

Consulting and Technical Services Plus (CATS+) - Expansion Window #2  
Labor Rates

**Volume II - Financial Proposal**

<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
		Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price
66	Accountant, Cost (Senior)	\$109.73	\$114.00	\$118.75	\$123.50	\$128.29	\$135.32	\$142.66	\$148.33	\$153.90	\$159.60
47	Administrator, Systems	\$135.00	\$140.40	\$145.80	\$151.27	\$157.28	\$162.00	\$166.05	\$171.59	\$175.50	\$180.90
5	Analyst, Computer Software/Integration (Senior)	\$177.57	\$181.74	\$184.28	\$189.27	\$194.81	\$200.45	\$206.01	\$211.82	\$218.30	\$225.38
9	Analyst, Computer Systems (Junior)	\$64.98	\$66.79	\$69.16	\$70.68	\$72.68	\$74.77	\$76.86	\$78.09	\$80.37	\$83.79
8	Analyst, Computer Systems (Senior)	\$74.58	\$76.38	\$78.52	\$80.70	\$82.56	\$84.36	\$86.83	\$88.64	\$91.87	\$94.53
68	Analyst, Financial	\$98.04	\$101.27	\$104.20	\$106.78	\$109.54	\$112.58	\$115.85	\$119.34	\$122.46	\$125.71
67	Analyst, Financial (Senior)	\$123.31	\$125.83	\$129.92	\$133.52	\$137.68	\$141.17	\$144.85	\$149.10	\$153.18	\$157.60
54	Analyst, Research	\$123.31	\$125.83	\$129.92	\$133.52	\$137.68	\$141.17	\$144.85	\$149.10	\$153.18	\$157.60
37	Analyst, Systems (Senior)	\$107.64	\$110.87	\$114.19	\$117.33	\$120.65	\$123.81	\$127.87	\$131.09	\$134.73	\$138.49
17	Application Developer, Advanced Technology	\$162.00	\$166.19	\$171.99	\$176.92	\$181.47	\$186.83	\$192.04	\$197.42	\$203.24	\$208.85
	Application Developer, Advanced Technology (Senior)										
16		\$186.17	\$191.23	\$196.49	\$202.18	\$208.04	\$213.84	\$219.92	\$226.13	\$232.34	\$239.03
11	Applications Development Expert	\$186.17	\$191.23	\$196.49	\$202.18	\$208.04	\$213.84	\$219.92	\$226.13	\$232.34	\$239.03
10	Applications Programmer	\$142.02	\$146.41	\$149.99	\$154.10	\$158.49	\$162.74	\$166.05	\$172.26	\$176.18	\$181.78
92	Archeologist /Historic Preservation Specialist	\$99.94	\$103.03	\$105.55	\$108.44	\$111.53	\$114.52	\$116.85	\$121.22	\$123.98	\$127.92
40	Architect, Application (Senior)	\$174.35	\$167.04	\$184.28	\$189.43	\$194.74	\$200.48	\$206.01	\$211.82	\$216.47	\$223.90
38	Architect, Information Technology (Senior)	\$185.79	\$191.23	\$196.60	\$202.16	\$208.04	\$213.87	\$219.92	\$226.60	\$232.54	\$239.02
61	Architect, Internet/Web	\$168.75	\$173.48	\$178.20	\$181.85	\$186.64	\$193.29	\$199.29	\$204.80	\$209.25	\$216.31
63	Architect, Systems (Senior)	\$182.32	\$186.30	\$193.19	\$198.65	\$204.39	\$209.99	\$215.06	\$221.60	\$227.65	\$233.87
64	Architect, Systems Design	\$182.32	\$186.30	\$193.19	\$198.65	\$204.39	\$209.99	\$215.06	\$221.60	\$227.65	\$233.87
93	Architectural Historian	\$111.39	\$114.56	\$117.64	\$121.26	\$124.44	\$128.08	\$131.74	\$135.42	\$139.49	\$143.21
110	Audit Manager	\$118.18	\$121.77	\$125.30	\$128.87	\$132.91	\$137.18	\$139.86	\$144.02	\$147.68	\$152.24
111	Audit Supervisor	\$135.95	\$139.84	\$143.67	\$147.63	\$151.83	\$156.01	\$160.60	\$163.64	\$169.53	\$174.61
69	Auditor, IT (Senior)	\$134.14	\$137.99	\$141.84	\$145.68	\$149.53	\$154.33	\$158.18	\$162.97	\$167.77	\$172.57
112	Auditor, Lead	\$123.61	\$127.13	\$129.90	\$133.10	\$137.55	\$141.72	\$146.54	\$151.62	\$156.56	\$161.50
70	Auditor (Senior)	\$114.24	\$117.14	\$120.86	\$124.55	\$127.30	\$131.72	\$135.20	\$139.18	\$143.02	\$146.97
113	Auditor, Staff	\$83.43	\$85.74	\$88.00	\$90.63	\$92.15	\$95.43	\$98.33	\$101.13	\$104.17	\$106.70
72	Business Process Consultant (Senior)	\$164.27	\$168.56	\$173.35	\$178.47	\$183.11	\$188.44	\$193.60	\$198.94	\$204.73	\$210.38
62	Computer Graphics Illustrator	\$90.70	\$93.23	\$95.85	\$98.52	\$101.29	\$104.12	\$107.04	\$110.04	\$113.12	\$116.28
34	Computer Operations Center Specialist	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
35	Computer Operations Research Analyst	\$140.60	\$144.53	\$148.58	\$152.74	\$157.02	\$161.42	\$165.93	\$170.59	\$175.35	\$180.27
42	Computer Operator	\$87.87	\$90.33	\$92.87	\$95.46	\$98.13	\$100.89	\$103.71	\$106.61	\$109.59	\$112.67
41	Computer Operator (Senior)	\$105.45	\$108.41	\$111.44	\$114.56	\$117.76	\$121.07	\$124.46	\$127.94	\$131.52	\$135.20

COMPANY NAME:  
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Consulting and Technical Services Plus (CATS+) - Expansion Window #2  
Labor Rates

**Volume II - Financial Proposal**

<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
15	Computer Programmer (Junior)	\$93.73	\$96.36	\$99.05	\$101.83	\$104.68	\$107.61	\$110.62	\$113.72	\$116.91	\$120.18
14	Computer Programmer (Senior)	\$164.03	\$168.63	\$173.34	\$178.20	\$183.20	\$188.31	\$193.59	\$199.02	\$204.58	\$210.32
7	Computer Specialist	\$175.74	\$180.67	\$185.73	\$190.93	\$196.28	\$201.77	\$207.41	\$213.23	\$219.20	\$225.33
6	Computer Specialist (Senior)	\$187.46	\$192.71	\$198.11	\$203.66	\$209.36	\$215.22	\$221.25	\$227.45	\$233.81	\$240.35
13	Computer Systems Programmer	\$93.73	\$96.36	\$99.05	\$101.83	\$104.68	\$107.61	\$110.62	\$113.72	\$116.91	\$120.18
12	Computer Systems Programmer (Senior)	\$140.60	\$144.53	\$148.58	\$152.74	\$157.02	\$161.42	\$165.93	\$170.59	\$175.35	\$180.27
23	Database Management Specialist (Junior)	\$93.73	\$96.36	\$99.05	\$101.83	\$104.68	\$107.61	\$110.62	\$113.72	\$116.91	\$120.18
22	Database Management Specialist (Senior)	\$140.60	\$144.53	\$148.58	\$152.74	\$157.02	\$161.42	\$165.93	\$170.59	\$175.35	\$180.27
21	Database Manager	\$175.74	\$180.67	\$185.73	\$190.93	\$196.28	\$201.77	\$207.41	\$213.23	\$219.20	\$225.33
55	Documentation Specialist	\$66.79	\$68.66	\$70.58	\$72.55	\$74.58	\$76.67	\$78.82	\$81.03	\$83.30	\$85.62
97	Electrician, Journeyman	\$111.31	\$114.43	\$117.63	\$120.93	\$124.31	\$127.78	\$131.37	\$135.04	\$138.82	\$142.71
96	Electrician, Licensed Master	\$127.79	\$131.38	\$135.05	\$138.83	\$142.72	\$146.72	\$150.83	\$155.05	\$159.39	\$163.86
99	Electricians Helper	\$53.59	\$55.09	\$56.64	\$58.23	\$59.85	\$61.53	\$63.25	\$65.02	\$66.84	\$68.71
101	Engineer, Facility Operations	\$57.71	\$59.33	\$60.99	\$62.70	\$64.46	\$66.26	\$68.12	\$70.02	\$71.98	\$74.00
19	Engineer, Information	\$165.20	\$169.83	\$174.58	\$179.47	\$184.49	\$189.66	\$194.98	\$200.43	\$206.05	\$211.82
18	Engineer, Information (Senior)	\$175.74	\$180.67	\$185.73	\$190.93	\$196.28	\$201.77	\$207.41	\$213.23	\$219.20	\$225.33
52	Engineer, Information Security	\$181.60	\$186.69	\$191.92	\$197.29	\$202.81	\$208.49	\$214.34	\$220.33	\$226.50	\$232.85
33	Engineer, Interdisciplinary	\$148.41	\$152.56	\$156.84	\$161.22	\$165.75	\$170.38	\$175.15	\$180.05	\$185.10	\$190.29
32	Engineer, Interdisciplinary (Senior)	\$164.90	\$169.52	\$174.26	\$179.14	\$184.16	\$189.32	\$194.62	\$200.06	\$205.67	\$211.42
82	Engineer, Network (Junior)	\$121.50	\$124.90	\$128.40	\$132.00	\$135.70	\$139.50	\$143.40	\$147.42	\$151.54	\$155.78
81	Engineer, Network (Senior)	\$156.66	\$161.04	\$165.55	\$170.18	\$174.95	\$179.85	\$184.89	\$190.06	\$195.38	\$200.85
86	Engineer, Network Security	\$188.76	\$194.05	\$199.49	\$205.07	\$210.82	\$216.72	\$222.78	\$229.03	\$235.44	\$242.02
95	Engineer, Radio Frequency	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
31	Engineer, Software	\$161.35	\$165.85	\$170.50	\$175.28	\$180.18	\$185.23	\$190.42	\$195.75	\$201.23	\$206.86
101	Engineer, Stationary	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
30	Engineer, Systems	\$164.04	\$168.63	\$173.35	\$178.21	\$183.19	\$188.31	\$193.59	\$199.01	\$204.58	\$210.31
29	Engineer, Systems (Senior)	\$182.25	\$187.36	\$192.61	\$198.00	\$203.55	\$209.24	\$215.10	\$221.13	\$227.32	\$233.67
65	Engineer, Systems Design	\$145.81	\$149.88	\$154.08	\$158.40	\$162.83	\$167.40	\$172.07	\$176.90	\$181.85	\$186.94
99	Facilities Engineering Manager	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
105	Facilities Specialist Level I	\$66.79	\$68.66	\$70.58	\$72.55	\$74.58	\$76.67	\$78.82	\$81.03	\$83.30	\$85.62
104	Facilities Specialist Level II	\$82.45	\$84.76	\$87.13	\$89.58	\$92.08	\$94.66	\$97.31	\$100.04	\$102.84	\$105.72
103	Facilities Specialist Level III	\$119.55	\$122.90	\$126.34	\$129.87	\$133.51	\$137.26	\$141.09	\$145.05	\$149.11	\$153.28
102	Facilities Specialist, Lead	\$115.43	\$118.66	\$121.98	\$125.40	\$128.92	\$132.52	\$136.23	\$140.05	\$143.96	\$148.00
106	Facility Operations Supervisor	\$115.43	\$118.66	\$121.98	\$125.40	\$128.92	\$132.52	\$136.23	\$140.05	\$143.96	\$148.00
90	Geographic Information Systems (GIS) Analyst	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85

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**Volume II - Financial Proposal**

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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
91	Geographic Information Systems Specialist	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
88	Geographic Information Systems Technician I	\$67.61	\$69.50	\$71.45	\$73.44	\$75.51	\$77.62	\$79.79	\$82.02	\$84.32	\$86.69
87	Geographic Information Systems Technician II	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
89	Geographic Information Systems Technician Trainee	\$53.59	\$55.09	\$56.64	\$58.23	\$59.85	\$61.53	\$63.25	\$65.02	\$66.84	\$68.71
	GeoSpatial Web Developer (Mid-level)	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
	GeoSpatial Web Developer (Senior)	\$115.43	\$118.66	\$121.98	\$125.40	\$128.92	\$132.52	\$136.23	\$140.05	\$143.96	\$148.00
73	Group Facilitator (Senior)	\$115.43	\$118.66	\$121.98	\$125.40	\$128.92	\$132.52	\$136.23	\$140.05	\$143.96	\$148.00
44	Help Desk Manager	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
46	Help Desk Specialist (Junior)	\$41.22	\$42.38	\$43.57	\$44.78	\$46.04	\$47.33	\$48.65	\$50.02	\$51.41	\$52.86
45	Help Desk Specialist (Senior)	\$53.59	\$55.09	\$56.64	\$58.23	\$59.85	\$61.53	\$63.25	\$65.02	\$66.84	\$68.71
60	Internet/Intranet Site Developer (Junior)	\$49.47	\$50.85	\$52.28	\$53.74	\$55.25	\$56.79	\$58.39	\$60.02	\$61.70	\$63.43
59	Internet/Intranet Site Developer (Senior)	\$107.19	\$110.18	\$113.27	\$116.44	\$119.70	\$123.05	\$126.50	\$130.05	\$133.68	\$137.43
20	IT Professional (Senior)	\$210.90	\$216.80	\$222.87	\$229.11	\$235.53	\$242.12	\$248.90	\$255.87	\$263.03	\$270.41
75	Market Research Consultant (Senior)	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
74	Marketing Consultant (Senior)	\$140.16	\$144.09	\$148.12	\$152.28	\$156.53	\$160.92	\$165.42	\$170.06	\$174.82	\$179.71
83	Network Administrator	\$140.60	\$144.53	\$148.58	\$152.74	\$157.02	\$161.42	\$165.93	\$170.59	\$175.35	\$180.27
80	Network Manager	\$181.60	\$186.69	\$191.92	\$197.29	\$202.81	\$208.49	\$214.34	\$220.33	\$226.50	\$232.85
85	Network Technician (Junior )	\$82.01	\$84.31	\$86.67	\$89.10	\$91.60	\$94.16	\$96.80	\$99.51	\$102.29	\$105.15
84	Network Technician (Senior)	\$123.03	\$126.47	\$130.01	\$133.65	\$137.39	\$141.24	\$145.19	\$149.26	\$153.44	\$157.73
43	Office Automation Specialist	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
36	Operations Research Analyst (Senior)	\$107.19	\$110.18	\$113.27	\$116.44	\$119.70	\$123.05	\$126.50	\$130.05	\$133.68	\$137.43
108	Operator Level I	\$74.20	\$76.29	\$78.42	\$80.62	\$82.87	\$85.20	\$87.58	\$90.03	\$92.55	\$95.14
107	Operator Level II	\$103.07	\$105.94	\$108.92	\$111.97	\$115.10	\$118.32	\$121.64	\$125.04	\$128.54	\$132.15
109	Photographer	\$90.70	\$93.23	\$95.85	\$98.52	\$101.29	\$104.12	\$107.04	\$110.04	\$113.12	\$116.28
39	Planner, Information Technology (Senior)	\$123.67	\$127.14	\$130.70	\$134.36	\$138.12	\$141.99	\$145.96	\$150.05	\$154.25	\$158.56
58	Program Administration Specialist	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
1	Program Manager	\$195.28	\$200.74	\$206.36	\$212.14	\$218.09	\$224.19	\$230.46	\$236.91	\$243.55	\$250.38
57	Project Control Specialist	\$115.43	\$118.66	\$121.98	\$125.40	\$128.92	\$132.52	\$136.23	\$140.05	\$143.96	\$148.00
2	Project Manager	\$148.41	\$152.56	\$156.84	\$161.22	\$165.75	\$170.38	\$175.15	\$180.05	\$185.10	\$190.29
25	Quality Assurance Consultant (Senior)	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
24	Quality Assurance Manager	\$131.92	\$135.61	\$139.41	\$143.32	\$147.33	\$151.45	\$155.70	\$160.06	\$164.53	\$169.14
26	Quality Assurance Specialist	\$115.43	\$118.66	\$121.98	\$125.40	\$128.92	\$132.52	\$136.23	\$140.05	\$143.96	\$148.00
71	Risk Assessment Consultant (Senior)	\$176.62	\$181.57	\$186.65	\$191.87	\$197.24	\$202.76	\$208.44	\$214.28	\$220.28	\$226.45
49	Security, Computer Systems Specialist	\$170.10	\$174.87	\$179.76	\$184.80	\$189.98	\$195.29	\$200.76	\$206.39	\$212.16	\$218.11
50	Security, Data Specialist	\$182.25	\$187.36	\$192.61	\$198.00	\$203.55	\$209.24	\$215.10	\$221.13	\$227.32	\$233.67

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Labor Rates

**Volume II - Financial Proposal**

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
4	Subject Matter Expert	\$190.94	\$196.28	\$201.77	\$207.43	\$213.24	\$219.21	\$225.35	\$231.65	\$238.14	\$244.81
3	Subject Matter Expert (Senior)	\$238.67	\$245.36	\$252.22	\$259.28	\$266.54	\$274.01	\$281.68	\$289.56	\$297.67	\$306.01
94	Systems Analyst, Wireless	\$133.65	\$137.40	\$141.24	\$145.20	\$149.27	\$153.44	\$157.74	\$162.16	\$166.69	\$171.37
53	System Security Research Analyst	\$133.65	\$137.40	\$141.24	\$145.20	\$149.27	\$153.44	\$157.74	\$162.16	\$166.69	\$171.37
51	Systems Security Specialist	\$170.10	\$174.87	\$179.76	\$184.80	\$189.98	\$195.29	\$200.76	\$206.39	\$212.16	\$218.11
48	Systems Security Specialist (Senior)	\$194.40	\$199.85	\$205.45	\$211.20	\$217.11	\$223.19	\$229.45	\$235.87	\$242.47	\$249.26
78	Telecommunications Consultant (Senior)	\$148.41	\$152.56	\$156.84	\$161.22	\$165.75	\$170.38	\$175.15	\$180.05	\$185.10	\$190.29
77	Telecommunications Engineer	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
76	Telecommunications Engineer (Senior)	\$123.67	\$127.14	\$130.70	\$134.36	\$138.12	\$141.99	\$145.96	\$150.05	\$154.25	\$158.56
79	Telecommunications, System Analyst	\$123.67	\$127.14	\$130.70	\$134.36	\$138.12	\$141.99	\$145.96	\$150.05	\$154.25	\$158.56
27	Testing Specialist	\$98.94	\$101.71	\$104.56	\$107.48	\$110.49	\$113.59	\$116.76	\$120.04	\$123.40	\$126.85
28	Training Specialist/Instructor	\$124.11	\$127.58	\$131.15	\$134.83	\$138.60	\$142.48	\$146.48	\$150.58	\$154.79	\$159.13
56	Writer/Editor, Technical	\$103.07	\$105.94	\$108.92	\$111.97	\$115.10	\$118.32	\$121.64	\$125.04	\$128.54	\$132.15

\* 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+) - Expansion Window #2  
 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>
	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage
<b>Commission Only Percentage</b>										

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COMPANY NAME: ClearShark LLC  
 CONTRACT POC: Joshua McCallum  
 ADDRESS: 7030 Dorsey Rd Suite 102  
 Hanover MD 21076

PHONE NUMBER: 4438531900  
 FAX NUMBER: 4438531950


FEIN:01-0587170  
 Joshua McCallum  
 AUTHORIZED SIGNATURE

DocuSigned by:  
*Joshua McCallum*  
 EBSA48F0E65F451...

State Local Education Representative

TITLE

Consulting and Technical Services Plus (CATS+) - Expansion Window #2  
Commision Only Pricing

COMPANY NAME: ClearShark LLC									
CONTRACT POC: Joshua McCallum									
ADDRESS: 7030 Dorsey Rd Suite 102									
Hanover MD 21076									
PHONE NUMBER: 4438531900									
FAX NUMBER: 4438531950									
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Joshua McCallum									
AUTHORIZED SIGNATURE	State Local Education Representative								

TITLE Attachment F-A2

COMPANY NAME: ClearShark LLC  
CONTRACT POC: Joshua McCallum  
ADDRESS: 7030 Dorsey Rd Suite 102  
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PHONE NUMBER: 4438531900  
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TITLE Attachment F-A2