

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 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
66	Accountant, Cost (Senior)	\$ 109.75	\$ 113.04	\$ 116.43	\$ 119.92	\$ 123.52	\$ 127.23	\$ 131.04	\$ 134.97	\$ 139.02	\$ 143.19	\$ 147.49	\$ 151.92
47	Administrator, Systems	\$ 89.77	\$ 92.46	\$ 95.24	\$ 98.10	\$ 101.04	\$ 104.07	\$ 107.19	\$ 110.41	\$ 113.72	\$ 117.13	\$ 120.64	\$ 124.26
5	Analyst, Computer Software/Integration (Senior)	\$ 127.00	\$ 130.81	\$ 134.73	\$ 138.78	\$ 142.94	\$ 147.23	\$ 151.65	\$ 156.19	\$ 160.88	\$ 165.71	\$ 170.68	\$ 175.80
9	Analyst, Computer Systems (Junior)	\$ 88.76	\$ 91.42	\$ 94.16	\$ 96.99	\$ 99.90	\$ 102.90	\$ 105.98	\$ 109.16	\$ 112.44	\$ 115.81	\$ 119.28	\$ 122.86
8	Analyst, Computer Systems (Senior)	\$ 110.09	\$ 113.40	\$ 116.80	\$ 120.30	\$ 123.91	\$ 127.63	\$ 131.46	\$ 135.40	\$ 139.46	\$ 143.65	\$ 147.96	\$ 152.40
68	Analyst, Financial	\$ 95.18	\$ 98.03	\$ 100.97	\$ 104.00	\$ 107.12	\$ 110.34	\$ 113.65	\$ 117.06	\$ 120.57	\$ 124.19	\$ 127.91	\$ 131.75
67	Analyst, Financial (Senior)	\$ 107.42	\$ 110.64	\$ 113.96	\$ 117.38	\$ 120.90	\$ 124.53	\$ 128.27	\$ 132.11	\$ 136.08	\$ 140.16	\$ 144.36	\$ 148.70
54	Analyst, Research	\$ 97.64	\$ 100.57	\$ 103.58	\$ 106.69	\$ 109.89	\$ 113.19	\$ 116.58	\$ 120.08	\$ 123.68	\$ 127.39	\$ 131.21	\$ 135.15
37	Analyst, Systems (Senior)	\$ 118.21	\$ 121.76	\$ 125.41	\$ 129.17	\$ 133.05	\$ 137.04	\$ 141.15	\$ 145.39	\$ 149.75	\$ 154.24	\$ 158.87	\$ 163.63
17	Application Developer, Advanced Technology	\$ 124.19	\$ 127.92	\$ 131.75	\$ 135.71	\$ 139.78	\$ 143.97	\$ 148.29	\$ 152.74	\$ 157.32	\$ 162.04	\$ 166.90	\$ 171.91
16	Application Developer, Advanced Technology (Senior)	\$ 136.73	\$ 140.83	\$ 145.06	\$ 149.41	\$ 153.89	\$ 158.51	\$ 163.26	\$ 168.16	\$ 173.21	\$ 178.40	\$ 183.75	\$ 189.27
11	Applications Development Expert	\$ 164.98	\$ 169.93	\$ 175.03	\$ 180.28	\$ 185.68	\$ 191.25	\$ 196.99	\$ 202.90	\$ 208.99	\$ 215.26	\$ 221.72	\$ 228.37
10	Applications Programmer	\$ 106.80	\$ 110.01	\$ 113.31	\$ 116.71	\$ 120.21	\$ 123.82	\$ 127.53	\$ 131.36	\$ 135.30	\$ 139.36	\$ 143.54	\$ 147.84
92	Archeologist /Historic Preservation Specialist	\$ 109.65	\$ 112.94	\$ 116.33	\$ 119.82	\$ 123.41	\$ 127.11	\$ 130.93	\$ 134.85	\$ 138.90	\$ 143.07	\$ 147.36	\$ 151.78
40	Architect, Application (Senior)	\$ 172.17	\$ 177.33	\$ 182.65	\$ 188.13	\$ 193.77	\$ 199.59	\$ 205.58	\$ 211.74	\$ 218.10	\$ 224.64	\$ 231.38	\$ 238.32
38	Architect, Information Technology (Senior)	\$ 156.55	\$ 161.24	\$ 166.08	\$ 171.06	\$ 176.19	\$ 181.48	\$ 186.92	\$ 192.53	\$ 198.31	\$ 204.26	\$ 210.39	\$ 216.70
61	Architect, Internet/Web	\$ 153.09	\$ 157.69	\$ 162.42	\$ 167.29	\$ 172.31	\$ 177.48	\$ 182.80	\$ 188.28	\$ 193.93	\$ 199.75	\$ 205.74	\$ 211.92
63	Architect, Systems (Senior)	\$ 149.88	\$ 154.38	\$ 159.01	\$ 163.78	\$ 168.69	\$ 173.75	\$ 178.97	\$ 184.33	\$ 189.86	\$ 195.56	\$ 201.43	\$ 207.47
64	Architect, Systems Design	\$ 162.66	\$ 167.54	\$ 172.56	\$ 177.74	\$ 183.07	\$ 188.56	\$ 194.22	\$ 200.05	\$ 206.05	\$ 212.23	\$ 218.60	\$ 225.16
93	Architectural Historian	\$ 88.53	\$ 91.18	\$ 93.92	\$ 96.74	\$ 99.64	\$ 102.63	\$ 105.71	\$ 108.88	\$ 112.14	\$ 115.51	\$ 118.97	\$ 122.54
110	Audit Manager	\$ 152.36	\$ 156.93	\$ 161.64	\$ 166.49	\$ 171.48	\$ 176.63	\$ 181.93	\$ 187.38	\$ 193.01	\$ 198.80	\$ 204.76	\$ 210.90
111	Audit Supervisor	\$ 117.49	\$ 121.02	\$ 124.65	\$ 128.39	\$ 132.24	\$ 136.20	\$ 140.29	\$ 144.50	\$ 148.83	\$ 153.30	\$ 157.90	\$ 162.64
69	Auditor, IT (Senior)	\$ 115.71	\$ 119.19	\$ 122.76	\$ 126.44	\$ 130.24	\$ 134.14	\$ 138.17	\$ 142.31	\$ 146.58	\$ 150.98	\$ 155.51	\$ 160.18
112	Auditor, Lead	\$ 114.49	\$ 117.93	\$ 121.47	\$ 125.11	\$ 128.86	\$ 132.73	\$ 136.71	\$ 140.81	\$ 145.04	\$ 149.39	\$ 153.87	\$ 158.49
70	Auditor (Senior)	\$ 116.72	\$ 120.22	\$ 123.83	\$ 127.54	\$ 131.37	\$ 135.31	\$ 139.37	\$ 143.55	\$ 147.86	\$ 152.29	\$ 156.86	\$ 161.57
113	Auditor, Staff	\$ 91.49	\$ 94.24	\$ 97.06	\$ 99.98	\$ 102.98	\$ 106.06	\$ 109.25	\$ 112.52	\$ 115.90	\$ 119.38	\$ 122.96	\$ 126.65
72	Business Process Consultant (Senior)	\$ 176.89	\$ 182.19	\$ 187.66	\$ 193.29	\$ 199.09	\$ 205.06	\$ 211.21	\$ 217.55	\$ 224.07	\$ 230.80	\$ 237.72	\$ 244.85
62	Computer Graphics Illustrator	\$ 92.66	\$ 95.44	\$ 98.30	\$ 101.25	\$ 104.29	\$ 107.42	\$ 110.64	\$ 113.96	\$ 117.38	\$ 120.90	\$ 124.53	\$ 128.26
34	Computer Operations Center Specialist	\$ 129.77	\$ 133.66	\$ 137.67	\$ 141.80	\$ 146.05	\$ 150.44	\$ 154.95	\$ 159.60	\$ 164.38	\$ 169.32	\$ 174.40	\$ 179.63
35	Computer Operations Research Analyst	\$ 94.79	\$ 97.63	\$ 100.56	\$ 103.58	\$ 106.68	\$ 109.88	\$ 113.18	\$ 116.58	\$ 120.07	\$ 123.68	\$ 127.39	\$ 131.21
42	Computer Operator	\$ 54.93	\$ 56.58	\$ 58.27	\$ 60.02	\$ 61.82	\$ 63.68	\$ 65.59	\$ 67.56	\$ 69.58	\$ 71.67	\$ 73.82	\$ 76.03
41	Computer Operator (Senior)	\$ 67.89	\$ 69.93	\$ 72.03	\$ 74.19	\$ 76.41	\$ 78.71	\$ 81.07	\$ 83.50	\$ 86.00	\$ 88.58	\$ 91.24	\$ 93.98
15	Computer Programmer (Junior)	\$ 93.08	\$ 95.87	\$ 98.74	\$ 101.71	\$ 104.76	\$ 107.90	\$ 111.14	\$ 114.47	\$ 117.91	\$ 121.44	\$ 125.09	\$ 128.84
14	Computer Programmer (Senior)	\$ 129.68	\$ 133.57	\$ 137.58	\$ 141.70	\$ 145.95	\$ 150.33	\$ 154.84	\$ 159.49	\$ 164.27	\$ 169.20	\$ 174.28	\$ 179.51
7	Computer Specialist	\$ 95.74	\$ 98.62	\$ 101.57	\$ 104.62	\$ 107.76	\$ 110.99	\$ 114.32	\$ 117.75	\$ 121.29	\$ 124.92	\$ 128.67	\$ 132.53
6	Computer Specialist (Senior)	\$ 109.87	\$ 113.17	\$ 116.56	\$ 120.06	\$ 123.66	\$ 127.37	\$ 131.19	\$ 135.13	\$ 139.18	\$ 143.36	\$ 147.66	\$ 152.09
13	Computer Systems Programmer	\$ 115.85	\$ 119.33	\$ 122.91	\$ 126.59	\$ 130.39	\$ 134.30	\$ 138.33	\$ 142.48	\$ 146.76	\$ 151.16	\$ 155.70	\$ 160.37
12	Computer Systems Programmer (Senior)	\$ 143.45	\$ 147.75	\$ 152.19	\$ 156.75	\$ 161.46	\$ 166.30	\$ 171.29	\$ 176.43	\$ 181.72	\$ 187.17	\$ 192.79	\$ 198.57
23	Database Management Specialist (Junior)	\$ 109.65	\$ 112.94	\$ 116.33	\$ 119.82	\$ 123.42	\$ 127.12	\$ 130.93	\$ 134.86	\$ 138.91	\$ 143.07	\$ 147.37	\$ 151.79

COMPANY NAME: Think Systems, Inc.  
CONTRACT POC: Bryan Wolbert  
ADDRESS: 3100 Elm Avenue, First Floor West  
Baltimore, MD 21211

OFFICE NUMBER: 410-235-3600  
FAX NUMBER:

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
22	Database Management Specialist (Senior)	\$ 124.49	\$ 128.22	\$ 132.07	\$ 136.03	\$ 140.11	\$ 144.31	\$ 148.64	\$ 153.10	\$ 157.70	\$ 162.43	\$ 167.30	\$ 172.32
21	Database Manager	\$ 139.47	\$ 143.66	\$ 147.97	\$ 152.41	\$ 156.98	\$ 161.69	\$ 166.54	\$ 171.54	\$ 176.68	\$ 181.98	\$ 187.44	\$ 193.07
55	Documentation Specialist	\$ 88.67	\$ 91.33	\$ 94.07	\$ 96.89	\$ 99.80	\$ 102.79	\$ 105.88	\$ 109.05	\$ 112.33	\$ 115.70	\$ 119.17	\$ 122.74
97	Electrician, Journeyman	\$ 71.46	\$ 73.60	\$ 75.81	\$ 78.08	\$ 80.42	\$ 82.84	\$ 85.32	\$ 87.88	\$ 90.52	\$ 93.23	\$ 96.03	\$ 98.91
96	Electrician, Licensed Master	\$ 78.82	\$ 81.19	\$ 83.62	\$ 86.13	\$ 88.71	\$ 91.37	\$ 94.12	\$ 96.94	\$ 99.85	\$ 102.84	\$ 105.93	\$ 109.11
99	Electricians Helper	\$ 61.42	\$ 63.27	\$ 65.16	\$ 67.12	\$ 69.13	\$ 71.21	\$ 73.34	\$ 75.54	\$ 77.81	\$ 80.14	\$ 82.55	\$ 85.03
101	Engineer, Facility Operations	\$ 88.03	\$ 90.67	\$ 93.39	\$ 96.19	\$ 99.08	\$ 102.05	\$ 105.11	\$ 108.26	\$ 111.51	\$ 114.86	\$ 118.30	\$ 121.85
19	Engineer, Information	\$ 114.58	\$ 118.02	\$ 121.56	\$ 125.21	\$ 128.96	\$ 132.83	\$ 136.82	\$ 140.92	\$ 145.15	\$ 149.50	\$ 153.99	\$ 158.61
18	Engineer, Information (Senior)	\$ 141.52	\$ 145.77	\$ 150.14	\$ 154.64	\$ 159.28	\$ 164.06	\$ 168.98	\$ 174.05	\$ 179.27	\$ 184.65	\$ 190.19	\$ 195.90
52	Engineer, Information Security	\$ 137.39	\$ 141.51	\$ 145.76	\$ 150.13	\$ 154.63	\$ 159.27	\$ 164.05	\$ 168.97	\$ 174.04	\$ 179.26	\$ 184.64	\$ 190.18
33	Engineer, Interdisciplinary	\$ 115.92	\$ 119.40	\$ 122.98	\$ 126.67	\$ 130.47	\$ 134.38	\$ 138.41	\$ 142.56	\$ 146.84	\$ 151.25	\$ 155.78	\$ 160.46
32	Engineer, Interdisciplinary (Senior)	\$ 130.41	\$ 134.32	\$ 138.35	\$ 142.50	\$ 146.77	\$ 151.18	\$ 155.71	\$ 160.38	\$ 165.19	\$ 170.15	\$ 175.25	\$ 180.51
82	Engineer, Network (Junior)	\$ 92.32	\$ 95.09	\$ 97.94	\$ 100.88	\$ 103.90	\$ 107.02	\$ 110.23	\$ 113.54	\$ 116.95	\$ 120.45	\$ 124.07	\$ 127.79
81	Engineer, Network (Senior)	\$ 128.17	\$ 132.02	\$ 135.98	\$ 140.06	\$ 144.26	\$ 148.59	\$ 153.04	\$ 157.64	\$ 162.36	\$ 167.24	\$ 172.25	\$ 177.42
86	Engineer, Network Security	\$ 127.01	\$ 130.82	\$ 134.75	\$ 138.79	\$ 142.95	\$ 147.24	\$ 151.66	\$ 156.21	\$ 160.89	\$ 165.72	\$ 170.69	\$ 175.81
95	Engineer, Radio Frequency	\$ 138.56	\$ 142.71	\$ 146.99	\$ 151.40	\$ 155.95	\$ 160.62	\$ 165.44	\$ 170.41	\$ 175.52	\$ 180.78	\$ 186.21	\$ 191.79
31	Engineer, Software	\$ 124.36	\$ 128.09	\$ 131.93	\$ 135.89	\$ 139.96	\$ 144.16	\$ 148.49	\$ 152.94	\$ 157.53	\$ 162.26	\$ 167.12	\$ 172.14
101	Engineer, Stationary	\$ 75.39	\$ 77.65	\$ 79.98	\$ 82.38	\$ 84.85	\$ 87.40	\$ 90.02	\$ 92.72	\$ 95.50	\$ 98.36	\$ 101.32	\$ 104.36
30	Engineer, Systems	\$ 123.23	\$ 126.93	\$ 130.74	\$ 134.66	\$ 138.70	\$ 142.86	\$ 147.15	\$ 151.56	\$ 156.11	\$ 160.79	\$ 165.61	\$ 170.58
29	Engineer, Systems (Senior)	\$ 138.15	\$ 142.30	\$ 146.57	\$ 150.97	\$ 155.49	\$ 160.16	\$ 164.96	\$ 169.91	\$ 175.01	\$ 180.26	\$ 185.67	\$ 191.24
65	Engineer, Systems Design	\$ 125.33	\$ 129.09	\$ 132.97	\$ 136.96	\$ 141.06	\$ 145.30	\$ 149.66	\$ 154.15	\$ 158.77	\$ 163.53	\$ 168.44	\$ 173.49
99	Facilities Engineering Manager	\$ 127.07	\$ 130.88	\$ 134.81	\$ 138.86	\$ 143.02	\$ 147.31	\$ 151.73	\$ 156.28	\$ 160.97	\$ 165.80	\$ 170.77	\$ 175.90
105	Facilities Specialist Level I	\$ 68.53	\$ 70.59	\$ 72.70	\$ 74.88	\$ 77.13	\$ 79.45	\$ 81.83	\$ 84.28	\$ 86.81	\$ 89.42	\$ 92.10	\$ 94.86
104	Facilities Specialist Level II	\$ 67.42	\$ 69.45	\$ 71.53	\$ 73.68	\$ 75.89	\$ 78.16	\$ 80.51	\$ 82.92	\$ 85.41	\$ 87.97	\$ 90.61	\$ 93.33
103	Facilities Specialist Level III	\$ 76.08	\$ 78.36	\$ 80.71	\$ 83.13	\$ 85.62	\$ 88.19	\$ 90.84	\$ 93.56	\$ 96.37	\$ 99.26	\$ 102.24	\$ 105.31
102	Facilities Specialist, Lead	\$ 75.48	\$ 77.74	\$ 80.07	\$ 82.48	\$ 84.95	\$ 87.50	\$ 90.12	\$ 92.83	\$ 95.61	\$ 98.48	\$ 101.43	\$ 104.48
106	Facility Operations Supervisor	\$ 76.15	\$ 78.44	\$ 80.79	\$ 83.21	\$ 85.71	\$ 88.28	\$ 90.93	\$ 93.66	\$ 96.47	\$ 99.36	\$ 102.34	\$ 105.41
90	Geographic Information Systems (GIS) Analyst	\$ 100.70	\$ 103.72	\$ 106.83	\$ 110.04	\$ 113.34	\$ 116.74	\$ 120.24	\$ 123.85	\$ 127.56	\$ 131.39	\$ 135.33	\$ 139.39
91	Geographic Information Systems Specialist	\$ 105.91	\$ 109.09	\$ 112.36	\$ 115.73	\$ 119.20	\$ 122.78	\$ 126.46	\$ 130.25	\$ 134.16	\$ 138.19	\$ 142.33	\$ 146.60
88	Geographic Information Systems Technician I	\$ 96.43	\$ 99.32	\$ 102.30	\$ 105.37	\$ 108.53	\$ 111.78	\$ 115.14	\$ 118.59	\$ 122.15	\$ 125.81	\$ 129.59	\$ 133.48
87	Geographic Information Systems Technician II	\$ 108.16	\$ 111.41	\$ 114.75	\$ 118.19	\$ 121.74	\$ 125.39	\$ 129.15	\$ 133.03	\$ 137.02	\$ 141.13	\$ 145.36	\$ 149.72
89	Geographic Information Systems Technician Trainee	\$ 78.75	\$ 81.12	\$ 83.55	\$ 86.06	\$ 88.64	\$ 91.30	\$ 94.04	\$ 96.86	\$ 99.76	\$ 102.76	\$ 105.84	\$ 109.01
	GeoSpatial Web Developer (Mid-level)	\$ 112.99	\$ 116.38	\$ 119.87	\$ 123.47	\$ 127.17	\$ 130.99	\$ 134.92	\$ 138.97	\$ 143.13	\$ 147.43	\$ 151.85	\$ 156.41
	GeoSpatial Web Developer (Senior)	\$ 122.12	\$ 125.78	\$ 129.55	\$ 133.44	\$ 137.44	\$ 141.57	\$ 145.81	\$ 150.19	\$ 154.69	\$ 159.33	\$ 164.11	\$ 169.04
73	Group Facilitator (Senior)	\$ 128.82	\$ 132.68	\$ 136.66	\$ 140.76	\$ 144.98	\$ 149.33	\$ 153.81	\$ 158.43	\$ 163.18	\$ 168.08	\$ 173.12	\$ 178.31
44	Help Desk Manager	\$ 112.88	\$ 116.26	\$ 119.75	\$ 123.34	\$ 127.04	\$ 130.85	\$ 134.78	\$ 138.82	\$ 142.99	\$ 147.28	\$ 151.70	\$ 156.25
46	Help Desk Specialist (Junior)	\$ 75.78	\$ 78.06	\$ 80.40	\$ 82.81	\$ 85.30	\$ 87.86	\$ 90.49	\$ 93.21	\$ 96.00	\$ 98.88	\$ 101.85	\$ 104.90
45	Help Desk Specialist (Senior)	\$ 80.43	\$ 82.84	\$ 85.33	\$ 87.89	\$ 90.53	\$ 93.24	\$ 96.04	\$ 98.92	\$ 101.89	\$ 104.95	\$ 108.09	\$ 111.34
60	Internet/Intranet Site Developer (Junior)	\$ 91.76	\$ 94.51	\$ 97.35	\$ 100.27	\$ 103.28	\$ 106.38	\$ 109.57	\$ 112.86	\$ 116.24	\$ 119.73	\$ 123.32	\$ 127.02
59	Internet/Intranet Site Developer (Senior)	\$ 118.87	\$ 122.43	\$ 126.10	\$ 129.89	\$ 133.78	\$ 137.80	\$ 141.93	\$ 146.19	\$ 150.58	\$ 155.09	\$ 159.75	\$ 164.54
20	IT Professional (Senior)	\$ 116.57	\$ 120.06	\$ 123.67	\$ 127.38	\$ 131.20	\$ 135.13	\$ 139.19	\$ 143.36	\$ 147.66	\$ 152.09	\$ 156.66	\$ 161.36

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75	Market Research Consultant (Senior)	\$ 122.57	\$ 126.25	\$ 130.04	\$ 133.94	\$ 137.96	\$ 142.10	\$ 146.36	\$ 150.75	\$ 155.27	\$ 159.93	\$ 164.73	\$ 169.67
74	Marketing Consultant (Senior)	\$ 122.06	\$ 125.72	\$ 129.49	\$ 133.37	\$ 137.38	\$ 141.50	\$ 145.74	\$ 150.11	\$ 154.62	\$ 159.26	\$ 164.03	\$ 168.95
83	Network Administrator	\$ 119.92	\$ 123.52	\$ 127.23	\$ 131.04	\$ 134.97	\$ 139.02	\$ 143.19	\$ 147.49	\$ 151.91	\$ 156.47	\$ 161.17	\$ 166.00
80	Network Manager	\$ 138.48	\$ 142.64	\$ 146.92	\$ 151.33	\$ 155.87	\$ 160.54	\$ 165.36	\$ 170.32	\$ 175.43	\$ 180.69	\$ 186.11	\$ 191.69
85	Network Technician (Junior)	\$ 86.23	\$ 88.82	\$ 91.49	\$ 94.23	\$ 97.06	\$ 99.97	\$ 102.97	\$ 106.06	\$ 109.24	\$ 112.52	\$ 115.89	\$ 119.37
84	Network Technician (Senior)	\$ 104.24	\$ 107.37	\$ 110.59	\$ 113.91	\$ 117.32	\$ 120.84	\$ 124.47	\$ 128.20	\$ 132.05	\$ 136.01	\$ 140.09	\$ 144.29
43	Office Automation Specialist	\$ 63.28	\$ 65.18	\$ 67.13	\$ 69.15	\$ 71.22	\$ 73.36	\$ 75.56	\$ 77.82	\$ 80.16	\$ 82.56	\$ 85.04	\$ 87.59
36	Operations Research Analyst (Senior)	\$ 121.26	\$ 124.90	\$ 128.64	\$ 132.50	\$ 136.48	\$ 140.57	\$ 144.79	\$ 149.13	\$ 153.61	\$ 158.21	\$ 162.96	\$ 167.85
108	Operator Level I	\$ 43.55	\$ 44.86	\$ 46.21	\$ 47.59	\$ 49.02	\$ 50.49	\$ 52.01	\$ 53.57	\$ 55.17	\$ 56.83	\$ 58.53	\$ 60.29
107	Operator Level II	\$ 45.89	\$ 47.26	\$ 48.68	\$ 50.14	\$ 51.65	\$ 53.20	\$ 54.79	\$ 56.43	\$ 58.13	\$ 59.87	\$ 61.67	\$ 63.52
109	Photographer	\$ 61.48	\$ 63.33	\$ 65.23	\$ 67.19	\$ 69.20	\$ 71.28	\$ 73.42	\$ 75.62	\$ 77.89	\$ 80.22	\$ 82.63	\$ 85.11
39	Planner, Information Technology (Senior)	\$ 100.95	\$ 103.98	\$ 107.10	\$ 110.31	\$ 113.62	\$ 117.03	\$ 120.54	\$ 124.16	\$ 127.88	\$ 131.72	\$ 135.67	\$ 139.74
58	Program Administration Specialist	\$ 82.85	\$ 85.34	\$ 87.90	\$ 90.53	\$ 93.25	\$ 96.05	\$ 98.93	\$ 101.90	\$ 104.95	\$ 108.10	\$ 111.35	\$ 114.69
1	Program Manager	\$ 179.93	\$ 185.32	\$ 190.88	\$ 196.61	\$ 202.51	\$ 208.58	\$ 214.84	\$ 221.29	\$ 227.93	\$ 234.76	\$ 241.81	\$ 249.06
57	Project Control Specialist	\$ 92.16	\$ 94.93	\$ 97.78	\$ 100.71	\$ 103.73	\$ 106.84	\$ 110.05	\$ 113.35	\$ 116.75	\$ 120.25	\$ 123.86	\$ 127.58
2	Project Manager	\$ 151.65	\$ 156.20	\$ 160.88	\$ 165.71	\$ 170.68	\$ 175.80	\$ 181.07	\$ 186.51	\$ 192.10	\$ 197.86	\$ 203.80	\$ 209.91
25	Quality Assurance Consultant (Senior)	\$ 127.13	\$ 130.94	\$ 134.87	\$ 138.92	\$ 143.08	\$ 147.38	\$ 151.80	\$ 156.35	\$ 161.04	\$ 165.87	\$ 170.85	\$ 175.97
24	Quality Assurance Manager	\$ 119.38	\$ 122.96	\$ 126.65	\$ 130.45	\$ 134.36	\$ 138.39	\$ 142.54	\$ 146.82	\$ 151.22	\$ 155.76	\$ 160.43	\$ 165.25
26	Quality Assurance Specialist	\$ 102.92	\$ 106.00	\$ 109.18	\$ 112.46	\$ 115.83	\$ 119.31	\$ 122.89	\$ 126.57	\$ 130.37	\$ 134.28	\$ 138.31	\$ 142.46
71	Risk Assessment Consultant (Senior)	\$ 117.44	\$ 120.96	\$ 124.59	\$ 128.33	\$ 132.18	\$ 136.14	\$ 140.22	\$ 144.43	\$ 148.76	\$ 153.23	\$ 157.82	\$ 162.56
49	Security, Computer Systems Specialist	\$ 102.73	\$ 105.82	\$ 108.99	\$ 112.26	\$ 115.63	\$ 119.10	\$ 122.67	\$ 126.35	\$ 130.14	\$ 134.05	\$ 138.07	\$ 142.21
50	Security, Data Specialist	\$ 111.72	\$ 115.07	\$ 118.52	\$ 122.08	\$ 125.74	\$ 129.51	\$ 133.39	\$ 137.40	\$ 141.52	\$ 145.76	\$ 150.14	\$ 154.64
4	Subject Matter Expert	\$ 149.80	\$ 154.29	\$ 158.92	\$ 163.69	\$ 168.60	\$ 173.66	\$ 178.87	\$ 184.23	\$ 189.76	\$ 195.45	\$ 201.32	\$ 207.36
3	Subject Matter Expert (Senior)	\$ 165.45	\$ 170.41	\$ 175.53	\$ 180.79	\$ 186.22	\$ 191.80	\$ 197.56	\$ 203.48	\$ 209.59	\$ 215.88	\$ 222.35	\$ 229.02
94	Systems Analyst, Wireless	\$ 122.74	\$ 126.42	\$ 130.21	\$ 134.12	\$ 138.14	\$ 142.29	\$ 146.56	\$ 150.95	\$ 155.48	\$ 160.15	\$ 164.95	\$ 169.90
53	System Security Research Analyst	\$ 116.27	\$ 119.76	\$ 123.35	\$ 127.05	\$ 130.86	\$ 134.79	\$ 138.83	\$ 143.00	\$ 147.29	\$ 151.71	\$ 156.26	\$ 160.94
51	Systems Security Specialist	\$ 115.37	\$ 118.83	\$ 122.40	\$ 126.07	\$ 129.85	\$ 133.75	\$ 137.76	\$ 141.89	\$ 146.15	\$ 150.54	\$ 155.05	\$ 159.70
48	Systems Security Specialist (Senior)	\$ 130.80	\$ 134.72	\$ 138.76	\$ 142.92	\$ 147.21	\$ 151.63	\$ 156.18	\$ 160.86	\$ 165.69	\$ 170.66	\$ 175.78	\$ 181.05
78	Telecommunications Consultant (Senior)	\$ 165.97	\$ 170.95	\$ 176.08	\$ 181.36	\$ 186.80	\$ 192.41	\$ 198.18	\$ 204.13	\$ 210.25	\$ 216.56	\$ 223.05	\$ 229.75
77	Telecommunications Engineer	\$ 129.89	\$ 133.78	\$ 137.80	\$ 141.93	\$ 146.19	\$ 150.58	\$ 155.09	\$ 159.75	\$ 164.54	\$ 169.47	\$ 174.56	\$ 179.80
76	Telecommunications Engineer (Senior)	\$ 134.90	\$ 138.95	\$ 143.11	\$ 147.41	\$ 151.83	\$ 156.38	\$ 161.08	\$ 165.91	\$ 170.89	\$ 176.01	\$ 181.29	\$ 186.73
79	Telecommunications, System Analyst	\$ 123.57	\$ 127.28	\$ 131.10	\$ 135.03	\$ 139.08	\$ 143.26	\$ 147.55	\$ 151.98	\$ 156.54	\$ 161.24	\$ 166.07	\$ 171.06
27	Testing Specialist	\$ 102.92	\$ 106.00	\$ 109.18	\$ 112.46	\$ 115.83	\$ 119.31	\$ 122.89	\$ 126.57	\$ 130.37	\$ 134.28	\$ 138.31	\$ 142.46
28	Training Specialist/Instructor	\$ 100.71	\$ 103.73	\$ 106.84	\$ 110.04	\$ 113.34	\$ 116.74	\$ 120.25	\$ 123.85	\$ 127.57	\$ 131.40	\$ 135.34	\$ 139.40
56	Writer/Editor, Technical	\$ 99.89	\$ 102.88	\$ 105.97	\$ 109.15	\$ 112.42	\$ 115.79	\$ 119.27	\$ 122.85	\$ 126.53	\$ 130.33	\$ 134.24	\$ 138.26

\* 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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