



Consulting and Technical Services Plus (CATS+)  
Labor Rates

**Attachment F-A1- Labor Rate Schedule**

Record the fully loaded, all inclusive hourly labor rates chargeable during each contract year for the labor categories delineated and defined in Section 2.10 of the RFP

| #   | LABOR CATEGORY                                      | HOURLY LABOR RATES CONTRACT YEAR* |                            |                            |                            |                            |                            |                            |                            |                            |                             |                             |                             |
|-----|---|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|
|     |   | Year 1<br>Offeror<br>Price        | Year 2<br>Offeror<br>Price | Year 3<br>Offeror<br>Price | Year 4<br>Offeror<br>Price | Year 5<br>Offeror<br>Price | Year 6<br>Offeror<br>Price | Year 7<br>Offeror<br>Price | Year 8<br>Offeror<br>Price | Year 9<br>Offeror<br>Price | Year 10<br>Offeror<br>Price | Year 11<br>Offeror<br>Price | Year 12<br>Offeror<br>Price |
| 66  | Accountant, Cost (Senior)                           | \$ 184.38                         | \$ 188.07                  | \$ 191.83                  | \$ 195.67                  | \$ 200.56                  | \$ 205.57                  | \$ 210.71                  | \$ 215.98                  | \$ 222.46                  | \$ 229.13                   | \$ 236.00                   | \$ 243.08                   |
| 47  | Administrator, Systems                              | \$ 113.08                         | \$ 115.34                  | \$ 117.65                  | \$ 120.00                  | \$ 123.00                  | \$ 126.08                  | \$ 129.23                  | \$ 132.46                  | \$ 136.43                  | \$ 140.52                   | \$ 144.74                   | \$ 149.08                   |
| 5   | Analyst, Computer Software/Integration (Senior)     | \$ 97.17                          | \$ 99.11                   | \$ 101.09                  | \$ 103.11                  | \$ 105.69                  | \$ 108.33                  | \$ 111.04                  | \$ 113.82                  | \$ 117.23                  | \$ 120.75                   | \$ 124.37                   | \$ 128.10                   |
| 9   | Analyst, Computer Systems (Junior)                  | \$ 57.48                          | \$ 58.63                   | \$ 59.80                   | \$ 61.00                   | \$ 62.53                   | \$ 64.09                   | \$ 65.69                   | \$ 67.33                   | \$ 69.35                   | \$ 71.43                    | \$ 73.57                    | \$ 75.78                    |
| 8   | Analyst, Computer Systems (Senior)                  | \$ 89.78                          | \$ 91.58                   | \$ 93.41                   | \$ 95.28                   | \$ 97.66                   | \$ 100.10                  | \$ 102.60                  | \$ 105.17                  | \$ 108.33                  | \$ 111.58                   | \$ 114.93                   | \$ 118.38                   |
| 68  | Analyst, Financial                                  | \$ 128.33                         | \$ 130.90                  | \$ 133.52                  | \$ 136.19                  | \$ 139.59                  | \$ 143.08                  | \$ 146.66                  | \$ 150.33                  | \$ 154.84                  | \$ 159.49                   | \$ 164.27                   | \$ 169.20                   |
| 67  | Analyst, Financial (Senior)                         | \$ 142.18                         | \$ 145.02                  | \$ 147.92                  | \$ 150.88                  | \$ 154.65                  | \$ 158.52                  | \$ 162.48                  | \$ 166.54                  | \$ 171.54                  | \$ 176.69                   | \$ 181.99                   | \$ 187.45                   |
| 54  | Analyst, Research                                   | \$ 71.81                          | \$ 73.25                   | \$ 74.72                   | \$ 76.21                   | \$ 78.12                   | \$ 80.07                   | \$ 82.07                   | \$ 84.12                   | \$ 86.64                   | \$ 89.24                    | \$ 91.92                    | \$ 94.68                    |
| 37  | Analyst, Systems (Senior)                           | \$ 145.11                         | \$ 148.01                  | \$ 150.97                  | \$ 153.99                  | \$ 157.84                  | \$ 161.79                  | \$ 165.83                  | \$ 169.98                  | \$ 175.08                  | \$ 180.33                   | \$ 185.74                   | \$ 191.31                   |
| 17  | Application Developer, Advanced Technology          | \$ 143.93                         | \$ 146.81                  | \$ 149.75                  | \$ 152.75                  | \$ 156.57                  | \$ 160.48                  | \$ 164.49                  | \$ 168.60                  | \$ 173.66                  | \$ 178.87                   | \$ 184.24                   | \$ 189.77                   |
| 16  | Application Developer, Advanced Technology (Senior) | \$ 166.45                         | \$ 169.78                  | \$ 173.18                  | \$ 176.64                  | \$ 181.06                  | \$ 185.59                  | \$ 190.23                  | \$ 194.99                  | \$ 200.84                  | \$ 206.87                   | \$ 213.08                   | \$ 219.47                   |
| 11  | Applications Development Expert                     | \$ 174.29                         | \$ 177.78                  | \$ 181.34                  | \$ 184.97                  | \$ 189.59                  | \$ 194.33                  | \$ 199.19                  | \$ 204.17                  | \$ 210.30                  | \$ 216.61                   | \$ 223.11                   | \$ 229.80                   |
| 10  | Applications Programmer                             | \$ 145.11                         | \$ 148.01                  | \$ 150.97                  | \$ 153.99                  | \$ 157.84                  | \$ 161.79                  | \$ 165.83                  | \$ 169.98                  | \$ 175.08                  | \$ 180.33                   | \$ 185.74                   | \$ 191.31                   |
| 92  | Archeologist /Historic Preservation Specialist      | \$ 73.22                          | \$ 74.68                   | \$ 76.17                   | \$ 77.69                   | \$ 79.63                   | \$ 81.62                   | \$ 83.66                   | \$ 85.75                   | \$ 88.32                   | \$ 90.97                    | \$ 93.70                    | \$ 96.51                    |
| 40  | Architect, Application (Senior)                     | \$ 165.34                         | \$ 168.65                  | \$ 172.02                  | \$ 175.46                  | \$ 179.85                  | \$ 184.35                  | \$ 188.96                  | \$ 193.68                  | \$ 199.49                  | \$ 205.47                   | \$ 211.63                   | \$ 217.98                   |
| 38  | Architect, Information Technology (Senior)          | \$ 169.45                         | \$ 172.84                  | \$ 176.30                  | \$ 179.83                  | \$ 184.33                  | \$ 188.94                  | \$ 193.66                  | \$ 198.50                  | \$ 204.46                  | \$ 210.59                   | \$ 216.91                   | \$ 223.42                   |
| 61  | Architect, Internet/Web                             | \$ 119.42                         | \$ 121.81                  | \$ 124.25                  | \$ 126.74                  | \$ 129.91                  | \$ 133.16                  | \$ 136.49                  | \$ 139.90                  | \$ 144.10                  | \$ 148.42                   | \$ 152.87                   | \$ 157.46                   |
| 63  | Architect, Systems (Senior)                         | \$ 160.38                         | \$ 163.59                  | \$ 166.86                  | \$ 170.20                  | \$ 174.46                  | \$ 178.82                  | \$ 183.29                  | \$ 187.87                  | \$ 193.51                  | \$ 199.32                   | \$ 205.30                   | \$ 211.46                   |
| 64  | Architect, Systems Design                           | \$ 128.28                         | \$ 130.85                  | \$ 133.47                  | \$ 136.14                  | \$ 139.54                  | \$ 143.03                  | \$ 146.61                  | \$ 150.28                  | \$ 154.79                  | \$ 159.43                   | \$ 164.21                   | \$ 169.14                   |
| 93  | Architectural Historian                             | \$ 70.40                          | \$ 71.81                   | \$ 73.25                   | \$ 74.72                   | \$ 76.59                   | \$ 78.50                   | \$ 80.46                   | \$ 82.47                   | \$ 84.94                   | \$ 87.49                    | \$ 90.11                    | \$ 92.81                    |
| 110 | Audit Manager                                       | \$ 84.50                          | \$ 86.19                   | \$ 87.91                   | \$ 89.67                   | \$ 91.91                   | \$ 94.21                   | \$ 96.57                   | \$ 98.98                   | \$ 101.95                  | \$ 105.01                   | \$ 108.16                   | \$ 111.40                   |
| 111 | Audit Supervisor                                    | \$ 89.78                          | \$ 91.58                   | \$ 93.41                   | \$ 95.28                   | \$ 97.66                   | \$ 100.10                  | \$ 102.60                  | \$ 105.17                  | \$ 108.33                  | \$ 111.58                   | \$ 114.93                   | \$ 118.38                   |
| 69  | Auditor, IT (Senior)                                | \$ 103.28                         | \$ 105.35                  | \$ 107.46                  | \$ 109.61                  | \$ 112.35                  | \$ 115.16                  | \$ 118.04                  | \$ 120.99                  | \$ 124.62                  | \$ 128.36                   | \$ 132.21                   | \$ 136.18                   |
| 112 | Auditor, Lead                                       | \$ 97.64                          | \$ 99.59                   | \$ 101.58                  | \$ 103.61                  | \$ 106.20                  | \$ 108.86                  | \$ 111.58                  | \$ 114.37                  | \$ 117.80                  | \$ 121.33                   | \$ 124.97                   | \$ 128.72                   |
| 70  | Auditor (Senior)                                    | \$ 98.58                          | \$ 100.55                  | \$ 102.56                  | \$ 104.61                  | \$ 107.23                  | \$ 109.91                  | \$ 112.66                  | \$ 115.48                  | \$ 118.94                  | \$ 122.51                   | \$ 126.19                   | \$ 129.98                   |
| 113 | Auditor, Staff                                      | \$ 91.06                          | \$ 92.88                   | \$ 94.74                   | \$ 96.63                   | \$ 99.05                   | \$ 101.53                  | \$ 104.07                  | \$ 106.67                  | \$ 109.87                  | \$ 113.17                   | \$ 116.57                   | \$ 120.07                   |
| 72  | Business Process Consultant (Senior)                | \$ 111.97                         | \$ 114.21                  | \$ 116.49                  | \$ 118.82                  | \$ 121.79                  | \$ 124.83                  | \$ 127.95                  | \$ 131.15                  | \$ 135.08                  | \$ 139.13                   | \$ 143.30                   | \$ 147.60                   |
| 62  | Computer Graphics Illustrator                       | \$ 73.22                          | \$ 74.68                   | \$ 76.17                   | \$ 77.69                   | \$ 79.63                   | \$ 81.62                   | \$ 83.66                   | \$ 85.75                   | \$ 88.32                   | \$ 90.97                    | \$ 93.70                    | \$ 96.51                    |
| 34  | Computer Operations Center Specialist               | \$ 119.78                         | \$ 122.18                  | \$ 124.62                  | \$ 127.11                  | \$ 130.29                  | \$ 133.55                  | \$ 136.89                  | \$ 140.31                  | \$ 144.52                  | \$ 148.86                   | \$ 153.33                   | \$ 157.93                   |
| 35  | Computer Operations Research Analyst                | \$ 127.16                         | \$ 129.70                  | \$ 132.29                  | \$ 134.94                  | \$ 138.31                  | \$ 141.77                  | \$ 145.31                  | \$ 148.94                  | \$ 153.41                  | \$ 158.01                   | \$ 162.75                   | \$ 167.63                   |
| 42  | Computer Operator                                   | \$ 65.47                          | \$ 66.78                   | \$ 68.12                   | \$ 69.48                   | \$ 71.22                   | \$ 73.00                   | \$ 74.83                   | \$ 76.70                   | \$ 79.00                   | \$ 81.37                    | \$ 83.81                    | \$ 86.32                    |
| 41  | Computer Operator (Senior)                          | \$ 104.53                         | \$ 106.62                  | \$ 108.75                  | \$ 110.93                  | \$ 113.70                  | \$ 116.54                  | \$ 119.45                  | \$ 122.44                  | \$ 126.11                  | \$ 129.89                   | \$ 133.79                   | \$ 137.80                   |
| 15  | Computer Programmer (Junior)                        | \$ 104.06                         | \$ 106.14                  | \$ 108.26                  | \$ 110.43                  | \$ 113.19                  | \$ 116.02                  | \$ 118.92                  | \$ 121.89                  | \$ 125.55                  | \$ 129.32                   | \$ 133.20                   | \$ 137.20                   |
| 14  | Computer Programmer (Senior)                        | \$ 148.04                         | \$ 151.00                  | \$ 154.02                  | \$ 157.10                  | \$ 161.03                  | \$ 165.06                  | \$ 169.19                  | \$ 173.42                  | \$ 178.62                  | \$ 183.98                   | \$ 189.50                   | \$ 195.19                   |
| 7   | Computer Specialist                                 | \$ 135.96                         | \$ 138.68                  | \$ 141.45                  | \$ 144.28                  | \$ 147.89                  | \$ 151.59                  | \$ 155.38                  | \$ 159.26                  | \$ 164.04                  | \$ 168.96                   | \$ 174.03                   | \$ 179.25                   |
| 6   | Computer Specialist (Senior)                        | \$ 144.78                         | \$ 147.68                  | \$ 150.63                  | \$ 153.64                  | \$ 157.48                  | \$ 161.42                  | \$ 165.46                  | \$ 169.60                  | \$ 174.69                  | \$ 179.93                   | \$ 185.33                   | \$ 190.89                   |
| 13  | Computer Systems Programmer                         | \$ 151.82                         | \$ 154.86                  | \$ 157.96                  | \$ 161.12                  | \$ 165.15                  | \$ 169.28                  | \$ 173.51                  | \$ 177.85                  | \$ 183.19                  | \$ 188.69                   | \$ 194.35                   | \$ 200.18                   |
| 12  | Computer Systems Programmer (Senior)                | \$ 165.66                         | \$ 168.97                  | \$ 172.35                  | \$ 175.80                  | \$ 180.20                  | \$ 184.71                  | \$ 189.33                  | \$ 194.06                  | \$ 199.88                  | \$ 205.88                   | \$ 212.06                   | \$ 218.42                   |
| 23  | Database Management Specialist (Junior)             | \$ 73.22                          | \$ 74.68                   | \$ 76.17                   | \$ 77.69                   | \$ 79.63                   | \$ 81.62                   | \$ 83.66                   | \$ 85.75                   | \$ 88.32                   | \$ 90.97                    | \$ 93.70                    | \$ 96.51                    |

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Consulting and Technical Services Plus (CATS+)  
Labor Rates

**Attachment F-A1- Labor Rate Schedule**

Record the fully loaded, all inclusive hourly labor rates chargeable during each contract year for the labor categories delineated and defined in Section 2.10 of the RFP

| #   | LABOR CATEGORY                                    | HOURLY LABOR RATES CONTRACT YEAR* |           |           |           |           |           |           |           |           |           |           |           |
|-----|---|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|     |   | Year 1                            | Year 2    | Year 3    | Year 4    | Year 5    | Year 6    | Year 7    | Year 8    | Year 9    | Year 10   | Year 11   | Year 12   |
| 22  | Database Management Specialist (Senior)           | \$ 143.60                         | \$ 146.47 | \$ 149.40 | \$ 152.39 | \$ 156.20 | \$ 160.11 | \$ 164.11 | \$ 168.21 | \$ 173.26 | \$ 178.46 | \$ 183.81 | \$ 189.32 |
| 21  | Database Manager                                  | \$ 154.50                         | \$ 157.59 | \$ 160.74 | \$ 163.95 | \$ 168.05 | \$ 172.25 | \$ 176.56 | \$ 180.97 | \$ 186.40 | \$ 191.99 | \$ 197.75 | \$ 203.68 |
| 55  | Documentation Specialist                          | \$ 76.04                          | \$ 77.56  | \$ 79.11  | \$ 80.69  | \$ 82.71  | \$ 84.78  | \$ 86.90  | \$ 89.07  | \$ 91.74  | \$ 94.49  | \$ 97.32  | \$ 100.24 |
| 97  | Electrician, Journeyman                           | \$ 53.37                          | \$ 54.44  | \$ 55.53  | \$ 56.64  | \$ 58.06  | \$ 59.51  | \$ 61.00  | \$ 62.53  | \$ 64.41  | \$ 66.34  | \$ 68.33  | \$ 70.38  |
| 96  | Electrician, Licensed Master                      | \$ 68.52                          | \$ 69.89  | \$ 71.29  | \$ 72.72  | \$ 74.54  | \$ 76.40  | \$ 78.31  | \$ 80.27  | \$ 82.68  | \$ 85.16  | \$ 87.71  | \$ 90.34  |
| 99  | Electricians Helper                               | \$ 45.03                          | \$ 45.93  | \$ 46.85  | \$ 47.79  | \$ 48.98  | \$ 50.20  | \$ 51.46  | \$ 52.75  | \$ 54.33  | \$ 55.96  | \$ 57.64  | \$ 59.37  |
| 101 | Engineer, Facility Operations                     | \$ 65.70                          | \$ 67.01  | \$ 68.35  | \$ 69.72  | \$ 71.46  | \$ 73.25  | \$ 75.08  | \$ 76.96  | \$ 79.27  | \$ 81.65  | \$ 84.10  | \$ 86.62  |
| 19  | Engineer, Information                             | \$ 79.21                          | \$ 80.79  | \$ 82.41  | \$ 84.06  | \$ 86.16  | \$ 88.31  | \$ 90.52  | \$ 92.78  | \$ 95.56  | \$ 98.43  | \$ 101.38 | \$ 104.42 |
| 18  | Engineer, Information (Senior)                    | \$ 87.66                          | \$ 89.41  | \$ 91.20  | \$ 93.02  | \$ 95.35  | \$ 97.73  | \$ 100.17 | \$ 102.67 | \$ 105.75 | \$ 108.92 | \$ 112.19 | \$ 115.56 |
| 52  | Engineer, Information Security                    | \$ 95.07                          | \$ 96.97  | \$ 98.91  | \$ 100.89 | \$ 103.41 | \$ 106.00 | \$ 108.65 | \$ 111.37 | \$ 114.71 | \$ 118.15 | \$ 121.69 | \$ 125.34 |
| 33  | Engineer, Interdisciplinary                       | \$ 86.37                          | \$ 88.10  | \$ 89.86  | \$ 91.66  | \$ 93.95  | \$ 96.30  | \$ 98.71  | \$ 101.18 | \$ 104.22 | \$ 107.35 | \$ 110.57 | \$ 113.89 |
| 32  | Engineer, Interdisciplinary (Senior)              | \$ 91.06                          | \$ 92.88  | \$ 94.74  | \$ 96.63  | \$ 99.05  | \$ 101.53 | \$ 104.07 | \$ 106.67 | \$ 109.87 | \$ 113.17 | \$ 116.57 | \$ 120.07 |
| 82  | Engineer, Network (Junior)                        | \$ 55.84                          | \$ 56.96  | \$ 58.10  | \$ 59.26  | \$ 60.74  | \$ 62.26  | \$ 63.82  | \$ 65.42  | \$ 67.38  | \$ 69.40  | \$ 71.48  | \$ 73.62  |
| 81  | Engineer, Network (Senior)                        | \$ 84.50                          | \$ 86.19  | \$ 87.91  | \$ 89.67  | \$ 91.91  | \$ 94.21  | \$ 96.57  | \$ 98.98  | \$ 101.95 | \$ 105.01 | \$ 108.16 | \$ 111.40 |
| 86  | Engineer, Network Security                        | \$ 90.12                          | \$ 91.92  | \$ 93.76  | \$ 95.64  | \$ 98.03  | \$ 100.48 | \$ 102.99 | \$ 105.56 | \$ 108.73 | \$ 111.99 | \$ 115.35 | \$ 118.81 |
| 95  | Engineer, Radio Frequency                         | \$ 103.51                         | \$ 105.58 | \$ 107.69 | \$ 109.84 | \$ 112.59 | \$ 115.40 | \$ 118.29 | \$ 121.25 | \$ 124.89 | \$ 128.64 | \$ 132.50 | \$ 136.48 |
| 31  | Engineer, Software                                | \$ 81.68                          | \$ 83.31  | \$ 84.98  | \$ 86.68  | \$ 88.85  | \$ 91.07  | \$ 93.35  | \$ 95.68  | \$ 98.55  | \$ 101.51 | \$ 104.56 | \$ 107.70 |
| 101 | Engineer, Stationary                              | \$ 75.10                          | \$ 76.60  | \$ 78.13  | \$ 79.69  | \$ 81.68  | \$ 83.72  | \$ 85.81  | \$ 87.96  | \$ 90.60  | \$ 93.32  | \$ 96.12  | \$ 99.00  |
| 30  | Engineer, Systems                                 | \$ 100.34                         | \$ 102.35 | \$ 104.40 | \$ 106.49 | \$ 109.15 | \$ 111.88 | \$ 114.68 | \$ 117.55 | \$ 121.08 | \$ 124.71 | \$ 128.45 | \$ 132.30 |
| 29  | Engineer, Systems (Senior)                        | \$ 109.86                         | \$ 112.06 | \$ 114.30 | \$ 116.59 | \$ 119.50 | \$ 122.49 | \$ 125.55 | \$ 128.69 | \$ 132.55 | \$ 136.53 | \$ 140.63 | \$ 144.85 |
| 65  | Engineer, Systems Design                          | \$ 108.79                         | \$ 110.97 | \$ 113.19 | \$ 115.45 | \$ 118.34 | \$ 121.30 | \$ 124.33 | \$ 127.44 | \$ 131.26 | \$ 135.20 | \$ 139.26 | \$ 143.44 |
| 99  | Facilities Engineering Manager                    | \$ 105.63                         | \$ 107.74 | \$ 109.89 | \$ 112.09 | \$ 114.89 | \$ 117.76 | \$ 120.70 | \$ 123.72 | \$ 127.43 | \$ 131.25 | \$ 135.19 | \$ 139.25 |
| 105 | Facilities Specialist Level I                     | \$ 73.92                          | \$ 75.40  | \$ 76.91  | \$ 78.45  | \$ 80.41  | \$ 82.42  | \$ 84.48  | \$ 86.59  | \$ 89.19  | \$ 91.87  | \$ 94.63  | \$ 97.47  |
| 104 | Facilities Specialist Level II                    | \$ 82.38                          | \$ 84.03  | \$ 85.71  | \$ 87.42  | \$ 89.61  | \$ 91.85  | \$ 94.15  | \$ 96.50  | \$ 99.40  | \$ 102.38 | \$ 105.45 | \$ 108.61 |
| 103 | Facilities Specialist Level III                   | \$ 88.72                          | \$ 90.49  | \$ 92.30  | \$ 94.15  | \$ 96.50  | \$ 98.91  | \$ 101.38 | \$ 103.91 | \$ 107.03 | \$ 110.24 | \$ 113.55 | \$ 116.96 |
| 102 | Facilities Specialist, Lead                       | \$ 102.45                         | \$ 104.50 | \$ 106.59 | \$ 108.72 | \$ 111.44 | \$ 114.23 | \$ 117.09 | \$ 120.02 | \$ 123.62 | \$ 127.33 | \$ 131.15 | \$ 135.08 |
| 106 | Facility Operations Supervisor                    | \$ 110.91                         | \$ 113.13 | \$ 115.39 | \$ 117.70 | \$ 120.64 | \$ 123.66 | \$ 126.75 | \$ 129.92 | \$ 133.82 | \$ 137.83 | \$ 141.96 | \$ 146.22 |
| 90  | Geographic Information Systems (GIS) Analyst      | \$ 63.82                          | \$ 65.10  | \$ 66.40  | \$ 67.73  | \$ 69.42  | \$ 71.16  | \$ 72.94  | \$ 74.76  | \$ 77.00  | \$ 79.31  | \$ 81.69  | \$ 84.14  |
| 91  | Geographic Information Systems Specialist         | \$ 77.92                          | \$ 79.48  | \$ 81.07  | \$ 82.69  | \$ 84.76  | \$ 86.88  | \$ 89.05  | \$ 91.28  | \$ 94.02  | \$ 96.84  | \$ 99.75  | \$ 102.74 |
| 88  | Geographic Information Systems Technician I       | \$ 54.43                          | \$ 55.52  | \$ 56.63  | \$ 57.76  | \$ 59.20  | \$ 60.68  | \$ 62.20  | \$ 63.76  | \$ 65.67  | \$ 67.64  | \$ 69.67  | \$ 71.76  |
| 87  | Geographic Information Systems Technician II      | \$ 61.01                          | \$ 62.23  | \$ 63.47  | \$ 64.74  | \$ 66.36  | \$ 68.02  | \$ 69.72  | \$ 71.46  | \$ 73.60  | \$ 75.81  | \$ 78.08  | \$ 80.42  |
| 89  | Geographic Information Systems Technician Trainee | \$ 42.68                          | \$ 43.53  | \$ 44.40  | \$ 45.29  | \$ 46.42  | \$ 47.58  | \$ 48.77  | \$ 49.99  | \$ 51.49  | \$ 53.03  | \$ 54.62  | \$ 56.26  |
|     | GeoSpatial Web Developer (Mid-level)              | \$ 69.46                          | \$ 70.85  | \$ 72.27  | \$ 73.72  | \$ 75.56  | \$ 77.45  | \$ 79.39  | \$ 81.37  | \$ 83.81  | \$ 86.32  | \$ 88.91  | \$ 91.58  |
|     | GeoSpatial Web Developer (Senior)                 | \$ 92.95                          | \$ 94.81  | \$ 96.71  | \$ 98.64  | \$ 101.11 | \$ 103.64 | \$ 106.23 | \$ 108.89 | \$ 112.16 | \$ 115.52 | \$ 118.99 | \$ 122.56 |
| 73  | Group Facilitator (Senior)                        | \$ 84.50                          | \$ 86.19  | \$ 87.91  | \$ 89.67  | \$ 91.91  | \$ 94.21  | \$ 96.57  | \$ 98.98  | \$ 101.95 | \$ 105.01 | \$ 108.16 | \$ 111.40 |
| 44  | Help Desk Manager                                 | \$ 71.81                          | \$ 73.25  | \$ 74.72  | \$ 76.21  | \$ 78.12  | \$ 80.07  | \$ 82.07  | \$ 84.12  | \$ 86.64  | \$ 89.24  | \$ 91.92  | \$ 94.68  |
| 46  | Help Desk Specialist (Junior)                     | \$ 51.62                          | \$ 52.65  | \$ 53.70  | \$ 54.77  | \$ 56.14  | \$ 57.54  | \$ 58.98  | \$ 60.45  | \$ 62.26  | \$ 64.13  | \$ 66.05  | \$ 68.03  |
| 45  | Help Desk Specialist (Senior)                     | \$ 64.76                          | \$ 66.06  | \$ 67.38  | \$ 68.73  | \$ 70.45  | \$ 72.21  | \$ 74.02  | \$ 75.87  | \$ 78.15  | \$ 80.49  | \$ 82.90  | \$ 85.39  |
| 60  | Internet/Intranet Site Developer (Junior)         | \$ 82.38                          | \$ 84.03  | \$ 85.71  | \$ 87.42  | \$ 89.61  | \$ 91.85  | \$ 94.15  | \$ 96.50  | \$ 99.40  | \$ 102.38 | \$ 105.45 | \$ 108.61 |
| 59  | Internet/Intranet Site Developer (Senior)         | \$ 139.81                         | \$ 142.61 | \$ 145.46 | \$ 148.37 | \$ 152.08 | \$ 155.88 | \$ 159.78 | \$ 163.77 | \$ 168.68 | \$ 173.74 | \$ 178.95 | \$ 184.32 |
| 20  | IT Professional (Senior)                          | \$ 155.09                         | \$ 158.19 | \$ 161.35 | \$ 164.58 | \$ 168.69 | \$ 172.91 | \$ 177.23 | \$ 181.66 | \$ 187.11 | \$ 192.72 | \$ 198.50 | \$ 204.46 |



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Record the fully loaded, all inclusive hourly labor rates chargeable during each contract year for the labor categories delineated and defined in Section 2.10 of the RFP

| #   | LABOR CATEGORY                           | HOURLY LABOR RATES CONTRACT YEAR* |           |           |           |           |           |           |           |           |           |           |           |
|-----|--|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|     |  | Year 1                            | Year 2    | Year 3    | Year 4    | Year 5    | Year 6    | Year 7    | Year 8    | Year 9    | Year 10   | Year 11   | Year 12   |
| 75  | Market Research Consultant (Senior)      | \$ 69.81                          | \$ 71.21  | \$ 72.63  | \$ 74.08  | \$ 75.93  | \$ 77.83  | \$ 79.78  | \$ 81.77  | \$ 84.22  | \$ 86.75  | \$ 89.35  | \$ 92.03  |
| 74  | Marketing Consultant (Senior)            | \$ 73.92                          | \$ 75.40  | \$ 76.91  | \$ 78.45  | \$ 80.41  | \$ 82.42  | \$ 84.48  | \$ 86.59  | \$ 89.19  | \$ 91.87  | \$ 94.63  | \$ 97.47  |
| 83  | Network Administrator                    | \$ 61.59                          | \$ 62.82  | \$ 64.08  | \$ 65.36  | \$ 66.99  | \$ 68.66  | \$ 70.38  | \$ 72.14  | \$ 74.30  | \$ 76.53  | \$ 78.83  | \$ 81.19  |
| 80  | Network Manager                          | \$ 94.00                          | \$ 95.88  | \$ 97.80  | \$ 99.76  | \$ 102.25 | \$ 104.81 | \$ 107.43 | \$ 110.12 | \$ 113.42 | \$ 116.82 | \$ 120.32 | \$ 123.93 |
| 85  | Network Technician (Junior)              | \$ 53.37                          | \$ 54.44  | \$ 55.53  | \$ 56.64  | \$ 58.06  | \$ 59.51  | \$ 61.00  | \$ 62.53  | \$ 64.41  | \$ 66.34  | \$ 68.33  | \$ 70.38  |
| 84  | Network Technician (Senior)              | \$ 78.86                          | \$ 80.44  | \$ 82.05  | \$ 83.69  | \$ 85.78  | \$ 87.92  | \$ 90.12  | \$ 92.37  | \$ 95.14  | \$ 97.99  | \$ 100.93 | \$ 103.96 |
| 43  | Office Automation Specialist             | \$ 75.10                          | \$ 76.60  | \$ 78.13  | \$ 79.69  | \$ 81.68  | \$ 83.72  | \$ 85.81  | \$ 87.96  | \$ 90.60  | \$ 93.32  | \$ 96.12  | \$ 99.00  |
| 36  | Operations Research Analyst (Senior)     | \$ 86.61                          | \$ 88.34  | \$ 90.11  | \$ 91.91  | \$ 94.21  | \$ 96.57  | \$ 98.98  | \$ 101.45 | \$ 104.49 | \$ 107.62 | \$ 110.85 | \$ 114.18 |
| 108 | Operator Level I                         | \$ 57.48                          | \$ 58.63  | \$ 59.80  | \$ 61.00  | \$ 62.53  | \$ 64.09  | \$ 65.69  | \$ 67.33  | \$ 69.35  | \$ 71.43  | \$ 73.57  | \$ 75.78  |
| 107 | Operator Level II                        | \$ 73.22                          | \$ 74.68  | \$ 76.17  | \$ 77.69  | \$ 79.63  | \$ 81.62  | \$ 83.66  | \$ 85.75  | \$ 88.32  | \$ 90.97  | \$ 93.70  | \$ 96.51  |
| 109 | Photographer                             | \$ 59.13                          | \$ 60.31  | \$ 61.52  | \$ 62.75  | \$ 64.32  | \$ 65.93  | \$ 67.58  | \$ 69.27  | \$ 71.35  | \$ 73.49  | \$ 75.69  | \$ 77.96  |
| 39  | Planner, Information Technology (Senior) | \$ 121.48                         | \$ 123.91 | \$ 126.39 | \$ 128.92 | \$ 132.14 | \$ 135.44 | \$ 138.83 | \$ 142.30 | \$ 146.57 | \$ 150.97 | \$ 155.50 | \$ 160.17 |
| 58  | Program Administration Specialist        | \$ 86.37                          | \$ 88.10  | \$ 89.86  | \$ 91.66  | \$ 93.95  | \$ 96.30  | \$ 98.71  | \$ 101.18 | \$ 104.22 | \$ 107.35 | \$ 110.57 | \$ 113.89 |
| 1   | Program Manager                          | \$ 199.91                         | \$ 203.91 | \$ 207.99 | \$ 212.15 | \$ 217.45 | \$ 222.89 | \$ 228.46 | \$ 234.17 | \$ 241.20 | \$ 248.44 | \$ 255.89 | \$ 263.57 |
| 57  | Project Control Specialist               | \$ 129.77                         | \$ 132.37 | \$ 135.02 | \$ 137.72 | \$ 141.16 | \$ 144.69 | \$ 148.31 | \$ 152.02 | \$ 156.58 | \$ 161.28 | \$ 166.12 | \$ 171.10 |
| 2   | Project Manager                          | \$ 135.23                         | \$ 137.93 | \$ 140.69 | \$ 143.50 | \$ 147.09 | \$ 150.77 | \$ 154.54 | \$ 158.40 | \$ 163.15 | \$ 168.04 | \$ 173.08 | \$ 178.27 |
| 25  | Quality Assurance Consultant (Senior)    | \$ 148.50                         | \$ 151.47 | \$ 154.50 | \$ 157.59 | \$ 161.53 | \$ 165.57 | \$ 169.71 | \$ 173.95 | \$ 179.17 | \$ 184.55 | \$ 190.09 | \$ 195.79 |
| 24  | Quality Assurance Manager                | \$ 143.60                         | \$ 146.47 | \$ 149.40 | \$ 152.39 | \$ 156.20 | \$ 160.11 | \$ 164.11 | \$ 168.21 | \$ 173.26 | \$ 178.46 | \$ 183.81 | \$ 189.32 |
| 26  | Quality Assurance Specialist             | \$ 140.66                         | \$ 143.47 | \$ 146.34 | \$ 149.27 | \$ 153.00 | \$ 156.83 | \$ 160.75 | \$ 164.77 | \$ 169.71 | \$ 174.80 | \$ 180.04 | \$ 185.44 |
| 71  | Risk Assessment Consultant (Senior)      | \$ 162.40                         | \$ 165.65 | \$ 168.96 | \$ 172.34 | \$ 176.65 | \$ 181.07 | \$ 185.60 | \$ 190.24 | \$ 195.95 | \$ 201.83 | \$ 207.88 | \$ 214.12 |
| 49  | Security, Computer Systems Specialist    | \$ 150.98                         | \$ 154.00 | \$ 157.08 | \$ 160.22 | \$ 164.23 | \$ 168.34 | \$ 172.55 | \$ 176.86 | \$ 182.17 | \$ 187.64 | \$ 193.27 | \$ 199.07 |
| 50  | Security, Data Specialist                | \$ 160.64                         | \$ 163.85 | \$ 167.13 | \$ 170.47 | \$ 174.73 | \$ 179.10 | \$ 183.58 | \$ 188.17 | \$ 193.82 | \$ 199.63 | \$ 205.62 | \$ 211.79 |
| 4   | Subject Matter Expert                    | \$ 178.80                         | \$ 182.38 | \$ 186.03 | \$ 189.75 | \$ 194.49 | \$ 199.35 | \$ 204.33 | \$ 209.44 | \$ 215.72 | \$ 222.19 | \$ 228.86 | \$ 235.73 |
| 3   | Subject Matter Expert (Senior)           | \$ 249.52                         | \$ 254.51 | \$ 259.60 | \$ 264.79 | \$ 271.41 | \$ 278.20 | \$ 285.16 | \$ 292.29 | \$ 301.06 | \$ 310.09 | \$ 319.39 | \$ 328.97 |
| 94  | Systems Analyst, Wireless                | \$ 148.04                         | \$ 151.00 | \$ 154.02 | \$ 157.10 | \$ 161.03 | \$ 165.06 | \$ 169.19 | \$ 173.42 | \$ 178.62 | \$ 183.98 | \$ 189.50 | \$ 195.19 |
| 53  | System Security Research Analyst         | \$ 149.81                         | \$ 152.81 | \$ 155.87 | \$ 158.99 | \$ 162.96 | \$ 167.03 | \$ 171.21 | \$ 175.49 | \$ 180.75 | \$ 186.17 | \$ 191.76 | \$ 197.51 |
| 51  | Systems Security Specialist              | \$ 157.71                         | \$ 160.86 | \$ 164.08 | \$ 167.36 | \$ 171.54 | \$ 175.83 | \$ 180.23 | \$ 184.74 | \$ 190.28 | \$ 195.99 | \$ 201.87 | \$ 207.93 |
| 48  | Systems Security Specialist (Senior)     | \$ 163.58                         | \$ 166.85 | \$ 170.19 | \$ 173.59 | \$ 177.93 | \$ 182.38 | \$ 186.94 | \$ 191.61 | \$ 197.36 | \$ 203.28 | \$ 209.38 | \$ 215.66 |
| 78  | Telecommunications Consultant (Senior)   | \$ 190.10                         | \$ 193.90 | \$ 197.78 | \$ 201.74 | \$ 206.78 | \$ 211.95 | \$ 217.25 | \$ 222.68 | \$ 229.36 | \$ 236.24 | \$ 243.33 | \$ 250.63 |
| 77  | Telecommunications Engineer              | \$ 146.87                         | \$ 149.81 | \$ 152.81 | \$ 155.87 | \$ 159.77 | \$ 163.76 | \$ 167.85 | \$ 172.05 | \$ 177.21 | \$ 182.53 | \$ 188.01 | \$ 193.65 |
| 76  | Telecommunications Engineer (Senior)     | \$ 162.40                         | \$ 165.65 | \$ 168.96 | \$ 172.34 | \$ 176.65 | \$ 181.07 | \$ 185.60 | \$ 190.24 | \$ 195.95 | \$ 201.83 | \$ 207.88 | \$ 214.12 |
| 79  | Telecommunications, System Analyst       | \$ 148.63                         | \$ 151.60 | \$ 154.63 | \$ 157.72 | \$ 161.66 | \$ 165.70 | \$ 169.84 | \$ 174.09 | \$ 179.31 | \$ 184.69 | \$ 190.23 | \$ 195.94 |
| 27  | Testing Specialist                       | \$ 133.03                         | \$ 135.69 | \$ 138.40 | \$ 141.17 | \$ 144.70 | \$ 148.32 | \$ 152.03 | \$ 155.83 | \$ 160.50 | \$ 165.32 | \$ 170.28 | \$ 175.39 |
| 28  | Training Specialist/Instructor           | \$ 97.17                          | \$ 99.11  | \$ 101.09 | \$ 103.11 | \$ 105.69 | \$ 108.33 | \$ 111.04 | \$ 113.82 | \$ 117.23 | \$ 120.75 | \$ 124.37 | \$ 128.10 |
| 56  | Writer/Editor, Technical                 | \$ 95.07                          | \$ 96.97  | \$ 98.91  | \$ 100.89 | \$ 103.41 | \$ 106.00 | \$ 108.65 | \$ 111.37 | \$ 114.71 | \$ 118.15 | \$ 121.69 | \$ 125.34 |

\* Contract year one begins on the date of contract award and continues for one year, contract year two begins one year after contract award and continues one year, etc.