

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 2.12 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 | Year 13 | Year 14 | Year 15 |
| | | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price |
| 66 | Accountant, Cost (Senior) | \$ 108.16 | \$ 111.40 | \$ 114.75 | \$ 118.19 | \$ 121.73 | \$ 125.39 | \$ 129.15 | \$ 133.02 | \$ 137.01 | \$ 141.12 | \$ 145.36 | \$ 149.72 | \$ 154.21 | \$ 158.84 | \$ 163.60 |
| 47 | Administrator, Systems | \$ 71.75 | \$ 73.90 | \$ 76.12 | \$ 78.40 | \$ 80.75 | \$ 83.17 | \$ 85.67 | \$ 88.24 | \$ 90.89 | \$ 93.61 | \$ 96.42 | \$ 99.31 | \$ 102.29 | \$ 105.36 | \$ 108.52 |
| 5 | Analyst, Computer Software/Integration (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 9 | Analyst, Computer Systems (Junior) | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 8 | Analyst, Computer Systems (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 68 | Analyst, Financial | \$ 90.06 | \$ 92.76 | \$ 95.54 | \$ 98.41 | \$ 101.36 | \$ 104.40 | \$ 107.54 | \$ 110.76 | \$ 114.08 | \$ 117.51 | \$ 121.03 | \$ 124.66 | \$ 128.40 | \$ 132.26 | \$ 136.22 |
| 67 | Analyst, Financial (Senior) | \$ 108.16 | \$ 111.40 | \$ 114.75 | \$ 118.19 | \$ 121.73 | \$ 125.39 | \$ 129.15 | \$ 133.02 | \$ 137.01 | \$ 141.12 | \$ 145.36 | \$ 149.72 | \$ 154.21 | \$ 158.84 | \$ 163.60 |
| 54 | Analyst, Research | \$ 62.59 | \$ 64.47 | \$ 66.40 | \$ 68.39 | \$ 70.45 | \$ 72.56 | \$ 74.74 | \$ 76.98 | \$ 79.29 | \$ 81.67 | \$ 84.12 | \$ 86.64 | \$ 89.24 | \$ 91.91 | \$ 94.67 |
| 37 | Analyst, Systems (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 17 | Application Developer, Advanced Technology | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 16 | Application Developer, Advanced Technology (Senior) | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 11 | Applications Development Expert | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 10 | Applications Programmer | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 92 | Archeologist /Historic Preservation Specialist | \$ 87.24 | \$ 89.85 | \$ 92.55 | \$ 95.33 | \$ 98.19 | \$ 101.13 | \$ 104.16 | \$ 107.29 | \$ 110.51 | \$ 113.82 | \$ 117.24 | \$ 120.76 | \$ 124.38 | \$ 128.11 | \$ 131.95 |
| 40 | Architect, Application (Senior) | \$ 142.52 | \$ 146.80 | \$ 151.20 | \$ 155.74 | \$ 160.41 | \$ 165.22 | \$ 170.18 | \$ 175.28 | \$ 180.54 | \$ 185.96 | \$ 191.53 | \$ 197.28 | \$ 203.20 | \$ 209.30 | \$ 215.57 |
| 38 | Architect, Information Technology (Senior) | \$ 142.52 | \$ 146.80 | \$ 151.20 | \$ 155.74 | \$ 160.41 | \$ 165.22 | \$ 170.18 | \$ 175.28 | \$ 180.54 | \$ 185.96 | \$ 191.53 | \$ 197.28 | \$ 203.20 | \$ 209.30 | \$ 215.57 |
| 61 | Architect, Internet/Web | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 63 | Architect, Systems (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 64 | Architect, Systems Design | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 93 | Architectural Historian | \$ 63.24 | \$ 65.14 | \$ 67.09 | \$ 69.11 | \$ 71.18 | \$ 73.31 | \$ 75.51 | \$ 77.78 | \$ 80.11 | \$ 82.52 | \$ 84.99 | \$ 87.54 | \$ 90.17 | \$ 92.87 | \$ 95.66 |
| 110 | Audit Manager | \$ 90.06 | \$ 92.76 | \$ 95.54 | \$ 98.41 | \$ 101.36 | \$ 104.40 | \$ 107.54 | \$ 110.76 | \$ 114.08 | \$ 117.51 | \$ 121.03 | \$ 124.66 | \$ 128.40 | \$ 132.26 | \$ 136.22 |
| 111 | Audit Supervisor | \$ 75.12 | \$ 77.37 | \$ 79.69 | \$ 82.08 | \$ 84.54 | \$ 87.08 | \$ 89.69 | \$ 92.38 | \$ 95.15 | \$ 98.01 | \$ 100.95 | \$ 103.98 | \$ 107.10 | \$ 110.31 | \$ 113.62 |
| 69 | Auditor, IT (Senior) | \$ 129.75 | \$ 133.64 | \$ 137.65 | \$ 141.78 | \$ 146.03 | \$ 150.41 | \$ 154.92 | \$ 159.57 | \$ 164.36 | \$ 169.29 | \$ 174.37 | \$ 179.60 | \$ 184.99 | \$ 190.54 | \$ 196.25 |
| 112 | Auditor, Lead | \$ 75.12 | \$ 77.37 | \$ 79.69 | \$ 82.08 | \$ 84.54 | \$ 87.08 | \$ 89.69 | \$ 92.38 | \$ 95.15 | \$ 98.01 | \$ 100.95 | \$ 103.98 | \$ 107.10 | \$ 110.31 | \$ 113.62 |
| 70 | Auditor (Senior) | \$ 129.75 | \$ 133.64 | \$ 137.65 | \$ 141.78 | \$ 146.03 | \$ 150.41 | \$ 154.92 | \$ 159.57 | \$ 164.36 | \$ 169.29 | \$ 174.37 | \$ 179.60 | \$ 184.99 | \$ 190.54 | \$ 196.25 |
| 113 | Auditor, Staff | \$ 62.68 | \$ 64.57 | \$ 66.50 | \$ 68.50 | \$ 70.55 | \$ 72.67 | \$ 74.85 | \$ 77.09 | \$ 79.41 | \$ 81.79 | \$ 84.24 | \$ 86.77 | \$ 89.37 | \$ 92.05 | \$ 94.82 |
| 72 | Business Process Consultant (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 62 | Computer Graphics Illustrator | \$ 62.59 | \$ 64.47 | \$ 66.40 | \$ 68.39 | \$ 70.45 | \$ 72.56 | \$ 74.74 | \$ 76.98 | \$ 79.29 | \$ 81.67 | \$ 84.12 | \$ 86.64 | \$ 89.24 | \$ 91.91 | \$ 94.67 |
| 34 | Computer Operations Center Specialist | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 35 | Computer Operations Research Analyst | \$ 59.33 | \$ 61.11 | \$ 62.94 | \$ 64.83 | \$ 66.77 | \$ 68.78 | \$ 70.84 | \$ 72.97 | \$ 75.15 | \$ 77.41 | \$ 79.73 | \$ 82.12 | \$ 84.59 | \$ 87.12 | \$ 89.74 |
| 42 | Computer Operator | \$ 65.21 | \$ 67.17 | \$ 69.18 | \$ 71.26 | \$ 73.40 | \$ 75.60 | \$ 77.87 | \$ 80.20 | \$ 82.61 | \$ 85.09 | \$ 87.64 | \$ 90.27 | \$ 92.97 | \$ 95.76 | \$ 98.64 |

COMPANY NAME: Koniag Services
ADDRESS:3104 Lord Baltimore Drive Suite 202
Baltimore, MD 21244

SIGNATURE

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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 2.12 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 | Year 13 | Year 14 | Year 15 |
| | | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price |
| 41 | Computer Operator (Senior) | \$ 71.75 | \$ 73.90 | \$ 76.12 | \$ 78.40 | \$ 80.75 | \$ 83.17 | \$ 85.67 | \$ 88.24 | \$ 90.89 | \$ 93.61 | \$ 96.42 | \$ 99.31 | \$ 102.29 | \$ 105.36 | \$ 108.52 |
| 15 | Computer Programmer (Junior) | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 14 | Computer Programmer (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 7 | Computer Specialist | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 6 | Computer Specialist (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 13 | Computer Systems Programmer | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 12 | Computer Systems Programmer (Senior) | \$ 163.88 | \$ 168.80 | \$ 173.86 | \$ 179.08 | \$ 184.45 | \$ 189.98 | \$ 195.68 | \$ 201.55 | \$ 207.60 | \$ 213.83 | \$ 220.24 | \$ 226.85 | \$ 233.66 | \$ 240.67 | \$ 247.89 |
| 23 | Database Management Specialist (Junior) | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 22 | Database Management Specialist (Senior) | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 21 | Database Manager | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 55 | Documentation Specialist | \$ 71.75 | \$ 73.90 | \$ 76.12 | \$ 78.40 | \$ 80.75 | \$ 83.17 | \$ 85.67 | \$ 88.24 | \$ 90.89 | \$ 93.61 | \$ 96.42 | \$ 99.31 | \$ 102.29 | \$ 105.36 | \$ 108.52 |
| 97 | Electrician, Journeyman | \$ 65.21 | \$ 67.17 | \$ 69.18 | \$ 71.26 | \$ 73.40 | \$ 75.60 | \$ 77.87 | \$ 80.20 | \$ 82.61 | \$ 85.09 | \$ 87.64 | \$ 90.27 | \$ 92.97 | \$ 95.76 | \$ 98.64 |
| 96 | Electrician, Licensed Master | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 99 | Electricians Helper | \$ 51.58 | \$ 53.13 | \$ 54.72 | \$ 56.37 | \$ 58.06 | \$ 59.80 | \$ 61.59 | \$ 63.44 | \$ 65.34 | \$ 67.30 | \$ 69.32 | \$ 71.40 | \$ 73.54 | \$ 75.75 | \$ 78.02 |
| 101 | Engineer, Facility Operations | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 19 | Engineer, Information | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 18 | Engineer, Information (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 52 | Engineer, Information Security | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 33 | Engineer, Interdisciplinary | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 32 | Engineer, Interdisciplinary (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 82 | Engineer, Network (Junior) | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 81 | Engineer, Network (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 86 | Engineer, Network Security | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 95 | Engineer, Radio Frequency | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 31 | Engineer, Software | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 101 | Engineer, Stationary | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 30 | Engineer, Systems | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 29 | Engineer, Systems (Senior) | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 65 | Engineer, Systems Design | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 99 | Facilities Engineering Manager | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 105 | Facilities Specialist Level I | \$ 51.58 | \$ 53.13 | \$ 54.72 | \$ 56.37 | \$ 58.06 | \$ 59.80 | \$ 61.59 | \$ 63.44 | \$ 65.34 | \$ 67.30 | \$ 69.32 | \$ 71.40 | \$ 73.54 | \$ 75.75 | \$ 78.02 |

COMPANY NAME: Koniag Services
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Consulting and Technical Services Plus (CATS+)
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| | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 7 | Year 8 | Year 9 | Year 10 | Year 11 | Year 12 | Year 13 | Year 14 | Year 15 |
| | | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price |
| 104 | Facilities Specialist Level II | \$ 59.33 | \$ 61.11 | \$ 62.94 | \$ 64.83 | \$ 66.77 | \$ 68.78 | \$ 70.84 | \$ 72.97 | \$ 75.15 | \$ 77.41 | \$ 79.73 | \$ 82.12 | \$ 84.59 | \$ 87.12 | \$ 89.74 |
| 103 | Facilities Specialist Level III | \$ 65.21 | \$ 67.17 | \$ 69.18 | \$ 71.26 | \$ 73.40 | \$ 75.60 | \$ 77.87 | \$ 80.20 | \$ 82.61 | \$ 85.09 | \$ 87.64 | \$ 90.27 | \$ 92.97 | \$ 95.76 | \$ 98.64 |
| 102 | Facilities Specialist, Lead | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 106 | Facility Operations Supervisor | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 90 | Geographic Information Systems (GIS) Analyst | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 91 | Geographic Information Systems Specialist | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 88 | Geographic Information Systems Technician I | \$ 71.75 | \$ 73.90 | \$ 76.12 | \$ 78.40 | \$ 80.75 | \$ 83.17 | \$ 85.67 | \$ 88.24 | \$ 90.89 | \$ 93.61 | \$ 96.42 | \$ 99.31 | \$ 102.29 | \$ 105.36 | \$ 108.52 |
| 87 | Geographic Information Systems Technician II | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 89 | Geographic Information Systems Technician Trainee | \$ 65.21 | \$ 67.17 | \$ 69.18 | \$ 71.26 | \$ 73.40 | \$ 75.60 | \$ 77.87 | \$ 80.20 | \$ 82.61 | \$ 85.09 | \$ 87.64 | \$ 90.27 | \$ 92.97 | \$ 95.76 | \$ 98.64 |
| | GeoSpatial Web Developer (Mid-level) | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| | GeoSpatial Web Developer (Senior) | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 73 | Group Facilitator (Senior) | \$ 90.06 | \$ 92.76 | \$ 95.54 | \$ 98.41 | \$ 101.36 | \$ 104.40 | \$ 107.54 | \$ 110.76 | \$ 114.08 | \$ 117.51 | \$ 121.03 | \$ 124.66 | \$ 128.40 | \$ 132.26 | \$ 136.22 |
| 44 | Help Desk Manager | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 46 | Help Desk Specialist (Junior) | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 45 | Help Desk Specialist (Senior) | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 60 | Internet/Intranet Site Developer (Junior) | \$ 71.75 | \$ 73.90 | \$ 76.12 | \$ 78.40 | \$ 80.75 | \$ 83.17 | \$ 85.67 | \$ 88.24 | \$ 90.89 | \$ 93.61 | \$ 96.42 | \$ 99.31 | \$ 102.29 | \$ 105.36 | \$ 108.52 |
| 59 | Internet/Intranet Site Developer (Senior) | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 20 | IT Professional (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 75 | Market Research Consultant (Senior) | \$ 108.16 | \$ 111.40 | \$ 114.75 | \$ 118.19 | \$ 121.73 | \$ 125.39 | \$ 129.15 | \$ 133.02 | \$ 137.01 | \$ 141.12 | \$ 145.36 | \$ 149.72 | \$ 154.21 | \$ 158.84 | \$ 163.60 |
| 74 | Marketing Consultant (Senior) | \$ 108.16 | \$ 111.40 | \$ 114.75 | \$ 118.19 | \$ 121.73 | \$ 125.39 | \$ 129.15 | \$ 133.02 | \$ 137.01 | \$ 141.12 | \$ 145.36 | \$ 149.72 | \$ 154.21 | \$ 158.84 | \$ 163.60 |
| 83 | Network Administrator | \$ 71.75 | \$ 73.90 | \$ 76.12 | \$ 78.40 | \$ 80.75 | \$ 83.17 | \$ 85.67 | \$ 88.24 | \$ 90.89 | \$ 93.61 | \$ 96.42 | \$ 99.31 | \$ 102.29 | \$ 105.36 | \$ 108.52 |
| 80 | Network Manager | \$ 142.52 | \$ 146.80 | \$ 151.20 | \$ 155.74 | \$ 160.41 | \$ 165.22 | \$ 170.18 | \$ 175.28 | \$ 180.54 | \$ 185.96 | \$ 191.53 | \$ 197.28 | \$ 203.20 | \$ 209.30 | \$ 215.57 |
| 85 | Network Technician (Junior) | \$ 71.75 | \$ 73.90 | \$ 76.12 | \$ 78.40 | \$ 80.75 | \$ 83.17 | \$ 85.67 | \$ 88.24 | \$ 90.89 | \$ 93.61 | \$ 96.42 | \$ 99.31 | \$ 102.29 | \$ 105.36 | \$ 108.52 |
| 84 | Network Technician (Senior) | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 43 | Office Automation Specialist | \$ 90.06 | \$ 92.76 | \$ 95.54 | \$ 98.41 | \$ 101.36 | \$ 104.40 | \$ 107.54 | \$ 110.76 | \$ 114.08 | \$ 117.51 | \$ 121.03 | \$ 124.66 | \$ 128.40 | \$ 132.26 | \$ 136.22 |
| 36 | Operations Research Analyst (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 108 | Operator Level I | \$ 51.58 | \$ 53.13 | \$ 54.72 | \$ 56.37 | \$ 58.06 | \$ 59.80 | \$ 61.59 | \$ 63.44 | \$ 65.34 | \$ 67.30 | \$ 69.32 | \$ 71.40 | \$ 73.54 | \$ 75.75 | \$ 78.02 |
| 107 | Operator Level II | \$ 59.33 | \$ 61.11 | \$ 62.94 | \$ 64.83 | \$ 66.77 | \$ 68.78 | \$ 70.84 | \$ 72.97 | \$ 75.15 | \$ 77.41 | \$ 79.73 | \$ 82.12 | \$ 84.59 | \$ 87.12 | \$ 89.74 |
| 109 | Photographer | \$ 71.75 | \$ 73.90 | \$ 76.12 | \$ 78.40 | \$ 80.75 | \$ 83.17 | \$ 85.67 | \$ 88.24 | \$ 90.89 | \$ 93.61 | \$ 96.42 | \$ 99.31 | \$ 102.29 | \$ 105.36 | \$ 108.52 |
| 39 | Planner, Information Technology (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 58 | Program Administration Specialist | \$ 56.80 | \$ 58.51 | \$ 60.26 | \$ 62.07 | \$ 63.93 | \$ 65.85 | \$ 67.82 | \$ 69.86 | \$ 71.95 | \$ 74.11 | \$ 76.34 | \$ 78.63 | \$ 80.99 | \$ 83.42 | \$ 85.92 |

COMPANY NAME: Koniag Services
ADDRESS:3104 Lord Baltimore Drive Suite 202
Baltimore, MD 21244

SIGNATURE

TITLE

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 2.12 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 | Year 13 | Year 14 | Year 15 |
| | | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price | Offeror Price |
| 1 | Program Manager | \$ 163.88 | \$ 168.80 | \$ 173.86 | \$ 179.08 | \$ 184.45 | \$ 189.98 | \$ 195.68 | \$ 201.55 | \$ 207.60 | \$ 213.83 | \$ 220.24 | \$ 226.85 | \$ 233.66 | \$ 240.67 | \$ 247.89 |
| 57 | Project Control Specialist | \$ 56.80 | \$ 58.51 | \$ 60.26 | \$ 62.07 | \$ 63.93 | \$ 65.85 | \$ 67.82 | \$ 69.86 | \$ 71.95 | \$ 74.11 | \$ 76.34 | \$ 78.63 | \$ 80.99 | \$ 83.42 | \$ 85.92 |
| 2 | Project Manager | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 25 | Quality Assurance Consultant (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 24 | Quality Assurance Manager | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 26 | Quality Assurance Specialist | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 71 | Risk Assessment Consultant (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 49 | Security, Computer Systems Specialist | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 50 | Security, Data Specialist | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 4 | Subject Matter Expert | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 3 | Subject Matter Expert (Senior) | \$ 163.88 | \$ 168.80 | \$ 173.86 | \$ 179.08 | \$ 184.45 | \$ 189.98 | \$ 195.68 | \$ 201.55 | \$ 207.60 | \$ 213.83 | \$ 220.24 | \$ 226.85 | \$ 233.66 | \$ 240.67 | \$ 247.89 |
| 94 | Systems Analyst, Wireless | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 53 | System Security Research Analyst | \$ 71.75 | \$ 73.90 | \$ 76.12 | \$ 78.40 | \$ 80.75 | \$ 83.17 | \$ 85.67 | \$ 88.24 | \$ 90.89 | \$ 93.61 | \$ 96.42 | \$ 99.31 | \$ 102.29 | \$ 105.36 | \$ 108.52 |
| 51 | Systems Security Specialist | \$ 142.52 | \$ 146.80 | \$ 151.20 | \$ 155.74 | \$ 160.41 | \$ 165.22 | \$ 170.18 | \$ 175.28 | \$ 180.54 | \$ 185.96 | \$ 191.53 | \$ 197.28 | \$ 203.20 | \$ 209.30 | \$ 215.57 |
| 48 | Systems Security Specialist (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 78 | Telecommunications Consultant (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 77 | Telecommunications Engineer | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 76 | Telecommunications Engineer (Senior) | \$ 123.86 | \$ 127.58 | \$ 131.41 | \$ 135.35 | \$ 139.41 | \$ 143.59 | \$ 147.90 | \$ 152.34 | \$ 156.91 | \$ 161.61 | \$ 166.46 | \$ 171.46 | \$ 176.60 | \$ 181.90 | \$ 187.35 |
| 79 | Telecommunications, System Analyst | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |
| 27 | Testing Specialist | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 28 | Training Specialist/Instructor | \$ 86.03 | \$ 88.61 | \$ 91.27 | \$ 94.00 | \$ 96.82 | \$ 99.73 | \$ 102.72 | \$ 105.80 | \$ 108.98 | \$ 112.25 | \$ 115.61 | \$ 119.08 | \$ 122.65 | \$ 126.33 | \$ 130.12 |
| 56 | Writer/Editor, Technical | \$ 103.25 | \$ 106.35 | \$ 109.54 | \$ 112.82 | \$ 116.21 | \$ 119.69 | \$ 123.28 | \$ 126.98 | \$ 130.79 | \$ 134.72 | \$ 138.76 | \$ 142.92 | \$ 147.21 | \$ 151.62 | \$ 156.17 |

* 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.

COMPANY NAME: Koniag Services
ADDRESS: 3104 Lord Baltimore Drive Suite 202
Baltimore, MD 21244

SIGNATURE

TITLE