

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
HOURLY LABOR RATES CONTRACT YEAR*
LABOR CATEGORY 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

COMPANY NAME: TEM Software, LLC
CONTRACT POC: Sean-Paul Mauro
ADDRESS: 115 Little John Drive, McMurray, PA 15317

OFFICE NUMBER: 724-255-9428
FAX NUMBER: 724-942-1269



AUTHORIZED SIGNATURE

Director of Business Development

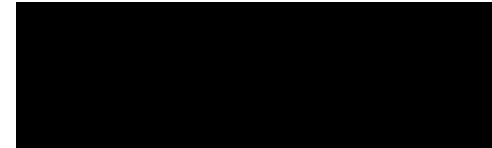
TITLE

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#	LABOR CATEGORY	HOURLY LABOR RATES CONTRACT YEAR*											
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
6	Computer Specialist (Senior)	\$ 77.60	\$ 79.93	\$ 82.33	\$ 84.80	\$ 87.34	\$ 89.96	\$ 92.66	\$ 95.44	\$ 98.30	\$ 101.25	\$ 104.29	\$ 107.42
13	Computer Systems Programmer	\$ 70.34	\$ 72.45	\$ 74.62	\$ 76.86	\$ 79.17	\$ 81.54	\$ 83.99	\$ 86.51	\$ 89.10	\$ 91.78	\$ 94.53	\$ 97.37
12	Computer Systems Programmer (Senior)	\$ 134.71	\$ 138.75	\$ 142.91	\$ 147.20	\$ 151.62	\$ 156.17	\$ 160.85	\$ 165.68	\$ 170.65	\$ 175.77	\$ 181.04	\$ 186.47
23	Database Management Specialist (Junior)	\$ 71.75	\$ 73.90	\$ 76.12	\$ 78.40	\$ 80.75	\$ 83.17	\$ 85.67	\$ 88.24	\$ 90.89	\$ 93.61	\$ 96.42	\$ 99.31
22	Database Management Specialist (Senior)	\$ 101.85	\$ 104.90	\$ 108.05	\$ 111.29	\$ 114.63	\$ 118.07	\$ 121.61	\$ 125.26	\$ 129.02	\$ 132.89	\$ 136.87	\$ 140.98
21	Database Manager	\$ 112.80	\$ 116.19	\$ 119.67	\$ 123.26	\$ 126.96	\$ 130.77	\$ 134.69	\$ 138.73	\$ 142.89	\$ 147.18	\$ 151.60	\$ 156.14
55	Documentation Specialist	\$ 56.05	\$ 57.73	\$ 59.46	\$ 61.24	\$ 63.08	\$ 64.97	\$ 66.92	\$ 68.93	\$ 71.00	\$ 73.13	\$ 75.32	\$ 77.58
97	Electrician, Journeyman	\$ 38.80	\$ 39.97	\$ 41.16	\$ 42.40	\$ 43.67	\$ 44.98	\$ 46.33	\$ 47.72	\$ 49.15	\$ 50.63	\$ 52.15	\$ 53.71
96	Electrician, Licensed Master	\$ 47.42	\$ 48.85	\$ 50.31	\$ 51.82	\$ 53.38	\$ 54.98	\$ 56.63	\$ 58.32	\$ 60.07	\$ 61.88	\$ 63.73	\$ 65.65
99	Electricians Helper	\$ 31.04	\$ 31.97	\$ 32.93	\$ 33.92	\$ 34.94	\$ 35.98	\$ 37.06	\$ 38.18	\$ 39.32	\$ 40.50	\$ 41.72	\$ 42.97
101	Engineer, Facility Operations	\$ 68.98	\$ 71.05	\$ 73.18	\$ 75.38	\$ 77.64	\$ 79.97	\$ 82.37	\$ 84.84	\$ 87.38	\$ 90.00	\$ 92.70	\$ 95.48
19	Engineer, Information	\$ 86.22	\$ 88.81	\$ 91.48	\$ 94.22	\$ 97.05	\$ 99.96	\$ 102.96	\$ 106.05	\$ 109.23	\$ 112.50	\$ 115.88	\$ 119.35
18	Engineer, Information (Senior)	\$ 103.47	\$ 106.57	\$ 109.77	\$ 113.06	\$ 116.46	\$ 119.95	\$ 123.55	\$ 127.25	\$ 131.07	\$ 135.00	\$ 139.05	\$ 143.23
52	Engineer, Information Security	\$ 99.16	\$ 102.13	\$ 105.20	\$ 108.35	\$ 111.60	\$ 114.95	\$ 118.40	\$ 121.95	\$ 125.61	\$ 129.38	\$ 133.26	\$ 137.26
33	Engineer, Interdisciplinary	\$ 94.85	\$ 97.69	\$ 100.62	\$ 103.64	\$ 106.75	\$ 109.95	\$ 113.25	\$ 116.65	\$ 120.15	\$ 123.75	\$ 127.47	\$ 131.29
32	Engineer, Interdisciplinary (Senior)	\$ 107.78	\$ 111.01	\$ 114.34	\$ 117.77	\$ 121.31	\$ 124.95	\$ 128.70	\$ 132.56	\$ 136.53	\$ 140.63	\$ 144.85	\$ 149.19
82	Engineer, Network (Junior)	\$ 89.18	\$ 91.85	\$ 94.61	\$ 97.45	\$ 100.37	\$ 103.38	\$ 106.48	\$ 109.68	\$ 112.97	\$ 116.36	\$ 119.85	\$ 123.44
81	Engineer, Network (Senior)	\$ 103.60	\$ 106.70	\$ 109.90	\$ 113.20	\$ 116.60	\$ 120.10	\$ 123.70	\$ 127.41	\$ 131.23	\$ 135.17	\$ 139.22	\$ 143.40
86	Engineer, Network Security	\$ 118.04	\$ 121.58	\$ 125.22	\$ 128.98	\$ 132.85	\$ 136.84	\$ 140.94	\$ 145.17	\$ 149.52	\$ 154.01	\$ 158.63	\$ 163.39
95	Engineer, Radio Frequency	\$ 56.05	\$ 57.73	\$ 59.46	\$ 61.25	\$ 63.08	\$ 64.98	\$ 66.93	\$ 68.93	\$ 71.00	\$ 73.13	\$ 75.33	\$ 77.59
31	Engineer, Software	\$ 73.29	\$ 75.49	\$ 77.75	\$ 80.09	\$ 82.49	\$ 84.96	\$ 87.51	\$ 90.14	\$ 92.84	\$ 95.63	\$ 98.50	\$ 101.45
101	Engineer, Stationary	\$ 67.80	\$ 69.84	\$ 71.93	\$ 74.09	\$ 76.31	\$ 78.60	\$ 80.96	\$ 83.39	\$ 85.89	\$ 88.47	\$ 91.12	\$ 93.85
30	Engineer, Systems	\$ 89.21	\$ 91.88	\$ 94.64	\$ 97.48	\$ 100.40	\$ 103.42	\$ 106.52	\$ 109.71	\$ 113.00	\$ 116.40	\$ 119.89	\$ 123.48
29	Engineer, Systems (Senior)	\$ 109.43	\$ 112.71	\$ 116.09	\$ 119.58	\$ 123.16	\$ 126.86	\$ 130.67	\$ 134.59	\$ 138.62	\$ 142.78	\$ 147.06	\$ 151.48
65	Engineer, Systems Design	\$ 100.54	\$ 103.56	\$ 106.66	\$ 109.86	\$ 113.16	\$ 116.55	\$ 120.05	\$ 123.65	\$ 127.36	\$ 131.18	\$ 135.12	\$ 139.17
99	Facilities Engineering Manager	\$ 64.67	\$ 66.61	\$ 68.61	\$ 70.66	\$ 72.78	\$ 74.97	\$ 77.22	\$ 79.53	\$ 81.92	\$ 84.38	\$ 86.91	\$ 89.52
105	Facilities Specialist Level I	\$ 31.04	\$ 31.97	\$ 32.93	\$ 33.92	\$ 34.94	\$ 35.98	\$ 37.06	\$ 38.18	\$ 39.32	\$ 40.50	\$ 41.72	\$ 42.97
104	Facilities Specialist Level II	\$ 38.80	\$ 39.97	\$ 41.16	\$ 42.40	\$ 43.67	\$ 44.98	\$ 46.33	\$ 47.72	\$ 49.15	\$ 50.63	\$ 52.15	\$ 53.71
103	Facilities Specialist Level III	\$ 47.42	\$ 48.85	\$ 50.31	\$ 51.82	\$ 53.38	\$ 54.98	\$ 56.63	\$ 58.32	\$ 60.07	\$ 61.88	\$ 63.73	\$ 65.65
102	Facilities Specialist, Lead	\$ 56.05	\$ 57.73	\$ 59.46	\$ 61.24	\$ 63.08	\$ 64.97	\$ 66.92	\$ 68.93	\$ 71.00	\$ 73.13	\$ 75.32	\$ 77.58
106	Facility Operations Supervisor	\$ 57.77	\$ 59.50	\$ 61.29	\$ 63.13	\$ 65.02	\$ 66.97	\$ 68.98	\$ 71.05	\$ 73.18	\$ 75.38	\$ 77.64	\$ 79.97
90	Geographic Information Systems (GIS) Analyst	\$ 83.34	\$ 85.84	\$ 88.42	\$ 91.07	\$ 93.80	\$ 96.61	\$ 99.51	\$ 102.50	\$ 105.57	\$ 108.74	\$ 112.00	\$ 115.36
91	Geographic Information Systems Specialist	\$ 70.34	\$ 72.45	\$ 74.62	\$ 76.86	\$ 79.17	\$ 81.54	\$ 83.99	\$ 86.51	\$ 89.10	\$ 91.78	\$ 94.53	\$ 97.37
88	Geographic Information Systems Technician I	\$ 60.36	\$ 62.17	\$ 64.04	\$ 65.96	\$ 67.94	\$ 69.97	\$ 72.07	\$ 74.24	\$ 76.46	\$ 78.76	\$ 81.12	\$ 83.55
87	Geographic Information Systems Technician II	\$ 65.35	\$ 67.31	\$ 69.33	\$ 71.41	\$ 73.55	\$ 75.76	\$ 78.03	\$ 80.37	\$ 82.78	\$ 85.27	\$ 87.82	\$ 90.46
89	Geographic Information Systems Technician Trainee	\$ 57.34	\$ 59.06	\$ 60.83	\$ 62.66	\$ 64.54	\$ 66.47	\$ 68.47	\$ 70.52	\$ 72.64	\$ 74.82	\$ 77.06	\$ 79.37
	GeoSpatial Web Developer (Mid-level)	\$ 91.31	\$ 94.05	\$ 96.87	\$ 99.78	\$ 102.77	\$ 105.85	\$ 109.03	\$ 112.30	\$ 115.67	\$ 119.14	\$ 122.71	\$ 126.39

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HOURLY LABOR RATES CONTRACT YEAR*
LABOR CATEGORY Year 1 Year 2 Year 3 Year 4 Year 5 Year 6 Year 7 Year 8 Year 9 Year 10 Year 11 Year 12
73 Group Facilitator (Senior) \$ 83.26 \$ 85.76 \$ 88.33 \$ 90.98 \$ 93.71 \$ 96.52 \$ 99.42 \$ 102.40 \$ 105.47 \$ 108.64 \$ 111.89 \$ 115.25
44 Help Desk Manager \$ 105.12 \$ 108.27 \$ 111.52 \$ 114.86 \$ 118.31 \$ 121.86 \$ 125.52 \$ 129.28 \$ 133.16 \$ 137.15 \$ 141.27 \$ 145.51
46 Help Desk Specialist (Junior) \$ 78.73 \$ 81.09 \$ 83.53 \$ 86.03 \$ 88.61 \$ 91.27 \$ 94.01 \$ 96.83 \$ 99.73 \$ 102.73 \$ 105.81 \$ 108.98
45 Help Desk Specialist (Senior) \$ 88.73 \$ 91.39 \$ 94.13 \$ 96.95 \$ 99.86 \$ 102.86 \$ 105.94 \$ 109.12 \$ 112.40 \$ 115.77 \$ 119.24 \$ 122.82
60 Internet/Intranet Site Developer (Junior) \$ 84.78 \$ 87.32 \$ 89.94 \$ 92.64 \$ 95.42 \$ 98.28 \$ 101.23 \$ 104.27 \$ 107.40 \$ 110.62 \$ 113.94 \$ 117.36
59 Internet/Intranet Site Developer (Senior) \$ 98.62 \$ 101.57 \$ 104.62 \$ 107.76 \$ 110.99 \$ 114.32 \$ 117.75 \$ 121.29 \$ 124.92 \$ 128.67 \$ 132.53 \$ 136.51
20 IT Professional (Senior) \$ 128.56 \$ 132.41 \$ 136.38 \$ 140.48 \$ 144.69 \$ 149.03 \$ 153.50 \$ 158.11 \$ 162.85 \$ 167.74 \$ 172.77 \$ 177.95
75 Market Research Consultant (Senior) \$ 73.29 \$ 75.49 \$ 77.75 \$ 80.09 \$ 82.49 \$ 84.96 \$ 87.51 \$ 90.14 \$ 92.84 \$ 95.63 \$ 98.50 \$ 101.45
74 Marketing Consultant (Senior) \$ 77.60 \$ 79.93 \$ 82.33 \$ 84.80 \$ 87.34 \$ 89.96 \$ 92.66 \$ 95.44 \$ 98.30 \$ 101.25 \$ 104.29 \$ 107.42
83 Network Administrator \$ 47.42 \$ 48.85 \$ 50.31 \$ 51.82 \$ 53.38 \$ 54.98 \$ 56.63 \$ 58.32 \$ 60.07 \$ 61.88 \$ 63.73 \$ 65.65
80 Network Manager \$ 101.37 \$ 104.41 \$ 107.54 \$ 110.77 \$ 114.09 \$ 117.51 \$ 121.04 \$ 124.67 \$ 128.41 \$ 132.26 \$ 136.23 \$ 140.31
85 Network Technician (Junior) \$ 57.34 \$ 59.06 \$ 60.83 \$ 62.66 \$ 64.54 \$ 66.47 \$ 68.47 \$ 70.52 \$ 72.64 \$ 74.82 \$ 77.06 \$ 79.37
84 Network Technician (Senior) \$ 82.52 \$ 85.00 \$ 87.55 \$ 90.18 \$ 92.88 \$ 95.67 \$ 98.54 \$ 101.49 \$ 104.54 \$ 107.67 \$ 110.91 \$ 114.23
43 Office Automation Specialist \$ 58.39 \$ 60.14 \$ 61.95 \$ 63.81 \$ 65.72 \$ 67.69 \$ 69.72 \$ 71.81 \$ 73.97 \$ 76.19 \$ 78.47 \$ 80.83
36 Operations Research Analyst (Senior) \$ 68.98 \$ 71.05 \$ 73.18 \$ 75.38 \$ 77.64 \$ 79.97 \$ 82.37 \$ 84.84 \$ 87.38 \$ 90.00 \$ 92.70 \$ 95.48
108 Operator Level I \$ 52.82 \$ 54.40 \$ 56.03 \$ 57.71 \$ 59.45 \$ 61.23 \$ 63.07 \$ 64.96 \$ 66.91 \$ 68.91 \$ 70.98 \$ 73.11
107 Operator Level II \$ 63.31 \$ 65.21 \$ 67.17 \$ 69.18 \$ 71.26 \$ 73.39 \$ 75.60 \$ 77.86 \$ 80.20 \$ 82.61 \$ 85.08 \$ 87.64
109 Photographer \$ 31.04 \$ 31.97 \$ 32.93 \$ 33.92 \$ 34.94 \$ 35.98 \$ 37.06 \$ 38.18 \$ 39.32 \$ 40.50 \$ 41.72 \$ 42.97
39 Planner, Information Technology (Senior) \$ 144.26 \$ 148.59 \$ 153.05 \$ 157.64 \$ 162.37 \$ 167.24 \$ 172.26 \$ 177.42 \$ 182.75 \$ 188.23 \$ 193.88 \$ 199.69
58 Program Administration Specialist \$ 60.23 \$ 62.03 \$ 63.89 \$ 65.81 \$ 67.78 \$ 69.82 \$ 71.91 \$ 74.07 \$ 76.29 \$ 78.58 \$ 80.94 \$ 83.37
1 Program Manager \$ 182.19 \$ 187.66 \$ 193.29 \$ 199.08 \$ 205.06 \$ 211.21 \$ 217.54 \$ 224.07 \$ 230.79 \$ 237.72 \$ 244.85 \$ 252.19
57 Project Control Specialist \$ 56.05 \$ 57.73 \$ 59.46 \$ 61.25 \$ 63.08 \$ 64.98 \$ 66.93 \$ 68.93 \$ 71.00 \$ 73.13 \$ 75.33 \$ 77.59
2 Project Manager \$ 107.72 \$ 110.96 \$ 114.28 \$ 117.71 \$ 121.24 \$ 124.88 \$ 128.63 \$ 132.49 \$ 136.46 \$ 140.55 \$ 144.77 \$ 149.11
25 Quality Assurance Consultant (Senior) \$ 103.47 \$ 106.57 \$ 109.77 \$ 113.06 \$ 116.46 \$ 119.95 \$ 123.55 \$ 127.26 \$ 131.07 \$ 135.01 \$ 139.06 \$ 143.23
24 Quality Assurance Manager \$ 102.67 \$ 105.75 \$ 108.92 \$ 112.19 \$ 115.56 \$ 119.03 \$ 122.60 \$ 126.27 \$ 130.06 \$ 133.96 \$ 137.98 \$ 142.12
26 Quality Assurance Specialist \$ 80.24 \$ 82.65 \$ 85.12 \$ 87.68 \$ 90.31 \$ 93.02 \$ 95.81 \$ 98.68 \$ 101.64 \$ 104.69 \$ 107.83 \$ 111.07
71 Risk Assessment Consultant (Senior) \$ 84.37 \$ 86.90 \$ 89.51 \$ 92.19 \$ 94.96 \$ 97.81 \$ 100.74 \$ 103.76 \$ 106.88 \$ 110.08 \$ 113.39 \$ 116.79
49 Security, Computer Systems Specialist \$ 106.99 \$ 110.20 \$ 113.51 \$ 116.92 \$ 120.42 \$ 124.04 \$ 127.76 \$ 131.59 \$ 135.54 \$ 139.60 \$ 143.79 \$ 148.10
50 Security, Data Specialist \$ 103.29 \$ 106.39 \$ 109.58 \$ 112.87 \$ 116.25 \$ 119.74 \$ 123.33 \$ 127.03 \$ 130.85 \$ 134.77 \$ 138.81 \$ 142.98
4 Subject Matter Expert \$ 112.09 \$ 115.45 \$ 118.92 \$ 122.48 \$ 126.16 \$ 129.94 \$ 133.84 \$ 137.86 \$ 141.99 \$ 146.25 \$ 150.64 \$ 155.16
3 Subject Matter Expert (Senior) \$ 129.34 \$ 133.22 \$ 137.22 \$ 141.33 \$ 145.57 \$ 149.94 \$ 154.44 \$ 159.07 \$ 163.84 \$ 168.76 \$ 173.82 \$ 179.04
94 Systems Analyst, Wireless \$ 66.34 \$ 68.33 \$ 70.38 \$ 72.49 \$ 74.67 \$ 76.91 \$ 79.21 \$ 81.59 \$ 84.04 \$ 86.56 \$ 89.16 \$ 91.83
53 System Security Research Analyst \$ 60.36 \$ 62.17 \$ 64.04 \$ 65.96 \$ 67.94 \$ 69.97 \$ 72.07 \$ 74.24 \$ 76.46 \$ 78.76 \$ 81.12 \$ 83.55
51 Systems Security Specialist \$ 106.43 \$ 109.62 \$ 112.91 \$ 116.29 \$ 119.78 \$ 123.38 \$ 127.08 \$ 130.89 \$ 134.82 \$ 138.86 \$ 143.03 \$ 147.32
48 Systems Security Specialist (Senior) \$ 124.79 \$ 128.54 \$ 132.39 \$ 136.36 \$ 140.45 \$ 144.67 \$ 149.01 \$ 153.48 \$ 158.08 \$ 162.83 \$ 167.71 \$ 172.74
78 Telecommunications Consultant (Senior) \$ 114.25 \$ 117.68 \$ 121.21 \$ 124.84 \$ 128.59 \$ 132.45 \$ 136.42 \$ 140.51 \$ 144.73 \$ 149.07 \$ 153.54 \$ 158.15

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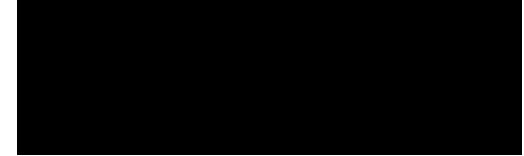
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		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12
77	Telecommunications Engineer	\$ 73.74	\$ 75.95	\$ 78.23	\$ 80.57	\$ 82.99	\$ 85.48	\$ 88.04	\$ 90.69	\$ 93.41	\$ 96.21	\$ 99.09	\$ 102.07
76	Telecommunications Engineer (Senior)	\$ 107.18	\$ 110.40	\$ 113.71	\$ 117.12	\$ 120.63	\$ 124.25	\$ 127.98	\$ 131.82	\$ 135.77	\$ 139.85	\$ 144.04	\$ 148.36
79	Telecommunications, System Analyst	\$ 66.34	\$ 68.33	\$ 70.38	\$ 72.49	\$ 74.67	\$ 76.91	\$ 79.21	\$ 81.59	\$ 84.04	\$ 86.56	\$ 89.16	\$ 91.83
27	Testing Specialist	\$ 63.74	\$ 65.65	\$ 67.62	\$ 69.65	\$ 71.74	\$ 73.89	\$ 76.11	\$ 78.39	\$ 80.74	\$ 83.17	\$ 85.66	\$ 88.23
28	Training Specialist/Instructor	\$ 67.59	\$ 69.62	\$ 71.71	\$ 73.86	\$ 76.08	\$ 78.36	\$ 80.71	\$ 83.13	\$ 85.63	\$ 88.20	\$ 90.84	\$ 93.57
56	Writer/Editor, Technical	\$ 70.26	\$ 72.37	\$ 74.54	\$ 76.77	\$ 79.08	\$ 81.45	\$ 83.89	\$ 86.41	\$ 89.00	\$ 91.67	\$ 94.42	\$ 97.26

* Contract year one begins on the date of contract award and continues for one year, contract year two begins one year after contract award and continues one year, etc.

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