



4. Cost Information

As per the requirements outlined in the RFP, IT WORKS has provided pricing for all labor categories in the Attached F-A1-Labor Rate Schedule shown on next three pages. An excel file of this Labor Rate Schedule is also included in the IT WORKS response.

Labor Rates F-A1 worksheet shown below:

| 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) | \$92.00 | \$93.84 | \$95.72 | \$97.63 | \$99.58 | \$101.57 | \$103.60 | \$105.67 | \$107.78 | \$109.94 | \$112.14 | \$114.38 |
| 47 | Administrator, Systems | \$57.00 | \$58.14 | \$59.30 | \$60.49 | \$61.70 | \$62.93 | \$64.19 | \$65.47 | \$66.78 | \$68.12 | \$69.48 | \$70.87 |
| 5 | Analyst, Computer Software/Integration (Senior) | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 9 | Analyst, Computer Systems (Junior) | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| 8 | Analyst, Computer Systems (Senior) | \$105.00 | \$107.10 | \$109.24 | \$111.42 | \$113.65 | \$115.92 | \$118.24 | \$120.60 | \$123.01 | \$125.47 | \$127.98 | \$130.54 |
| 68 | Analyst, Financial | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.26 | \$97.17 | \$99.11 | \$101.09 | \$103.11 | \$105.17 | \$107.27 | \$109.42 |
| 67 | Analyst, Financial (Senior) | \$105.00 | \$107.10 | \$109.24 | \$111.42 | \$113.65 | \$115.92 | \$118.24 | \$120.60 | \$123.01 | \$125.47 | \$127.98 | \$130.54 |
| 54 | Analyst, Research | \$57.00 | \$58.14 | \$59.30 | \$60.49 | \$61.70 | \$62.93 | \$64.19 | \$65.47 | \$66.78 | \$68.12 | \$69.48 | \$70.87 |
| 37 | Analyst, Systems (Senior) | \$105.00 | \$107.10 | \$109.24 | \$111.42 | \$113.65 | \$115.92 | \$118.24 | \$120.60 | \$123.01 | \$125.47 | \$127.98 | \$130.54 |
| 17 | Application Developer, Advanced Technology | \$117.00 | \$119.34 | \$121.73 | \$124.16 | \$126.64 | \$129.17 | \$131.75 | \$134.39 | \$137.08 | \$139.82 | \$142.62 | \$145.47 |
| 16 | Application Developer, Advanced Technology (Senior) | \$125.00 | \$127.50 | \$130.05 | \$132.65 | \$135.30 | \$138.01 | \$140.77 | \$143.59 | \$146.46 | \$149.39 | \$152.38 | \$155.43 |
| 11 | Applications Development Expert | \$150.00 | \$153.00 | \$156.06 | \$159.18 | \$162.36 | \$165.61 | \$168.92 | \$172.30 | \$175.75 | \$179.27 | \$182.86 | \$186.52 |
| 10 | Applications Programmer | \$113.00 | \$115.26 | \$117.57 | \$119.92 | \$122.32 | \$124.77 | \$127.27 | \$129.82 | \$132.42 | \$135.07 | \$137.77 | \$140.53 |
| 92 | Archeologist /Historic Preservation Specialist | \$49.00 | \$49.98 | \$50.98 | \$52.00 | \$53.04 | \$54.10 | \$55.18 | \$56.28 | \$57.41 | \$58.56 | \$59.73 | \$60.92 |
| 40 | Architect, Application (Senior) | \$137.00 | \$139.74 | \$142.53 | \$145.38 | \$148.29 | \$151.26 | \$154.29 | \$157.38 | \$160.53 | \$163.74 | \$167.01 | \$170.35 |
| 38 | Architect, Information Technology (Senior) | \$133.00 | \$135.66 | \$138.37 | \$141.14 | \$143.96 | \$146.84 | \$149.78 | \$152.78 | \$155.84 | \$158.96 | \$162.14 | \$165.38 |
| 61 | Architect, Internet/Web | \$129.00 | \$131.58 | \$134.21 | \$136.89 | \$139.63 | \$142.42 | \$145.27 | \$148.18 | \$151.14 | \$154.16 | \$157.24 | \$160.38 |
| 63 | Architect, Systems (Senior) | \$141.00 | \$143.82 | \$146.70 | \$149.63 | \$152.62 | \$155.67 | \$158.78 | \$161.96 | \$165.20 | \$168.50 | \$171.87 | \$175.31 |
| 64 | Architect, Systems Design | \$129.00 | \$131.58 | \$134.21 | \$136.89 | \$139.63 | \$142.42 | \$145.27 | \$148.18 | \$151.14 | \$154.16 | \$157.24 | \$160.38 |
| 93 | Architectural Historian | \$40.00 | \$40.80 | \$41.62 | \$42.45 | \$43.30 | \$44.17 | \$45.05 | \$45.95 | \$46.87 | \$47.81 | \$48.77 | \$49.75 |
| 110 | Audit Manager | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 111 | Audit Supervisor | \$92.00 | \$93.84 | \$95.72 | \$97.63 | \$99.58 | \$101.57 | \$103.60 | \$105.67 | \$107.78 | \$109.94 | \$112.14 | \$114.38 |
| 69 | Auditor, IT (Senior) | \$141.00 | \$143.82 | \$146.70 | \$149.63 | \$152.62 | \$155.67 | \$158.78 | \$161.96 | \$165.20 | \$168.50 | \$171.87 | \$175.31 |
| 112 | Auditor, Lead | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 70 | Auditor (Senior) | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 113 | Auditor, Staff | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 72 | Business Process Consultant (Senior) | \$105.00 | \$107.10 | \$109.24 | \$111.42 | \$113.65 | \$115.92 | \$118.24 | \$120.60 | \$123.01 | \$125.47 | \$127.98 | \$130.54 |



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 |
| 62 | Computer Graphics Illustrator | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 34 | Computer Operations Center Specialist | \$75.00 | \$76.50 | \$78.03 | \$79.59 | \$81.18 | \$82.80 | \$84.46 | \$86.15 | \$87.87 | \$89.63 | \$91.42 | \$93.25 |
| 35 | Computer Operations Research Analyst | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 42 | Computer Operator | \$57.00 | \$58.14 | \$59.30 | \$60.49 | \$61.70 | \$62.93 | \$64.19 | \$65.47 | \$66.78 | \$68.12 | \$69.48 | \$70.87 |
| 41 | Computer Operator (Senior) | \$70.00 | \$71.40 | \$72.83 | \$74.29 | \$75.78 | \$77.30 | \$78.85 | \$80.43 | \$82.04 | \$83.68 | \$85.35 | \$87.06 |
| 15 | Computer Programmer (Junior) | \$62.00 | \$63.24 | \$64.50 | \$65.79 | \$67.11 | \$68.45 | \$69.82 | \$71.22 | \$72.64 | \$74.09 | \$75.57 | \$77.08 |
| 14 | Computer Programmer (Senior) | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| 7 | Computer Specialist | \$66.00 | \$67.32 | \$68.67 | \$70.04 | \$71.44 | \$72.87 | \$74.33 | \$75.82 | \$77.34 | \$78.89 | \$80.47 | \$82.08 |
| 6 | Computer Specialist (Senior) | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 13 | Computer Systems Programmer | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| 12 | Computer Systems Programmer (Senior) | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 23 | Database Management Specialist (Junior) | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.26 | \$97.17 | \$99.11 | \$101.09 | \$103.11 | \$105.17 | \$107.27 | \$109.42 |
| 22 | Database Management Specialist (Senior) | \$101.00 | \$103.02 | \$105.08 | \$107.18 | \$109.32 | \$111.51 | \$113.74 | \$116.01 | \$118.33 | \$120.70 | \$123.11 | \$125.57 |
| 21 | Database Manager | \$125.00 | \$127.50 | \$130.05 | \$132.65 | \$135.30 | \$138.01 | \$140.77 | \$143.59 | \$146.46 | \$149.39 | \$152.38 | \$155.43 |
| 55 | Documentation Specialist | \$49.00 | \$49.98 | \$50.98 | \$52.00 | \$53.04 | \$54.10 | \$55.18 | \$56.28 | \$57.41 | \$58.56 | \$59.73 | \$60.92 |
| 97 | Electrician, Journeyman | \$44.00 | \$44.88 | \$45.78 | \$46.70 | \$47.63 | \$48.58 | \$49.55 | \$50.54 | \$51.55 | \$52.58 | \$53.63 | \$54.70 |
| 96 | Electrician, Licensed Master | \$62.00 | \$63.24 | \$64.50 | \$65.79 | \$67.11 | \$68.45 | \$69.82 | \$71.22 | \$72.64 | \$74.09 | \$75.57 | \$77.08 |
| 99 | Electricians Helper | \$31.00 | \$31.62 | \$32.25 | \$32.90 | \$33.56 | \$34.23 | \$34.91 | \$35.61 | \$36.32 | \$37.05 | \$37.79 | \$38.55 |
| 101 | Engineer, Facility Operations | \$53.00 | \$54.06 | \$55.14 | \$56.24 | \$57.36 | \$58.51 | \$59.68 | \$60.87 | \$62.09 | \$63.33 | \$64.60 | \$65.89 |
| 19 | Engineer, Information | \$121.00 | \$123.42 | \$125.89 | \$128.41 | \$130.98 | \$133.60 | \$136.27 | \$139.00 | \$141.78 | \$144.62 | \$147.51 | \$150.46 |
| 18 | Engineer, Information (Senior) | \$146.00 | \$148.92 | \$151.90 | \$154.94 | \$158.04 | \$161.20 | \$164.42 | \$167.71 | \$171.06 | \$174.48 | \$177.97 | \$181.53 |
| 52 | Engineer, Information Security | \$105.00 | \$107.10 | \$109.24 | \$111.42 | \$113.65 | \$115.92 | \$118.24 | \$120.60 | \$123.01 | \$125.47 | \$127.98 | \$130.54 |
| 33 | Engineer, Interdisciplinary | \$57.00 | \$58.14 | \$59.30 | \$60.49 | \$61.70 | \$62.93 | \$64.19 | \$65.47 | \$66.78 | \$68.12 | \$69.48 | \$70.87 |
| 32 | Engineer, Interdisciplinary (Senior) | \$75.00 | \$76.50 | \$78.03 | \$79.59 | \$81.18 | \$82.80 | \$84.46 | \$86.15 | \$87.87 | \$89.63 | \$91.42 | \$93.25 |
| 82 | Engineer, Network (Junior) | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| 81 | Engineer, Network (Senior) | \$105.00 | \$107.10 | \$109.24 | \$111.42 | \$113.65 | \$115.92 | \$118.24 | \$120.60 | \$123.01 | \$125.47 | \$127.98 | \$130.54 |
| 86 | Engineer, Network Security | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.26 | \$97.17 | \$99.11 | \$101.09 | \$103.11 | \$105.17 | \$107.27 | \$109.42 |
| 95 | Engineer, Radio Frequency | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 31 | Engineer, Software | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| 101 | Engineer, Stationary | \$53.00 | \$54.06 | \$55.14 | \$56.24 | \$57.36 | \$58.51 | \$59.68 | \$60.87 | \$62.09 | \$63.33 | \$64.60 | \$65.89 |
| 30 | Engineer, Systems | \$96.00 | \$97.92 | \$99.88 | \$101.88 | \$103.92 | \$106.00 | \$108.12 | \$110.28 | \$112.49 | \$114.74 | \$117.03 | \$119.37 |
| 29 | Engineer, Systems (Senior) | \$101.00 | \$103.02 | \$105.08 | \$107.18 | \$109.32 | \$111.51 | \$113.74 | \$116.01 | \$118.33 | \$120.70 | \$123.11 | \$125.57 |
| 65 | Engineer, Systems Design | \$96.00 | \$97.92 | \$99.88 | \$101.88 | \$103.92 | \$106.00 | \$108.12 | \$110.28 | \$112.49 | \$114.74 | \$117.03 | \$119.37 |
| 99 | Facilities Engineering Manager | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| 105 | Facilities Specialist Level I | \$43.00 | \$43.86 | \$44.74 | \$45.63 | \$46.54 | \$47.47 | \$48.42 | \$49.39 | \$50.38 | \$51.39 | \$52.42 | \$53.47 |
| 104 | Facilities Specialist Level II | \$51.00 | \$52.02 | \$53.06 | \$54.12 | \$55.20 | \$56.30 | \$57.43 | \$58.58 | \$59.75 | \$60.95 | \$62.17 | \$63.41 |
| 103 | Facilities Specialist Level III | \$60.00 | \$61.20 | \$62.42 | \$63.67 | \$64.94 | \$66.24 | \$67.56 | \$68.91 | \$70.29 | \$71.70 | \$73.13 | \$74.59 |
| 102 | Facilities Specialist, Lead | \$69.00 | \$70.38 | \$71.79 | \$73.23 | \$74.69 | \$76.18 | \$77.70 | \$79.25 | \$80.84 | \$82.46 | \$84.11 | \$85.79 |
| 106 | Facility Operations Supervisor | \$70.00 | \$71.40 | \$72.83 | \$74.29 | \$75.78 | \$77.30 | \$78.85 | \$80.43 | \$82.04 | \$83.68 | \$85.35 | \$87.06 |



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 |
| 90 | Geographic Information Systems (GIS) Analyst | \$62.00 | \$63.24 | \$64.50 | \$65.79 | \$67.11 | \$68.45 | \$69.82 | \$71.22 | \$72.64 | \$74.09 | \$75.57 | \$77.08 |
| 91 | Geographic Information Systems Specialist | \$75.00 | \$76.50 | \$78.03 | \$79.59 | \$81.18 | \$82.80 | \$84.46 | \$86.15 | \$87.87 | \$89.63 | \$91.42 | \$93.25 |
| 88 | Geographic Information Systems Technician I | \$70.00 | \$71.40 | \$72.83 | \$74.29 | \$75.78 | \$77.30 | \$78.85 | \$80.43 | \$82.04 | \$83.68 | \$85.35 | \$87.06 |
| 87 | Geographic Information Systems Technician II | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 89 | Geographic Information Systems Technician Trainee | \$62.00 | \$63.24 | \$64.50 | \$65.79 | \$67.11 | \$68.45 | \$69.82 | \$71.22 | \$72.64 | \$74.09 | \$75.57 | \$77.08 |
| | GeoSpatial Web Developer (Mid-level) | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| | GeoSpatial Web Developer (Senior) | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 73 | Group Facilitator (Senior) | \$44.00 | \$44.88 | \$45.78 | \$46.70 | \$47.63 | \$48.58 | \$49.55 | \$50.54 | \$51.55 | \$52.58 | \$53.63 | \$54.70 |
| 44 | Help Desk Manager | \$75.00 | \$76.50 | \$78.03 | \$79.59 | \$81.18 | \$82.80 | \$84.46 | \$86.15 | \$87.87 | \$89.63 | \$91.42 | \$93.25 |
| 46 | Help Desk Specialist (Junior) | \$44.00 | \$44.88 | \$45.78 | \$46.70 | \$47.63 | \$48.58 | \$49.55 | \$50.54 | \$51.55 | \$52.58 | \$53.63 | \$54.70 |
| 45 | Help Desk Specialist (Senior) | \$62.00 | \$63.24 | \$64.50 | \$65.79 | \$67.11 | \$68.45 | \$69.82 | \$71.22 | \$72.64 | \$74.09 | \$75.57 | \$77.08 |
| 60 | Internet/Intranet Site Developer (Junior) | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 59 | Internet/Intranet Site Developer (Senior) | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.26 | \$97.17 | \$99.11 | \$101.09 | \$103.11 | \$105.17 | \$107.27 | \$109.42 |
| 20 | IT Professional (Senior) | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 75 | Market Research Consultant (Senior) | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 74 | Marketing Consultant (Senior) | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| 83 | Network Administrator | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 80 | Network Manager | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.26 | \$97.17 | \$99.11 | \$101.09 | \$103.11 | \$105.17 | \$107.27 | \$109.42 |
| 85 | Network Technician (Junior) | \$62.00 | \$63.24 | \$64.50 | \$65.79 | \$67.11 | \$68.45 | \$69.82 | \$71.22 | \$72.64 | \$74.09 | \$75.57 | \$77.08 |
| 84 | Network Technician (Senior) | \$70.00 | \$71.40 | \$72.83 | \$74.29 | \$75.78 | \$77.30 | \$78.85 | \$80.43 | \$82.04 | \$83.68 | \$85.35 | \$87.06 |
| 43 | Office Automation Specialist | \$53.00 | \$54.06 | \$55.14 | \$56.24 | \$57.36 | \$58.51 | \$59.68 | \$60.87 | \$62.09 | \$63.33 | \$64.60 | \$65.89 |
| 36 | Operations Research Analyst (Senior) | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 108 | Operator Level I | \$49.00 | \$49.98 | \$50.98 | \$52.00 | \$53.04 | \$54.10 | \$55.18 | \$56.28 | \$57.41 | \$58.56 | \$59.73 | \$60.92 |
| 107 | Operator Level II | \$53.00 | \$54.06 | \$55.14 | \$56.24 | \$57.36 | \$58.51 | \$59.68 | \$60.87 | \$62.09 | \$63.33 | \$64.60 | \$65.89 |
| 109 | Photographer | \$117.00 | \$119.34 | \$121.73 | \$124.16 | \$126.64 | \$129.17 | \$131.75 | \$134.39 | \$137.08 | \$139.82 | \$142.62 | \$145.47 |
| 39 | Planner, Information Technology (Senior) | \$133.00 | \$135.66 | \$138.37 | \$141.14 | \$143.96 | \$146.84 | \$149.78 | \$152.78 | \$155.84 | \$158.96 | \$162.14 | \$165.38 |
| 58 | Program Administration Specialist | \$79.00 | \$80.58 | \$82.19 | \$83.83 | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.55 | \$94.40 | \$96.29 | \$98.22 |
| 1 | Program Manager | \$133.00 | \$135.66 | \$138.37 | \$141.14 | \$143.96 | \$146.84 | \$149.78 | \$152.78 | \$155.84 | \$158.96 | \$162.14 | \$165.38 |
| 57 | Project Control Specialist | \$75.00 | \$76.50 | \$78.03 | \$79.59 | \$81.18 | \$82.80 | \$84.46 | \$86.15 | \$87.87 | \$89.63 | \$91.42 | \$93.25 |
| 2 | Project Manager | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 25 | Quality Assurance Consultant (Senior) | \$101.00 | \$103.02 | \$105.08 | \$107.18 | \$109.32 | \$111.51 | \$113.74 | \$116.01 | \$118.33 | \$120.70 | \$123.11 | \$125.57 |
| 24 | Quality Assurance Manager | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 26 | Quality Assurance Specialist | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.26 | \$97.17 | \$99.11 | \$101.09 | \$103.11 | \$105.17 | \$107.27 | \$109.42 |
| 71 | Risk Assessment Consultant (Senior) | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 49 | Security, Computer Systems Specialist | \$101.00 | \$103.02 | \$105.08 | \$107.18 | \$109.32 | \$111.51 | \$113.74 | \$116.01 | \$118.33 | \$120.70 | \$123.11 | \$125.57 |
| 50 | Security, Data Specialist | \$92.00 | \$93.84 | \$95.72 | \$97.63 | \$99.58 | \$101.57 | \$103.60 | \$105.67 | \$107.78 | \$109.94 | \$112.14 | \$114.38 |
| 4 | Subject Matter Expert | \$178.00 | \$181.56 | \$185.19 | \$188.89 | \$192.67 | \$196.52 | \$200.45 | \$204.46 | \$208.55 | \$212.72 | \$216.97 | \$221.31 |
| 3 | Subject Matter Expert (Senior) | \$215.00 | \$219.30 | \$223.69 | \$228.16 | \$232.72 | \$237.37 | \$242.12 | \$246.96 | \$251.90 | \$256.94 | \$262.08 | \$267.32 |
| 94 | Systems Analyst, Wireless | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| 53 | System Security Research Analyst | \$70.00 | \$71.40 | \$72.83 | \$74.29 | \$75.78 | \$77.30 | \$78.85 | \$80.43 | \$82.04 | \$83.68 | \$85.35 | \$87.06 |
| 51 | Systems Security Specialist | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 48 | Systems Security Specialist (Senior) | \$133.00 | \$135.66 | \$138.37 | \$141.14 | \$143.96 | \$146.84 | \$149.78 | \$152.78 | \$155.84 | \$158.96 | \$162.14 | \$165.38 |



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 Offeror Price | Year 2 Offeror Price | Year 3 Offeror Price | Year 4 Offeror Price | Year 5 Offeror Price | Year 6 Offeror Price | Year 7 Offeror Price | Year 8 Offeror Price | Year 9 Offeror Price | Year 10 Offeror Price | Year 11 Offeror Price | Year 12 Offeror Price |
| 78 | Telecommunications Consultant (Senior) | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 77 | Telecommunications Engineer | \$101.00 | \$103.02 | \$105.08 | \$107.18 | \$109.32 | \$111.51 | \$113.74 | \$116.01 | \$118.33 | \$120.70 | \$123.11 | \$125.57 |
| 76 | Telecommunications Engineer (Senior) | \$92.00 | \$93.84 | \$95.72 | \$97.63 | \$99.58 | \$101.57 | \$103.60 | \$105.67 | \$107.78 | \$109.94 | \$112.14 | \$114.38 |
| 79 | Telecommunications, System Analyst | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 | \$99.20 | \$101.18 | \$103.20 |
| 27 | Testing Specialist | \$75.00 | \$76.50 | \$78.03 | \$79.59 | \$81.18 | \$82.80 | \$84.46 | \$86.15 | \$87.87 | \$89.63 | \$91.42 | \$93.25 |
| 28 | Training Specialist/Instructor | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |
| 56 | Writer/Editor, Technical | \$109.00 | \$111.18 | \$113.40 | \$115.67 | \$117.98 | \$120.34 | \$122.75 | \$125.21 | \$127.71 | \$130.26 | \$132.87 | \$135.53 |

* 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.

Audit F-A2 worksheet shown below:

| | Table F-A2, Commission Only Percentage for Telecommunication Audits (as defined in 2.3.9.1) | | | | | | | | | | | |
|-----------------------------------|--|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------|----------------------------------|----------------------------------|
| | COMMISSION ONLY PERCENTAGE CONTRACT YEAR* | | | | | | | | | | | |
| | Year 1 Offeror Percentage | Year 2 Offeror Percentage | Year 3 Offeror Percentage | Year 4 Offeror Percentage | Year 5 Offeror Percentage | Year 6 Offeror Percentage | Year 7 Offeror Percentage | Year 8 Offeror Percentage | Year 9 Offeror Percentage | Year 10 Offeror Percentage | Year 11 Offeror Percentage | Year 12 Offeror Percentage |
| Commission Only Percentage | 35% | 35% | 35% | 35% | 35% | 35% | 35% | 35% | 35% | 35% | 35% | 35% |

* 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.