

**STARKS INDUSTRIES, LLC**

Maryland Consulting and Technical Services Plus (CATS+) Expansion Window #2

Starks Industries Loaded Rates (Response to RFP 060B2490023)

2019-07-26



## Maryland Consulting and Technical Services Plus (CATS+) Expansion Window #2

Starks Industries Loaded Rates (Response to RFP 060B2490023)

Annual Escalation:

| CATS+ Labor Category                                | Period 1 | Period 2 | Period 3 | Period 4 | Period 5 | Period 6 | Period 7 | Period 8 | Period 9 | Period 10 |
|---|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| Accountant, Cost (Senior)                           | 38.23    | 39.76    | 41.35    | 43.00    | 44.72    | 46.51    | 48.37    | 50.30    | 52.31    | 54.40     |
| Administrator, Systems                              | 84.05    | 87.41    | 90.91    | 94.55    | 98.33    | 102.26   | 106.35   | 110.60   | 115.02   | 119.62    |
| Analyst, Computer Software/Integration (Senior)     | 94.92    | 98.72    | 102.67   | 106.78   | 111.05   | 115.49   | 120.11   | 124.91   | 129.91   | 135.11    |
| Analyst, Computer Systems (Junior)                  | 81.37    | 84.62    | 88.00    | 91.52    | 95.18    | 98.99    | 102.95   | 107.07   | 111.35   | 115.80    |
| Analyst, Computer Systems (Senior)                  | 97.70    | 101.61   | 105.67   | 109.90   | 114.30   | 118.87   | 123.62   | 128.56   | 133.70   | 139.05    |
| Analyst, Financial                                  | 28.31    | 29.44    | 30.62    | 31.84    | 33.11    | 34.43    | 35.81    | 37.24    | 38.73    | 40.28     |
| Analyst, Financial (Senior)                         | 43.78    | 45.53    | 47.35    | 49.24    | 51.21    | 53.26    | 55.39    | 57.61    | 59.91    | 62.31     |
| Analyst, Research                                   | 77.48    | 80.58    | 83.80    | 87.15    | 90.64    | 94.27    | 98.04    | 101.96   | 106.04   | 110.28    |
| Analyst, Systems (Senior)                           | 97.70    | 101.61   | 105.67   | 109.90   | 114.30   | 118.87   | 123.62   | 128.56   | 133.70   | 139.05    |
| Application Developer, Advanced Technology          | 83.57    | 86.91    | 90.39    | 94.01    | 97.77    | 101.68   | 105.75   | 109.98   | 114.38   | 118.96    |
| Application Developer, Advanced Technology (Senior) | 103.66   | 107.81   | 112.12   | 116.60   | 121.26   | 126.11   | 131.15   | 136.40   | 141.86   | 147.53    |
| Applications Development Expert                     | 114.92   | 119.52   | 124.30   | 129.27   | 134.44   | 139.82   | 145.41   | 151.23   | 157.28   | 163.57    |
| Applications Programmer                             | 81.62    | 84.88    | 88.28    | 91.81    | 95.48    | 99.30    | 103.27   | 107.40   | 111.70   | 116.17    |
| Archeologist /Historic Preservation Specialist      | 43.67    | 45.42    | 47.24    | 49.13    | 51.10    | 53.14    | 55.27    | 57.48    | 59.78    | 62.17     |
| Architect, Application (Senior)                     | 128.48   | 133.62   | 138.96   | 144.52   | 150.30   | 156.31   | 162.56   | 169.06   | 175.82   | 182.85    |
| Architect, Information Technology (Senior)          | 130.05   | 135.25   | 140.66   | 146.29   | 152.14   | 158.23   | 164.56   | 171.14   | 177.99   | 185.11    |
| Architect, Internet/Web                             | 130.14   | 135.35   | 140.76   | 146.39   | 152.25   | 158.34   | 164.67   | 171.26   | 178.11   | 185.23    |
| Architect, Systems (Senior)                         | 112.64   | 117.15   | 121.84   | 126.71   | 131.78   | 137.05   | 142.53   | 148.23   | 154.16   | 160.33    |
| Architect, Systems Design                           | 140.36   | 145.97   | 151.81   | 157.88   | 164.20   | 170.77   | 177.60   | 184.70   | 192.09   | 199.77    |
| Architectural Historian                             | 48.27    | 50.20    | 52.21    | 54.30    | 56.47    | 58.73    | 61.08    | 63.52    | 66.06    | 68.70     |
| Audit Manager                                       | 53.88    | 56.04    | 58.28    | 60.61    | 63.03    | 65.55    | 68.17    | 70.90    | 73.74    | 76.69     |
| Audit Supervisor                                    | 49.87    | 51.86    | 53.93    | 56.09    | 58.33    | 60.66    | 63.09    | 65.61    | 68.23    | 70.96     |
| Auditor (Senior)                                    | 42.14    | 43.83    | 45.58    | 47.40    | 49.30    | 51.27    | 53.32    | 55.45    | 57.67    | 59.98     |
| Auditor, IT (Senior)                                | 51.23    | 53.28    | 55.41    | 57.63    | 59.94    | 62.34    | 64.83    | 67.42    | 70.12    | 72.92     |
| Auditor, Lead                                       | 41.33    | 42.98    | 44.70    | 46.49    | 48.35    | 50.28    | 52.29    | 54.38    | 56.56    | 58.82     |
| Auditor, Staff                                      | 36.21    | 37.66    | 39.17    | 40.74    | 42.37    | 44.06    | 45.82    | 47.65    | 49.56    | 51.54     |
| Business Process Consultant (Senior)                | 75.64    | 78.67    | 81.82    | 85.09    | 88.49    | 92.03    | 95.71    | 99.54    | 103.52   | 107.66    |
| Computer Graphics Illustrator                       | 83.38    | 86.72    | 90.19    | 93.80    | 97.55    | 101.45   | 105.51   | 109.73   | 114.12   | 118.68    |
| Computer Operations Center Specialist               | 63.49    | 66.03    | 68.67    | 71.42    | 74.28    | 77.25    | 80.34    | 83.55    | 86.89    | 90.37     |
| Computer Operations Research Analyst                | 63.49    | 66.03    | 68.67    | 71.42    | 74.28    | 77.25    | 80.34    | 83.55    | 86.89    | 90.37     |
| Computer Operator                                   | 38.01    | 39.53    | 41.11    | 42.75    | 44.46    | 46.24    | 48.09    | 50.01    | 52.01    | 54.09     |
| Computer Operator (Senior)                          | 47.40    | 49.30    | 51.27    | 53.32    | 55.45    | 57.67    | 59.98    | 62.38    | 64.88    | 67.48     |
| Computer Programmer (Junior)                        | 81.62    | 84.88    | 88.28    | 91.81    | 95.48    | 99.30    | 103.27   | 107.40   | 111.70   | 116.17    |
| Computer Programmer (Senior)                        | 100.12   | 104.12   | 108.28   | 112.61   | 117.11   | 121.79   | 126.66   | 131.73   | 137.00   | 142.48    |
| Computer Specialist                                 | 48.20    | 50.13    | 52.14    | 54.23    | 56.40    | 58.66    | 61.01    | 63.45    | 65.99    | 68.63     |
| Computer Specialist (Senior)                        | 56.71    | 58.98    | 61.34    | 63.79    | 66.34    | 68.99    | 71.75    | 74.62    | 77.60    | 80.70     |
| Computer Systems Programmer                         | 81.62    | 84.88    | 88.28    | 91.81    | 95.48    | 99.30    | 103.27   | 107.40   | 111.70   | 116.17    |

|   |        |        |        |        |        |        |        |        |        |        |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Computer Systems Programmer (Senior)              | 100.12 | 104.12 | 108.28 | 112.61 | 117.11 | 121.79 | 126.66 | 131.73 | 137.00 | 142.48 |
| Database Management Specialist (Junior)           | 112.68 | 117.19 | 121.88 | 126.76 | 131.83 | 137.10 | 142.58 | 148.28 | 154.21 | 160.38 |
| Database Management Specialist (Senior)           | 115.76 | 120.39 | 125.21 | 130.22 | 135.43 | 140.85 | 146.48 | 152.34 | 158.43 | 164.77 |
| Database Manager                                  | 124.75 | 129.74 | 134.93 | 140.33 | 145.94 | 151.78 | 157.85 | 164.16 | 170.73 | 177.56 |
| Documentation Specialist                          | 56.54  | 58.80  | 61.15  | 63.60  | 66.14  | 68.79  | 71.54  | 74.40  | 77.38  | 80.48  |
| Electrician, Journeyman                           | 31.68  | 32.95  | 34.27  | 35.64  | 37.07  | 38.55  | 40.09  | 41.69  | 43.36  | 45.09  |
| Electrician, Licensed Master                      | 48.65  | 50.60  | 52.62  | 54.72  | 56.91  | 59.19  | 61.56  | 64.02  | 66.58  | 69.24  |
| Electricians Helper                               | 21.56  | 22.42  | 23.32  | 24.25  | 25.22  | 26.23  | 27.28  | 28.37  | 29.50  | 30.68  |
| Engineer, Facility Operations                     | 48.34  | 50.27  | 52.28  | 54.37  | 56.54  | 58.80  | 61.15  | 63.60  | 66.14  | 68.79  |
| Engineer, Information                             | 90.34  | 93.95  | 97.71  | 101.62 | 105.68 | 109.91 | 114.31 | 118.88 | 123.64 | 128.59 |
| Engineer, Information (Senior)                    | 88.98  | 92.54  | 96.24  | 100.09 | 104.09 | 108.25 | 112.58 | 117.08 | 121.76 | 126.63 |
| Engineer, Information Security                    | 107.57 | 111.87 | 116.34 | 120.99 | 125.83 | 130.86 | 136.09 | 141.53 | 147.19 | 153.08 |
| Engineer, Interdisciplinary                       | 47.88  | 49.80  | 51.79  | 53.86  | 56.01  | 58.25  | 60.58  | 63.00  | 65.52  | 68.14  |
| Engineer, Interdisciplinary (Senior)              | 56.45  | 58.71  | 61.06  | 63.50  | 66.04  | 68.68  | 71.43  | 74.29  | 77.26  | 80.35  |
| Engineer, Network (Junior)                        | 99.32  | 103.29 | 107.42 | 111.72 | 116.19 | 120.84 | 125.67 | 130.70 | 135.93 | 141.37 |
| Engineer, Network (Senior)                        | 117.41 | 122.11 | 126.99 | 132.07 | 137.35 | 142.84 | 148.55 | 154.49 | 160.67 | 167.10 |
| Engineer, Network Security                        | 133.53 | 138.87 | 144.42 | 150.20 | 156.21 | 162.46 | 168.96 | 175.72 | 182.75 | 190.06 |
| Engineer, Radio Frequency                         | 23.52  | 24.46  | 25.44  | 26.46  | 27.52  | 28.62  | 29.76  | 30.95  | 32.19  | 33.48  |
| Engineer, Software                                | 100.12 | 104.12 | 108.28 | 112.61 | 117.11 | 121.79 | 126.66 | 131.73 | 137.00 | 142.48 |
| Engineer, Stationary                              | 47.36  | 49.25  | 51.22  | 53.27  | 55.40  | 57.62  | 59.92  | 62.32  | 64.81  | 67.40  |
| Engineer, Systems                                 | 117.41 | 122.11 | 126.99 | 132.07 | 137.35 | 142.84 | 148.55 | 154.49 | 160.67 | 167.10 |
| Engineer, Systems (Senior)                        | 138.00 | 143.52 | 149.26 | 155.23 | 161.44 | 167.90 | 174.62 | 181.60 | 188.86 | 196.41 |
| Engineer, Systems Design                          | 133.22 | 138.55 | 144.09 | 149.85 | 155.84 | 162.07 | 168.55 | 175.29 | 182.30 | 189.59 |
| Facilities Engineering Manager                    | 53.82  | 55.97  | 58.21  | 60.54  | 62.96  | 65.48  | 68.10  | 70.82  | 73.65  | 76.60  |
| Facilities Specialist Level I                     | 29.66  | 30.85  | 32.08  | 33.36  | 34.69  | 36.08  | 37.52  | 39.02  | 40.58  | 42.20  |
| Facilities Specialist Level II                    | 31.59  | 32.85  | 34.16  | 35.53  | 36.95  | 38.43  | 39.97  | 41.57  | 43.23  | 44.96  |
| Facilities Specialist Level III                   | 37.29  | 38.78  | 40.33  | 41.94  | 43.62  | 45.36  | 47.17  | 49.06  | 51.02  | 53.06  |
| Facilities Specialist, Lead                       | 43.21  | 44.94  | 46.74  | 48.61  | 50.55  | 52.57  | 54.67  | 56.86  | 59.13  | 61.50  |
| Facility Operations Supervisor                    | 51.45  | 53.51  | 55.65  | 57.88  | 60.20  | 62.61  | 65.11  | 67.71  | 70.42  | 73.24  |
| Geographic Information Systems (GIS) Analyst      | 62.79  | 65.30  | 67.91  | 70.63  | 73.46  | 76.40  | 79.46  | 82.64  | 85.95  | 89.39  |
| Geographic Information Systems Specialist         | 62.79  | 65.30  | 67.91  | 70.63  | 73.46  | 76.40  | 79.46  | 82.64  | 85.95  | 89.39  |
| Geographic Information Systems Technician I       | 55.04  | 57.24  | 59.53  | 61.91  | 64.39  | 66.97  | 69.65  | 72.44  | 75.34  | 78.35  |
| Geographic Information Systems Technician II      | 62.79  | 65.30  | 67.91  | 70.63  | 73.46  | 76.40  | 79.46  | 82.64  | 85.95  | 89.39  |
| Geographic Information Systems Technician Trainee | 49.67  | 51.66  | 53.73  | 55.88  | 58.12  | 60.44  | 62.86  | 65.37  | 67.98  | 70.70  |
| GeoSpatial Web Developer (Mid-level)              | 80.94  | 84.18  | 87.55  | 91.05  | 94.69  | 98.48  | 102.42 | 106.52 | 110.78 | 115.21 |
| GeoSpatial Web Developer (Senior)                 | 94.00  | 97.76  | 101.67 | 105.74 | 109.97 | 114.37 | 118.94 | 123.70 | 128.65 | 133.80 |
| Group Facilitator (Senior)                        | 109.57 | 113.95 | 118.51 | 123.25 | 128.18 | 133.31 | 138.64 | 144.19 | 149.96 | 155.96 |
| Help Desk Manager                                 | 92.25  | 95.94  | 99.78  | 103.77 | 107.92 | 112.24 | 116.73 | 121.40 | 126.26 | 131.31 |
| Help Desk Specialist (Junior)                     | 70.11  | 72.91  | 75.83  | 78.86  | 82.01  | 85.29  | 88.70  | 92.25  | 95.94  | 99.78  |
| Help Desk Specialist (Senior)                     | 89.39  | 92.97  | 96.69  | 100.56 | 104.58 | 108.76 | 113.11 | 117.63 | 122.34 | 127.23 |
| Internet/Intranet Site Developer (Junior)         | 91.73  | 95.40  | 99.22  | 103.19 | 107.32 | 111.61 | 116.07 | 120.71 | 125.54 | 130.56 |
| Internet/Intranet Site Developer (Senior)         | 62.79  | 65.30  | 67.91  | 70.63  | 73.46  | 76.40  | 79.46  | 82.64  | 85.95  | 89.39  |
| IT Professional (Senior)                          | 105.18 | 109.39 | 113.77 | 118.32 | 123.05 | 127.97 | 133.09 | 138.41 | 143.95 | 149.71 |
| Market Research Consultant (Senior)               | 59.22  | 61.59  | 64.05  | 66.61  | 69.27  | 72.04  | 74.92  | 77.92  | 81.04  | 84.28  |
| Marketing Consultant (Senior)                     | 86.39  | 89.85  | 93.44  | 97.18  | 101.07 | 105.11 | 109.31 | 113.68 | 118.23 | 122.96 |
| Network Administrator                             | 61.50  | 63.96  | 66.52  | 69.18  | 71.95  | 74.83  | 77.82  | 80.93  | 84.17  | 87.54  |
| Network Manager                                   | 129.52 | 134.70 | 140.09 | 145.69 | 151.52 | 157.58 | 163.88 | 170.44 | 177.26 | 184.35 |
| Network Technician (Junior )                      | 64.26  | 66.83  | 69.50  | 72.28  | 75.17  | 78.18  | 81.31  | 84.56  | 87.94  | 91.46  |
| Network Technician (Senior)                       | 97.95  | 101.87 | 105.94 | 110.18 | 114.59 | 119.17 | 123.94 | 128.90 | 134.06 | 139.42 |
| Office Automation Specialist                      | 91.78  | 95.45  | 99.27  | 103.24 | 107.37 | 111.66 | 116.13 | 120.78 | 125.61 | 130.63 |
| Operations Research Analyst (Senior)              | 46.31  | 48.16  | 50.09  | 52.09  | 54.17  | 56.34  | 58.59  | 60.93  | 63.37  | 65.90  |
| Operator Level I                                  | 22.97  | 23.89  | 24.85  | 25.84  | 26.87  | 27.94  | 29.06  | 30.22  | 31.43  | 32.69  |

|  |        |        |        |        |        |        |        |        |        |        |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Operator Level II                        | 27.83  | 28.94  | 30.10  | 31.30  | 32.55  | 33.85  | 35.20  | 36.61  | 38.07  | 39.59  |
| Photographer                             | 37.94  | 39.46  | 41.04  | 42.68  | 44.39  | 46.17  | 48.02  | 49.94  | 51.94  | 54.02  |
| Planner, Information Technology (Senior) | 76.23  | 79.28  | 82.45  | 85.75  | 89.18  | 92.75  | 96.46  | 100.32 | 104.33 | 108.50 |
| Program Administration Specialist        | 65.43  | 68.05  | 70.77  | 73.60  | 76.54  | 79.60  | 82.78  | 86.09  | 89.53  | 93.11  |
| Program Manager                          | 152.73 | 158.84 | 165.19 | 171.80 | 178.67 | 185.82 | 193.25 | 200.98 | 209.02 | 217.38 |
| Project Control Specialist               | 89.47  | 93.05  | 96.77  | 100.64 | 104.67 | 108.86 | 113.21 | 117.74 | 122.45 | 127.35 |
| Project Manager                          | 147.69 | 153.60 | 159.74 | 166.13 | 172.78 | 179.69 | 186.88 | 194.36 | 202.13 | 210.22 |
| Quality Assurance Consultant (Senior)    | 89.99  | 93.59  | 97.33  | 101.22 | 105.27 | 109.48 | 113.86 | 118.41 | 123.15 | 128.08 |
| Quality Assurance Manager                | 97.45  | 101.35 | 105.40 | 109.62 | 114.00 | 118.56 | 123.30 | 128.23 | 133.36 | 138.69 |
| Quality Assurance Specialist             | 89.10  | 92.66  | 96.37  | 100.22 | 104.23 | 108.40 | 112.74 | 117.25 | 121.94 | 126.82 |
| Risk Assessment Consultant (Senior)      | 77.85  | 80.96  | 84.20  | 87.57  | 91.07  | 94.71  | 98.50  | 102.44 | 106.54 | 110.80 |
| Security, Computer Systems Specialist    | 128.50 | 133.64 | 138.99 | 144.55 | 150.33 | 156.34 | 162.59 | 169.09 | 175.85 | 182.88 |
| Security, Data Specialist                | 128.50 | 133.64 | 138.99 | 144.55 | 150.33 | 156.34 | 162.59 | 169.09 | 175.85 | 182.88 |
| Subject Matter Expert                    | 114.92 | 119.52 | 124.30 | 129.27 | 134.44 | 139.82 | 145.41 | 151.23 | 157.28 | 163.57 |
| Subject Matter Expert (Senior)           | 165.25 | 171.86 | 178.73 | 185.88 | 193.32 | 201.05 | 209.09 | 217.45 | 226.15 | 235.20 |
| System Security Research Analyst         | 157.86 | 164.17 | 170.74 | 177.57 | 184.67 | 192.06 | 199.74 | 207.73 | 216.04 | 224.68 |
| Systems Analyst, Wireless                | 88.50  | 92.04  | 95.72  | 99.55  | 103.53 | 107.67 | 111.98 | 116.46 | 121.12 | 125.96 |
| Systems Security Specialist              | 127.30 | 132.39 | 137.69 | 143.20 | 148.93 | 154.89 | 161.09 | 167.53 | 174.23 | 181.20 |
| Systems Security Specialist (Senior)     | 157.86 | 164.17 | 170.74 | 177.57 | 184.67 | 192.06 | 199.74 | 207.73 | 216.04 | 224.68 |
| Telecommunications Consultant (Senior)   | 122.97 | 127.89 | 133.01 | 138.33 | 143.86 | 149.61 | 155.59 | 161.81 | 168.28 | 175.01 |
| Telecommunications Engineer              | 93.42  | 97.16  | 101.05 | 105.09 | 109.29 | 113.66 | 118.21 | 122.94 | 127.86 | 132.97 |
| Telecommunications Engineer (Senior)     | 122.97 | 127.89 | 133.01 | 138.33 | 143.86 | 149.61 | 155.59 | 161.81 | 168.28 | 175.01 |
| Telecommunications, System Analyst       | 93.42  | 97.16  | 101.05 | 105.09 | 109.29 | 113.66 | 118.21 | 122.94 | 127.86 | 132.97 |
| Testing Specialist                       | 106.40 | 110.66 | 115.09 | 119.69 | 124.48 | 129.46 | 134.64 | 140.03 | 145.63 | 151.46 |
| Training Specialist/Instructor           | 65.21  | 67.82  | 70.53  | 73.35  | 76.28  | 79.33  | 82.50  | 85.80  | 89.23  | 92.80  |
| Writer/Editor, Technical                 | 80.34  | 83.55  | 86.89  | 90.37  | 93.98  | 97.74  | 101.65 | 105.72 | 109.95 | 114.35 |