

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 2.10 of the RFP

| #   | LABOR CATEGORY                                      | HOURLY LABOR RATES CONTRACT YEAR* |                            |                            |                            |                            |                         |                         |                         |                         |                          |                          |                          |
|-----|-----------------------------------------------------|-----------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------------|--------------------------|--------------------------|
|     |                                                     | Year 1<br>Offeror<br>Price        | Year 2<br>Offeror<br>Price | Year 3<br>Offeror<br>Price | Year 4<br>Offeror<br>Price | Year 5<br>Offeror<br>Price | Year 6<br>Offeror Price | Year 7<br>Offeror Price | Year 8<br>Offeror Price | Year 9<br>Offeror Price | Year 10<br>Offeror Price | Year 11<br>Offeror Price | Year 12<br>Offeror Price |
| 66  | Accountant, Cost (Senior)                           | \$ 88.44                          | \$ 92.86                   | \$ 97.51                   | \$ 101.41                  | \$ 105.46                  | \$ 109.68               | \$ 114.07               | \$ 117.49               | \$ 121.01               | \$ 124.64                | \$ 128.38                | \$ 132.24                |
| 47  | Administrator, Systems                              | \$ 59.40                          | \$ 62.37                   | \$ 65.49                   | \$ 68.11                   | \$ 70.83                   | \$ 73.67                | \$ 76.61                | \$ 78.91                | \$ 81.28                | \$ 83.72                 | \$ 86.23                 | \$ 88.81                 |
| 5   | Analyst, Computer Software/Integration (Senior)     | \$ 112.20                         | \$ 117.81                  | \$ 123.70                  | \$ 128.65                  | \$ 133.79                  | \$ 139.15               | \$ 144.71               | \$ 149.05               | \$ 153.53               | \$ 158.13                | \$ 162.87                | \$ 167.76                |
| 9   | Analyst, Computer Systems (Junior)                  | \$ 52.80                          | \$ 55.44                   | \$ 58.21                   | \$ 60.54                   | \$ 62.96                   | \$ 65.48                | \$ 68.10                | \$ 70.14                | \$ 72.25                | \$ 74.41                 | \$ 76.65                 | \$ 78.95                 |
| 8   | Analyst, Computer Systems (Senior)                  | \$ 99.00                          | \$ 103.95                  | \$ 109.15                  | \$ 113.51                  | \$ 118.05                  | \$ 122.78               | \$ 127.69               | \$ 131.52               | \$ 135.46               | \$ 139.53                | \$ 143.71                | \$ 148.02                |
| 68  | Analyst, Financial                                  | \$ 59.40                          | \$ 62.37                   | \$ 65.49                   | \$ 68.11                   | \$ 70.83                   | \$ 73.67                | \$ 76.61                | \$ 78.91                | \$ 81.28                | \$ 83.72                 | \$ 86.23                 | \$ 88.81                 |
| 67  | Analyst, Financial (Senior)                         | \$ 76.56                          | \$ 80.39                   | \$ 84.41                   | \$ 87.78                   | \$ 91.30                   | \$ 94.95                | \$ 98.74                | \$ 101.71               | \$ 104.76               | \$ 107.90                | \$ 111.14                | \$ 114.47                |
| 54  | Analyst, Research                                   | \$ 46.20                          | \$ 48.51                   | \$ 50.94                   | \$ 52.97                   | \$ 55.09                   | \$ 57.30                | \$ 59.59                | \$ 61.37                | \$ 63.22                | \$ 65.11                 | \$ 67.07                 | \$ 69.08                 |
| 37  | Analyst, Systems (Senior)                           | \$ 105.60                         | \$ 110.88                  | \$ 116.42                  | \$ 121.08                  | \$ 125.92                  | \$ 130.96               | \$ 136.20               | \$ 140.29               | \$ 144.49               | \$ 148.83                | \$ 153.29                | \$ 157.89                |
| 17  | Application Developer, Advanced Technology          | \$ 52.80                          | \$ 55.44                   | \$ 58.21                   | \$ 60.54                   | \$ 62.96                   | \$ 65.48                | \$ 68.10                | \$ 70.14                | \$ 72.25                | \$ 74.41                 | \$ 76.65                 | \$ 78.95                 |
| 16  | Application Developer, Advanced Technology (Senior) | \$ 66.00                          | \$ 69.30                   | \$ 72.77                   | \$ 75.68                   | \$ 78.70                   | \$ 81.85                | \$ 85.12                | \$ 87.68                | \$ 90.31                | \$ 93.02                 | \$ 95.81                 | \$ 98.68                 |
| 11  | Applications Development Expert                     | \$ 96.36                          | \$ 101.18                  | \$ 106.24                  | \$ 110.49                  | \$ 114.91                  | \$ 119.50               | \$ 124.28               | \$ 128.01               | \$ 131.85               | \$ 135.81                | \$ 139.88                | \$ 144.08                |
| 10  | Applications Programmer                             | \$ 85.80                          | \$ 90.09                   | \$ 94.59                   | \$ 98.38                   | \$ 102.31                  | \$ 106.41               | \$ 110.66               | \$ 113.98               | \$ 117.40               | \$ 120.92                | \$ 124.55                | \$ 128.29                |
| 92  | Archeologist /Historic Preservation Specialist      | \$ 59.40                          | \$ 62.37                   | \$ 65.49                   | \$ 68.11                   | \$ 70.83                   | \$ 73.67                | \$ 76.61                | \$ 78.91                | \$ 81.28                | \$ 83.72                 | \$ 86.23                 | \$ 88.81                 |
| 40  | Architect, Application (Senior)                     | \$ 125.40                         | \$ 131.67                  | \$ 138.25                  | \$ 143.78                  | \$ 149.53                  | \$ 155.52               | \$ 161.74               | \$ 166.59               | \$ 171.59               | \$ 176.73                | \$ 182.04                | \$ 187.50                |
| 38  | Architect, Information Technology (Senior)          | \$ 125.40                         | \$ 131.67                  | \$ 138.25                  | \$ 143.78                  | \$ 149.53                  | \$ 155.52               | \$ 161.74               | \$ 166.59               | \$ 171.59               | \$ 176.73                | \$ 182.04                | \$ 187.50                |
| 61  | Architect, Internet/Web                             | \$ 105.60                         | \$ 110.88                  | \$ 116.42                  | \$ 121.08                  | \$ 125.92                  | \$ 130.96               | \$ 136.20               | \$ 140.29               | \$ 144.49               | \$ 148.83                | \$ 153.29                | \$ 157.89                |
| 63  | Architect, Systems (Senior)                         | \$ 138.60                         | \$ 145.53                  | \$ 152.81                  | \$ 158.92                  | \$ 165.28                  | \$ 171.89               | \$ 178.76               | \$ 184.12               | \$ 189.65               | \$ 195.34                | \$ 201.20                | \$ 207.23                |
| 64  | Architect, Systems Design                           | \$ 99.00                          | \$ 103.95                  | \$ 109.15                  | \$ 113.51                  | \$ 118.05                  | \$ 122.78               | \$ 127.69               | \$ 131.52               | \$ 135.46               | \$ 139.53                | \$ 143.71                | \$ 148.02                |
| 93  | Architectural Historian                             | \$ 71.28                          | \$ 74.84                   | \$ 78.59                   | \$ 81.73                   | \$ 85.00                   | \$ 88.40                | \$ 91.93                | \$ 94.69                | \$ 97.53                | \$ 100.46                | \$ 103.47                | \$ 106.58                |
| 110 | Audit Manager                                       | \$ 68.64                          | \$ 72.07                   | \$ 75.68                   | \$ 78.70                   | \$ 81.85                   | \$ 85.12                | \$ 88.53                | \$ 91.19                | \$ 93.92                | \$ 96.74                 | \$ 99.64                 | \$ 102.63                |
| 111 | Audit Supervisor                                    | \$ 59.40                          | \$ 62.37                   | \$ 65.49                   | \$ 68.11                   | \$ 70.83                   | \$ 73.67                | \$ 76.61                | \$ 78.91                | \$ 81.28                | \$ 83.72                 | \$ 86.23                 | \$ 88.81                 |
| 69  | Auditor, IT (Senior)                                | \$ 92.40                          | \$ 97.02                   | \$ 101.87                  | \$ 105.95                  | \$ 110.18                  | \$ 114.59               | \$ 119.17               | \$ 122.75               | \$ 126.43               | \$ 130.23                | \$ 134.13                | \$ 138.16                |
| 112 | Auditor, Lead                                       | \$ 59.40                          | \$ 62.37                   | \$ 65.49                   | \$ 68.11                   | \$ 70.83                   | \$ 73.67                | \$ 76.61                | \$ 78.91                | \$ 81.28                | \$ 83.72                 | \$ 86.23                 | \$ 88.81                 |
| 70  | Auditor (Senior)                                    | \$ 99.00                          | \$ 103.95                  | \$ 109.15                  | \$ 113.51                  | \$ 118.05                  | \$ 122.78               | \$ 127.69               | \$ 131.52               | \$ 135.46               | \$ 139.53                | \$ 143.71                | \$ 148.02                |
| 113 | Auditor, Staff                                      | \$ 52.80                          | \$ 55.44                   | \$ 58.21                   | \$ 60.54                   | \$ 62.96                   | \$ 65.48                | \$ 68.10                | \$ 70.14                | \$ 72.25                | \$ 74.41                 | \$ 76.65                 | \$ 78.95                 |
| 72  | Business Process Consultant (Senior)                | \$ 97.68                          | \$ 102.56                  | \$ 107.69                  | \$ 112.00                  | \$ 116.48                  | \$ 121.14               | \$ 125.98               | \$ 129.76               | \$ 133.66               | \$ 137.67                | \$ 141.80                | \$ 146.05                |
| 62  | Computer Graphics Illustrator                       | \$ 52.80                          | \$ 55.44                   | \$ 58.21                   | \$ 60.54                   | \$ 62.96                   | \$ 65.48                | \$ 68.10                | \$ 70.14                | \$ 72.25                | \$ 74.41                 | \$ 76.65                 | \$ 78.95                 |
| 34  | Computer Operations Center Specialist               | \$ 66.00                          | \$ 69.30                   | \$ 72.77                   | \$ 75.68                   | \$ 78.70                   | \$ 81.85                | \$ 85.12                | \$ 87.68                | \$ 90.31                | \$ 93.02                 | \$ 95.81                 | \$ 98.68                 |
| 35  | Computer Operations Research Analyst                | \$ 46.20                          | \$ 48.51                   | \$ 50.94                   | \$ 52.97                   | \$ 55.09                   | \$ 57.30                | \$ 59.59                | \$ 61.37                | \$ 63.22                | \$ 65.11                 | \$ 67.07                 | \$ 69.08                 |
| 42  | Computer Operator                                   | \$ 55.44                          | \$ 58.21                   | \$ 61.12                   | \$ 63.57                   | \$ 66.11                   | \$ 68.75                | \$ 71.50                | \$ 73.65                | \$ 75.86                | \$ 78.14                 | \$ 80.48                 | \$ 82.89                 |
| 41  | Computer Operator (Senior)                          | \$ 63.36                          | \$ 66.53                   | \$ 69.85                   | \$ 72.65                   | \$ 75.55                   | \$ 78.58                | \$ 81.72                | \$ 84.17                | \$ 86.70                | \$ 89.30                 | \$ 91.98                 | \$ 94.74                 |
| 15  | Computer Programmer (Junior)                        | \$ 46.20                          | \$ 48.51                   | \$ 50.94                   | \$ 52.97                   | \$ 55.09                   | \$ 57.30                | \$ 59.59                | \$ 61.37                | \$ 63.22                | \$ 65.11                 | \$ 67.07                 | \$ 69.08                 |

COMPANY NAME: Spruce Technology, Inc.  
CONTRACT POC: Kristen Mazza  
ADDRESS: 1149 Bloomfield Ave, Clifton NJ  
OFFICE NUMBER: 908-225-9302  
FAX NUMBER: 908-238-0200

AUTHORIZED SIGNATURE

*Director, Contracts*

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 2.10 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   |
| 14  | Computer Programmer (Senior)                 | \$ 102.96                         | \$ 108.11 | \$ 113.51 | \$ 118.05 | \$ 122.78 | \$ 127.69 | \$ 132.79 | \$ 136.78 | \$ 140.88 | \$ 145.11 | \$ 149.46 | \$ 153.95 |
| 7   | Computer Specialist                          | \$ 85.80                          | \$ 90.09  | \$ 94.59  | \$ 98.38  | \$ 102.31 | \$ 106.41 | \$ 110.66 | \$ 113.98 | \$ 117.40 | \$ 120.92 | \$ 124.55 | \$ 128.29 |
| 6   | Computer Specialist (Senior)                 | \$ 112.20                         | \$ 117.81 | \$ 123.70 | \$ 128.65 | \$ 133.79 | \$ 139.15 | \$ 144.71 | \$ 149.05 | \$ 153.53 | \$ 158.13 | \$ 162.87 | \$ 167.76 |
| 13  | Computer Systems Programmer                  | \$ 89.76                          | \$ 94.25  | \$ 98.96  | \$ 102.92 | \$ 107.04 | \$ 111.32 | \$ 115.77 | \$ 119.24 | \$ 122.82 | \$ 126.50 | \$ 130.30 | \$ 134.21 |
| 12  | Computer Systems Programmer (Senior)         | \$ 118.80                         | \$ 124.74 | \$ 130.98 | \$ 136.22 | \$ 141.66 | \$ 147.33 | \$ 153.22 | \$ 157.82 | \$ 162.56 | \$ 167.43 | \$ 172.46 | \$ 177.63 |
| 23  | Database Management Specialist (Junior)      | \$ 66.00                          | \$ 69.30  | \$ 72.77  | \$ 75.68  | \$ 78.70  | \$ 81.85  | \$ 85.12  | \$ 87.68  | \$ 90.31  | \$ 93.02  | \$ 95.81  | \$ 98.68  |
| 22  | Database Management Specialist (Senior)      | \$ 92.40                          | \$ 97.02  | \$ 101.87 | \$ 105.95 | \$ 110.18 | \$ 114.59 | \$ 119.17 | \$ 122.75 | \$ 126.43 | \$ 130.23 | \$ 134.13 | \$ 138.16 |
| 21  | Database Manager                             | \$ 102.96                         | \$ 108.11 | \$ 113.51 | \$ 118.05 | \$ 122.78 | \$ 127.69 | \$ 132.79 | \$ 136.78 | \$ 140.88 | \$ 145.11 | \$ 149.46 | \$ 153.95 |
| 55  | Documentation Specialist                     | \$ 59.40                          | \$ 62.37  | \$ 65.49  | \$ 68.11  | \$ 70.83  | \$ 73.67  | \$ 76.61  | \$ 78.91  | \$ 81.28  | \$ 83.72  | \$ 86.23  | \$ 88.81  |
| 97  | Electrician, Journeyman                      | \$ 36.96                          | \$ 38.81  | \$ 40.75  | \$ 42.38  | \$ 44.07  | \$ 45.84  | \$ 47.67  | \$ 49.10  | \$ 50.57  | \$ 52.09  | \$ 53.65  | \$ 55.26  |
| 96  | Electrician, Licensed Master                 | \$ 59.40                          | \$ 62.37  | \$ 65.49  | \$ 68.11  | \$ 70.83  | \$ 73.67  | \$ 76.61  | \$ 78.91  | \$ 81.28  | \$ 83.72  | \$ 86.23  | \$ 88.81  |
| 99  | Electricians Helper                          | \$ 29.04                          | \$ 30.49  | \$ 32.02  | \$ 33.30  | \$ 34.63  | \$ 36.01  | \$ 37.45  | \$ 38.58  | \$ 39.74  | \$ 40.93  | \$ 42.16  | \$ 43.42  |
| 101 | Engineer, Facility Operations                | \$ 46.20                          | \$ 48.51  | \$ 50.94  | \$ 52.97  | \$ 55.09  | \$ 57.30  | \$ 59.59  | \$ 61.37  | \$ 63.22  | \$ 65.11  | \$ 67.07  | \$ 69.08  |
| 19  | Engineer, Information                        | \$ 63.36                          | \$ 66.53  | \$ 69.85  | \$ 72.65  | \$ 75.55  | \$ 78.58  | \$ 81.72  | \$ 84.17  | \$ 86.70  | \$ 89.30  | \$ 91.98  | \$ 94.74  |
| 18  | Engineer, Information (Senior)               | \$ 89.76                          | \$ 94.25  | \$ 98.96  | \$ 102.92 | \$ 107.04 | \$ 111.32 | \$ 115.77 | \$ 119.24 | \$ 122.82 | \$ 126.50 | \$ 130.30 | \$ 134.21 |
| 52  | Engineer, Information Security               | \$ 112.20                         | \$ 117.81 | \$ 123.70 | \$ 128.65 | \$ 133.79 | \$ 139.15 | \$ 144.71 | \$ 149.05 | \$ 153.53 | \$ 158.13 | \$ 162.87 | \$ 167.76 |
| 33  | Engineer, Interdisciplinary                  | \$ 89.76                          | \$ 94.25  | \$ 98.96  | \$ 102.92 | \$ 107.04 | \$ 111.32 | \$ 115.77 | \$ 119.24 | \$ 122.82 | \$ 126.50 | \$ 130.30 | \$ 134.21 |
| 32  | Engineer, Interdisciplinary (Senior)         | \$ 105.60                         | \$ 110.88 | \$ 116.42 | \$ 121.08 | \$ 125.92 | \$ 130.96 | \$ 136.20 | \$ 140.29 | \$ 144.49 | \$ 148.83 | \$ 153.29 | \$ 157.89 |
| 82  | Engineer, Network (Junior)                   | \$ 59.40                          | \$ 62.37  | \$ 65.49  | \$ 68.11  | \$ 70.83  | \$ 73.67  | \$ 76.61  | \$ 78.91  | \$ 81.28  | \$ 83.72  | \$ 86.23  | \$ 88.81  |
| 81  | Engineer, Network (Senior)                   | \$ 92.40                          | \$ 97.02  | \$ 101.87 | \$ 105.95 | \$ 110.18 | \$ 114.59 | \$ 119.17 | \$ 122.75 | \$ 126.43 | \$ 130.23 | \$ 134.13 | \$ 138.16 |
| 86  | Engineer, Network Security                   | \$ 105.60                         | \$ 110.88 | \$ 116.42 | \$ 121.08 | \$ 125.92 | \$ 130.96 | \$ 136.20 | \$ 140.29 | \$ 144.49 | \$ 148.83 | \$ 153.29 | \$ 157.89 |
| 95  | Engineer, Radio Frequency                    | \$ 85.80                          | \$ 90.09  | \$ 94.59  | \$ 98.38  | \$ 102.31 | \$ 106.41 | \$ 110.66 | \$ 113.98 | \$ 117.40 | \$ 120.92 | \$ 124.55 | \$ 128.29 |
| 31  | Engineer, Software                           | \$ 66.00                          | \$ 69.30  | \$ 72.77  | \$ 75.68  | \$ 78.70  | \$ 81.85  | \$ 85.12  | \$ 87.68  | \$ 90.31  | \$ 93.02  | \$ 95.81  | \$ 98.68  |
| 101 | Engineer, Stationary                         | \$ 79.20                          | \$ 83.16  | \$ 87.32  | \$ 90.81  | \$ 94.44  | \$ 98.22  | \$ 102.15 | \$ 105.21 | \$ 108.37 | \$ 111.62 | \$ 114.97 | \$ 118.42 |
| 30  | Engineer, Systems                            | \$ 59.40                          | \$ 62.37  | \$ 65.49  | \$ 68.11  | \$ 70.83  | \$ 73.67  | \$ 76.61  | \$ 78.91  | \$ 81.28  | \$ 83.72  | \$ 86.23  | \$ 88.81  |
| 29  | Engineer, Systems (Senior)                   | \$ 85.80                          | \$ 90.09  | \$ 94.59  | \$ 98.38  | \$ 102.31 | \$ 106.41 | \$ 110.66 | \$ 113.98 | \$ 117.40 | \$ 120.92 | \$ 124.55 | \$ 128.29 |
| 65  | Engineer, Systems Design                     | \$ 99.00                          | \$ 103.95 | \$ 109.15 | \$ 113.51 | \$ 118.05 | \$ 122.78 | \$ 127.69 | \$ 131.52 | \$ 135.46 | \$ 139.53 | \$ 143.71 | \$ 148.02 |
| 99  | Facilities Engineering Manager               | \$ 89.76                          | \$ 94.25  | \$ 98.96  | \$ 102.92 | \$ 107.04 | \$ 111.32 | \$ 115.77 | \$ 119.24 | \$ 122.82 | \$ 126.50 | \$ 130.30 | \$ 134.21 |
| 105 | Facilities Specialist Level I                | \$ 46.20                          | \$ 48.51  | \$ 50.94  | \$ 52.97  | \$ 55.09  | \$ 57.30  | \$ 59.59  | \$ 61.37  | \$ 63.22  | \$ 65.11  | \$ 67.07  | \$ 69.08  |
| 104 | Facilities Specialist Level II               | \$ 55.44                          | \$ 58.21  | \$ 61.12  | \$ 63.57  | \$ 66.11  | \$ 68.75  | \$ 71.50  | \$ 73.65  | \$ 75.86  | \$ 78.14  | \$ 80.48  | \$ 82.89  |
| 103 | Facilities Specialist Level III              | \$ 63.36                          | \$ 66.53  | \$ 69.85  | \$ 72.65  | \$ 75.55  | \$ 78.58  | \$ 81.72  | \$ 84.17  | \$ 86.70  | \$ 89.30  | \$ 91.98  | \$ 94.74  |
| 102 | Facilities Specialist, Lead                  | \$ 66.00                          | \$ 69.30  | \$ 72.77  | \$ 75.68  | \$ 78.70  | \$ 81.85  | \$ 85.12  | \$ 87.68  | \$ 90.31  | \$ 93.02  | \$ 95.81  | \$ 98.68  |
| 106 | Facility Operations Supervisor               | \$ 63.36                          | \$ 66.53  | \$ 69.85  | \$ 72.65  | \$ 75.55  | \$ 78.58  | \$ 81.72  | \$ 84.17  | \$ 86.70  | \$ 89.30  | \$ 91.98  | \$ 94.74  |
| 90  | Geographic Information Systems (GIS) Analyst | \$ 59.40                          | \$ 62.37  | \$ 65.49  | \$ 68.11  | \$ 70.83  | \$ 73.67  | \$ 76.61  | \$ 78.91  | \$ 81.28  | \$ 83.72  | \$ 86.23  | \$ 88.81  |
| 91  | Geographic Information Systems Specialist    | \$ 59.40                          | \$ 62.37  | \$ 65.49  | \$ 68.11  | \$ 70.83  | \$ 73.67  | \$ 76.61  | \$ 78.91  | \$ 81.28  | \$ 83.72  | \$ 86.23  | \$ 88.81  |

COMPANY NAME: Spruce Technology, Inc.  
CONTRACT POC: Kristen Mazza  
ADDRESS: 1149 Bloomfield Ave, Clifton NJ  
OFFICE NUMBER: 862-225-9302  
FAX NUMBER: 201-338-6260

AUTHORIZED SIGNATURE

*Director, Contracts*

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 2.10 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   |
| 88  | Geographic Information Systems Technician I       | \$ 44.88                          | \$ 47.12  | \$ 49.48  | \$ 51.46  | \$ 53.52  | \$ 55.66  | \$ 57.88  | \$ 59.62  | \$ 61.41  | \$ 63.25  | \$ 65.15  | \$ 67.10  |
| 87  | Geographic Information Systems Technician II      | \$ 50.16                          | \$ 52.67  | \$ 55.30  | \$ 57.51  | \$ 59.81  | \$ 62.21  | \$ 64.69  | \$ 66.64  | \$ 68.63  | \$ 70.69  | \$ 72.81  | \$ 75.00  |
| 89  | Geographic Information Systems Technician Trainee | \$ 33.00                          | \$ 34.65  | \$ 36.38  | \$ 37.84  | \$ 39.35  | \$ 40.93  | \$ 42.56  | \$ 43.84  | \$ 45.15  | \$ 46.51  | \$ 47.90  | \$ 49.34  |
|     | GeoSpatial Web Developer (Mid-level)              | \$ 79.20                          | \$ 83.16  | \$ 87.32  | \$ 90.81  | \$ 94.44  | \$ 98.22  | \$ 102.15 | \$ 105.21 | \$ 108.37 | \$ 111.62 | \$ 114.97 | \$ 118.42 |
|     | GeoSpatial Web Developer (Senior)                 | \$ 92.40                          | \$ 97.02  | \$ 101.87 | \$ 105.95 | \$ 110.18 | \$ 114.59 | \$ 119.17 | \$ 122.75 | \$ 126.43 | \$ 130.23 | \$ 134.13 | \$ 138.16 |
| 73  | Group Facilitator (Senior)                        | \$ 52.80                          | \$ 55.44  | \$ 58.21  | \$ 60.54  | \$ 62.96  | \$ 65.48  | \$ 68.10  | \$ 70.14  | \$ 72.25  | \$ 74.41  | \$ 76.65  | \$ 78.95  |
| 44  | Help Desk Manager                                 | \$ 52.80                          | \$ 55.44  | \$ 58.21  | \$ 60.54  | \$ 62.96  | \$ 65.48  | \$ 68.10  | \$ 70.14  | \$ 72.25  | \$ 74.41  | \$ 76.65  | \$ 78.95  |
| 46  | Help Desk Specialist (Junior)                     | \$ 46.20                          | \$ 48.51  | \$ 50.94  | \$ 52.97  | \$ 55.09  | \$ 57.30  | \$ 59.59  | \$ 61.37  | \$ 63.22  | \$ 65.11  | \$ 67.07  | \$ 69.08  |
| 45  | Help Desk Specialist (Senior)                     | \$ 36.96                          | \$ 38.81  | \$ 40.75  | \$ 42.38  | \$ 44.07  | \$ 45.84  | \$ 47.67  | \$ 49.10  | \$ 50.57  | \$ 52.09  | \$ 53.65  | \$ 55.26  |
| 60  | Internet/Intranet Site Developer (Junior)         | \$ 46.20                          | \$ 48.51  | \$ 50.94  | \$ 52.97  | \$ 55.09  | \$ 57.30  | \$ 59.59  | \$ 61.37  | \$ 63.22  | \$ 65.11  | \$ 67.07  | \$ 69.08  |
| 59  | Internet/Intranet Site Developer (Senior)         | \$ 63.36                          | \$ 66.53  | \$ 69.85  | \$ 72.65  | \$ 75.55  | \$ 78.58  | \$ 81.72  | \$ 84.17  | \$ 86.70  | \$ 89.30  | \$ 91.98  | \$ 94.74  |
| 20  | IT Professional (Senior)                          | \$ 105.60                         | \$ 110.88 | \$ 116.42 | \$ 121.08 | \$ 125.92 | \$ 130.96 | \$ 136.20 | \$ 140.29 | \$ 144.49 | \$ 148.83 | \$ 153.29 | \$ 157.89 |
| 75  | Market Research Consultant (Senior)               | \$ 84.48                          | \$ 88.70  | \$ 93.14  | \$ 96.86  | \$ 100.74 | \$ 104.77 | \$ 108.96 | \$ 112.23 | \$ 115.60 | \$ 119.06 | \$ 122.64 | \$ 126.31 |
| 74  | Marketing Consultant (Senior)                     | \$ 84.48                          | \$ 88.70  | \$ 93.14  | \$ 96.86  | \$ 100.74 | \$ 104.77 | \$ 108.96 | \$ 112.23 | \$ 115.60 | \$ 119.06 | \$ 122.64 | \$ 126.31 |
| 83  | Network Administrator                             | \$ 59.40                          | \$ 62.37  | \$ 65.49  | \$ 68.11  | \$ 70.83  | \$ 73.67  | \$ 76.61  | \$ 78.91  | \$ 81.28  | \$ 83.72  | \$ 86.23  | \$ 88.81  |
| 80  | Network Manager                                   | \$ 92.40                          | \$ 97.02  | \$ 101.87 | \$ 105.95 | \$ 110.18 | \$ 114.59 | \$ 119.17 | \$ 122.75 | \$ 126.43 | \$ 130.23 | \$ 134.13 | \$ 138.16 |
| 85  | Network Technician (Junior )                      | \$ 46.20                          | \$ 48.51  | \$ 50.94  | \$ 52.97  | \$ 55.09  | \$ 57.30  | \$ 59.59  | \$ 61.37  | \$ 63.22  | \$ 65.11  | \$ 67.07  | \$ 69.08  |
| 84  | Network Technician (Senior)                       | \$ 62.04                          | \$ 65.14  | \$ 68.40  | \$ 71.14  | \$ 73.98  | \$ 76.94  | \$ 80.02  | \$ 82.42  | \$ 84.89  | \$ 87.44  | \$ 90.06  | \$ 92.76  |
| 43  | Office Automation Specialist                      | \$ 29.04                          | \$ 30.49  | \$ 32.02  | \$ 33.30  | \$ 34.63  | \$ 36.01  | \$ 37.45  | \$ 38.58  | \$ 39.74  | \$ 40.93  | \$ 42.16  | \$ 43.42  |
| 36  | Operations Research Analyst (Senior)              | \$ 85.80                          | \$ 90.09  | \$ 94.59  | \$ 98.38  | \$ 102.31 | \$ 106.41 | \$ 110.66 | \$ 113.98 | \$ 117.40 | \$ 120.92 | \$ 124.55 | \$ 128.29 |
| 108 | Operator Level I                                  | \$ 23.76                          | \$ 24.95  | \$ 26.20  | \$ 27.24  | \$ 28.33  | \$ 29.47  | \$ 30.64  | \$ 31.56  | \$ 32.51  | \$ 33.49  | \$ 34.49  | \$ 35.53  |
| 107 | Operator Level II                                 | \$ 29.04                          | \$ 30.49  | \$ 32.02  | \$ 33.30  | \$ 34.63  | \$ 36.01  | \$ 37.45  | \$ 38.58  | \$ 39.74  | \$ 40.93  | \$ 42.16  | \$ 43.42  |
| 109 | Photographer                                      | \$ 26.40                          | \$ 27.72  | \$ 29.11  | \$ 30.27  | \$ 31.48  | \$ 32.74  | \$ 34.05  | \$ 35.07  | \$ 36.12  | \$ 37.21  | \$ 38.32  | \$ 39.47  |
| 39  | Planner, Information Technology (Senior)          | \$ 62.04                          | \$ 65.14  | \$ 68.40  | \$ 71.14  | \$ 73.98  | \$ 76.94  | \$ 80.02  | \$ 82.42  | \$ 84.89  | \$ 87.44  | \$ 90.06  | \$ 92.76  |
| 58  | Program Administration Specialist                 | \$ 50.16                          | \$ 52.67  | \$ 55.30  | \$ 57.51  | \$ 59.81  | \$ 62.21  | \$ 64.69  | \$ 66.64  | \$ 68.63  | \$ 70.69  | \$ 72.81  | \$ 75.00  |
| 1   | Program Manager                                   | \$ 84.48                          | \$ 88.70  | \$ 93.14  | \$ 96.86  | \$ 100.74 | \$ 104.77 | \$ 108.96 | \$ 112.23 | \$ 115.60 | \$ 119.06 | \$ 122.64 | \$ 126.31 |
| 57  | Project Control Specialist                        | \$ 63.36                          | \$ 66.53  | \$ 69.85  | \$ 72.65  | \$ 75.55  | \$ 78.58  | \$ 81.72  | \$ 84.17  | \$ 86.70  | \$ 89.30  | \$ 91.98  | \$ 94.74  |
| 2   | Project Manager                                   | \$ 95.04                          | \$ 99.79  | \$ 104.78 | \$ 108.97 | \$ 113.33 | \$ 117.87 | \$ 122.58 | \$ 126.26 | \$ 130.04 | \$ 133.95 | \$ 137.96 | \$ 142.10 |
| 25  | Quality Assurance Consultant (Senior)             | \$ 89.76                          | \$ 94.25  | \$ 98.96  | \$ 102.92 | \$ 107.04 | \$ 111.32 | \$ 115.77 | \$ 119.24 | \$ 122.82 | \$ 126.50 | \$ 130.30 | \$ 134.21 |
| 24  | Quality Assurance Manager                         | \$ 89.76                          | \$ 94.25  | \$ 98.96  | \$ 102.92 | \$ 107.04 | \$ 111.32 | \$ 115.77 | \$ 119.24 | \$ 122.82 | \$ 126.50 | \$ 130.30 | \$ 134.21 |
| 26  | Quality Assurance Specialist                      | \$ 92.40                          | \$ 97.02  | \$ 101.87 | \$ 105.95 | \$ 110.18 | \$ 114.59 | \$ 119.17 | \$ 122.75 | \$ 126.43 | \$ 130.23 | \$ 134.13 | \$ 138.16 |
| 71  | Risk Assessment Consultant (Senior)               | \$ 112.20                         | \$ 117.81 | \$ 123.70 | \$ 128.65 | \$ 133.79 | \$ 139.15 | \$ 144.71 | \$ 149.05 | \$ 153.53 | \$ 158.13 | \$ 162.87 | \$ 167.76 |
| 49  | Security, Computer Systems Specialist             | \$ 105.60                         | \$ 110.88 | \$ 116.42 | \$ 121.08 | \$ 125.92 | \$ 130.96 | \$ 136.20 | \$ 140.29 | \$ 144.49 | \$ 148.83 | \$ 153.29 | \$ 157.89 |
| 50  | Security, Data Specialist                         | \$ 92.40                          | \$ 97.02  | \$ 101.87 | \$ 105.95 | \$ 110.18 | \$ 114.59 | \$ 119.17 | \$ 122.75 | \$ 126.43 | \$ 130.23 | \$ 134.13 | \$ 138.16 |
| 4   | Subject Matter Expert                             | \$ 105.60                         | \$ 110.88 | \$ 116.42 | \$ 121.08 | \$ 125.92 | \$ 130.96 | \$ 136.20 | \$ 140.29 | \$ 144.49 | \$ 148.83 | \$ 153.29 | \$ 157.89 |

COMPANY NAME: Spruce Technology, Inc.  
CONTRACT POC: Kristen Mazza  
ADDRESS: 1149 Bloomfield Ave, Clifton NJ  
OFFICE NUMBER: 862-205-4302  
FAX NUMBER: 862-201-338-6260

AUTHORIZED SIGNATURE

*Director, Contracts*

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 2.10 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   |
| 3  | Subject Matter Expert (Senior)         | \$ 138.60                         | \$ 145.53 | \$ 152.81 | \$ 158.92 | \$ 165.28 | \$ 171.89 | \$ 178.76 | \$ 184.12 | \$ 189.65 | \$ 195.34 | \$ 201.20 | \$ 207.23 |
| 94 | Systems Analyst, Wireless              | \$ 66.00                          | \$ 69.30  | \$ 72.77  | \$ 75.68  | \$ 78.70  | \$ 81.85  | \$ 85.12  | \$ 87.68  | \$ 90.31  | \$ 93.02  | \$ 95.81  | \$ 98.68  |
| 53 | System Security Research Analyst       | \$ 50.16                          | \$ 52.67  | \$ 55.30  | \$ 57.51  | \$ 59.81  | \$ 62.21  | \$ 64.69  | \$ 66.64  | \$ 68.63  | \$ 70.69  | \$ 72.81  | \$ 75.00  |
| 51 | Systems Security Specialist            | \$ 145.20                         | \$ 152.46 | \$ 160.08 | \$ 166.49 | \$ 173.15 | \$ 180.07 | \$ 187.27 | \$ 192.89 | \$ 198.68 | \$ 204.64 | \$ 210.78 | \$ 217.10 |
| 48 | Systems Security Specialist (Senior)   | \$ 112.20                         | \$ 117.81 | \$ 123.70 | \$ 128.65 | \$ 133.79 | \$ 139.15 | \$ 144.71 | \$ 149.05 | \$ 153.53 | \$ 158.13 | \$ 162.87 | \$ 167.76 |
| 78 | Telecommunications Consultant (Senior) | \$ 102.96                         | \$ 108.11 | \$ 113.51 | \$ 118.05 | \$ 122.78 | \$ 127.69 | \$ 132.79 | \$ 136.78 | \$ 140.88 | \$ 145.11 | \$ 149.46 | \$ 153.95 |
| 77 | Telecommunications Engineer            | \$ 85.80                          | \$ 90.09  | \$ 94.59  | \$ 98.38  | \$ 102.31 | \$ 106.41 | \$ 110.66 | \$ 113.98 | \$ 117.40 | \$ 120.92 | \$ 124.55 | \$ 128.29 |
| 76 | Telecommunications Engineer (Senior)   | \$ 99.00                          | \$ 103.95 | \$ 109.15 | \$ 113.51 | \$ 118.05 | \$ 122.78 | \$ 127.69 | \$ 131.52 | \$ 135.46 | \$ 139.53 | \$ 143.71 | \$ 148.02 |
| 79 | Telecommunications, System Analyst     | \$ 89.76                          | \$ 94.25  | \$ 98.96  | \$ 102.92 | \$ 107.04 | \$ 111.32 | \$ 115.77 | \$ 119.24 | \$ 122.82 | \$ 126.50 | \$ 130.30 | \$ 134.21 |
| 27 | Testing Specialist                     | \$ 59.40                          | \$ 62.37  | \$ 65.49  | \$ 68.11  | \$ 70.83  | \$ 73.67  | \$ 76.61  | \$ 78.91  | \$ 81.28  | \$ 83.72  | \$ 86.23  | \$ 88.81  |
| 28 | Training Specialist/Instructor         | \$ 59.40                          | \$ 62.37  | \$ 65.49  | \$ 68.11  | \$ 70.83  | \$ 73.67  | \$ 76.61  | \$ 78.91  | \$ 81.28  | \$ 83.72  | \$ 86.23  | \$ 88.81  |
| 56 | Writer/Editor, Technical               | \$ 55.44                          | \$ 58.21  | \$ 61.12  | \$ 63.57  | \$ 66.11  | \$ 68.75  | \$ 71.50  | \$ 73.65  | \$ 75.86  | \$ 78.14  | \$ 80.48  | \$ 82.89  |

\* 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: Spruce Technology, Inc.  
CONTRACT POC: Kristen Mazza  
ADDRESS: 1149 Bloomfield Ave, Clifton NJ  
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FAX NUMBER: 201-338-6260

Attachment F - Price Form A1

AUTHORIZED SIGNATURE

*Director Contracts*

TITLE