

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)	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
47	Administrator, Systems	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 236.36	\$ 243.45	\$ 250.75	\$ 258.27	\$ 266.02	\$ 274.00	\$ 282.22	\$ 290.69	\$ 299.41	\$ 308.39
5	Analyst, Computer Software/Integration (Senior)	\$ 242.00	\$ 249.26	\$ 256.74	\$ 264.44	\$ 272.37	\$ 285.99	\$ 294.57	\$ 303.41	\$ 312.51	\$ 321.89	\$ 331.54	\$ 341.49	\$ 351.73	\$ 362.29	\$ 373.15
9	Analyst, Computer Systems (Junior)	\$ 215.00	\$ 221.45	\$ 228.09	\$ 234.94	\$ 241.98	\$ 254.08	\$ 261.71	\$ 269.56	\$ 277.64	\$ 285.97	\$ 294.55	\$ 303.39	\$ 312.49	\$ 321.87	\$ 331.52
8	Analyst, Computer Systems (Senior)	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
68	Analyst, Financial	\$ 326.00	\$ 335.78	\$ 345.85	\$ 356.23	\$ 366.92	\$ 385.26	\$ 396.82	\$ 408.72	\$ 420.99	\$ 433.62	\$ 446.62	\$ 460.02	\$ 473.82	\$ 488.04	\$ 502.68
67	Analyst, Financial (Senior)	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
54	Analyst, Research	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
37	Analyst, Systems (Senior)	\$ 231.00	\$ 237.93	\$ 245.07	\$ 252.42	\$ 259.99	\$ 272.99	\$ 281.18	\$ 289.62	\$ 298.31	\$ 307.26	\$ 316.47	\$ 325.97	\$ 335.75	\$ 345.82	\$ 356.19
17	Application Developer, Advanced Technology	\$ 210.00	\$ 216.30	\$ 222.79	\$ 229.47	\$ 236.36	\$ 248.17	\$ 255.62	\$ 263.29	\$ 271.19	\$ 279.32	\$ 287.70	\$ 296.33	\$ 305.22	\$ 314.38	\$ 323.81
16	Application Developer, Advanced Technology (Senior)	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	\$ 261.17	\$ 269.01	\$ 277.08	\$ 285.39	\$ 293.95	\$ 302.77	\$ 311.86	\$ 321.21	\$ 330.85	\$ 340.77
11	Applications Development Expert	\$ 231.00	\$ 237.93	\$ 245.07	\$ 252.42	\$ 259.99	\$ 272.99	\$ 281.18	\$ 289.62	\$ 298.31	\$ 307.26	\$ 316.47	\$ 325.97	\$ 335.75	\$ 345.82	\$ 356.19
10	Applications Programmer	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	\$ 261.17	\$ 269.01	\$ 277.08	\$ 285.39	\$ 293.95	\$ 302.77	\$ 311.86	\$ 321.21	\$ 330.85	\$ 340.77
92	Archeologist /Historic Preservation Specialist	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	\$ 261.17	\$ 269.01	\$ 277.08	\$ 285.39	\$ 293.95	\$ 302.77	\$ 311.86	\$ 321.21	\$ 330.85	\$ 340.77
40	Architect, Application (Senior)	\$ 247.00	\$ 254.41	\$ 262.04	\$ 269.90	\$ 278.00	\$ 291.90	\$ 300.66	\$ 309.68	\$ 318.97	\$ 328.54	\$ 338.39	\$ 348.54	\$ 359.00	\$ 369.77	\$ 380.86
38	Architect, Information Technology (Senior)	\$ 263.00	\$ 270.89	\$ 279.02	\$ 287.39	\$ 296.01	\$ 310.81	\$ 320.13	\$ 329.74	\$ 339.63	\$ 349.82	\$ 360.31	\$ 371.12	\$ 382.26	\$ 393.72	\$ 405.54
61	Architect, Internet/Web	\$ 210.00	\$ 216.30	\$ 222.79	\$ 229.47	\$ 236.36	\$ 248.17	\$ 255.62	\$ 263.29	\$ 271.19	\$ 279.32	\$ 287.70	\$ 296.33	\$ 305.22	\$ 314.38	\$ 323.81
63	Architect, Systems (Senior)	\$ 578.00	\$ 595.34	\$ 613.20	\$ 631.60	\$ 650.54	\$ 683.07	\$ 703.56	\$ 724.67	\$ 746.41	\$ 768.80	\$ 791.87	\$ 815.62	\$ 840.09	\$ 865.29	\$ 891.25
64	Architect, Systems Design	\$ 257.00	\$ 264.71	\$ 272.65	\$ 280.83	\$ 289.26	\$ 303.72	\$ 312.83	\$ 322.22	\$ 331.88	\$ 341.84	\$ 352.09	\$ 362.66	\$ 373.54	\$ 384.74	\$ 396.28
93	Architectural Historian	\$ 255.00	\$ 262.65	\$ 270.53	\$ 278.65	\$ 287.00	\$ 301.35	\$ 310.40	\$ 319.71	\$ 329.30	\$ 339.18	\$ 349.35	\$ 359.83	\$ 370.63	\$ 381.75	\$ 393.20
110	Audit Manager	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
111	Audit Supervisor	\$ 509.00	\$ 524.27	\$ 540.00	\$ 556.20	\$ 572.88	\$ 601.53	\$ 619.57	\$ 638.16	\$ 657.31	\$ 677.03	\$ 697.34	\$ 718.26	\$ 739.80	\$ 762.00	\$ 784.86
69	Auditor, IT (Senior)	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
112	Auditor, Lead	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
70	Auditor (Senior)	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
113	Auditor, Staff	\$ 326.00	\$ 335.78	\$ 345.85	\$ 356.23	\$ 366.92	\$ 385.26	\$ 396.82	\$ 408.72	\$ 420.99	\$ 433.62	\$ 446.62	\$ 460.02	\$ 473.82	\$ 488.04	\$ 502.68
72	Business Process Consultant (Senior)	\$ 284.00	\$ 292.52	\$ 301.30	\$ 310.33	\$ 319.64	\$ 335.63	\$ 345.70	\$ 356.07	\$ 366.75	\$ 377.75	\$ 389.08	\$ 400.76	\$ 412.78	\$ 425.16	\$ 437.92
62	Computer Graphics Illustrator	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 236.36	\$ 243.45	\$ 250.75	\$ 258.27	\$ 266.02	\$ 274.00	\$ 282.22	\$ 290.69	\$ 299.41	\$ 308.39
34	Computer Operations Center Specialist	\$ 257.00	\$ 264.71	\$ 272.65	\$ 280.83	\$ 289.26	\$ 303.72	\$ 312.83	\$ 322.22	\$ 331.88	\$ 341.84	\$ 352.09	\$ 362.66	\$ 373.54	\$ 384.74	\$ 396.28
35	Computer Operations Research Analyst	\$ 226.00	\$ 232.78	\$ 239.76	\$ 246.96	\$ 254.36	\$ 267.08	\$ 275.10	\$ 283.35	\$ 291.85	\$ 300.60	\$ 309.62	\$ 318.91	\$ 328.48	\$ 338.33	\$ 348.48
42	Computer Operator	\$ 152.00	\$ 156.56	\$ 161.26	\$ 166.09	\$ 171.08	\$ 179.63	\$ 185.02	\$ 190.57	\$ 196.29	\$ 202.18	\$ 208.24	\$ 214.49	\$ 220.92	\$ 227.55	\$ 234.38
41	Computer Operator (Senior)	\$ 189.00	\$ 194.67	\$ 200.51	\$ 206.53	\$ 212.72	\$ 223.36	\$ 230.06	\$ 236.96	\$ 244.07	\$ 251.39	\$ 258.93	\$ 266.70	\$ 274.70	\$ 282.94	\$ 291.43

COMPANY NAME: Ciber, Inc.

ADDRESS: 650 Wilson Lane, Mechanisburg, PA 17055

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AUTHORIZED SIGNATURE

Sr. Vice President  
TITLE

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Labor Rates

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

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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
15	Computer Programmer (Junior)	\$ 215.00	\$ 221.45	\$ 228.09	\$ 234.94	\$ 241.98	\$ 254.08	\$ 261.71	\$ 269.56	\$ 277.64	\$ 285.97	\$ 294.55	\$ 303.39	\$ 312.49	\$ 321.87	\$ 331.52
14	Computer Programmer (Senior)	\$ 236.00	\$ 243.08	\$ 250.37	\$ 257.88	\$ 265.62	\$ 278.90	\$ 287.27	\$ 295.89	\$ 304.76	\$ 313.91	\$ 323.32	\$ 333.02	\$ 343.01	\$ 353.30	\$ 363.90
7	Computer Specialist	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	\$ 261.17	\$ 269.01	\$ 277.08	\$ 285.39	\$ 293.95	\$ 302.77	\$ 311.86	\$ 321.21	\$ 330.85	\$ 340.77
6	Computer Specialist (Senior)	\$ 236.00	\$ 243.08	\$ 250.37	\$ 257.88	\$ 265.62	\$ 278.90	\$ 287.27	\$ 295.89	\$ 304.76	\$ 313.91	\$ 323.32	\$ 333.02	\$ 343.01	\$ 353.30	\$ 363.90
13	Computer Systems Programmer	\$ 226.00	\$ 232.78	\$ 239.76	\$ 246.96	\$ 254.36	\$ 267.08	\$ 275.10	\$ 283.35	\$ 291.85	\$ 300.60	\$ 309.62	\$ 318.91	\$ 328.48	\$ 338.33	\$ 348.48
12	Computer Systems Programmer (Senior)	\$ 257.00	\$ 264.71	\$ 272.65	\$ 280.83	\$ 289.26	\$ 303.72	\$ 312.83	\$ 322.22	\$ 331.88	\$ 341.84	\$ 352.09	\$ 362.66	\$ 373.54	\$ 384.74	\$ 396.28
23	Database Management Specialist (Junior)	\$ 226.00	\$ 232.78	\$ 239.76	\$ 246.96	\$ 254.36	\$ 267.08	\$ 275.10	\$ 283.35	\$ 291.85	\$ 300.60	\$ 309.62	\$ 318.91	\$ 328.48	\$ 338.33	\$ 348.48
22	Database Management Specialist (Senior)	\$ 231.00	\$ 237.93	\$ 245.07	\$ 252.42	\$ 259.99	\$ 272.99	\$ 281.18	\$ 289.62	\$ 298.31	\$ 307.26	\$ 316.47	\$ 325.97	\$ 335.75	\$ 345.82	\$ 356.19
21	Database Manager	\$ 247.00	\$ 254.41	\$ 262.04	\$ 269.90	\$ 278.00	\$ 291.90	\$ 300.66	\$ 309.68	\$ 318.97	\$ 328.54	\$ 338.39	\$ 348.54	\$ 359.00	\$ 369.77	\$ 380.86
55	Documentation Specialist	\$ 189.00	\$ 194.67	\$ 200.51	\$ 206.53	\$ 212.72	\$ 223.36	\$ 230.06	\$ 236.96	\$ 244.07	\$ 251.39	\$ 258.93	\$ 266.70	\$ 274.70	\$ 282.94	\$ 291.43
97	Electrician, Journeyman	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	\$ 261.17	\$ 269.01	\$ 277.08	\$ 285.39	\$ 293.95	\$ 302.77	\$ 311.86	\$ 321.21	\$ 330.85	\$ 340.77
96	Electrician, Licensed Master	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	\$ 261.17	\$ 269.01	\$ 277.08	\$ 285.39	\$ 293.95	\$ 302.77	\$ 311.86	\$ 321.21	\$ 330.85	\$ 340.77
99	Electricians Helper	\$ 195.00	\$ 200.85	\$ 206.88	\$ 213.08	\$ 219.47	\$ 230.45	\$ 237.36	\$ 244.48	\$ 251.82	\$ 259.37	\$ 267.15	\$ 275.17	\$ 283.42	\$ 291.92	\$ 300.68
101	Engineer, Facility Operations	\$ 195.00	\$ 200.85	\$ 206.88	\$ 213.08	\$ 219.47	\$ 230.45	\$ 237.36	\$ 244.48	\$ 251.82	\$ 259.37	\$ 267.15	\$ 275.17	\$ 283.42	\$ 291.92	\$ 300.68
19	Engineer, Information	\$ 231.00	\$ 237.93	\$ 245.07	\$ 252.42	\$ 259.99	\$ 272.99	\$ 281.18	\$ 289.62	\$ 298.31	\$ 307.26	\$ 316.47	\$ 325.97	\$ 335.75	\$ 345.82	\$ 356.19
18	Engineer, Information (Senior)	\$ 263.00	\$ 270.89	\$ 279.02	\$ 287.39	\$ 296.01	\$ 310.81	\$ 320.13	\$ 329.74	\$ 339.63	\$ 349.82	\$ 360.31	\$ 371.12	\$ 382.26	\$ 393.72	\$ 405.54
52	Engineer, Information Security	\$ 226.00	\$ 232.78	\$ 239.76	\$ 246.96	\$ 254.36	\$ 267.08	\$ 275.10	\$ 283.35	\$ 291.85	\$ 300.60	\$ 309.62	\$ 318.91	\$ 328.48	\$ 338.33	\$ 348.48
33	Engineer, Interdisciplinary	\$ 252.00	\$ 259.56	\$ 267.35	\$ 275.37	\$ 283.63	\$ 297.81	\$ 306.74	\$ 315.95	\$ 325.42	\$ 335.19	\$ 345.24	\$ 355.60	\$ 366.27	\$ 377.26	\$ 388.57
32	Engineer, Interdisciplinary (Senior)	\$ 509.00	\$ 524.27	\$ 540.00	\$ 556.20	\$ 572.88	\$ 601.53	\$ 619.57	\$ 638.16	\$ 657.31	\$ 677.03	\$ 697.34	\$ 718.26	\$ 739.80	\$ 762.00	\$ 784.86
82	Engineer, Network (Junior)	\$ 215.00	\$ 221.45	\$ 228.09	\$ 234.94	\$ 241.98	\$ 254.08	\$ 261.71	\$ 269.56	\$ 277.64	\$ 285.97	\$ 294.55	\$ 303.39	\$ 312.49	\$ 321.87	\$ 331.52
81	Engineer, Network (Senior)	\$ 231.00	\$ 237.93	\$ 245.07	\$ 252.42	\$ 259.99	\$ 272.99	\$ 281.18	\$ 289.62	\$ 298.31	\$ 307.26	\$ 316.47	\$ 325.97	\$ 335.75	\$ 345.82	\$ 356.19
86	Engineer, Network Security	\$ 236.00	\$ 243.08	\$ 250.37	\$ 257.88	\$ 265.62	\$ 278.90	\$ 287.27	\$ 295.89	\$ 304.76	\$ 313.91	\$ 323.32	\$ 333.02	\$ 343.01	\$ 353.30	\$ 363.90
95	Engineer, Radio Frequency	\$ 255.00	\$ 262.65	\$ 270.53	\$ 278.65	\$ 287.00	\$ 301.35	\$ 310.40	\$ 319.71	\$ 329.30	\$ 339.18	\$ 349.35	\$ 359.83	\$ 370.63	\$ 381.75	\$ 393.20
31	Engineer, Software	\$ 205.00	\$ 211.15	\$ 217.48	\$ 224.01	\$ 230.73	\$ 242.27	\$ 249.53	\$ 257.02	\$ 264.73	\$ 272.67	\$ 280.85	\$ 289.28	\$ 297.96	\$ 306.90	\$ 316.10
101	Engineer, Stationary	\$ 325.00	\$ 334.75	\$ 344.79	\$ 355.14	\$ 365.79	\$ 384.08	\$ 395.60	\$ 407.47	\$ 419.69	\$ 432.29	\$ 445.25	\$ 458.61	\$ 472.37	\$ 486.54	\$ 501.14
30	Engineer, Systems	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	\$ 261.17	\$ 269.01	\$ 277.08	\$ 285.39	\$ 293.95	\$ 302.77	\$ 311.86	\$ 321.21	\$ 330.85	\$ 340.77
29	Engineer, Systems (Senior)	\$ 231.00	\$ 237.93	\$ 245.07	\$ 252.42	\$ 259.99	\$ 272.99	\$ 281.18	\$ 289.62	\$ 298.31	\$ 307.26	\$ 316.47	\$ 325.97	\$ 335.75	\$ 345.82	\$ 356.19
65	Engineer, Systems Design	\$ 247.00	\$ 254.41	\$ 262.04	\$ 269.90	\$ 278.00	\$ 291.90	\$ 300.66	\$ 309.68	\$ 318.97	\$ 328.54	\$ 338.39	\$ 348.54	\$ 359.00	\$ 369.77	\$ 380.86
99	Facilities Engineering Manager	\$ 295.00	\$ 303.85	\$ 312.97	\$ 322.35	\$ 332.03	\$ 348.63	\$ 359.09	\$ 369.86	\$ 380.95	\$ 392.38	\$ 404.15	\$ 416.28	\$ 428.77	\$ 441.63	\$ 454.88
105	Facilities Specialist Level I	\$ 155.00	\$ 159.65	\$ 164.44	\$ 169.37	\$ 174.45	\$ 183.18	\$ 188.67	\$ 194.33	\$ 200.16	\$ 206.17	\$ 212.35	\$ 218.72	\$ 225.28	\$ 232.04	\$ 239.00
104	Facilities Specialist Level II	\$ 175.00	\$ 180.25	\$ 185.66	\$ 191.23	\$ 196.96	\$ 206.81	\$ 213.02	\$ 219.41	\$ 225.99	\$ 232.77	\$ 239.75	\$ 246.94	\$ 254.35	\$ 261.98	\$ 269.84
103	Facilities Specialist Level III	\$ 195.00	\$ 200.85	\$ 206.88	\$ 213.08	\$ 219.47	\$ 230.45	\$ 237.36	\$ 244.48	\$ 251.82	\$ 259.37	\$ 267.15	\$ 275.17	\$ 283.42	\$ 291.92	\$ 300.68
102	Facilities Specialist, Lead	\$ 205.00	\$ 211.15	\$ 217.48	\$ 224.01	\$ 230.73	\$ 242.27	\$ 249.53	\$ 257.02	\$ 264.73	\$ 272.67	\$ 280.85	\$ 289.28	\$ 297.96	\$ 306.90	\$ 316.10
106	Facility Operations Supervisor	\$ 225.00	\$ 231.75	\$ 238.70	\$ 245.86	\$ 253.24	\$ 265.90	\$ 273.88	\$ 282.09	\$ 290.56	\$ 299.27	\$ 308.25	\$ 317.50	\$ 327.03	\$ 336.84	\$ 346.94

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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
90	Geographic Information Systems (GIS) Analyst	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	\$ 261.17	\$ 269.01	\$ 277.08	\$ 285.39	\$ 293.95	\$ 302.77	\$ 311.86	\$ 321.21	\$ 330.85	\$ 340.77
91	Geographic Information Systems Specialist	\$ 194.00	\$ 199.82	\$ 205.81	\$ 211.99	\$ 218.35	\$ 229.27	\$ 236.14	\$ 243.23	\$ 250.53	\$ 258.04	\$ 265.78	\$ 273.76	\$ 281.97	\$ 290.43	\$ 299.14
88	Geographic Information Systems Technician I	\$ 158.00	\$ 162.74	\$ 167.62	\$ 172.65	\$ 177.83	\$ 186.72	\$ 192.32	\$ 198.09	\$ 204.04	\$ 210.16	\$ 216.46	\$ 222.96	\$ 229.64	\$ 236.53	\$ 243.63
87	Geographic Information Systems Technician II	\$ 194.00	\$ 199.82	\$ 205.81	\$ 211.99	\$ 218.35	\$ 229.27	\$ 236.14	\$ 243.23	\$ 250.53	\$ 258.04	\$ 265.78	\$ 273.76	\$ 281.97	\$ 290.43	\$ 299.14
89	Geographic Information Systems Technician Trainee	\$ 152.00	\$ 156.56	\$ 161.26	\$ 166.09	\$ 171.08	\$ 179.63	\$ 185.02	\$ 190.57	\$ 196.29	\$ 202.18	\$ 208.24	\$ 214.49	\$ 220.92	\$ 227.55	\$ 234.38
	GeoSpatial Web Developer (Mid-level)	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 236.36	\$ 243.45	\$ 250.75	\$ 258.27	\$ 266.02	\$ 274.00	\$ 282.22	\$ 290.69	\$ 299.41	\$ 308.39
	GeoSpatial Web Developer (Senior)	\$ 210.00	\$ 216.30	\$ 222.79	\$ 229.47	\$ 236.36	\$ 248.17	\$ 255.62	\$ 263.29	\$ 271.19	\$ 279.32	\$ 287.70	\$ 296.33	\$ 305.22	\$ 314.38	\$ 323.81
73	Group Facilitator (Senior)	\$ 284.00	\$ 292.52	\$ 301.30	\$ 310.33	\$ 319.64	\$ 335.63	\$ 345.70	\$ 356.07	\$ 366.75	\$ 377.75	\$ 389.08	\$ 400.76	\$ 412.78	\$ 425.16	\$ 437.92
44	Help Desk Manager	\$ 226.00	\$ 232.78	\$ 239.76	\$ 246.96	\$ 254.36	\$ 267.08	\$ 275.10	\$ 283.35	\$ 291.85	\$ 300.60	\$ 309.62	\$ 318.91	\$ 328.48	\$ 338.33	\$ 348.48
46	Help Desk Specialist (Junior)	\$ 179.00	\$ 184.37	\$ 189.90	\$ 195.60	\$ 201.47	\$ 211.54	\$ 217.89	\$ 224.42	\$ 231.15	\$ 238.09	\$ 245.23	\$ 252.59	\$ 260.17	\$ 267.97	\$ 276.01
45	Help Desk Specialist (Senior)	\$ 189.00	\$ 194.67	\$ 200.51	\$ 206.53	\$ 212.72	\$ 223.36	\$ 230.06	\$ 236.96	\$ 244.07	\$ 251.39	\$ 258.93	\$ 266.70	\$ 274.70	\$ 282.94	\$ 291.43
60	Internet/Intranet Site Developer (Junior)	\$ 189.00	\$ 194.67	\$ 200.51	\$ 206.53	\$ 212.72	\$ 223.36	\$ 230.06	\$ 236.96	\$ 244.07	\$ 251.39	\$ 258.93	\$ 266.70	\$ 274.70	\$ 282.94	\$ 291.43
59	Internet/Intranet Site Developer (Senior)	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 236.36	\$ 243.45	\$ 250.75	\$ 258.27	\$ 266.02	\$ 274.00	\$ 282.22	\$ 290.69	\$ 299.41	\$ 308.39
20	IT Professional (Senior)	\$ 509.00	\$ 524.27	\$ 540.00	\$ 556.20	\$ 572.88	\$ 601.53	\$ 619.57	\$ 638.16	\$ 657.31	\$ 677.03	\$ 697.34	\$ 718.26	\$ 739.80	\$ 762.00	\$ 784.86
75	Market Research Consultant (Senior)	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
74	Marketing Consultant (Senior)	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86
83	Network Administrator	\$ 205.00	\$ 211.15	\$ 217.48	\$ 224.01	\$ 230.73	\$ 242.27	\$ 249.53	\$ 257.02	\$ 264.73	\$ 272.67	\$ 280.85	\$ 289.28	\$ 297.96	\$ 306.90	\$ 316.10
80	Network Manager	\$ 242.00	\$ 249.26	\$ 256.74	\$ 264.44	\$ 272.37	\$ 285.99	\$ 294.57	\$ 303.41	\$ 312.51	\$ 321.89	\$ 331.54	\$ 341.49	\$ 351.73	\$ 362.29	\$ 373.15
85	Network Technician (Junior )	\$ 179.00	\$ 184.37	\$ 189.90	\$ 195.60	\$ 201.47	\$ 211.54	\$ 217.89	\$ 224.42	\$ 231.15	\$ 238.09	\$ 245.23	\$ 252.59	\$ 260.17	\$ 267.97	\$ 276.01
84	Network Technician (Senior)	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 236.36	\$ 243.45	\$ 250.75	\$ 258.27	\$ 266.02	\$ 274.00	\$ 282.22	\$ 290.69	\$ 299.41	\$ 308.39
43	Office Automation Specialist	\$ 210.00	\$ 216.30	\$ 222.79	\$ 229.47	\$ 236.36	\$ 248.17	\$ 255.62	\$ 263.29	\$ 271.19	\$ 279.32	\$ 287.70	\$ 296.33	\$ 305.22	\$ 314.38	\$ 323.81
36	Operations Research Analyst (Senior)	\$ 257.00	\$ 264.71	\$ 272.65	\$ 280.83	\$ 289.26	\$ 303.72	\$ 312.83	\$ 322.22	\$ 331.88	\$ 341.84	\$ 352.09	\$ 362.66	\$ 373.54	\$ 384.74	\$ 396.28
108	Operator Level I	\$ 155.00	\$ 159.65	\$ 164.44	\$ 169.37	\$ 174.45	\$ 183.18	\$ 188.67	\$ 194.33	\$ 200.16	\$ 206.17	\$ 212.35	\$ 218.72	\$ 225.28	\$ 232.04	\$ 239.00
107	Operator Level II	\$ 185.00	\$ 190.55	\$ 196.27	\$ 202.15	\$ 208.22	\$ 218.63	\$ 225.19	\$ 231.94	\$ 238.90	\$ 246.07	\$ 253.45	\$ 261.06	\$ 268.89	\$ 276.95	\$ 285.26
109	Photographer	\$ 152.00	\$ 156.56	\$ 161.26	\$ 166.09	\$ 171.08	\$ 179.63	\$ 185.02	\$ 190.57	\$ 196.29	\$ 202.18	\$ 208.24	\$ 214.49	\$ 220.92	\$ 227.55	\$ 234.38
39	Planner, Information Technology (Senior)	\$ 257.00	\$ 264.71	\$ 272.65	\$ 280.83	\$ 289.26	\$ 303.72	\$ 312.83	\$ 322.22	\$ 331.88	\$ 341.84	\$ 352.09	\$ 362.66	\$ 373.54	\$ 384.74	\$ 396.28
58	Program Administration Specialist	\$ 152.00	\$ 156.56	\$ 161.26	\$ 166.09	\$ 171.08	\$ 179.63	\$ 185.02	\$ 190.57	\$ 196.29	\$ 202.18	\$ 208.24	\$ 214.49	\$ 220.92	\$ 227.55	\$ 234.38
1	Program Manager	\$ 257.00	\$ 264.71	\$ 272.65	\$ 280.83	\$ 289.26	\$ 303.72	\$ 312.83	\$ 322.22	\$ 331.88	\$ 341.84	\$ 352.09	\$ 362.66	\$ 373.54	\$ 384.74	\$ 396.28
57	Project Control Specialist	\$ 152.00	\$ 156.56	\$ 161.26	\$ 166.09	\$ 171.08	\$ 179.63	\$ 185.02	\$ 190.57	\$ 196.29	\$ 202.18	\$ 208.24	\$ 214.49	\$ 220.92	\$ 227.55	\$ 234.38
2	Project Manager	\$ 238.00	\$ 245.14	\$ 252.49	\$ 260.07	\$ 267.87	\$ 281.26	\$ 289.70	\$ 298.39	\$ 307.35	\$ 316.57	\$ 326.06	\$ 335.84	\$ 345.92	\$ 356.30	\$ 366.99
25	Quality Assurance Consultant (Senior)	\$ 231.00	\$ 237.93	\$ 245.07	\$ 252.42	\$ 259.99	\$ 272.99	\$ 281.18	\$ 289.62	\$ 298.31	\$ 307.26	\$ 316.47	\$ 325.97	\$ 335.75	\$ 345.82	\$ 356.19
24	Quality Assurance Manager	\$ 236.00	\$ 243.08	\$ 250.37	\$ 257.88	\$ 265.62	\$ 278.90	\$ 287.27	\$ 295.89	\$ 304.76	\$ 313.91	\$ 323.32	\$ 333.02	\$ 343.01	\$ 353.30	\$ 363.90
26	Quality Assurance Specialist	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	\$ 261.17	\$ 269.01	\$ 277.08	\$ 285.39	\$ 293.95	\$ 302.77	\$ 311.86	\$ 321.21	\$ 330.85	\$ 340.77
71	Risk Assessment Consultant (Senior)	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	\$ 446.71	\$ 460.12	\$ 473.92	\$ 488.14	\$ 502.78	\$ 517.86	\$ 533.40	\$ 549.40	\$ 565.88	\$ 582.86

COMPANY NAME: Ciber, Inc.

ADDRESS: 650 Wilson Lane, Mechanisburg, PA 17055

\_\_\_\_\_  
AUTHORIZED SIGNATURE

Sr. Vice 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
49	Security, Computer Systems Specialist	\$ 247.00	\$ 254.41	\$ 262.04	\$ 269.90	\$ 278.00	291.90071	300.657731	309.677463	318.967787	328.536821	338.392925	348.544713	359.001054	369.771086	380.864219
50	Security, Data Specialist	\$ 226.00	\$ 232.78	\$ 239.76	\$ 246.96	\$ 254.36	267.083241	275.095738	283.34861	291.849068	300.60454	309.622677	318.911357	328.478698	338.333058	348.48305
4	Subject Matter Expert	\$ 242.00	\$ 249.26	\$ 256.74	\$ 264.44	\$ 272.37	285.991789	294.571542	303.408689	312.510949	321.886278	331.542866	341.489152	351.733827	362.285841	373.154417
3	Subject Matter Expert (Senior)	\$ 265.00	\$ 272.95	\$ 281.14	\$ 289.57	\$ 298.26	313.172826	322.568011	332.245052	342.212403	352.478775	363.053138	373.944733	385.163075	396.717967	408.619506
94	Systems Analyst, Wireless	\$ 257.00	\$ 264.71	\$ 272.65	\$ 280.83	\$ 289.26	303.718552	312.830109	322.215012	331.881463	341.837906	352.093044	362.655835	373.53551	384.741575	396.283823
53	System Security Research Analyst	\$ 226.00	\$ 232.78	\$ 239.76	\$ 246.96	\$ 254.36	267.083241	275.095738	283.34861	291.849068	300.60454	309.622677	318.911357	328.478698	338.333058	348.48305
51	Systems Security Specialist	\$ 226.00	\$ 232.78	\$ 239.76	\$ 246.96	\$ 254.36	267.083241	275.095738	283.34861	291.849068	300.60454	309.622677	318.911357	328.478698	338.333058	348.48305
48	Systems Security Specialist (Senior)	\$ 352.00	\$ 362.56	\$ 373.44	\$ 384.64	\$ 396.18	415.988056	428.467698	441.321729	454.561381	468.198222	482.244169	496.711494	511.612839	526.961224	542.77006
78	Telecommunications Consultant (Senior)	\$ 378.00	\$ 389.34	\$ 401.02	\$ 413.05	\$ 425.44	446.714447	460.11588	473.919356	488.136937	502.781045	517.864477	533.400411	549.402423	565.884496	582.861031
77	Telecommunications Engineer	\$ 252.00	\$ 259.56	\$ 267.35	\$ 275.37	\$ 283.63	297.809631	306.74392	315.946238	325.424625	335.187364	345.242984	355.600274	366.268282	377.256331	388.574021
76	Telecommunications Engineer (Senior)	\$ 326.00	\$ 335.78	\$ 345.85	\$ 356.23	\$ 366.92	385.261666	396.819516	408.724101	420.985824	433.615399	446.623861	460.022577	473.823254	488.037952	502.67909
79	Telecommunications, System Analyst	\$ 326.00	\$ 335.78	\$ 345.85	\$ 356.23	\$ 366.92	385.261666	396.819516	408.724101	420.985824	433.615399	446.623861	460.022577	473.823254	488.037952	502.67909
27	Testing Specialist	\$ 221.00	\$ 227.63	\$ 234.46	\$ 241.49	\$ 248.74	261.174319	269.009549	277.079835	285.39223	293.953997	302.772617	311.855796	321.21147	330.847814	340.773248
28	Training Specialist/Instructor	\$ 240.00	\$ 247.20	\$ 254.62	\$ 262.25	\$ 270.12	283.62822	292.137067	300.901179	309.928214	319.226061	328.802842	338.666928	348.826935	359.291743	370.070496
56	Writer/Editor, Technical	\$ 205.00	\$ 211.15	\$ 217.48	\$ 224.01	\$ 230.73	242.265771	249.533744	257.019757	264.73035	272.67226	280.852428	289.278001	297.956341	306.895031	316.101882

\* 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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