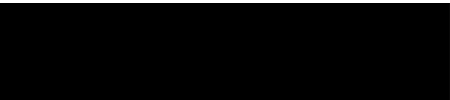


Consulting and Technical Services Plus (CATS+)  
Labor Rates

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
		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)	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
47	Administrator, Systems	165.00	169.95	175.05	180.30	185.71	191.28	197.02	202.93	209.02	215.29	221.75	228.40
5	Analyst, Computer Software/Integration (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
9	Analyst, Computer Systems (Junior)	110.00	113.30	116.70	120.20	123.81	127.52	131.35	135.29	139.34	143.53	147.83	152.27
8	Analyst, Computer Systems (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
68	Analyst, Financial	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
67	Analyst, Financial (Senior)	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85
54	Analyst, Research	102.25	105.32	108.48	111.73	115.08	118.54	122.09	125.75	129.53	133.41	137.42	141.54
37	Analyst, Systems (Senior)	186.42	192.01	197.77	203.71	209.82	216.11	222.60	229.27	236.15	243.24	250.53	258.05
17	Application Developer, Advanced Technology	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
16	Application Developer, Advanced Technology (Senior)	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
11	Applications Development Expert	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
10	Applications Programmer	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
92	Archeologist /Historic Preservation Specialist	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
40	Architect, Application (Senior)	275.00	283.25	291.75	300.50	309.51	318.80	328.36	338.22	348.36	358.81	369.58	380.66
38	Architect, Information Technology (Senior)	275.00	283.25	291.75	300.50	309.51	318.80	328.36	338.22	348.36	358.81	369.58	380.66
61	Architect, Internet/Web	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
63	Architect, Systems (Senior)	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
64	Architect, Systems Design	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
93	Architectural Historian	300.00	309.00	318.27	327.82	337.65	347.78	358.22	368.96	380.03	391.43	403.17	415.27
110	Audit Manager	125.00	128.75	132.61	136.59	140.69	144.91	149.26	153.73	158.35	163.10	167.99	173.03
111	Audit Supervisor	135.00	139.05	143.22	147.52	151.94	156.50	161.20	166.03	171.01	176.14	181.43	186.87
69	Auditor, IT (Senior)	145.00	149.35	153.83	158.45	163.20	168.09	173.14	178.33	183.68	189.19	194.87	200.71
112	Auditor, Lead	125.00	128.75	132.61	136.59	140.69	144.91	149.26	153.73	158.35	163.10	167.99	173.03
70	Auditor (Senior)	135.00	139.05	143.22	147.52	151.94	156.50	161.20	166.03	171.01	176.14	181.43	186.87
113	Auditor, Staff	129.00	132.87	136.86	140.96	145.19	149.55	154.03	158.65	163.41	168.32	173.37	178.57
72	Business Process Consultant (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
62	Computer Graphics Illustrator	135.00	139.05	143.22	147.52	151.94	156.50	161.20	166.03	171.01	176.14	181.43	186.87
34	Computer Operations Center Specialist	135.00	139.05	143.22	147.52	151.94	156.50	161.20	166.03	171.01	176.14	181.43	186.87
35	Computer Operations Research Analyst	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
42	Computer Operator	95.00	97.85	100.79	103.81	106.92	110.13	113.43	116.84	120.34	123.95	127.67	131.50
41	Computer Operator (Senior)	155.00	159.65	164.44	169.37	174.45	179.69	185.08	190.63	196.35	202.24	208.31	214.56
15	Computer Programmer (Junior)	125.00	128.75	132.61	136.59	140.69	144.91	149.26	153.73	158.35	163.10	167.99	173.03
14	Computer Programmer (Senior)	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85

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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
7	Computer Specialist	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
6	Computer Specialist (Senior)	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
13	Computer Systems Programmer	125.00	128.75	132.61	136.59	140.69	144.91	149.26	153.73	158.35	163.10	167.99	173.03
12	Computer Systems Programmer (Senior)	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85
23	Database Management Specialist (Junior)	125.00	128.75	132.61	136.59	140.69	144.91	149.26	153.73	158.35	163.10	167.99	173.03
22	Database Management Specialist (Senior)	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
21	Database Manager	125.00	128.75	132.61	136.59	140.69	144.91	149.26	153.73	158.35	163.10	167.99	173.03
55	Documentation Specialist	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
97	Electrician, Journeyman	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
96	Electrician, Licensed Master	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85
99	Electricians Helper	125.00	128.75	132.61	136.59	140.69	144.91	149.26	153.73	158.35	163.10	167.99	173.03
101	Engineer, Facility Operations	125.00	128.75	132.61	136.59	140.69	144.91	149.26	153.73	158.35	163.10	167.99	173.03
19	Engineer, Information	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
18	Engineer, Information (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
52	Engineer, Information Security	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
33	Engineer, Interdisciplinary	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
32	Engineer, Interdisciplinary (Senior)	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
82	Engineer, Network (Junior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
81	Engineer, Network (Senior)	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
86	Engineer, Network Security	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
95	Engineer, Radio Frequency	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85
31	Engineer, Software	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85
101	Engineer, Stationary	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85
30	Engineer, Systems	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85
29	Engineer, Systems (Senior)	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
65	Engineer, Systems Design	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
99	Facilities Engineering Manager	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
105	Facilities Specialist Level I	228.50	235.36	242.42	249.69	257.18	264.89	272.84	281.03	289.46	298.14	307.08	316.30
104	Facilities Specialist Level II	245.75	253.12	260.72	268.54	276.59	284.89	293.44	302.24	311.31	320.65	330.27	340.18
103	Facilities Specialist Level III	275.20	283.46	291.96	300.72	309.74	319.03	328.60	338.46	348.62	359.07	369.85	380.94
102	Facilities Specialist, Lead	228.00	234.84	241.89	249.14	256.62	264.31	272.24	280.41	288.82	297.49	306.41	315.61
106	Facility Operations Supervisor	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
90	Geographic Information Systems (GIS) Analyst	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
91	Geographic Information Systems Specialist	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
88	Geographic Information Systems Technician I	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
87	Geographic Information Systems Technician II	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24

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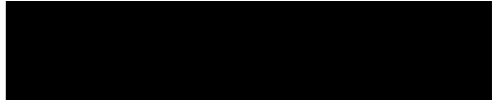
Consulting and Technical Services Plus (CATS+)  
Labor Rates

**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
89	Geographic Information Systems Technician Trainee	75.00	77.25	79.57	81.95	84.41	86.95	89.55	92.24	95.01	97.86	100.79	103.82
	GeoSpatial Web Developer (Mid-level)	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
	GeoSpatial Web Developer (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
73	Group Facilitator (Senior)	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85
44	Help Desk Manager	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
46	Help Desk Specialist (Junior)	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
45	Help Desk Specialist (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
60	Internet/Intranet Site Developer (Junior)	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
59	Internet/Intranet Site Developer (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
20	IT Professional (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
75	Market Research Consultant (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
74	Marketing Consultant (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
83	Network Administrator	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
80	Network Manager	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
85	Network Technician (Junior )	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
84	Network Technician (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
43	Office Automation Specialist	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
36	Operations Research Analyst (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
108	Operator Level I	150.00	154.50	159.14	163.91	168.83	173.89	179.11	184.48	190.02	195.72	201.59	207.64
107	Operator Level II	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
109	Photographer	100.00	103.00	106.09	109.27	112.55	115.93	119.41	122.99	126.68	130.48	134.39	138.42
39	Planner, Information Technology (Senior)	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
58	Program Administration Specialist	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
1	Program Manager	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
57	Project Control Specialist	200.00	206.00	212.18	218.55	225.10	231.85	238.81	245.97	253.35	260.95	268.78	276.85
2	Project Manager	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
25	Quality Assurance Consultant (Senior)	225.00	231.75	238.70	245.86	253.24	260.84	268.66	276.72	285.02	293.57	302.38	311.45
24	Quality Assurance Manager	225.00	231.75	238.70	245.86	253.24	260.84	268.66	276.72	285.02	293.57	302.38	311.45
26	Quality Assurance Specialist	225.00	231.75	238.70	245.86	253.24	260.84	268.66	276.72	285.02	293.57	302.38	311.45
71	Risk Assessment Consultant (Senior)	230.00	236.90	244.01	251.33	258.87	266.63	274.63	282.87	291.36	300.10	309.10	318.37
49	Security, Computer Systems Specialist	226.00	232.78	239.76	246.96	254.36	262.00	269.86	277.95	286.29	294.88	303.73	312.84
50	Security, Data Specialist	226.00	232.78	239.76	246.96	254.36	262.00	269.86	277.95	286.29	294.88	303.73	312.84
4	Subject Matter Expert	375.00	386.25	397.84	409.77	422.07	434.73	447.77	461.20	475.04	489.29	503.97	519.09
3	Subject Matter Expert (Senior)	400.00	412.00	424.36	437.09	450.20	463.71	477.62	491.95	506.71	521.91	537.57	553.69
94	Systems Analyst, Wireless	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
53	System Security Research Analyst	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24

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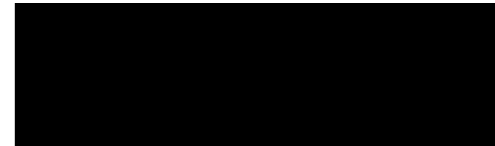
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Consulting and Technical Services Plus (CATS+)  
Labor Rates

<b>Attachment F-A1- Labor Rate Schedule</b>													
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
51	Systems Security Specialist	220.00	226.60	233.40	240.40	247.61	255.04	262.69	270.57	278.69	287.05	295.66	304.53
48	Systems Security Specialist (Senior)	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
78	Telecommunications Consultant (Senior)	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
77	Telecommunications Engineer	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
76	Telecommunications Engineer (Senior)	250.00	257.50	265.23	273.18	281.38	289.82	298.51	307.47	316.69	326.19	335.98	346.06
79	Telecommunications, System Analyst	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
27	Testing Specialist	175.00	180.25	185.66	191.23	196.96	202.87	208.96	215.23	221.68	228.34	235.19	242.24
28	Training Specialist/Instructor	185.00	190.55	196.27	202.15	208.22	214.47	220.90	227.53	234.35	241.38	248.62	256.08
56	Writer/Editor, Technical	185.00	190.55	196.27	202.15	208.22	214.47	220.90	227.53	234.35	241.38	248.62	256.08

\* 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.

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Consulting and Technical Services Plus (CATS+)  
 Commision Only Pricing

	<b>Table F-A2, Commission Only Percentage for Telecommunication Audits (as defined in 2.3.9.1)</b>											
	<b>COMMISSION ONLY PERCENTAGE CONTRACT YEAR*</b>											
	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>	<b>Offeror Percentage</b>
<b>Commission Only Percentage</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	

\* 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.

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[Redacted]

[Redacted Signature Area]

AUTHORIZED SIGNATURE  
 CEO & General Couns

TITLE