

**Independent Assessment Services  
Labor Rates for  
First Data**

Rates provided below are ceiling rates that may not be exceeded by the Master Contractor								
HOURLY LABOR RATES CONTRACT YEAR*								
#	LABOR CATEGORY	Year 1	Year 2	Year 3	Year 4	Year 5	Optional Year 1	Optional Year 2
		Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price
1	Accountant, Cost (Senior)	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
2	Analyst, Computer Software/Integration (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
3	Analyst, Computer Systems (Junior)	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
4	Analyst, Computer Systems (Senior)	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
5	Analyst, Financial	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
6	Analyst, Financial (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
7	Analyst, Research	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
8	Analyst, Systems (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
9	Application Developer, Advanced Technology	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
10	Application Developer, Advanced Technology (Senior)	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
11	Applications Development Expert	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
12	Applications Programmer	\$100.00	\$100.00	\$103.00	\$106.09	\$109.27	\$112.55	\$115.93
13	Architect, Application (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
14	Architect, Information Technology (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
15	Architect, Internet/Web	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
16	Architect, Systems (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
17	Architect, Systems Design	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
18	Audit Manager	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
19	Auditor, IT (Senior)	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
20	Business Process Consultant (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
21	Computer Graphics Illustrator	\$100.00	\$100.00	\$103.00	\$106.09	\$109.27	\$112.55	\$115.93
22	Computer Operations Center Specialist	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
23	Computer Operations Research Analyst	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
24	Computer Programmer (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
25	Computer Specialist	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
26	Computer Specialist (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
27	Computer Systems Programmer (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
28	Database Management Specialist (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
29	Documentation Specialist	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
30	Electrician, Licensed Master	\$175.00	\$175.00	\$180.25	\$185.66	\$191.23	\$196.96	\$202.87

**Independent Assessment Services  
Labor Rates for  
First Data**

HOURLY LABOR RATES CONTRACT YEAR*								
#	LABOR CATEGORY	Year 1	Year 2	Year 3	Year 4	Year 5	Optional Year 1	Optional Year 2
		Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price
31	Engineer, Information (Senior)	\$175.00	\$175.00	\$180.25	\$185.66	\$191.23	\$196.96	\$202.87
32	Engineer, Information Security	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
33	Engineer, Interdisciplinary (Senior)	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
34	Engineer, Network (Senior)	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
35	Engineer, Network Security	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
36	Engineer, Radio Frequency	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
37	Engineer, Software	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
38	Engineer, Systems, (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
39	Engineer, Systems Design	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
40	Facilities Engineering Manager	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
41	Geographic Information Systems Specialist	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
42	Geospatial Web Developer (Senior)	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
43	Group Facilitator (Senior)	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
44	Help Desk Manager	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
45	Internet/Intranet Site Developer (Senior)	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
46	IV&V Manager	\$175.00	\$175.00	\$180.25	\$185.66	\$191.23	\$196.96	\$202.87
47	IV&V Supervisor	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
48	IV&V Analyst (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
49	IV&V Analyst	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
50	IV&V Analyst (Junior)	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
51	Market Research Consultant (Senior)	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
52	Marketing Consultant (Senior)	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
53	Master Scheduler	\$100.00	\$100.00	\$103.00	\$106.09	\$109.27	\$112.55	\$115.93
54	Network Manager	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
55	Operations Research Analyst (Senior)	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
56	Planner, Information Technology (Senior)	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
57	Process Consultant (Senior)	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
58	Program Manager	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
59	Project Control Specialist	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
60	Project Manager	\$175.00	\$175.00	\$180.25	\$185.66	\$191.23	\$196.96	\$202.87
61	Quality Assurance Consultant (Senior)	\$165.00	\$165.00	\$169.95	\$175.05	\$180.30	\$185.71	\$191.28
62	Quality Assurance Manager	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30

**Independent Assessment Services  
Labor Rates for  
First Data**

HOURLY LABOR RATES CONTRACT YEAR*								
#	LABOR CATEGORY	Year 1	Year 2	Year 3	Year 4	Year 5	Optional Year 1	Optional Year 2
		Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price
63	Quality Assurance Specialist	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
64	Risk Management Consultant (Senior)	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
65	Security, Computer Systems Specialist	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
66	Security, Data Specialist	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
67	Subject Matter Expert	\$140.00	\$140.00	\$144.20	\$148.53	\$152.98	\$157.57	\$162.30
68	Subject Matter Expert (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
69	Systems Analyst, Wireless	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
70	System Security Specialist	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
71	Systems Security Specialist (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
72	Telecommunications Consultant (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
73	Telecommunications Engineer (Senior)	\$155.00	\$155.00	\$159.65	\$164.44	\$169.37	\$174.45	\$179.69
74	Telecommunications Systems Analyst	\$120.00	\$120.00	\$123.60	\$127.31	\$131.13	\$135.06	\$139.11
75	Testing Specialist	\$100.00	\$100.00	\$103.00	\$106.09	\$109.27	\$112.55	\$115.93
76	training Specialist/Instructor	\$100.00	\$100.00	\$103.00	\$106.09	\$109.27	\$112.55	\$115.93
77	Technical Writer/Editor	\$100.00	\$100.00	\$103.00	\$106.09	\$109.27	\$112.55	\$115.93