

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)	125.84	129.37	132.99	136.71	140.54	144.48	148.52	152.68	156.96	161.35	165.87	170.51	175.29	180.20	185.24
47	Administrator, Systems	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
5	Analyst, Computer Software/Integration (Senior)	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
9	Analyst, Computer Systems (Junior)	69.43	71.38	73.37	75.43	77.54	79.71	81.94	84.24	86.60	89.02	91.51	94.08	96.71	99.42	102.20
8	Analyst, Computer Systems (Senior)	78.11	80.30	82.55	84.86	87.23	89.68	92.19	94.77	97.42	100.15	102.95	105.84	108.80	111.85	114.98
68	Analyst, Financial	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
67	Analyst, Financial (Senior)	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
54	Analyst, Research	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
37	Analyst, Systems (Senior)	112.83	115.98	119.23	122.57	126.00	129.53	133.16	136.89	140.72	144.66	148.71	152.87	157.15	161.55	166.08
17	Application Developer, Advanced Technology	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
16	Application Developer, Advanced Technology (Senior)	138.86	142.75	146.75	150.86	155.08	159.42	163.89	168.48	173.19	178.04	183.03	188.15	193.42	198.84	204.40
11	Applications Development Expert	138.86	142.75	146.75	150.86	155.08	159.42	163.89	168.48	173.19	178.04	183.03	188.15	193.42	198.84	204.40
10	Applications Programmer	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
92	Archeologist /Historic Preservation Specialist	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
40	Architect, Application (Senior)	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
38	Architect, Information Technology (Senior)	138.86	142.75	146.75	150.86	155.08	159.42	163.89	168.48	173.19	178.04	183.03	188.15	193.42	198.84	204.40
61	Architect, Internet/Web	125.84	129.37	132.99	136.71	140.54	144.48	148.52	152.68	156.96	161.35	165.87	170.51	175.29	180.20	185.24
63	Architect, Systems (Senior)	134.52	138.29	142.16	146.14	150.23	154.44	158.77	163.21	167.78	172.48	177.31	182.27	187.38	192.62	198.02
64	Architect, Systems Design	134.52	138.29	142.16	146.14	150.23	154.44	158.77	163.21	167.78	172.48	177.31	182.27	187.38	192.62	198.02
93	Architectural Historian	117.17	120.45	123.82	127.29	130.85	134.51	138.28	142.15	146.13	150.22	154.43	158.75	163.20	167.77	172.47
110	Audit Manager	125.84	129.37	132.99	136.71	140.54	144.48	148.52	152.68	156.96	161.35	165.87	170.51	175.29	180.20	185.24
111	Audit Supervisor	144.07	148.10	152.25	156.51	160.90	165.40	170.03	174.79	179.69	184.72	189.89	195.21	200.67	206.29	212.07
69	Auditor, IT (Senior)	142.33	146.32	150.42	154.63	158.96	163.41	167.98	172.69	177.52	182.49	187.60	192.86	198.26	203.81	209.51
112	Auditor, Lead	133.66	137.40	141.24	145.20	149.26	153.44	157.74	162.16	166.70	171.37	176.16	181.10	186.17	191.38	196.74
70	Auditor (Senior)	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
113	Auditor, Staff	86.79	89.22	91.72	94.29	96.93	99.64	102.43	105.30	108.25	111.28	114.39	117.60	120.89	124.27	127.75
72	Business Process Consultant (Senior)	173.58	178.44	183.43	188.57	193.85	199.28	204.86	210.59	216.49	222.55	228.78	235.19	241.78	248.55	255.50

AUTHORIZED SIGNATURE

COMPANY NAME: ABSS Solutions
ADDRESS: 5804 Lowery Lane, Upper Marlboro, MD 20772

President
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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
62	Computer Graphics Illustrator	95.47	98.14	100.89	103.71	106.62	109.60	112.67	115.83	119.07	122.40	125.83	129.35	132.98	136.70	140.53
34	Computer Operations Center Specialist	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
35	Computer Operations Research Analyst	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
42	Computer Operator	65.09	66.91	68.79	70.71	72.69	74.73	76.82	78.97	81.18	83.46	85.79	88.20	90.67	93.20	95.81
41	Computer Operator (Senior)	78.11	80.30	82.55	84.86	87.23	89.68	92.19	94.77	97.42	100.15	102.95	105.84	108.80	111.85	114.98
15	Computer Programmer (Junior)	69.43	71.38	73.37	75.43	77.54	79.71	81.94	84.24	86.60	89.02	91.51	94.08	96.71	99.42	102.20
14	Computer Programmer (Senior)	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
7	Computer Specialist	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
6	Computer Specialist (Senior)	138.86	142.75	146.75	150.86	155.08	159.42	163.89	168.48	173.19	178.04	183.03	188.15	193.42	198.84	204.40
13	Computer Systems Programmer	69.43	71.38	73.37	75.43	77.54	79.71	81.94	84.24	86.60	89.02	91.51	94.08	96.71	99.42	102.20
12	Computer Systems Programmer (Senior)	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
23	Database Management Specialist (Junior)	69.43	71.38	73.37	75.43	77.54	79.71	81.94	84.24	86.60	89.02	91.51	94.08	96.71	99.42	102.20
22	Database Management Specialist (Senior)	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
21	Database Manager	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
55	Documentation Specialist	70.30	72.27	74.29	76.37	78.51	80.71	82.97	85.29	87.68	90.13	92.66	95.25	97.92	100.66	103.48
97	Electrician, Journeyman	117.17	120.45	123.82	127.29	130.85	134.51	138.28	142.15	146.13	150.22	154.43	158.75	163.20	167.77	172.47
96	Electrician, Licensed Master	134.52	138.29	142.16	146.14	150.23	154.44	158.77	163.21	167.78	172.48	177.31	182.27	187.38	192.62	198.02
99	Electricians Helper	56.41	57.99	59.62	61.29	63.00	64.77	66.58	68.44	70.36	72.33	74.35	76.44	78.58	80.78	83.04
101	Engineer, Facility Operations	60.75	62.45	64.20	66.00	67.85	69.75	71.70	73.71	75.77	77.89	80.07	82.32	84.62	86.99	89.43
19	Engineer, Information	122.37	125.80	129.32	132.94	136.66	140.49	144.43	148.47	152.63	156.90	161.29	165.81	170.45	175.22	180.13
18	Engineer, Information (Senior)	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
52	Engineer, Information Security	134.52	138.29	142.16	146.14	150.23	154.44	158.77	163.21	167.78	172.48	177.31	182.27	187.38	192.62	198.02
33	Engineer, Interdisciplinary	156.22	160.59	165.09	169.71	174.47	179.35	184.37	189.53	194.84	200.30	205.91	211.67	217.60	223.69	229.95
32	Engineer, Interdisciplinary (Senior)	173.58	178.44	183.43	188.57	193.85	199.28	204.86	210.59	216.49	222.55	228.78	235.19	241.78	248.55	255.50
82	Engineer, Network (Junior)	60.75	62.45	64.20	66.00	67.85	69.75	71.70	73.71	75.77	77.89	80.07	82.32	84.62	86.99	89.43
81	Engineer, Network (Senior)	82.45	84.76	87.13	89.57	92.08	94.66	97.31	100.03	102.83	105.71	108.67	111.72	114.84	118.06	121.36
86	Engineer, Network Security	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
95	Engineer, Radio Frequency	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30

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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
31	Engineer, Software	112.83	115.98	119.23	122.57	126.00	129.53	133.16	136.89	140.72	144.66	148.71	152.87	157.15	161.55	166.08
101	Engineer, Stationary	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
30	Engineer, Systems	117.17	120.45	123.82	127.29	130.85	134.51	138.28	142.15	146.13	150.22	154.43	158.75	163.20	167.77	172.47
29	Engineer, Systems (Senior)	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
65	Engineer, Systems Design	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
99	Facilities Engineering Manager	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
105	Facilities Specialist Level I	70.30	72.27	74.29	76.37	78.51	80.71	82.97	85.29	87.68	90.13	92.66	95.25	97.92	100.66	103.48
104	Facilities Specialist Level II	86.79	89.22	91.72	94.29	96.93	99.64	102.43	105.30	108.25	111.28	114.39	117.60	120.89	124.27	127.75
103	Facilities Specialist Level III	125.84	129.37	132.99	136.71	140.54	144.48	148.52	152.68	156.96	161.35	165.87	170.51	175.29	180.20	185.24
102	Facilities Specialist, Lead	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
106	Facility Operations Supervisor	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
90	Geographic Information Systems (GIS) Analyst	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
91	Geographic Information Systems Specialist	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
88	Geographic Information Systems Technician I	71.17	73.16	75.21	77.31	79.48	81.70	83.99	86.34	88.76	91.25	93.80	96.43	99.13	101.90	104.76
87	Geographic Information Systems Technician II	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
89	Geographic Information Systems Technician Trainee	56.41	57.99	59.62	61.29	63.00	64.77	66.58	68.44	70.36	72.33	74.35	76.44	78.58	80.78	83.04
	GeoSpatial Web Developer (Mid-level)	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
	GeoSpatial Web Developer (Senior)	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
73	Group Facilitator (Senior)	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
44	Help Desk Manager	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
46	Help Desk Specialist (Junior)	43.39	44.61	45.86	47.14	48.46	49.82	51.21	52.65	54.12	55.64	57.20	58.80	60.44	62.14	63.88
45	Help Desk Specialist (Senior)	56.41	57.99	59.62	61.29	63.00	64.77	66.58	68.44	70.36	72.33	74.35	76.44	78.58	80.78	83.04
60	Internet/Intranet Site Developer (Junior)	52.07	53.53	55.03	56.57	58.16	59.78	61.46	63.18	64.95	66.77	68.64	70.56	72.53	74.56	76.65
59	Internet/Intranet Site Developer (Senior)	112.83	115.98	119.23	122.57	126.00	129.53	133.16	136.89	140.72	144.66	148.71	152.87	157.15	161.55	166.08
20	IT Professional (Senior)	156.22	160.59	165.09	169.71	174.47	179.35	184.37	189.53	194.84	200.30	205.91	211.67	217.60	223.69	229.95
75	Market Research Consultant (Senior)	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
74	Marketing Consultant (Senior)	147.54	151.67	155.92	160.29	164.77	169.39	174.13	179.01	184.02	189.17	194.47	199.91	205.51	211.26	217.18
83	Network Administrator	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30

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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
80	Network Manager	134.52	138.29	142.16	146.14	150.23	154.44	158.77	163.21	167.78	172.48	177.31	182.27	187.38	192.62	198.02
85	Network Technician (Junior)	60.75	62.45	64.20	66.00	67.85	69.75	71.70	73.71	75.77	77.89	80.07	82.32	84.62	86.99	89.43
84	Network Technician (Senior)	91.13	93.68	96.30	99.00	101.77	104.62	107.55	110.56	113.66	116.84	120.11	123.47	126.93	130.49	134.14
43	Office Automation Specialist	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
36	Operations Research Analyst (Senior)	112.83	115.98	119.23	122.57	126.00	129.53	133.16	136.89	140.72	144.66	148.71	152.87	157.15	161.55	166.08
108	Operator Level I	78.11	80.30	82.55	84.86	87.23	89.68	92.19	94.77	97.42	100.15	102.95	105.84	108.80	111.85	114.98
107	Operator Level II	108.49	111.52	114.65	117.86	121.16	124.55	128.04	131.62	135.31	139.10	142.99	146.99	151.11	155.34	159.69
109	Photographer	95.47	98.14	100.89	103.71	106.62	109.60	112.67	115.83	119.07	122.40	125.83	129.35	132.98	136.70	140.53
39	Planner, Information Technology (Senior)	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
58	Program Administration Specialist	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
1	Program Manager	156.22	160.59	165.09	169.71	174.47	179.35	184.37	189.53	194.84	200.30	205.91	211.67	217.60	223.69	229.95
57	Project Control Specialist	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
2	Project Manager	156.22	160.59	165.09	169.71	174.47	179.35	184.37	189.53	194.84	200.30	205.91	211.67	217.60	223.69	229.95
25	Quality Assurance Consultant (Senior)	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
24	Quality Assurance Manager	138.86	142.75	146.75	150.86	155.08	159.42	163.89	168.48	173.19	178.04	183.03	188.15	193.42	198.84	204.40
26	Quality Assurance Specialist	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
71	Risk Assessment Consultant (Senior)	160.56	165.06	169.68	174.43	179.31	184.33	189.49	194.80	200.25	205.86	211.63	217.55	223.64	229.90	236.34
49	Security, Computer Systems Specialist	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
50	Security, Data Specialist	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
4	Subject Matter Expert	173.58	178.44	183.43	188.57	193.85	199.28	204.86	210.59	216.49	222.55	228.78	235.19	241.78	248.55	255.50
3	Subject Matter Expert (Senior)	216.97	223.05	229.29	235.71	242.31	249.10	256.07	263.24	270.61	278.19	285.98	293.99	302.22	310.68	319.38
94	Systems Analyst, Wireless	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
53	System Security Research Analyst	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
51	Systems Security Specialist	121.50	124.91	128.40	132.00	135.70	139.49	143.40	147.42	151.54	155.79	160.15	164.63	169.24	173.98	178.85
48	Systems Security Specialist (Senior)	138.86	142.75	146.75	150.86	155.08	159.42	163.89	168.48	173.19	178.04	183.03	188.15	193.42	198.84	204.40
78	Telecommunications Consultant (Senior)	156.22	160.59	165.09	169.71	174.47	179.35	184.37	189.53	194.84	200.30	205.91	211.67	217.60	223.69	229.95
77	Telecommunications Engineer	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
76	Telecommunications Engineer (Senior)	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63

AUTHORIZED SIGNATURE

COMPANY NAME: ABSS Solutions
ADDRESS: 5804 Lowery Lane, Upper Marlboro, MD 20772

President
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
79	Telecommunications, System Analyst	130.18	133.83	137.58	141.43	145.39	149.46	153.64	157.95	162.37	166.91	171.59	176.39	181.33	186.41	191.63
27	Testing Specialist	104.15	107.06	110.06	113.14	116.31	119.57	122.91	126.36	129.89	133.53	137.27	141.11	145.07	149.13	153.30
28	Training Specialist/Instructor	112.83	115.98	119.23	122.57	126.00	129.53	133.16	136.89	140.72	144.66	148.71	152.87	157.15	161.55	166.08
56	Writer/Editor, Technical	108.49	111.52	114.65	117.86	121.16	124.55	128.04	131.62	135.31	139.10	142.99	146.99	151.11	155.34	159.69

* 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: ABSS Solutions
ADDRESS: 5804 Lowery Lane, Upper Marlboro, MD 20772

Attachment F - Price Form A1

AUTHORIZED SIGNATURE

____ President _____
TITLE