics Specialist	$50.56	$56.14
Draftsman – Senior	$90.79	$100.83
Draftsman – Intermediate	$82.62	$91.76
Draftsman - Associate	$74.36	$82.58
ERP Business Analyst – Senior	$94.33	$104.76
ERP Business Analyst – Intermediate	$77.35	$85.90
ERP Business Analyst – Associate	$63.42	$70.45
Business Systems Analyst – Senior	$99.00	$109.95
Business Systems Analyst – Intermediate	$81.18	$90.16
Business Systems Analyst – Associate	$66.57	$73.93
Information Systems Training Manager	$102.22	$113.53
Information Systems Training Specialist – Senior	$81.01	$89.96
Information Systems Training Specialist – Intermediate	$75.34	$83.66
Information Systems Training Specialist – Associate	$70.07	$77.81
Instructor Technical Training – Senior	$72.40	$80.41
Instructor Technical Training – Intermediate	$67.33	$74.77
Instructor Technical Training – Associate	$62.61	$69.54
Audio Visual Fabrication Engineer - Senior	$64.61	$71.75
Audio Visual Fabrication Engineer - Intermediate	$58.14	$64.57
Audio Visual Fabrication Engineer - Associate	$52.33	$58.11
Audio Visual Programmer - Senior	$97.01	$107.74
Audio Visual Programmer - Intermediate	$82.33	$91.43
Audio Visual Programmer - Associate	$74.09	$82.29

ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 7 (September 25, 2024 - September 24, 2025)		
Labor Category	**Government Site Hourly Rates**	**Contractor Site Hourly Rate**
Program Manager – Senior	$138.81	$154.16
Program Manager – Intermediate	$124.93	$138.75
Program Manager – Associate	$112.43	$124.87
Project Manager - Senior	$119.49	$132.71
Project Manager - Intermediate	$103.09	$114.49
Project Manager - Associate	$89.54	$99.44
Enterprise Architect	$110.80	$123.06
Business Analyst -- Functional	$83.83	$93.11
Business Analyst -- Technical	$55.36	$61.48
Project Administrator	$58.84	$65.35
Project Administrator - Associate	$52.81	$58.65
Facility Staff Support – Senior	$74.41	$82.64
Facility Staff Support – Intermediate	$60.79	$67.51
Facility Staff Support – Associate	$53.49	$59.42
Quality Assurance Manager– Senior	$99.76	$110.80
Quality Assurance Analyst – Intermediate	$86.78	$96.38
Quality Assurance Analyst – Associate	$79.85	$88.68
Chief Enterprise Architect	$193.77	$215.20
Lead Enterprise Architect	$138.44	$153.76
Senior IT Systems Solution Architect	$118.07	$131.12
Client/Server Network Architect	$118.83	$131.98
Software Architect	$125.46	$139.33
Systems Engineer - Senior	$123.95	$137.66
Systems Engineer - Intermediate	$105.15	$116.78
Systems Engineer - Associate	$79.38	$88.16
Network Engineer – Senior	$117.15	$130.10
Network Engineer – Intermediate	$105.43	$117.10
Network Engineer – Associate	$97.00	$107.73
Managed System Engineer - Senior	$97.51	$108.29
Managed Systems Engineer - Intermediate	$85.08	$94.49
Managed Systems Engineer - Associate	$72.65	$80.68
Applications Systems Analyst – Senior	$119.24	$132.42
Applications Systems Analyst – Intermediate	$108.50	$120.50
Applications Systems Analyst – Associate	$97.65	$108.46
Software Engineer – Senior	$126.78	$140.81
Software Engineer – Intermediate	$115.38	$128.13
Software Engineer – Associate	$102.69	$114.04
Applications Programmer – Senior	$120.95	$134.32
Applications Programmer – Intermediate	$108.85	$120.89
Applications Programmer – Associate	$100.15	$111.21
IT Certified Professional – Senior	$107.88	$119.81
IT Certified Professional –Intermediate	$100.34	$111.43
IT Certified Professional – Associate	$92.30	$102.51
Seat Management Administrator.	$109.76	$121.90
Configuration Management (CM) Specialist - Senior	$98.78	$109.71
Configuration Management (CM) Specialist - Intermediate	$86.93	$96.54

Configuration Management (CM) Specialist - Associate	$77.36	$85.92
Computer Operator – Senior	$55.48	$61.60
Computer Operator – Intermediate	$48.26	$53.60
Computer Operator – Associate	$42.47	$47.17
Distribution Operations Specialist – Senior	$84.59	$93.95
Distribution Operations Specialist – Intermediate	$75.28	$83.61
Distribution Operations Specialist - Associate	$67.00	$74.41
Information Assurance Engineer - Senior	$86.07	$95.58
Information Assurance Engineer - Intermediate	$78.32	$86.97
Information Assurance Engineer - Associate	$71.27	$79.15
Information Systems Auditor – Senior	$88.84	$98.66
Information Systems Auditor – Intermediate	$81.73	$90.77
Information Systems Auditor – Associate	$75.19	$83.50
Data Security Analyst – Senior	$93.61	$103.98
Data Security Analyst – Intermediate	$86.13	$95.66
Data Security Analyst – Associate	$79.24	$88.00
Disaster Recovery/COOP/Contingency Administrator	$95.82	$106.43
Information Security Specialist - Senior	$92.41	$102.63
Information Security Specialist - Intermediate	$75.77	$84.16
Information Security Specialist - Associate	$62.14	$69.00
IA Policy and Compliance Certified Professional – Senior	$88.79	$98.62
IA Policy and Compliance Certified Professional – Intermediate	$78.14	$86.78
IA Policy and Compliance Certified Professional – Associate	$68.77	$76.37
Cyber Operations Research Analyst – Senior	$104.42	$115.97
Cyber Operations Research Analyst – Intermediate	$88.75	$98.57
Cyber Operations Research Analyst – Associate	$75.44	$83.79
Cyber Operations Malware Analyst – Senior	$120.21	$133.51
Cyber Operations Malware Analyst – Intermediate	$103.38	$114.81
Cyber Operations Malware Analyst – Associate	$88.91	$98.74
Cyber Watch Operations Certified Analyst – Senior	$113.66	$126.24
Cyber Watch Operations Certified Analyst – Intermediate	$97.75	$108.56
Cyber Watch Operations Certified Analyst – Associate	$84.06	$93.36
Systems Administrator – Senior	$91.82	$101.98
Systems Administrator – Intermediate	$75.30	$83.63
Systems Administrator -Associate	$61.74	$68.57
Database Administrator	$107.09	$118.94
Database Analyst/Programmer – Senior	$99.39	$110.38
Database Analyst/Programmer – Intermediate	$87.46	$97.14
Database Analyst/Programmer – Associate	$76.97	$85.48
Advanced Database Analyst/Programmer - Senior	$109.58	$121.71
Advanced Database Analyst/Programmer - Intermediate	$93.15	$103.45
Advanced Database Analyst/Programmer – Associate	$79.18	$87.93
Database Librarian	$56.44	$62.68
Data Warehousing Project Manager	$124.18	$137.92
Data Architect	$105.32	$116.97
Data Warehouse Analyst	$79.44	$88.22
Data Warehousing Programmer	$100.74	$111.88
Data Warehousing Administrator	$97.00	$107.73
Help Desk Coordinator	$80.93	$89.88
Help Desk Support Service Specialist – Senior	$60.84	$67.57
Help Desk Support Service Specialist – Intermediate	$51.51	$57.21

Help Desk Support Service Specialist – Associate	$46.35	$51.49
PC Support Manager	$93.91	$104.29
PC Systems Specialist	$60.05	$66.70
PC Maintenance Technician	$41.37	$45.95
Web Project Manager	$87.32	$96.98
Web Designer - Senior	$80.30	$89.18
Web Designer - Intermediate	$69.86	$77.59
Web Designer - Associate	$60.78	$67.50
Web software Developer - Senior	$91.45	$101.57
Web software Developer - Intermediate	$82.31	$91.40
Web software Developer - Associate	$74.07	$82.27
Web Technical Administrator	$72.80	$80.86
Web Content Administrator	$62.53	$69.46
Network Administrator – Senior	$85.30	$94.74
Network Administrator – Intermediate	$76.77	$85.27
Network Administrator - Associate	$69.10	$76.74
Network Support Technician – Senior	$76.05	$84.46
Network Support Technician – Intermediate	$66.93	$74.32
Network Support Technician – Associate	$58.89	$65.40
Documentation Specialist – Senior	$72.66	$80.69
Documentation Specialist – Intermediate	$63.94	$71.01
Documentation Specialist –Associate	$56.26	$62.50
Technical Editor	$77.53	$86.10
CAD Specialist	$67.33	$74.78
Graphics Specialist	$52.07	$57.83
Draftsman – Senior	$93.52	$103.86
Draftsman – Intermediate	$85.10	$94.51
Draftsman - Associate	$76.59	$85.05
ERP Business Analyst – Senior	$97.16	$107.91
ERP Business Analyst – Intermediate	$79.67	$88.48
ERP Business Analyst – Associate	$65.33	$72.56
Business Systems Analyst – Senior	$101.97	$113.24
Business Systems Analyst – Intermediate	$83.62	$92.86
Business Systems Analyst – Associate	$68.56	$76.14
Information Systems Training Manager	$105.29	$116.93
Information Systems Training Specialist – Senior	$83.44	$92.66
Information Systems Training Specialist – Intermediate	$77.60	$86.17
Information Systems Training Specialist – Associate	$72.17	$80.14
Instructor Technical Training – Senior	$74.57	$82.82
Instructor Technical Training – Intermediate	$69.35	$77.02
Instructor Technical Training – Associate	$64.49	$71.63
Audio Visual Fabrication Engineer - Senior	$66.54	$73.90
Audio Visual Fabrication Engineer - Intermediate	$59.88	$66.51
Audio Visual Fabrication Engineer - Associate	$53.90	$59.86
Audio Visual Programmer - Senior	$99.92	$110.98
Audio Visual Programmer - Intermediate	$84.80	$94.17
Audio Visual Programmer - Associate	$76.31	$84.75

ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

TELESIS Corporation...Where We Exceed Expectations!
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Contract Year 8 (September 25, 2025 - September 24, 2026)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	$142.97	$158.79
Program Manager – Intermediate	$128.68	$142.91
Program Manager – Associate	$115.80	$128.62
Project Manager - Senior	$123.07	$136.69
Project Manager - Intermediate	$106.19	$117.92
Project Manager - Associate	$92.23	$102.42
Enterprise Architect	$114.12	$126.75
Business Analyst -- Functional	$86.35	$95.91
Business Analyst -- Technical	$57.02	$63.33
Project Administrator	$60.61	$67.31
Project Administrator - Associate	$54.40	$60.41
Facility Staff Support – Senior	$76.65	$85.12
Facility Staff Support – Intermediate	$62.61	$69.54
Facility Staff Support – Associate	$55.10	$61.20
Quality Assurance Manager– Senior	$102.76	$114.12
Quality Assurance Analyst – Intermediate	$89.39	$99.28
Quality Assurance Analyst – Associate	$82.24	$91.34
Chief Enterprise Architect	$199.58	$221.66
Lead Enterprise Architect	$142.59	$158.37
Senior IT Systems Solution Architect	$121.61	$135.05
Client/Server Network Architect	$122.40	$135.94
Software Architect	$129.22	$143.51
Systems Engineer - Senior	$127.67	$141.79
Systems Engineer - Intermediate	$108.30	$120.28
Systems Engineer - Associate	$81.76	$90.80
Network Engineer – Senior	$120.66	$134.01
Network Engineer – Intermediate	$108.60	$120.61
Network Engineer – Associate	$99.91	$110.96
Managed System Engineer - Senior	$100.43	$111.54
Managed Systems Engineer - Intermediate	$87.63	$97.32
Managed Systems Engineer - Associate	$74.83	$83.10
Applications Systems Analyst – Senior	$122.82	$136.39
Applications Systems Analyst – Intermediate	$111.76	$124.12
Applications Systems Analyst – Associate	$100.58	$111.71
Software Engineer – Senior	$130.59	$145.04
Software Engineer – Intermediate	$118.84	$131.98
Software Engineer – Associate	$105.77	$117.47
Applications Programmer – Senior	$124.57	$138.35
Applications Programmer – Intermediate	$112.12	$124.51
Applications Programmer – Associate	$103.15	$114.55
IT Certified Professional – Senior	$111.12	$123.41
IT Certified Professional –Intermediate	$103.35	$114.77
IT Certified Professional – Associate	$95.07	$105.58
Seat Management Administrator.	$113.05	$125.56
Configuration Management (CM) Specialist - Senior	$101.75	$113.00
Configuration Management (CM) Specialist - Intermediate	$89.53	$99.44
Configuration Management (CM) Specialist - Associate	$79.68	$88.50

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Computer Operator – Senior	$57.14	$63.45
Computer Operator – Intermediate	$49.71	$55.21
Computer Operator – Associate	$43.75	$48.58
Distribution Operations Specialist – Senior	$87.12	$96.77
Distribution Operations Specialist – Intermediate	$77.54	$86.12
Distribution Operations Specialist - Associate	$69.01	$76.65
Information Assurance Engineer - Senior	$88.65	$98.45
Information Assurance Engineer - Intermediate	$80.67	$89.58
Information Assurance Engineer - Associate	$73.41	$81.53
Information Systems Auditor – Senior	$91.50	$101.62
Information Systems Auditor – Intermediate	$84.18	$93.50
Information Systems Auditor – Associate	$77.45	$86.01
Data Security Analyst – Senior	$96.42	$107.10
Data Security Analyst – Intermediate	$88.71	$98.53
Data Security Analyst – Associate	$81.61	$90.64
Disaster Recovery/COOP/Contingency Administrator	$98.70	$109.62
Information Security Specialist - Senior	$95.18	$105.71
Information Security Specialist - Intermediate	$78.05	$86.68
Information Security Specialist - Associate	$64.00	$71.07
IA Policy and Compliance Certified Professional – Senior	$91.45	$101.58
IA Policy and Compliance Certified Professional – Intermediate	$80.48	$89.39
IA Policy and Compliance Certified Professional – Associate	$70.83	$78.66
Cyber Operations Research Analyst – Senior	$107.55	$119.45
Cyber Operations Research Analyst – Intermediate	$91.42	$101.53
Cyber Operations Research Analyst – Associate	$77.70	$86.30
Cyber Operations Malware Analyst – Senior	$123.81	$137.51
Cyber Operations Malware Analyst – Intermediate	$106.48	$118.25
Cyber Operations Malware Analyst – Associate	$91.58	$101.70
Cyber Watch Operations Certified Analyst – Senior	$117.07	$130.02
Cyber Watch Operations Certified Analyst – Intermediate	$100.68	$111.82
Cyber Watch Operations Certified Analyst – Associate	$86.58	$96.16
Systems Administrator – Senior	$94.58	$105.04
Systems Administrator – Intermediate	$77.56	$86.14
Systems Administrator -Associate	$63.60	$70.63
Database Administrator	$110.31	$122.51
Database Analyst/Programmer – Senior	$102.37	$113.69
Database Analyst/Programmer – Intermediate	$90.09	$100.05
Database Analyst/Programmer – Associate	$79.28	$88.05
Advanced Database Analyst/Programmer - Senior	$112.87	$125.36
Advanced Database Analyst/Programmer - Intermediate	$95.94	$106.56
Advanced Database Analyst/Programmer – Associate	$81.55	$90.57
Database Librarian	$58.14	$64.56
Data Warehousing Project Manager	$127.91	$142.06
Data Architect	$108.47	$120.48
Data Warehouse Analyst	$81.82	$90.86
Data Warehousing Programmer	$103.76	$115.24
Data Warehousing Administrator	$99.91	$110.96
Help Desk Coordinator	$83.36	$92.57
Help Desk Support Service Specialist – Senior	$62.66	$69.60
Help Desk Support Service Specialist – Intermediate	$53.06	$58.92
Help Desk Support Service Specialist – Associate	$47.74	$53.03

PC Support Manager	$96.73	$107.42
PC Systems Specialist	$61.85	$68.70
PC Maintenance Technician	$42.62	$47.33
Web Project Manager	$89.94	$99.89
Web Designer - Senior	$82.71	$91.86
Web Designer - Intermediate	$71.96	$79.92
Web Designer - Associate	$62.60	$69.52
Web software Developer - Senior	$94.20	$104.61
Web software Developer - Intermediate	$84.78	$94.15
Web software Developer - Associate	$76.29	$84.74
Web Technical Administrator	$74.99	$83.29
Web Content Administrator	$64.41	$71.54
Network Administrator – Senior	$87.86	$97.58
Network Administrator – Intermediate	$79.07	$87.83
Network Administrator - Associate	$71.17	$79.04
Network Support Technician – Senior	$78.33	$86.99
Network Support Technician – Intermediate	$68.93	$76.55
Network Support Technician – Associate	$60.66	$67.36
Documentation Specialist – Senior	$74.84	$83.11
Documentation Specialist – Intermediate	$65.86	$73.14
Documentation Specialist –Associate	$57.95	$64.37
Technical Editor	$79.86	$88.69
CAD Specialist	$69.35	$77.03
Graphics Specialist	$53.63	$59.56
Draftsman – Senior	$96.32	$106.97
Draftsman – Intermediate	$87.65	$97.34
Draftsman - Associate	$78.88	$87.60
ERP Business Analyst – Senior	$100.07	$111.14
ERP Business Analyst – Intermediate	$82.06	$91.13
ERP Business Analyst – Associate	$67.29	$74.74
Business Systems Analyst – Senior	$105.03	$116.64
Business Systems Analyst – Intermediate	$86.13	$95.65
Business Systems Analyst – Associate	$70.62	$78.43
Information Systems Training Manager	$108.45	$120.44
Information Systems Training Specialist – Senior	$85.94	$95.44
Information Systems Training Specialist – Intermediate	$79.93	$88.76
Information Systems Training Specialist – Associate	$74.33	$82.55
Instructor Technical Training – Senior	$76.81	$85.30
Instructor Technical Training – Intermediate	$71.43	$79.33
Instructor Technical Training – Associate	$66.43	$73.78
Audio Visual Fabrication Engineer - Senior	$68.54	$76.12
Audio Visual Fabrication Engineer - Intermediate	$61.68	$68.50
Audio Visual Fabrication Engineer - Associate	$55.52	$61.65
Audio Visual Programmer - Senior	$102.92	$114.30
Audio Visual Programmer - Intermediate	$87.35	$97.00
Audio Visual Programmer - Associate	$78.60	$87.30

ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 9 (September 25, 2026 - September 24, 2027)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	$147.26	$163.55
Program Manager – Intermediate	$132.54	$147.20
Program Manager – Associate	$119.28	$132.48
Project Manager - Senior	$126.77	$140.79
Project Manager - Intermediate	$109.37	$121.46
Project Manager - Associate	$95.00	$105.50
Enterprise Architect	$117.54	$130.55
Business Analyst -- Functional	$88.94	$98.78
Business Analyst -- Technical	$58.73	$65.23
Project Administrator	$62.43	$69.33
Project Administrator - Associate	$56.03	$62.22
Facility Staff Support – Senior	$78.95	$87.67
Facility Staff Support – Intermediate	$64.49	$71.62
Facility Staff Support – Associate	$56.75	$63.03
Quality Assurance Manager– Senior	$105.84	$117.54
Quality Assurance Analyst – Intermediate	$92.07	$102.25
Quality Assurance Analyst – Associate	$84.71	$94.08
Chief Enterprise Architect	$205.57	$228.31
Lead Enterprise Architect	$146.87	$163.12
Senior IT Systems Solution Architect	$125.26	$139.10
Client/Server Network Architect	$126.07	$140.02
Software Architect	$133.10	$147.82
Systems Engineer - Senior	$131.50	$146.05
Systems Engineer - Intermediate	$111.55	$123.89
Systems Engineer - Associate	$84.21	$93.53
Network Engineer – Senior	$124.28	$138.03
Network Engineer – Intermediate	$111.86	$124.23
Network Engineer – Associate	$102.91	$114.29
Managed System Engineer - Senior	$103.44	$114.88
Managed Systems Engineer - Intermediate	$90.26	$100.24
Managed Systems Engineer - Associate	$77.07	$85.60
Applications Systems Analyst – Senior	$126.50	$140.48
Applications Systems Analyst – Intermediate	$115.11	$127.84
Applications Systems Analyst – Associate	$103.60	$115.06
Software Engineer – Senior	$134.51	$149.39
Software Engineer – Intermediate	$122.41	$135.94
Software Engineer – Associate	$108.94	$120.99
Applications Programmer – Senior	$128.31	$142.50
Applications Programmer – Intermediate	$115.48	$128.25
Applications Programmer – Associate	$106.24	$117.99
IT Certified Professional – Senior	$114.45	$127.11
IT Certified Professional –Intermediate	$106.45	$118.21
IT Certified Professional – Associate	$97.92	$108.75
Seat Management Administrator.	$116.44	$129.32
Configuration Management (CM) Specialist - Senior	$104.80	$116.39
Configuration Management (CM) Specialist - Intermediate	$92.22	$102.42
Configuration Management (CM) Specialist - Associate	$82.07	$91.16

TELESIS Corporation...Where We Exceed Expectations!
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Computer Operator – Senior	$58.85	$65.35
Computer Operator – Intermediate	$51.20	$56.87
Computer Operator – Associate	$45.06	$50.04
Distribution Operations Specialist – Senior	$89.74	$99.67
Distribution Operations Specialist – Intermediate	$79.87	$88.70
Distribution Operations Specialist - Associate	$71.08	$78.95
Information Assurance Engineer - Senior	$91.31	$101.40
Information Assurance Engineer - Intermediate	$83.09	$92.27
Information Assurance Engineer - Associate	$75.61	$83.97
Information Systems Auditor – Senior	$94.25	$104.67
Information Systems Auditor – Intermediate	$86.71	$96.30
Information Systems Auditor – Associate	$79.77	$88.59
Data Security Analyst – Senior	$99.31	$110.31
Data Security Analyst – Intermediate	$91.37	$101.48
Data Security Analyst – Associate	$84.06	$93.36
Disaster Recovery/COOP/Contingency Administrator	$101.66	$112.91
Information Security Specialist - Senior	$98.04	$108.88
Information Security Specialist - Intermediate	$80.39	$89.28
Information Security Specialist - Associate	$65.92	$73.21
IA Policy and Compliance Certified Professional – Senior	$94.20	$104.62
IA Policy and Compliance Certified Professional – Intermediate	$82.90	$92.07
IA Policy and Compliance Certified Professional – Associate	$72.95	$81.02
Cyber Operations Research Analyst – Senior	$110.78	$123.03
Cyber Operations Research Analyst – Intermediate	$94.16	$104.57
Cyber Operations Research Analyst – Associate	$80.03	$88.89
Cyber Operations Malware Analyst – Senior	$127.53	$141.64
Cyber Operations Malware Analyst – Intermediate	$109.68	$121.80
Cyber Operations Malware Analyst – Associate	$94.32	$104.75
Cyber Watch Operations Certified Analyst – Senior	$120.58	$133.92
Cyber Watch Operations Certified Analyst – Intermediate	$103.70	$115.17
Cyber Watch Operations Certified Analyst – Associate	$89.18	$99.05
Systems Administrator – Senior	$97.41	$108.19
Systems Administrator – Intermediate	$79.88	$88.72
Systems Administrator -Associate	$65.50	$72.75
Database Administrator	$113.62	$126.18
Database Analyst/Programmer – Senior	$105.45	$117.10
Database Analyst/Programmer – Intermediate	$92.79	$103.05
Database Analyst/Programmer – Associate	$81.66	$90.69
Advanced Database Analyst/Programmer - Senior	$116.25	$129.12
Advanced Database Analyst/Programmer - Intermediate	$98.82	$109.75
Advanced Database Analyst/Programmer – Associate	$84.00	$93.28
Database Librarian	$59.88	$66.49
Data Warehousing Project Manager	$131.74	$146.32
Data Architect	$111.73	$124.09
Data Warehouse Analyst	$84.28	$93.59
Data Warehousing Programmer	$106.88	$118.70
Data Warehousing Administrator	$102.91	$114.29
Help Desk Coordinator	$85.86	$95.35
Help Desk Support Service Specialist – Senior	$64.54	$71.69
Help Desk Support Service Specialist – Intermediate	$54.65	$60.69
Help Desk Support Service Specialist – Associate	$49.18	$54.62

PC Support Manager	$99.63	$110.64
PC Systems Specialist	$63.71	$70.76
PC Maintenance Technician	$43.89	$48.75
Web Project Manager	$92.64	$102.89
Web Designer - Senior	$85.19	$94.62
Web Designer - Intermediate	$74.12	$82.31
Web Designer - Associate	$64.48	$71.61
Web software Developer - Senior	$97.02	$107.75
Web software Developer - Intermediate	$87.32	$96.97
Web software Developer - Associate	$78.58	$87.28
Web Technical Administrator	$77.23	$85.79
Web Content Administrator	$66.34	$73.69
Network Administrator – Senior	$90.50	$100.51
Network Administrator – Intermediate	$81.44	$90.46
Network Administrator - Associate	$73.31	$81.42
Network Support Technician – Senior	$80.68	$89.60
Network Support Technician – Intermediate	$71.00	$78.84
Network Support Technician – Associate	$62.48	$69.38
Documentation Specialist – Senior	$77.08	$85.61
Documentation Specialist – Intermediate	$67.84	$75.33
Documentation Specialist –Associate	$59.69	$66.30
Technical Editor	$82.25	$91.35
CAD Specialist	$71.43	$79.34
Graphics Specialist	$55.24	$61.35
Draftsman – Senior	$99.21	$110.18
Draftsman – Intermediate	$90.28	$100.26
Draftsman - Associate	$81.25	$90.23
ERP Business Analyst – Senior	$103.08	$114.48
ERP Business Analyst – Intermediate	$84.52	$93.87
ERP Business Analyst – Associate	$69.30	$76.98
Business Systems Analyst – Senior	$108.18	$120.14
Business Systems Analyst – Intermediate	$88.71	$98.52
Business Systems Analyst – Associate	$72.74	$80.78
Information Systems Training Manager	$111.70	$124.05
Information Systems Training Specialist – Senior	$88.52	$98.30
Information Systems Training Specialist – Intermediate	$82.33	$91.42
Information Systems Training Specialist – Associate	$76.56	$85.03
Instructor Technical Training – Senior	$79.11	$87.86
Instructor Technical Training – Intermediate	$73.57	$81.71
Instructor Technical Training – Associate	$68.42	$75.99
Audio Visual Fabrication Engineer - Senior	$70.60	$78.40
Audio Visual Fabrication Engineer - Intermediate	$63.53	$70.56
Audio Visual Fabrication Engineer - Associate	$57.18	$63.50
Audio Visual Programmer - Senior	$106.00	$117.73
Audio Visual Programmer - Intermediate	$89.97	$99.91
Audio Visual Programmer - Associate	$80.96	$89.92

ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%