

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)	350.66	368.19	386.60	405.93	426.23	447.54	469.92	493.41	518.08	543.99	571.19	599.75	629.73	661.22	694.28
47	Administrator, Systems	185.47	194.74	204.48	214.70	225.44	236.71	248.55	260.97	274.02	287.72	302.11	317.22	333.08	349.73	367.22
5	Analyst, Computer Software/Integration (Senior)	352.40	370.02	388.52	407.95	428.34	449.76	472.25	495.86	520.66	546.69	574.02	602.72	632.86	664.50	697.73
9	Analyst, Computer Systems (Junior)	130.77	137.31	144.17	151.38	158.95	166.90	175.24	184.01	193.21	202.87	213.01	223.66	234.84	246.59	258.92
8	Analyst, Computer Systems (Senior)	352.40	370.02	388.52	407.95	428.34	449.76	472.25	495.86	520.66	546.69	574.02	602.72	632.86	664.50	697.73
68	Analyst, Financial	206.82	217.16	228.02	239.42	251.39	263.96	277.16	291.02	305.57	320.85	336.89	353.73	371.42	389.99	409.49
67	Analyst, Financial (Senior)	352.40	370.02	388.52	407.95	428.34	449.76	472.25	495.86	520.66	546.69	574.02	602.72	632.86	664.50	697.73
54	Analyst, Research	155.23	162.99	171.14	179.70	188.68	198.12	208.02	218.42	229.35	240.81	252.85	265.50	278.77	292.71	307.34
37	Analyst, Systems (Senior)	352.40	370.02	388.52	407.95	428.34	449.76	472.25	495.86	520.66	546.69	574.02	602.72	632.86	664.50	697.73
17	Application Developer, Advanced Technology	198.47	208.40	218.82	229.76	241.25	253.31	265.97	279.27	293.24	307.90	323.29	339.46	356.43	374.25	392.96
16	Application Developer, Advanced Technology (Senior)	217.73	228.61	240.04	252.05	264.65	277.88	291.77	306.36	321.68	337.76	354.65	372.39	391.00	410.55	431.08
11	Applications Development Expert	352.40	370.02	388.52	407.95	428.34	449.76	472.25	495.86	520.66	546.69	574.02	602.72	632.86	664.50	697.73
10	Applications Programmer	217.62	228.50	239.92	251.92	264.52	277.74	291.63	306.21	321.52	337.60	354.48	372.20	390.81	410.35	430.87
92	Archeologist /Historic Preservation Specialist	189.04	198.49	208.42	218.84	229.78	241.27	253.33	266.00	279.30	293.26	307.93	323.32	339.49	356.46	374.29
40	Architect, Application (Senior)	447.06	469.41	492.88	517.53	543.40	570.57	599.10	629.06	660.51	693.54	728.21	764.62	802.86	843.00	885.15
38	Architect, Information Technology (Senior)	346.11	363.42	381.59	400.67	420.70	441.73	463.82	487.01	511.36	536.93	563.78	591.97	621.56	652.64	685.27
61	Architect, Internet/Web	213.62	224.30	235.52	247.29	259.66	272.64	286.27	300.58	315.61	331.39	347.96	365.36	383.63	402.81	422.95
63	Architect, Systems (Senior)	445.63	467.91	491.31	515.87	541.67	568.75	597.19	627.05	658.40	691.32	725.88	762.18	800.29	840.30	882.32
64	Architect, Systems Design	227.14	238.50	250.42	262.94	276.09	289.89	304.39	319.61	335.59	352.37	369.99	388.49	407.91	428.31	449.72
93	Architectural Historian	189.04	198.49	208.42	218.84	229.78	241.27	253.33	266.00	279.30	293.26	307.93	323.32	339.49	356.46	374.29
110	Audit Manager	270.40	283.92	298.12	313.02	328.67	345.11	362.36	380.48	399.50	419.48	440.45	462.48	485.60	509.88	535.37
111	Audit Supervisor	243.36	255.53	268.30	281.72	295.81	310.60	326.13	342.43	359.55	377.53	396.41	416.23	437.04	458.89	481.84
69	Auditor, IT (Senior)	449.70	472.19	495.79	520.58	546.61	573.94	602.64	632.77	664.41	697.63	732.51	769.14	807.60	847.98	890.38
112	Auditor, Lead	451.14	473.70	497.38	522.25	548.36	575.78	604.57	634.80	666.54	699.87	734.86	771.60	810.18	850.69	893.23
70	Auditor (Senior)	449.70	472.19	495.79	520.58	546.61	573.94	602.64	632.77	664.41	697.63	732.51	769.14	807.60	847.98	890.38
113	Auditor, Staff	196.32	206.14	216.44	227.26	238.63	250.56	263.09	276.24	290.05	304.56	319.78	335.77	352.56	370.19	388.70
72	Business Process Consultant (Senior)	350.30	367.82	386.21	405.52	425.79	447.08	469.44	492.91	517.55	543.43	570.60	599.13	629.09	660.54	693.57
62	Computer Graphics Illustrator	167.65	176.03	184.83	194.07	203.78	213.97	224.66	235.90	247.69	260.08	273.08	286.73	301.07	316.13	331.93
34	Computer Operations Center Specialist	195.70	205.49	215.76	226.55	237.87	249.77	262.26	275.37	289.14	303.59	318.77	334.71	351.45	369.02	387.47
35	Computer Operations Research Analyst	185.28	194.54	204.27	214.48	225.21	236.47	248.29	260.71	273.74	287.43	301.80	316.89	332.74	349.37	366.84
42	Computer Operator	190.19	199.70	209.68	220.17	231.18	242.74	254.87	267.62	281.00	295.05	309.80	325.29	341.55	358.63	376.56
41	Computer Operator (Senior)	280.91	294.96	309.70	325.19	341.45	358.52	376.45	395.27	415.03	435.78	457.57	480.45	504.47	529.70	556.18

COMPANY NAME: JANUS Software, Inc.

ADDRESS: 1055 Washington Blvd
Stamford CT 06901

AUTHORIZED SIGNATURE

Attachment F - Price Form A1

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
15	Computer Programmer (Junior)	140.77	147.81	155.20	162.96	171.11	179.66	188.65	198.08	207.98	218.38	229.30	240.76	252.80	265.44	278.71
14	Computer Programmer (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
7	Computer Specialist	167.65	176.03	184.83	194.08	203.78	213.97	224.67	235.90	247.70	260.08	273.08	286.74	301.08	316.13	331.94
6	Computer Specialist (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
13	Computer Systems Programmer	305.64	320.92	336.97	353.82	371.51	390.08	409.59	430.07	451.57	474.15	497.86	522.75	548.89	576.33	605.15
12	Computer Systems Programmer (Senior)	500.31	525.33	551.59	579.17	608.13	638.54	670.46	703.99	739.19	776.15	814.95	855.70	898.48	943.41	990.58
23	Database Management Specialist (Junior)	185.35	194.62	204.35	214.57	225.29	236.56	248.39	260.81	273.85	287.54	301.92	317.01	332.86	349.51	366.98
22	Database Management Specialist (Senior)	243.36	255.53	268.30	281.72	295.81	310.60	326.13	342.43	359.55	377.53	396.41	416.23	437.04	458.89	481.84
21	Database Manager	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
55	Documentation Specialist	167.65	176.03	184.83	194.08	203.78	213.97	224.67	235.90	247.70	260.08	273.08	286.74	301.08	316.13	331.94
97	Electrician, Journeyman	129.79	136.28	143.09	150.25	157.76	165.65	173.93	182.63	191.76	201.35	211.41	221.98	233.08	244.74	256.98
96	Electrician, Licensed Master	146.02	153.32	160.99	169.04	177.49	186.36	195.68	205.46	215.74	226.52	237.85	249.74	262.23	275.34	289.11
99	Electricians Helper	118.98	124.93	131.18	137.73	144.62	151.85	159.44	167.42	175.79	184.58	193.81	203.50	213.67	224.35	235.57
101	Engineer, Facility Operations	179.55	188.53	197.95	207.85	218.24	229.16	240.61	252.64	265.28	278.54	292.47	307.09	322.45	338.57	355.50
19	Engineer, Information	217.62	228.50	239.93	251.92	264.52	277.74	291.63	306.21	321.52	337.60	354.48	372.20	390.81	410.35	430.87
18	Engineer, Information (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
52	Engineer, Information Security	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
33	Engineer, Interdisciplinary	217.62	228.50	239.93	251.92	264.52	277.74	291.63	306.21	321.52	337.60	354.48	372.20	390.81	410.35	430.87
32	Engineer, Interdisciplinary (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
82	Engineer, Network (Junior)	180.35	189.37	198.84	208.78	219.22	230.18	241.69	253.77	266.46	279.78	293.77	308.46	323.88	340.08	357.08
81	Engineer, Network (Senior)	356.54	374.37	393.09	412.74	433.38	455.05	477.80	501.69	526.77	553.11	580.77	609.80	640.29	672.31	705.92
86	Engineer, Network Security	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
95	Engineer, Radio Frequency	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
31	Engineer, Software	227.14	238.50	250.42	262.94	276.09	289.89	304.39	319.61	335.59	352.37	369.99	388.49	407.91	428.31	449.72
101	Engineer, Stationary	201.18	211.24	221.80	232.89	244.54	256.76	269.60	283.08	297.23	312.10	327.70	344.09	361.29	379.35	398.32
30	Engineer, Systems	227.24	238.60	250.53	263.06	276.21	290.02	304.52	319.75	335.74	352.52	370.15	388.66	408.09	428.49	449.92
29	Engineer, Systems (Senior)	276.08	289.88	304.38	319.60	335.58	352.36	369.97	388.47	407.90	428.29	449.71	472.19	495.80	520.59	546.62
65	Engineer, Systems Design	217.73	228.62	240.05	252.05	264.65	277.88	291.78	306.37	321.69	337.77	354.66	372.39	391.01	410.56	431.09
99	Facilities Engineering Manager	189.28	198.74	208.68	219.12	230.07	241.57	253.65	266.34	279.65	293.64	308.32	323.73	339.92	356.92	374.76
105	Facilities Specialist Level I	162.24	170.35	178.87	187.81	197.20	207.06	217.42	228.29	239.70	251.69	264.27	277.49	291.36	305.93	321.22
104	Facilities Specialist Level II	178.46	187.38	196.75	206.59	216.92	227.77	239.15	251.11	263.67	276.85	290.69	305.23	320.49	336.51	353.34
103	Facilities Specialist Level III	189.28	198.74	208.68	219.12	230.07	241.57	253.65	266.34	279.65	293.64	308.32	323.73	339.92	356.92	374.76
102	Facilities Specialist, Lead	231.18	242.74	254.88	267.62	281.00	295.05	309.80	325.29	341.56	358.64	376.57	395.40	415.17	435.92	457.72
106	Facility Operations Supervisor	201.18	211.24	221.80	232.89	244.54	256.76	269.60	283.08	297.23	312.10	327.70	344.09	361.29	379.35	398.32

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Labor Rates

Attachment F-A1- Labor Rate Schedule

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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	210.40	220.92	231.97	243.56	255.74	268.53	281.96	296.05	310.86	326.40	342.72	359.86	377.85	396.74	416.58
91	Geographic Information Systems Specialist	195.40	205.17	215.43	226.20	237.51	249.39	261.85	274.95	288.69	303.13	318.29	334.20	350.91	368.46	386.88
88	Geographic Information Systems Technician I	210.40	220.92	231.97	243.56	255.74	268.53	281.96	296.05	310.86	326.40	342.72	359.86	377.85	396.74	416.58
87	Geographic Information Systems Technician II	218.90	229.85	241.34	253.40	266.07	279.38	293.35	308.01	323.41	339.59	356.57	374.39	393.11	412.77	433.41
89	Geographic Information Systems Technician Trainee	165.35	173.62	182.30	191.41	200.98	211.03	221.58	232.66	244.30	256.51	269.34	282.80	296.94	311.79	327.38
	GeoSpatial Web Developer (Mid-level)	212.50	223.13	234.28	246.00	258.30	271.21	284.77	299.01	313.96	329.66	346.14	363.45	381.62	400.70	420.74
	GeoSpatial Web Developer (Senior)	225.41	236.68	248.51	260.94	273.99	287.69	302.07	317.17	333.03	349.68	367.17	385.53	404.80	425.04	446.30
73	Group Facilitator (Senior)	205.88	216.17	226.98	238.33	250.25	262.76	275.90	289.69	304.18	319.39	335.36	352.12	369.73	388.22	407.63
44	Help Desk Manager	28.91	30.36	31.87	33.47	35.14	36.90	38.74	40.68	42.71	44.85	47.09	49.45	51.92	54.51	57.24
46	Help Desk Specialist (Junior)	205.35	215.62	226.40	237.72	249.60	262.08	275.19	288.95	303.40	318.57	334.49	351.22	368.78	387.22	406.58
45	Help Desk Specialist (Senior)	285.81	300.10	315.11	330.86	347.40	364.77	383.01	402.16	422.27	443.39	465.55	488.83	513.27	538.94	565.88
60	Internet/Intranet Site Developer (Junior)	170.35	178.87	187.81	197.20	207.06	217.42	228.29	239.70	251.69	264.27	277.49	291.36	305.93	321.22	337.29
59	Internet/Intranet Site Developer (Senior)	195.07	204.82	215.06	225.81	237.10	248.96	261.41	274.48	288.20	302.61	317.74	333.63	350.31	367.83	386.22
20	IT Professional (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
75	Market Research Consultant (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
74	Marketing Consultant (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
83	Network Administrator	205.88	216.18	226.99	238.33	250.25	262.76	275.90	289.70	304.18	319.39	335.36	352.13	369.74	388.22	407.63
80	Network Manager	565.35	593.62	623.30	654.46	687.19	721.55	757.62	795.50	835.28	877.04	920.90	966.94	1,015.29	1,066.05	1,119.35
85	Network Technician (Junior)	170.35	178.87	187.81	197.20	207.06	217.41	228.29	239.70	251.68	264.27	277.48	291.36	305.92	321.22	337.28
84	Network Technician (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
43	Office Automation Specialist	201.92	212.02	222.62	233.75	245.44	257.71	270.59	284.12	298.33	313.24	328.91	345.35	362.62	380.75	399.79
36	Operations Research Analyst (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
108	Operator Level I	130.87	137.42	144.29	151.50	159.08	167.03	175.38	184.15	193.36	203.03	213.18	223.84	235.03	246.78	259.12
107	Operator Level II	146.02	153.32	160.98	169.03	177.48	186.36	195.68	205.46	215.73	226.52	237.84	249.74	262.22	275.33	289.10
109	Photographer	169.28	177.74	186.63	195.96	205.76	216.05	226.85	238.19	250.10	262.61	275.74	289.53	304.00	319.20	335.16
39	Planner, Information Technology (Senior)	287.06	301.41	316.48	332.31	348.92	366.37	384.69	403.92	424.12	445.32	467.59	490.97	515.52	541.29	568.36
58	Program Administration Specialist	165.50	173.78	182.46	191.59	201.17	211.22	221.79	232.88	244.52	256.74	269.58	283.06	297.21	312.07	327.68
1	Program Manager	700.15	735.16	771.92	810.52	851.04	893.59	938.27	985.19	1,034.45	1,086.17	1,140.48	1,197.50	1,257.38	1,320.24	1,386.26
57	Project Control Specialist	228.69	240.12	252.13	264.74	277.97	291.87	306.47	321.79	337.88	354.77	372.51	391.14	410.69	431.23	452.79
2	Project Manager	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
25	Quality Assurance Consultant (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
24	Quality Assurance Manager	240.91	252.96	265.60	278.88	292.83	307.47	322.84	338.98	355.93	373.73	392.42	412.04	432.64	454.27	476.99
26	Quality Assurance Specialist	217.62	228.50	239.92	251.92	264.52	277.74	291.63	306.21	321.52	337.60	354.48	372.20	390.81	410.35	430.87
71	Risk Assessment Consultant (Senior)	455.98	478.78	502.72	527.85	554.25	581.96	611.06	641.61	673.69	707.37	742.74	779.88	818.87	859.82	902.81

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49	Security, Computer Systems Specialist	273.50	287.18	301.53	316.61	332.44	349.06	366.52	384.84	404.08	424.29	445.50	467.78	491.17	515.73	541.51
50	Security, Data Specialist	570.63	599.16	629.12	660.58	693.60	728.28	764.70	802.93	843.08	885.23	929.50	975.97	1,024.77	1,076.01	1,129.81
4	Subject Matter Expert	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
3	Subject Matter Expert (Senior)	570.68	599.21	629.17	660.63	693.67	728.35	764.77	803.00	843.15	885.31	929.58	976.06	1,024.86	1,076.10	1,129.91
94	Systems Analyst, Wireless	204.42	214.64	225.37	236.64	248.47	260.90	273.94	287.64	302.02	317.12	332.98	349.63	367.11	385.46	404.74
53	System Security Research Analyst	215.70	226.49	237.81	249.70	262.18	275.29	289.06	303.51	318.69	334.62	351.35	368.92	387.37	406.73	427.07
51	Systems Security Specialist	570.63	599.16	629.12	660.58	693.60	728.28	764.70	802.93	843.08	885.23	929.50	975.97	1,024.77	1,076.01	1,129.81
48	Systems Security Specialist (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
78	Telecommunications Consultant (Senior)	232.54	244.17	256.38	269.19	282.65	296.79	311.63	327.21	343.57	360.75	378.78	397.72	417.61	438.49	460.41
77	Telecommunications Engineer	210.91	221.46	232.53	244.15	256.36	269.18	282.64	296.77	311.61	327.19	343.55	360.73	378.76	397.70	417.59
76	Telecommunications Engineer (Senior)	352.36	369.98	388.48	407.90	428.30	449.71	472.20	495.81	520.60	546.63	573.96	602.66	632.79	664.43	697.65
79	Telecommunications, System Analyst	210.91	221.46	232.53	244.15	256.36	269.18	282.64	296.77	311.61	327.19	343.55	360.73	378.76	397.70	417.59
27	Testing Specialist	210.91	221.46	232.53	244.15	256.36	269.18	282.64	296.77	311.61	327.19	343.55	360.73	378.76	397.70	417.59
28	Training Specialist/Instructor	227.51	238.89	250.83	263.37	276.54	290.37	304.89	320.13	336.14	352.94	370.59	389.12	408.58	429.00	450.45
56	Writer/Editor, Technical	212.50	223.13	234.28	246.00	258.30	271.21	284.77	299.01	313.96	329.66	346.14	363.45	381.62	400.70	420.74

* 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: JANUS Software, Inc.

ADDRESS: 1055 Washington Blvd
Stamford CT 06901

Attachment F - Price Form A1

AUTHORIZED SIGNATURE

TITLE

Consulting and Technical Services Plus (CATS+)
 Commision Only Pricing

	Table F-A2, Commission Only Percentage for Telecommunication Audits (as defined in 2.3.9.1)														
	COMMISSION ONLY PERCENTAGE 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 Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage
Commission Only Percentage	8.00%	8.32%	8.65%	9.00%	9.36%	9.73%	10.12%	10.53%	10.95%	11.39%	11.84%	12.32%	12.81%	13.32%	13.85%

* 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:JANUS
 CONTRACT POC:Patricia Fisher
 ADDRESS:1055 Washington Blvd

PHONE NUMBER:203-251-0200
 FAX NUMBER:203-251-0222

FEIN:59-3026157

 AUTHORIZED SIGNATURE

 TITLE