

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) | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 47 | Administrator, Systems | \$ 93.81 | \$ 98.50 | \$ 103.42 | \$ 108.59 | \$ 114.02 | \$ 119.72 | \$ 125.71 | \$ 132.00 | \$ 138.60 | \$ 145.52 | \$ 152.80 | \$ 160.44 | \$ 168.46 | \$ 176.89 | \$ 185.73 |
| 5 | Analyst, Computer Software/Integration (Senior) | \$ 160.81 | \$ 168.85 | \$ 177.29 | \$ 186.16 | \$ 195.47 | \$ 205.24 | \$ 215.50 | \$ 226.28 | \$ 237.59 | \$ 249.47 | \$ 261.94 | \$ 275.04 | \$ 288.79 | \$ 303.23 | \$ 318.39 |
| 9 | Analyst, Computer Systems (Junior) | \$ 107.21 | \$ 112.57 | \$ 118.20 | \$ 124.11 | \$ 130.31 | \$ 136.83 | \$ 143.67 | \$ 150.86 | \$ 158.40 | \$ 166.32 | \$ 174.63 | \$ 183.37 | \$ 192.53 | \$ 202.16 | \$ 212.27 |
| 8 | Analyst, Computer Systems (Senior) | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 68 | Analyst, Financial | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 67 | Analyst, Financial (Senior) | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |
| 54 | Analyst, Research | \$ 73.71 | \$ 77.40 | \$ 81.27 | \$ 85.33 | \$ 89.59 | \$ 94.07 | \$ 98.78 | \$ 103.72 | \$ 108.90 | \$ 114.35 | \$ 120.07 | \$ 126.07 | \$ 132.37 | \$ 138.99 | \$ 145.94 |
| 37 | Analyst, Systems (Senior) | \$ 147.41 | \$ 154.78 | \$ 162.52 | \$ 170.65 | \$ 179.18 | \$ 188.14 | \$ 197.54 | \$ 207.42 | \$ 217.79 | \$ 228.68 | \$ 240.12 | \$ 252.12 | \$ 264.73 | \$ 277.96 | \$ 291.86 |
| 17 | Application Developer, Advanced Technology | \$ 100.51 | \$ 105.54 | \$ 110.81 | \$ 116.35 | \$ 122.17 | \$ 128.28 | \$ 134.69 | \$ 141.43 | \$ 148.50 | \$ 155.92 | \$ 163.72 | \$ 171.91 | \$ 180.50 | \$ 189.53 | \$ 199.00 |
| 16 | Application Developer, Advanced Technology (Senior) | \$ 113.91 | \$ 119.61 | \$ 125.59 | \$ 131.87 | \$ 138.46 | \$ 145.38 | \$ 152.65 | \$ 160.28 | \$ 168.30 | \$ 176.71 | \$ 185.55 | \$ 194.82 | \$ 204.57 | \$ 214.79 | \$ 225.53 |
| 11 | Applications Development Expert | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.56 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.69 | \$ 265.33 | \$ 278.60 |
| 10 | Applications Programmer | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |
| 92 | Archeologist /Historic Preservation Specialist | \$ 154.11 | \$ 161.82 | \$ 169.91 | \$ 178.40 | \$ 187.32 | \$ 196.69 | \$ 206.52 | \$ 216.85 | \$ 227.69 | \$ 239.08 | \$ 251.03 | \$ 263.58 | \$ 276.76 | \$ 290.60 | \$ 305.13 |
| 40 | Architect, Application (Senior) | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 38 | Architect, Information Technology (Senior) | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 61 | Architect, Internet/Web | \$ 121.95 | \$ 128.05 | \$ 134.45 | \$ 141.17 | \$ 148.23 | \$ 155.64 | \$ 163.42 | \$ 171.60 | \$ 180.18 | \$ 189.18 | \$ 198.64 | \$ 208.58 | \$ 219.00 | \$ 229.95 | \$ 241.45 |
| 63 | Architect, Systems (Senior) | \$ 134.10 | \$ 140.81 | \$ 147.85 | \$ 155.24 | \$ 163.00 | \$ 171.15 | \$ 179.71 | \$ 188.69 | \$ 198.13 | \$ 208.03 | \$ 218.43 | \$ 229.36 | \$ 240.82 | \$ 252.87 | \$ 265.51 |
| 64 | Architect, Systems Design | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 93 | Architectural Historian | \$ 154.11 | \$ 161.82 | \$ 169.91 | \$ 178.40 | \$ 187.32 | \$ 196.69 | \$ 206.52 | \$ 216.85 | \$ 227.69 | \$ 239.08 | \$ 251.03 | \$ 263.58 | \$ 276.76 | \$ 290.60 | \$ 305.13 |
| 110 | Audit Manager | \$ 121.95 | \$ 128.05 | \$ 134.45 | \$ 141.17 | \$ 148.23 | \$ 155.64 | \$ 163.42 | \$ 171.60 | \$ 180.18 | \$ 189.18 | \$ 198.64 | \$ 208.58 | \$ 219.00 | \$ 229.95 | \$ 241.45 |
| 111 | Audit Supervisor | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 69 | Auditor, IT (Senior) | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 112 | Auditor, Lead | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 70 | Auditor (Senior) | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |
| 113 | Auditor, Staff | \$ 87.11 | \$ 91.47 | \$ 96.04 | \$ 100.84 | \$ 105.88 | \$ 111.18 | \$ 116.74 | \$ 122.57 | \$ 128.70 | \$ 135.14 | \$ 141.89 | \$ 148.99 | \$ 156.44 | \$ 164.26 | \$ 172.47 |
| 72 | Business Process Consultant (Senior) | \$ 147.41 | \$ 154.78 | \$ 162.52 | \$ 170.65 | \$ 179.18 | \$ 188.14 | \$ 197.54 | \$ 207.42 | \$ 217.79 | \$ 228.68 | \$ 240.12 | \$ 252.12 | \$ 264.73 | \$ 277.96 | \$ 291.86 |
| 62 | Computer Graphics Illustrator | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 34 | Computer Operations Center Specialist | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 35 | Computer Operations Research Analyst | \$ 87.11 | \$ 91.47 | \$ 96.04 | \$ 100.84 | \$ 105.88 | \$ 111.18 | \$ 116.74 | \$ 122.57 | \$ 128.70 | \$ 135.14 | \$ 141.89 | \$ 148.99 | \$ 156.44 | \$ 164.26 | \$ 172.47 |

COMPANY NAME: Spatial Systems Associates, Inc.
 ADDRESS: 6345 Woodside Court, Suite 201
 Columbia, MD 21046

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 |
| 42 | Computer Operator | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 41 | Computer Operator (Senior) | \$ 121.95 | \$ 128.05 | \$ 134.45 | \$ 141.17 | \$ 148.23 | \$ 155.64 | \$ 163.42 | \$ 171.60 | \$ 180.18 | \$ 189.18 | \$ 198.64 | \$ 208.58 | \$ 219.00 | \$ 229.95 | \$ 241.45 |
| 15 | Computer Programmer (Junior) | \$ 107.21 | \$ 112.57 | \$ 118.20 | \$ 124.11 | \$ 130.31 | \$ 136.83 | \$ 143.67 | \$ 150.86 | \$ 158.40 | \$ 166.32 | \$ 174.63 | \$ 183.37 | \$ 192.53 | \$ 202.16 | \$ 212.27 |
| 14 | Computer Programmer (Senior) | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |
| 7 | Computer Specialist | \$ 107.21 | \$ 112.57 | \$ 118.20 | \$ 124.11 | \$ 130.31 | \$ 136.83 | \$ 143.67 | \$ 150.86 | \$ 158.40 | \$ 166.32 | \$ 174.63 | \$ 183.37 | \$ 192.53 | \$ 202.16 | \$ 212.27 |
| 6 | Computer Specialist (Senior) | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 13 | Computer Systems Programmer | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |
| 12 | Computer Systems Programmer (Senior) | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 23 | Database Management Specialist (Junior) | \$ 107.21 | \$ 112.57 | \$ 118.20 | \$ 124.11 | \$ 130.31 | \$ 136.83 | \$ 143.67 | \$ 150.86 | \$ 158.40 | \$ 166.32 | \$ 174.63 | \$ 183.37 | \$ 192.53 | \$ 202.16 | \$ 212.27 |
| 22 | Database Management Specialist (Senior) | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |
| 21 | Database Manager | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 55 | Documentation Specialist | \$ 84.43 | \$ 88.65 | \$ 93.08 | \$ 97.74 | \$ 102.63 | \$ 107.76 | \$ 113.14 | \$ 118.80 | \$ 124.74 | \$ 130.98 | \$ 137.53 | \$ 144.40 | \$ 151.62 | \$ 159.21 | \$ 167.17 |
| 97 | Electrician, Journeyman | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 96 | Electrician, Licensed Master | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |
| 99 | Electricians Helper | \$ 84.43 | \$ 88.65 | \$ 93.08 | \$ 97.74 | \$ 102.63 | \$ 107.76 | \$ 113.14 | \$ 118.80 | \$ 124.74 | \$ 130.98 | \$ 137.53 | \$ 144.40 | \$ 151.62 | \$ 159.21 | \$ 167.17 |
| 101 | Engineer, Facility Operations | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.56 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.69 | \$ 265.33 | \$ 278.60 |
| 19 | Engineer, Information | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 18 | Engineer, Information (Senior) | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 52 | Engineer, Information Security | \$ 147.41 | \$ 154.78 | \$ 162.52 | \$ 170.65 | \$ 179.18 | \$ 188.14 | \$ 197.54 | \$ 207.42 | \$ 217.79 | \$ 228.68 | \$ 240.12 | \$ 252.12 | \$ 264.73 | \$ 277.96 | \$ 291.86 |
| 33 | Engineer, Interdisciplinary | \$ 127.31 | \$ 133.68 | \$ 140.36 | \$ 147.38 | \$ 154.75 | \$ 162.48 | \$ 170.61 | \$ 179.14 | \$ 188.09 | \$ 197.50 | \$ 207.37 | \$ 217.74 | \$ 228.63 | \$ 240.06 | \$ 252.07 |
| 32 | Engineer, Interdisciplinary (Senior) | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 82 | Engineer, Network (Junior) | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.56 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.69 | \$ 265.33 | \$ 278.60 |
| 81 | Engineer, Network (Senior) | \$ 160.81 | \$ 168.85 | \$ 177.29 | \$ 186.16 | \$ 195.47 | \$ 205.24 | \$ 215.50 | \$ 226.28 | \$ 237.59 | \$ 249.47 | \$ 261.94 | \$ 275.04 | \$ 288.79 | \$ 303.23 | \$ 318.39 |
| 86 | Engineer, Network Security | \$ 154.11 | \$ 161.82 | \$ 169.91 | \$ 178.40 | \$ 187.32 | \$ 196.69 | \$ 206.52 | \$ 216.85 | \$ 227.69 | \$ 239.08 | \$ 251.03 | \$ 263.58 | \$ 276.76 | \$ 290.60 | \$ 305.13 |
| 95 | Engineer, Radio Frequency | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 31 | Engineer, Software | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 101 | Engineer, Stationary | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 30 | Engineer, Systems | \$ 107.21 | \$ 112.57 | \$ 118.20 | \$ 124.11 | \$ 130.31 | \$ 136.83 | \$ 143.67 | \$ 150.86 | \$ 158.40 | \$ 166.32 | \$ 174.63 | \$ 183.37 | \$ 192.53 | \$ 202.16 | \$ 212.27 |
| 29 | Engineer, Systems (Senior) | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |

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| # | 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 |
| 65 | Engineer, Systems Design | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 99 | Facilities Engineering Manager | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 105 | Facilities Specialist Level I | \$ 96.49 | \$ 101.31 | \$ 106.38 | \$ 111.70 | \$ 117.28 | \$ 123.15 | \$ 129.31 | \$ 135.77 | \$ 142.56 | \$ 149.69 | \$ 157.17 | \$ 165.03 | \$ 173.28 | \$ 181.95 | \$ 191.04 |
| 104 | Facilities Specialist Level II | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 103 | Facilities Specialist Level III | \$ 121.95 | \$ 128.05 | \$ 134.45 | \$ 141.17 | \$ 148.23 | \$ 155.64 | \$ 163.42 | \$ 171.60 | \$ 180.18 | \$ 189.18 | \$ 198.64 | \$ 208.58 | \$ 219.00 | \$ 229.95 | \$ 241.45 |
| 102 | Facilities Specialist, Lead | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 106 | Facility Operations Supervisor | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 90 | Geographic Information Systems (GIS) Analyst | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 91 | Geographic Information Systems Specialist | \$ 127.34 | \$ 133.71 | \$ 140.39 | \$ 147.41 | \$ 154.78 | \$ 162.52 | \$ 170.65 | \$ 179.18 | \$ 188.14 | \$ 197.55 | \$ 207.42 | \$ 217.79 | \$ 228.68 | \$ 240.12 | \$ 252.12 |
| 88 | Geographic Information Systems Technician I | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 87 | Geographic Information Systems Technician II | \$ 81.75 | \$ 85.84 | \$ 90.13 | \$ 94.64 | \$ 99.37 | \$ 104.34 | \$ 109.55 | \$ 115.03 | \$ 120.78 | \$ 126.82 | \$ 133.16 | \$ 139.82 | \$ 146.81 | \$ 154.15 | \$ 161.86 |
| 89 | Geographic Information Systems Technician Trainee | \$ 67.00 | \$ 70.35 | \$ 73.87 | \$ 77.56 | \$ 81.44 | \$ 85.51 | \$ 89.79 | \$ 94.28 | \$ 98.99 | \$ 103.94 | \$ 109.14 | \$ 114.59 | \$ 120.32 | \$ 126.34 | \$ 132.66 |
| | GeoSpatial Web Developer (Mid-level) | \$ 100.51 | \$ 105.54 | \$ 110.81 | \$ 116.35 | \$ 122.17 | \$ 128.28 | \$ 134.69 | \$ 141.43 | \$ 148.50 | \$ 155.92 | \$ 163.72 | \$ 171.91 | \$ 180.50 | \$ 189.53 | \$ 199.00 |
| | GeoSpatial Web Developer (Senior) | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 73 | Group Facilitator (Senior) | \$ 100.51 | \$ 105.54 | \$ 110.81 | \$ 116.35 | \$ 122.17 | \$ 128.28 | \$ 134.69 | \$ 141.43 | \$ 148.50 | \$ 155.92 | \$ 163.72 | \$ 171.91 | \$ 180.50 | \$ 189.53 | \$ 199.00 |
| 44 | Help Desk Manager | \$ 121.95 | \$ 128.05 | \$ 134.45 | \$ 141.17 | \$ 148.23 | \$ 155.64 | \$ 163.42 | \$ 171.60 | \$ 180.18 | \$ 189.18 | \$ 198.64 | \$ 208.58 | \$ 219.00 | \$ 229.95 | \$ 241.45 |
| 46 | Help Desk Specialist (Junior) | \$ 93.81 | \$ 98.50 | \$ 103.43 | \$ 108.60 | \$ 114.03 | \$ 119.73 | \$ 125.71 | \$ 132.00 | \$ 138.60 | \$ 145.53 | \$ 152.81 | \$ 160.45 | \$ 168.47 | \$ 176.89 | \$ 185.74 |
| 45 | Help Desk Specialist (Senior) | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 60 | Internet/Intranet Site Developer (Junior) | \$ 100.51 | \$ 105.54 | \$ 110.81 | \$ 116.35 | \$ 122.17 | \$ 128.28 | \$ 134.69 | \$ 141.43 | \$ 148.50 | \$ 155.92 | \$ 163.72 | \$ 171.91 | \$ 180.50 | \$ 189.53 | \$ 199.00 |
| 59 | Internet/Intranet Site Developer (Senior) | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 20 | IT Professional (Senior) | \$ 134.01 | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.57 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.70 | \$ 265.33 |
| 75 | Market Research Consultant (Senior) | \$ 100.51 | \$ 105.54 | \$ 110.81 | \$ 116.35 | \$ 122.17 | \$ 128.28 | \$ 134.69 | \$ 141.43 | \$ 148.50 | \$ 155.92 | \$ 163.72 | \$ 171.91 | \$ 180.50 | \$ 189.53 | \$ 199.00 |
| 74 | Marketing Consultant (Senior) | \$ 93.81 | \$ 98.50 | \$ 103.43 | \$ 108.60 | \$ 114.03 | \$ 119.73 | \$ 125.71 | \$ 132.00 | \$ 138.60 | \$ 145.53 | \$ 152.81 | \$ 160.45 | \$ 168.47 | \$ 176.89 | \$ 185.74 |
| 83 | Network Administrator | \$ 121.95 | \$ 128.05 | \$ 134.45 | \$ 141.17 | \$ 148.23 | \$ 155.64 | \$ 163.42 | \$ 171.60 | \$ 180.18 | \$ 189.18 | \$ 198.64 | \$ 208.58 | \$ 219.00 | \$ 229.95 | \$ 241.45 |
| 80 | Network Manager | \$ 180.91 | \$ 189.96 | \$ 199.45 | \$ 209.43 | \$ 219.90 | \$ 230.89 | \$ 242.44 | \$ 254.56 | \$ 267.29 | \$ 280.65 | \$ 294.68 | \$ 309.42 | \$ 324.89 | \$ 341.13 | \$ 358.19 |
| 85 | Network Technician (Junior) | \$ 100.51 | \$ 105.54 | \$ 110.81 | \$ 116.35 | \$ 122.17 | \$ 128.28 | \$ 134.69 | \$ 141.43 | \$ 148.50 | \$ 155.92 | \$ 163.72 | \$ 171.91 | \$ 180.50 | \$ 189.53 | \$ 199.00 |
| 84 | Network Technician (Senior) | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 43 | Office Automation Specialist | \$ 100.51 | \$ 105.54 | \$ 110.81 | \$ 116.35 | \$ 122.17 | \$ 128.28 | \$ 134.69 | \$ 141.43 | \$ 148.50 | \$ 155.92 | \$ 163.72 | \$ 171.91 | \$ 180.50 | \$ 189.53 | \$ 199.00 |
| 36 | Operations Research Analyst (Senior) | \$ 147.41 | \$ 154.78 | \$ 162.52 | \$ 170.65 | \$ 179.18 | \$ 188.14 | \$ 197.54 | \$ 207.42 | \$ 217.79 | \$ 228.68 | \$ 240.12 | \$ 252.12 | \$ 264.73 | \$ 277.96 | \$ 291.86 |

COMPANY NAME: Spatial Systems Associates, Inc.
 ADDRESS: 6345 Woodside Court, Suite 201
 Columbia, MD 21046

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 |
| 108 | Operator Level I | \$ 81.75 | \$ 85.84 | \$ 90.13 | \$ 94.64 | \$ 99.37 | \$ 104.34 | \$ 109.55 | \$ 115.03 | \$ 120.78 | \$ 126.82 | \$ 133.16 | \$ 139.82 | \$ 146.81 | \$ 154.15 | \$ 161.86 |
| 107 | Operator Level II | \$ 93.81 | \$ 98.50 | \$ 103.43 | \$ 108.60 | \$ 114.03 | \$ 119.73 | \$ 125.71 | \$ 132.00 | \$ 138.60 | \$ 145.53 | \$ 152.81 | \$ 160.45 | \$ 168.47 | \$ 176.89 | \$ 185.74 |
| 109 | Photographer | \$ 100.51 | \$ 105.54 | \$ 110.81 | \$ 116.35 | \$ 122.17 | \$ 128.28 | \$ 134.69 | \$ 141.43 | \$ 148.50 | \$ 155.92 | \$ 163.72 | \$ 171.91 | \$ 180.50 | \$ 189.53 | \$ 199.00 |
| 39 | Planner, Information Technology (Senior) | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 58 | Program Administration Specialist | \$ 96.49 | \$ 101.31 | \$ 106.38 | \$ 111.70 | \$ 117.28 | \$ 123.15 | \$ 129.31 | \$ 135.77 | \$ 142.56 | \$ 149.69 | \$ 157.17 | \$ 165.03 | \$ 173.28 | \$ 181.95 | \$ 191.04 |
| 1 | Program Manager | \$ 201.01 | \$ 211.06 | \$ 221.61 | \$ 232.69 | \$ 244.33 | \$ 256.55 | \$ 269.37 | \$ 282.84 | \$ 296.98 | \$ 311.83 | \$ 327.42 | \$ 343.80 | \$ 360.99 | \$ 379.03 | \$ 397.99 |
| 57 | Project Control Specialist | \$ 96.49 | \$ 101.31 | \$ 106.38 | \$ 111.70 | \$ 117.28 | \$ 123.15 | \$ 129.31 | \$ 135.77 | \$ 142.56 | \$ 149.69 | \$ 157.17 | \$ 165.03 | \$ 173.28 | \$ 181.95 | \$ 191.04 |
| 2 | Project Manager | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 25 | Quality Assurance Consultant (Senior) | \$ 140.71 | \$ 147.75 | \$ 155.13 | \$ 162.89 | \$ 171.03 | \$ 179.59 | \$ 188.56 | \$ 197.99 | \$ 207.89 | \$ 218.29 | \$ 229.20 | \$ 240.66 | \$ 252.69 | \$ 265.33 | \$ 278.60 |
| 24 | Quality Assurance Manager | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |
| 26 | Quality Assurance Specialist | \$ 107.21 | \$ 112.57 | \$ 118.20 | \$ 124.11 | \$ 130.31 | \$ 136.83 | \$ 143.67 | \$ 150.86 | \$ 158.40 | \$ 166.32 | \$ 174.63 | \$ 183.37 | \$ 192.53 | \$ 202.16 | \$ 212.27 |
| 71 | Risk Assessment Consultant (Senior) | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 49 | Security, Computer Systems Specialist | \$ 147.41 | \$ 154.78 | \$ 162.52 | \$ 170.65 | \$ 179.18 | \$ 188.14 | \$ 197.54 | \$ 207.42 | \$ 217.79 | \$ 228.68 | \$ 240.12 | \$ 252.12 | \$ 264.73 | \$ 277.96 | \$ 291.86 |
| 50 | Security, Data Specialist | \$ 121.95 | \$ 128.05 | \$ 134.45 | \$ 141.17 | \$ 148.23 | \$ 155.64 | \$ 163.42 | \$ 171.60 | \$ 180.18 | \$ 189.18 | \$ 198.64 | \$ 208.58 | \$ 219.00 | \$ 229.95 | \$ 241.45 |
| 4 | Subject Matter Expert | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 3 | Subject Matter Expert (Senior) | \$ 234.52 | \$ 246.25 | \$ 258.56 | \$ 271.49 | \$ 285.06 | \$ 299.31 | \$ 314.28 | \$ 329.99 | \$ 346.49 | \$ 363.82 | \$ 382.01 | \$ 401.11 | \$ 421.16 | \$ 442.22 | \$ 464.33 |
| 94 | Systems Analyst, Wireless | \$ 120.61 | \$ 126.64 | \$ 132.97 | \$ 139.62 | \$ 146.60 | \$ 153.93 | \$ 161.63 | \$ 169.71 | \$ 178.20 | \$ 187.11 | \$ 196.46 | \$ 206.28 | \$ 216.60 | \$ 227.43 | \$ 238.80 |
| 53 | System Security Research Analyst | \$ 108.55 | \$ 113.98 | \$ 119.68 | \$ 125.66 | \$ 131.94 | \$ 138.54 | \$ 145.47 | \$ 152.74 | \$ 160.38 | \$ 168.40 | \$ 176.82 | \$ 185.66 | \$ 194.94 | \$ 204.69 | \$ 214.92 |
| 51 | Systems Security Specialist | \$ 180.91 | \$ 189.96 | \$ 199.45 | \$ 209.43 | \$ 219.90 | \$ 230.89 | \$ 242.44 | \$ 254.56 | \$ 267.29 | \$ 280.65 | \$ 294.68 | \$ 309.42 | \$ 324.89 | \$ 341.13 | \$ 358.19 |
| 48 | Systems Security Specialist (Senior) | \$ 167.51 | \$ 175.89 | \$ 184.68 | \$ 193.91 | \$ 203.61 | \$ 213.79 | \$ 224.48 | \$ 235.70 | \$ 247.49 | \$ 259.86 | \$ 272.86 | \$ 286.50 | \$ 300.82 | \$ 315.87 | \$ 331.66 |
| 78 | Telecommunications Consultant (Senior) | \$ 180.91 | \$ 189.96 | \$ 199.45 | \$ 209.43 | \$ 219.90 | \$ 230.89 | \$ 242.44 | \$ 254.56 | \$ 267.29 | \$ 280.65 | \$ 294.68 | \$ 309.42 | \$ 324.89 | \$ 341.13 | \$ 358.19 |
| 77 | Telecommunications Engineer | \$ 147.41 | \$ 154.78 | \$ 162.52 | \$ 170.65 | \$ 179.18 | \$ 188.14 | \$ 197.54 | \$ 207.42 | \$ 217.79 | \$ 228.68 | \$ 240.12 | \$ 252.12 | \$ 264.73 | \$ 277.96 | \$ 291.86 |
| 76 | Telecommunications Engineer (Senior) | \$ 174.21 | \$ 182.92 | \$ 192.07 | \$ 201.67 | \$ 211.75 | \$ 222.34 | \$ 233.46 | \$ 245.13 | \$ 257.39 | \$ 270.26 | \$ 283.77 | \$ 297.96 | \$ 312.86 | \$ 328.50 | \$ 344.92 |
| 79 | Telecommunications, System Analyst | \$ 127.31 | \$ 133.68 | \$ 140.36 | \$ 147.38 | \$ 154.75 | \$ 162.48 | \$ 170.61 | \$ 179.14 | \$ 188.09 | \$ 197.50 | \$ 207.37 | \$ 217.74 | \$ 228.63 | \$ 240.06 | \$ 252.07 |
| 27 | Testing Specialist | \$ 93.81 | \$ 98.50 | \$ 103.43 | \$ 108.60 | \$ 114.03 | \$ 119.73 | \$ 125.71 | \$ 132.00 | \$ 138.60 | \$ 145.53 | \$ 152.81 | \$ 160.45 | \$ 168.47 | \$ 176.89 | \$ 185.74 |
| 28 | Training Specialist/Instructor | \$ 107.21 | \$ 112.57 | \$ 118.20 | \$ 124.11 | \$ 130.31 | \$ 136.83 | \$ 143.67 | \$ 150.86 | \$ 158.40 | \$ 166.32 | \$ 174.63 | \$ 183.37 | \$ 192.53 | \$ 202.16 | \$ 212.27 |
| 56 | Writer/Editor, Technical | \$ 88.45 | \$ 92.87 | \$ 97.52 | \$ 102.39 | \$ 107.51 | \$ 112.89 | \$ 118.53 | \$ 124.46 | \$ 130.68 | \$ 137.21 | \$ 144.08 | \$ 151.28 | \$ 158.84 | \$ 166.79 | \$ 175.12 |

* 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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