INFORMATION TECHNOLOGY ENTERPRISE SOLUTIONS – 3 SERVICES(ITES-3S)

Contract #W52P1J-18-D-A052

Ordering Guide

Information Gateways, Inc
19500 Victor Parkway, Suite 250
Livonia, MI 48152
www.infogateways.com

Table of Contents

1.0 INTRODUCTION TO ITES-3S

The overall objective of ITES-3S is to provide industry best practice, best value, non-personal services to enable a broad range of enterprise-level support services for IT integration and service management activities to the Army, other DoD agencies, and all other Federal agencies. The ITES-3S scope includes a full range of services and solutions necessary for the Army to satisfy its support of the Army Enterprise infostructure and infrastructure goals with IT services throughout CONUS and OCONUS locations, including warzone areas. ITES-3S includes the services and solutions necessary for the Army and other services to transition from current service-centric information environments to the enterprise JIE as directed by the DoD CIO.

ITES-3S provides for IT services-based solutions under which contractors are required to provide a full range of equipment and software associated with those services. Therefore, end-to-end solutions to satisfy worldwide development, deployment, operation, maintenance, and sustainment requirements are included. Also included is support to analyze requirements, develop and implement recommended solutions, operate and maintain legacy systems and equipment.

ITES-3S allows for ordering by all DoD and Federal agencies but is specifically crafted to be a strategic source for the Army.

2.0 ITES-3S TASK AREAS

The Army strives to sustain and improve the existing infostucture while also undertaking the initiative to transition to the JIE. The ITES-3S service solutions provide the required support to achieving these initiatives. The service portfolios identified below support the design, implementation, and sustainment of these JIE technical areas.

ITES-3S service solutions are categorized under the appropriate DoD Services Taxonomy Services Portfolio Groups identified and enumerated below. The task areas are further defined to list a subset of efforts that typically fall under each task area. Specific details of task assignments, deliverables, documentation, training, applicable Government/department/industry standards, etc., will be provided within individual task orders.

The listed sub-tasks under the Task Areas/Service Portfolios are not all inclusive. There are many other sub-tasks that are within ITES-3S scope not only belonging under the Service Portfolios listed below but also to Task Areas/Service Portfolios not listed.

2.1 CYBERSECURITY SERVICES

Cyber Security Development/Solutions (D310)
Cyber Operations (D310)
Computer Network Defense and Offense Services (D310)
Identity Management Solutions (D310)
Continuous Monitoring Solutions/Services (D310)
Cyber Security Architecture (D307)
Cyber Forensics & Analytics (D310)
Mobile Security Solutions (D304, D310)

Computer Security Awareness and Training (D310)
Computer Security Incident Response (D310)
Information, System, Data, and Physical Security (D310)
Mainframe Automated Information Security Support (D310)
Biometrics (D310)
Continuity of Operations (D301, (D324)
Contingency Planning (D302, (D324)
Critical Infrastructure Protection (D301, D324)
Cryptographic Support and Service (D310)
Disaster Recovery (D301, D324)
Policy and Compliance (D306, D307)
Public Key Infrastructure and CAC authentication (D310)
Remote Monitoring/Intrusion Detection (D310)
Security Architecture Design (D307, D310)
Security Hardening (D310)
Secure Video Teleconferencing (D310)
System Certification and Accreditation (D310)
System Recovery Support Services (D301, D310, D324)

2.2 INFORMATION TECHNOLOGY SERVICES

Application and Service Hosting (R415, R425, D301, D317, D318, D322, D324, D325
Automated Workflow System Development & Integration (D318, R412, R413, R425, D324, AD24, AD25)
Big Data Analysis/Management (D306)
Configuration Management (D301)
Capacity Management (D301)
Computer Aided Design/Engineering/Management (CAD/CAE/CAM) (D313)
Computer Systems Administration, Management, and Maintenance (D301)
Design/Specifications for Information Systems (D306)
Data and/or Media Management (D303, D311)
Data Storage Management (D309, D301, D325)
Data Warehousing (D325, D324, D310, D311, D312, D315)
Database Applications Development (D311, D399, D308)
Design/Specifications for Information Dissemination (D309)
DODAF-based Operational & System Architecture Design & Development (D307)
Economic/Business Case Analysis (Cost/Benefit and Risk) (D324)
Electronic Commerce and Electronic Data Interchange Support (D324)
Global/Geographic Information Systems (D315)
Informatics (D303, D306, D309, D311, D399)
Information Architecture Analysis (D307)
IT Architecture Support (D307)
Internet/Intranet/Web Applications/Network Computing (D305, D308, D316)
Legacy Systems Modernization (D308)
Performance Benchmarking/Performance Measurements (D308)
Property Management (D301)
Section 508 Compliance Support (D308)
Simulation and Modeling (R412)
Software/Middleware Development (D308)

Source Data Development (D308)
Statistical Analysis (D306)
Systems Development and Software Maintenance (D308, D319)
Systems Programming (D308)
Video Teleconferencing/Audio /Visual/Media Systems (D301)
Voice over Internet Protocol (VOIP) (D304)
Web and Computer Systems Decision Support Tools (D305, D310, D322)
Web Enabled Applications (D305, D310, D322)

2.3   ENTERPRISE DESIGN, INTEGRATION, AND CONSOLIDATION

Collaboration Systems/Facility Development (R425)
Compliance with Interoperability Standards (R425)
Cost Benefit/Cost Effectiveness Analysis (R425, D324)
Independent Verification and Validation (R425)
Information and Knowledge Engineering (R425)
Information Management Life Cycle Planning/Support (R425, D324)
Integrated Solutions Management (R425)
Knowledge Engineering/Management (R425)
Market Research and Prototyping (R425)
Measuring Return on Investment (ROI) (R425, D324)
Earned Value Management (R425)
Product Integration (R425)
Reliability and Maintainability (R425, D324)
Requirements Analysis (R425)
Resource Planning Systems Development and Integration (R425)
Resource Systems Management (R425)
Resource Systems Planning (R425)
Reverse Engineering (R425)
Software Engineering (R425)
Software Life Cycle Management (R425)
Systems Integration (R425)
Technology Insertion (R425)
Test and Evaluation (R425, H258, H259)
Wireless Networking (R425, D322)

2.4   NETWORK/SYSTEMS OPERATION AND MAINTENANCE

Computer Center Technical Support (D301, D399)
Commercial Off-the-Shelf Software Products and Support (D316)
Computer Systems Administration (D316)
Computer Systems Facilities Management and Maintenance (D301)
Licensing Support (D319)
Legacy Systems Maintenance (D319, D320)
Network Management (D316)
Help Desk Support (D321, D324, D399)
Desktop Support (D321, D324, D399)
Software License Management (D319)
Supply Chain Management (D321, D324, D399)
Network Infrastructure Support (D321, D324, D399)

Office Automation Support (D321, D324, D399)
Seat Management/Asset Management (D321, D324, D399)

2.5   TELECOMMUNICATIONS/SYSTEMS OPERATION AND MAINTENANCE

Telecommunications Infrastructure Office Automation Support (D321, D324, D399)
Voice over IP Support (D304)
Handset Management/Asset Management (D321, D324, D399)

2.6   BUSINESS PROCESS REENGINEERING (BPR)

Benchmarking/Operational Capability Demonstrations (R412)
Business Case Analysis (D307, D324)
Customer Relationship Management (D325)
E-Business Planning and Support (D325)
Functional Requirements Decomposition (D324, D314)
Gap Analysis (D324, D314)
IT Capital Planning (D314)
Quality Assurance (D314, H159)
Risk Management (D324, D314)
Workflow Analysis (D324, D314)

2.7   IT SUPPLY CHAIN MANAGEMENT

Logistics (D318, D324)
Purchasing (D314, D318, D324)
Inventory Management (D318, D324)
Vendor Management (D318, D324)
Subcontractor Management (D318, D324)

2.8   IT EDUCATION & TRAINING

User Training Purchasing (D318, D399, U001)

3.0   ORDERING PERIOD OF PERFORMANCE

The ITES-3S contract consists of a base period of five years, plus four one-year options, for a total of nine years of performance if all options are exercised. The ordering period of performance is:

Base Period: 25 September 2018 – 24 September 2023
Option Period 1: 25 September 2023 – 24 September 2024
Option Period 2: 25 September 2024 – 24 September 2025
Option Period 3: 25 September 2025 – 24 September 2026
Option Period 4: 25 September 2026 – 24 September 2027

4.0   IGI AND PARTNER TEAM

With over 20 years supporting DoD and Army IT development programs and more than 100 employees, IGI is a qualified **Army ITES-3S** prime contract holder. We are CMMI for Development (CMMI-DEV) Maturity Level 3 assessed and hold ISO 9001:2008 (Quality Management System), ISO 27001:2013 (Security Management) and ISO 20000-1:2011 (Service Management) certifications. Our primary service offerings include Cybersecurity Services; IT

Services; Enterprise Design, Integration, and Consolidation; Network/Systems Operation and Maintenance; Telecommunications/Systems Operation and Maintenance; Business Process Reengineering; IT Supply Chain Management; and IT Education & Training.

IGI has teamed with a highly selective group of industry partners who brings a special skillset to augment and enhance our capability to meet ITES-3S client requirements. Our team is listed below.

- Information Gateways, Inc (www.infogateways.com)

- CACI (www.caci.com)

- CSF Technologies (www.csftechnologies.com)

- DMG Federal (www.dmgfederal.com)

- The AMBIT Group (www.theambitgroup.com)

- E Quality Corp (www.e-qacorp.com)

- SHINE Systems (www.shinesystems.com)

- VISTA (www.vistatsi.com)

- RB Consulting (www.rbci.us)

- Quantum Dynamics, Inc (www.qdyncorp.com)

5.0   IGI PROGRAM MANAGEMENT TEAM

The IGI ITES-3S Program Mangement team is focused on delivering outstanding support to our ITES-3S customers. This team is dedicated to meeting our customers' requirements and meeting the reporting requirements of the CHESS ITES-3S program office. The IGI Program Management team is comprised of:

Program Manager:

Rod Radcliffe
248-356-5160 ext 405
rodr@infogateways.com

Business/Partner Outreach

Dave Roth
248-356-5160 ext 107
droth@infogateways.com

Contract Manager:

Bob LaPierre
248-356-5160 ext 110
bobl@infogateways.com

Technical Director:

Rod Radcliffe
248-356-5160 ext 405
rodr@infogateways.com

6.0   ORDERING INFORMATION

Ordering under the contract is decentralized and all Federal Contracting Officers are delegated procurement authority to place task orders against this contract with no approvals, coordination, or oversight imposed by the ITES-3S Procuring Contingracting Officer (PCO). No agency pass-through or service fees are associated with this contract. Individual task orders will be awarded by the Ordering Contracting Officers (OCO). The Army's complete instructions and requirements for the use of the ITES-3S contract are available and maintained online by PEO

EIS at the CHESS IT e-mart, https://chess.army.mil. This site provides the authoritative ITES-3S Ordering Guidelines; forms; example Statements of Work (SOW), Performance Work Statements (PWS) Statements of Objectives (SOO) and formats; and other useful links to aid task order development.

Task order competitions will utilize fair opportunity under Federal Acquisition Regulation (FAR)16.505, in which task orders may be firm-fixed-price, time-and-materials, and/or cost-reimbursable in nature. The basic task order process is described below.

- Requiring Authority, working with the OCO, develops a SOW, SOO or PWS; completes an Independent Government Cost Estimate (IGCE); develops evaluation criteria and funding document.

- OCO posts the SOW/SOO/PWS requirements package on the IT e-mart via RFP link

- OCO select the due date for responses (default is 10 days - adjust according to complexity of task).

- RA evaluates proposals received, authorized selection official makes award decision and forwards Selection Recommendation Document to the OCO.

- OCO awards task order directly to winning prime and notifies unsuccessful offerors

- Timeline for acquisition is determined by RA and OCO.

7.0   POINTS OF CONTACT

Key points of contract for both the IGI ITES-3S PMO and the US Army ITES-3S PMO are provided below.

7.1   IGI

IGI ITES-3S Website – www.infogateways.com/ITES-3S

Program Manager:	Business/Partner Outreach
Rod Radcliffe	Dave Roth
248-356-5160 ext 405	248-356-5160 ext 107
rodr@infogateways.com	droth@infogateways.com

7.2   GOVERNMENT

CHESS IT e-mart – https://chess.army.mil

CHESS:	ACC-RI:
ATTN: SFAE-PS-CH	ATTN: CCRC-TA
9351 Hall Road, Bldg. 1456	3055 Rodman Avenue
Fort Belvoir, VA 22060-5526	Rock Island, IL 61299-8000
888-232-4405	309-782-4886
armychess@mail.mil	Nathan.e.acree.civ@mail.mil

8.0   LABOR RATES

IGI labor rates for ITES-3S are provided below.

8.1   GOVERNMENT SITE RATES

Government Site Labor Category	Yr 1 Rate	Yr 2 Rate	Yr 3 Rate	Yr 4 Rate	Yr 5 Rate	Yr 6 Rate	Yr 7 Rate	Yr 8 Rate	Yr 9 Rate
Program Management									
Program Manager – Senior	$109.12	$112.39	$115.77	$119.24	$122.82	$126.50	$130.29	$134.20	$138.23
Program Manager – Intermediate	$61.43	$63.27	$65.17	$67.13	$69.14	$71.21	$73.35	$75.55	$77.82
Program Manager – Associate	$33.46	$34.46	$35.50	$36.56	$37.66	$38.79	$39.95	$41.15	$42.39
Project Management									
Project Manager - Senior	$90.25	$92.96	$95.75	$98.62	$101.58	$104.62	$107.76	$111.00	$114.33
Project Manager - Intermediate	$49.25	$50.73	$52.25	$53.82	$55.43	$57.09	$58.81	$60.57	$62.39
Project Manager - Associate	$31.58	$32.53	$33.50	$34.51	$35.54	$36.61	$37.71	$38.84	$40.00
Enterprise Architect	$99.51	$102.50	$105.57	$108.74	$112.00	$115.36	$118.82	$122.38	$126.06
Business Analyst -- Functional	$47.69	$49.12	$50.59	$52.11	$53.68	$55.29	$56.94	$58.65	$60.41
Business Analyst -- Technical	$35.69	$36.76	$37.86	$39.00	$40.17	$41.37	$42.62	$43.89	$45.21
Project Administrator	$52.50	$54.08	$55.70	$57.37	$59.09	$60.86	$62.69	$64.57	$66.51
Project Administrator - Associate	$27.45	$28.27	$29.12	$30.00	$30.90	$31.82	$32.78	$33.76	$34.77
Facility Staff Support – Senior	$41.70	$42.95	$44.24	$45.57	$46.93	$48.34	$49.79	$51.29	$52.82
Facility Staff Support – Intermediate	$33.29	$34.29	$35.32	$36.38	$37.47	$38.59	$39.75	$40.94	$42.17
Facility Staff Support – Associate	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Quality Assurance									
Quality Assurance Manager– Senior	$72.06	$74.22	$76.45	$78.74	$81.10	$83.54	$86.04	$88.62	$91.28
Quality Assurance Analyst – Intermediate	$40.67	$41.89	$43.15	$44.44	$45.77	$47.15	$48.56	$50.02	$51.52
Quality Assurance Analyst – Associate	$28.82	$29.68	$30.58	$31.49	$32.44	$33.41	$34.41	$35.44	$36.51
IT Systems Architecture									
Chief Enterprise Architect	$116.33	$119.82	$123.41	$127.12	$130.93	$134.86	$138.90	$143.07	$147.36
Lead Enterprise Architect	$108.44	$111.69	$115.04	$118.50	$122.05	$125.71	$129.48	$133.37	$137.37
Senior IT Systems Solution Architect	$65.54	$67.51	$69.53	$71.62	$73.77	$75.98	$78.26	$80.61	$83.02
Client/Server Network Architect	$82.35	$84.82	$87.37	$89.99	$92.69	$95.47	$98.33	$101.28	$104.32
Software Architect	$102.43	$105.50	$108.67	$111.93	$115.29	$118.74	$122.31	$125.98	$129.76
Systems Engineer - Senior	$94.72	$97.56	$100.49	$103.50	$106.61	$109.81	$113.10	$116.49	$119.99
Systems Engineer - Intermediate	$69.66	$71.75	$73.90	$76.12	$78.40	$80.76	$83.18	$85.67	$88.24
Systems Engineer - Associate	$30.88	$31.81	$32.76	$33.74	$34.76	$35.80	$36.87	$37.98	$39.12
Network Engineer – Senior	$90.59	$93.31	$96.11	$98.99	$101.96	$105.02	$108.17	$111.41	$114.76
Network Engineer – Intermediate	$61.43	$63.27	$65.17	$67.13	$69.14	$71.21	$73.35	$75.55	$77.82
Network Engineer – Associate	$26.59	$27.39	$28.21	$29.06	$29.93	$30.83	$31.75	$32.70	$33.68
Managed System Engineer - Senior	$44.95	$46.30	$47.69	$49.12	$50.59	$52.11	$53.67	$55.28	$56.94
Managed Systems Engineer - Intermediate	$36.20	$37.29	$38.40	$39.56	$40.74	$41.97	$43.22	$44.52	$45.86
Managed Systems Engineer - Associate	$26.50	$27.30	$28.11	$28.96	$29.83	$30.72	$31.64	$32.59	$33.57
Application Systems									
Applications Systems Analyst – Senior	$85.79	$88.36	$91.01	$93.75	$96.56	$99.45	$102.44	$105.51	$108.68

Government Site	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9
Labor Category	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**
Applications Systems Analyst – Intermediate	$61.77	$63.62	$65.53	$67.50	$69.52	$71.61	$73.76	$75.97	$78.25
Applications Systems Analyst – Associate	$29.16	$30.03	$30.94	$31.86	$32.82	$33.80	$34.82	$35.86	$36.94
Software Engineer – Senior	$51.48	$53.02	$54.62	$56.25	$57.94	$59.68	$61.47	$63.31	$65.21
Software Engineer – Intermediate	$39.11	$40.28	$41.49	$42.74	$44.02	$45.34	$46.70	$48.10	$49.54
Software Engineer – Associate	$29.16	$30.03	$30.94	$31.86	$32.82	$33.80	$34.82	$35.86	$36.94
Applications Programmer – Senior	$72.06	$74.22	$76.45	$78.74	$81.10	$83.54	$86.04	$88.62	$91.28
Applications Programmer – Intermediate	$58.34	$60.09	$61.89	$63.75	$65.66	$67.63	$69.66	$71.75	$73.90
Applications Programmer – Associate	$29.16	$30.03	$30.94	$31.86	$32.82	$33.80	$34.82	$35.86	$36.94
IT Certified Professional – Senior	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
IT Certified Professional – Intermediate	$37.74	$38.87	$40.04	$41.24	$42.48	$43.75	$45.06	$46.42	$47.81
IT Certified Professional – Associate	$29.16	$30.03	$30.94	$31.86	$32.82	$33.80	$34.82	$35.86	$36.94
Operations and Logistics									
Seat Management Administrator.	$40.50	$41.72	$42.97	$44.26	$45.58	$46.95	$48.36	$49.81	$51.30
Configuration Management (CM) Specialist - Senior	$75.49	$77.75	$80.09	$82.49	$84.96	$87.51	$90.14	$92.84	$95.63
Configuration Management (CM) Specialist - Intermediate	$54.05	$55.67	$57.34	$59.06	$60.83	$62.66	$64.54	$66.47	$68.47
Configuration Management (CM) Specialist - Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47
Computer Operator – Senior	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Computer Operator – Intermediate	$20.59	$21.21	$21.84	$22.50	$23.17	$23.87	$24.59	$25.32	$26.08
Computer Operator – Associate	$16.47	$16.96	$17.47	$18.00	$18.54	$19.09	$19.67	$20.26	$20.86
Distribution Operations Specialist – Senior	$60.74	$62.56	$64.44	$66.37	$68.36	$70.41	$72.53	$74.70	$76.94
Distribution Operations Specialist – Intermediate	$43.58	$44.89	$46.23	$47.62	$49.05	$50.52	$52.04	$53.60	$55.21
Distribution Operations Specialist - Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47
Information Assurance									
Information Assurance Engineer - Senior	$88.88	$91.55	$94.29	$97.12	$100.04	$103.04	$106.13	$109.31	$112.59
Information Assurance Engineer - Intermediate	$60.23	$62.04	$63.90	$65.81	$67.79	$69.82	$71.92	$74.08	$76.30
Information Assurance Engineer - Associate	$33.29	$34.29	$35.32	$36.38	$37.47	$38.59	$39.75	$40.94	$42.17
Information Systems Auditor – Senior	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
Information Systems Auditor – Intermediate	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
Information Systems Auditor – Associate	$30.53	$31.45	$32.39	$33.36	$34.36	$35.39	$36.45	$37.55	$38.67
Data Security Analyst – Senior	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
Data Security Analyst – Intermediate	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
Data Security Analyst – Associate	$30.53	$31.45	$32.39	$33.36	$34.36	$35.39	$36.45	$37.55	$38.67
Disaster Recovery/COOP/Contingency Administrator	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
Information Security Specialist - Senior	$61.70	$63.55	$65.46	$67.42	$69.44	$71.53	$73.67	$75.88	$78.16
Information Security Specialist - Intermediate	$47.35	$48.77	$50.23	$51.74	$53.29	$54.89	$56.54	$58.23	$59.98

Government Site	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9
Labor Category	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**
Information Security Specialist - Associate	$30.53	$31.45	$32.39	$33.36	$34.36	$35.39	$36.45	$37.55	$38.67
IA Policy and Compliance Certified Professional – Senior	$102.95	$106.04	$109.22	$112.50	$115.87	$119.35	$122.93	$126.62	$130.41
IA Policy and Compliance Certified Professional – Intermediate	$68.64	$70.70	$72.82	$75.00	$77.25	$79.57	$81.96	$84.42	$86.95
IA Policy and Compliance Certified Professional – Associate	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
Cyber Operations Research Analyst – Senior	$55.93	$57.61	$59.34	$61.12	$62.95	$64.84	$66.78	$68.79	$70.85
Cyber Operations Research Analyst – Intermediate	$41.70	$42.95	$44.24	$45.57	$46.93	$48.34	$49.79	$51.29	$52.82
Cyber Operations Research Analyst – Associate	$34.45	$35.48	$36.55	$37.64	$38.77	$39.94	$41.14	$42.37	$43.64
Cyber Operations Malware Analyst – Senior	$55.93	$57.61	$59.34	$61.12	$62.95	$64.84	$66.78	$68.79	$70.85
Cyber Operations Malware Analyst – Intermediate	$41.70	$42.95	$44.24	$45.57	$46.93	$48.34	$49.79	$51.29	$52.82
Cyber Operations Malware Analyst – Associate	$34.45	$35.48	$36.55	$37.64	$38.77	$39.94	$41.14	$42.37	$43.64
Cyber Watch Operations Certified Analyst – Senior	$75.49	$77.75	$80.09	$82.49	$84.96	$87.51	$90.14	$92.84	$95.63
Cyber Watch Operations Certified Analyst – Intermediate	$58.34	$60.09	$61.89	$63.75	$65.66	$67.63	$69.66	$71.75	$73.90
Cyber Watch Operations Certified Analyst – Associate	$30.88	$31.81	$32.76	$33.74	$34.76	$35.80	$36.87	$37.98	$39.12
System Administration									
Systems Administrator – Senior	$75.49	$77.75	$80.09	$82.49	$84.96	$87.51	$90.14	$92.84	$95.63
Systems Administrator – Intermediate	$54.90	$56.55	$58.24	$59.99	$61.79	$63.64	$65.55	$67.52	$69.55
Systems Administrator - Associate	$30.88	$31.81	$32.76	$33.74	$34.76	$35.80	$36.87	$37.98	$39.12
Data Administration									
Database Administrator	$96.09	$98.97	$101.94	$105.00	$108.15	$111.39	$114.74	$118.18	$121.72
Database Analyst/Programmer – Senior	$54.90	$56.55	$58.24	$59.99	$61.79	$63.64	$65.55	$67.52	$69.55
Database Analyst/Programmer – Intermediate	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
Database Analyst/Programmer – Associate	$32.60	$33.58	$34.59	$35.62	$36.69	$37.79	$38.93	$40.09	$41.30
Advanced Database Analyst/Programmer - Senior	$109.81	$113.10	$116.50	$119.99	$123.59	$127.30	$131.12	$135.05	$139.10
Advanced Database Analyst/Programmer - Intermediate	$82.35	$84.82	$87.37	$89.99	$92.69	$95.47	$98.33	$101.28	$104.32
Advanced Database Analyst/Programmer – Associate	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
Database Librarian	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Data Warehousing									
Data Warehousing Project Manager	$51.48	$53.02	$54.62	$56.25	$57.94	$59.68	$61.47	$63.31	$65.21
Data Architect	$109.81	$113.10	$116.50	$119.99	$123.59	$127.30	$131.12	$135.05	$139.10
Data Warehouse Analyst	$44.61	$45.95	$47.33	$48.75	$50.21	$51.72	$53.27	$54.86	$56.51
Data Warehousing Programmer	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Data Warehousing Administrator	$44.61	$45.95	$47.33	$48.75	$50.21	$51.72	$53.27	$54.86	$56.51

Government Site	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9
Labor Category	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate
Help Desk/End User Support									
Help Desk Coordinator	$37.74	$38.87	$40.04	$41.24	$42.48	$43.75	$45.06	$46.42	$47.81
Help Desk Support Service Specialist – Senior	$54.90	$56.55	$58.24	$59.99	$61.79	$63.64	$65.55	$67.52	$69.55
Help Desk Support Service Specialist – Intermediate	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
Help Desk Support Service Specialist – Associate	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
PC Support Manager	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
PC Systems Specialist	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
PC Maintenance Technician	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Internet/Web Operations									
Web Project Manager	$51.48	$53.02	$54.62	$56.25	$57.94	$59.68	$61.47	$63.31	$65.21
Web Designer - Senior	$49.42	$50.90	$52.43	$54.00	$55.62	$57.29	$59.01	$60.78	$62.60
Web Designer - Intermediate	$37.74	$38.87	$40.04	$41.24	$42.48	$43.75	$45.06	$46.42	$47.81
Web Designer - Associate	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Web software Developer - Senior	$89.22	$91.90	$94.65	$97.49	$100.42	$103.43	$106.53	$109.73	$113.02
Web software Developer - Intermediate	$58.34	$60.09	$61.89	$63.75	$65.66	$67.63	$69.66	$71.75	$73.90
Web software Developer - Associate	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Web Technical Administrator	$44.61	$45.95	$47.33	$48.75	$50.21	$51.72	$53.27	$54.86	$56.51
Web Content Administrator	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Network Administration/Support									
Network Administrator – Senior	$72.06	$74.22	$76.45	$78.74	$81.10	$83.54	$86.04	$88.62	$91.28
Network Administrator – Intermediate	$44.61	$45.95	$47.33	$48.75	$50.21	$51.72	$53.27	$54.86	$56.51
Network Administrator - Associate	$30.88	$31.81	$32.76	$33.74	$34.76	$35.80	$36.87	$37.98	$39.12
Network Support Technician – Senior	$51.48	$53.02	$54.62	$56.25	$57.94	$59.68	$61.47	$63.31	$65.21
Network Support Technician – Intermediate	$33.29	$34.29	$35.32	$36.38	$37.47	$38.59	$39.75	$40.94	$42.17
Network Support Technician – Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47
Documentation									
Documentation Specialist – Senior	$54.90	$56.55	$58.24	$59.99	$61.79	$63.64	$65.55	$67.52	$69.55
Documentation Specialist – Intermediate	$37.74	$38.87	$40.04	$41.24	$42.48	$43.75	$45.06	$46.42	$47.81
Documentation Specialist – Associate	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Technical Editor	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
CAD Specialist	$26.08	$26.86	$27.67	$28.50	$29.35	$30.23	$31.14	$32.08	$33.04
Graphics Specialist	$26.08	$26.86	$27.67	$28.50	$29.35	$30.23	$31.14	$32.08	$33.04
Draftsman – Senior	$32.60	$33.58	$34.59	$35.62	$36.69	$37.79	$38.93	$40.09	$41.30
Draftsman – Intermediate	$25.74	$26.51	$27.31	$28.13	$28.97	$29.84	$30.73	$31.66	$32.61
Draftsman - Associate	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Enterprise Resource Planning (ERP)/Business Process Development									
ERP Business Analyst – Senior	$61.77	$63.62	$65.53	$67.50	$69.52	$71.61	$73.76	$75.97	$78.25
ERP Business Analyst – Intermediate	$44.61	$45.95	$47.33	$48.75	$50.21	$51.72	$53.27	$54.86	$56.51
ERP Business Analyst – Associate	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Business Systems Analyst – Senior	$123.54	$127.25	$131.06	$135.00	$139.05	$143.22	$147.51	$151.94	$156.50
Business Systems Analyst – Intermediate	$96.09	$98.97	$101.94	$105.00	$108.15	$111.39	$114.74	$118.18	$121.72
Business Systems Analyst – Associate	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48

IS Training									
Information Systems Training Manager	$49.76	$51.25	$52.79	$54.37	$56.01	$57.69	$59.42	$61.20	$63.03
Information Systems Training Specialist – Senior	$47.18	$48.60	$50.05	$51.55	$53.10	$54.69	$56.34	$58.03	$59.77
Information Systems Training Specialist – Intermediate	$36.03	$37.11	$38.22	$39.37	$40.55	$41.77	$43.02	$44.31	$45.64
Information Systems Training Specialist – Associate	$24.54	$25.28	$26.03	$26.82	$27.62	$28.45	$29.30	$30.18	$31.09
Instructor Technical Training – Senior	$75.49	$77.75	$80.09	$82.49	$84.96	$87.51	$90.14	$92.84	$95.63
Instructor Technical Training – Intermediate	$56.27	$57.96	$59.70	$61.49	$63.33	$65.23	$67.19	$69.21	$71.28
Instructor Technical Training – Associate	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Audio Visual									
Audio Visual Fabrication Engineer - Senior	$42.90	$44.19	$45.51	$46.88	$48.28	$49.73	$51.22	$52.76	$54.34
Audio Visual Fabrication Engineer - Intermediate	$36.20	$37.29	$38.40	$39.56	$40.74	$41.97	$43.22	$44.52	$45.86
Audio Visual Fabrication Engineer - Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47
Audio Visual Programmer - Senior	$42.90	$44.19	$45.51	$46.88	$48.28	$49.73	$51.22	$52.76	$54.34
Audio Visual Programmer - Intermediate	$36.20	$37.29	$38.40	$39.56	$40.74	$41.97	$43.22	$44.52	$45.86
Audio Visual Programmer - Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47

8.2 CONTRACTOR SITE RATES

Contractor Site Labor Category	Yr 1 Rate	Yr 2 Rate	Yr 3 Rate	Yr 4 Rate	Yr 5 Rate	Yr 6 Rate	Yr 7 Rate	Yr 8 Rate	Yr 9 Rate
Program Management									
Program Manager – Senior	$111.30	$114.64	$118.08	$121.62	$125.27	$129.03	$132.90	$136.88	$140.99
Program Manager – Intermediate	$62.66	$64.54	$66.48	$68.47	$70.52	$72.64	$74.82	$77.06	$79.38
Program Manager – Associate	$33.46	$34.46	$35.50	$36.56	$37.66	$38.79	$39.95	$41.15	$42.39
Project Management									
Project Manager - Senior	$92.06	$94.82	$97.67	$100.60	$103.61	$106.72	$109.92	$113.22	$116.62
Project Manager - Intermediate	$50.24	$51.75	$53.30	$54.90	$56.55	$58.24	$59.99	$61.79	$63.64
Project Manager - Associate	$31.58	$32.53	$33.50	$34.51	$35.54	$36.61	$37.71	$38.84	$40.00
Enterprise Architect	$101.50	$104.55	$107.68	$110.91	$114.24	$117.67	$121.20	$124.83	$128.58
Business Analyst -- Functional	$48.64	$50.10	$51.60	$53.15	$54.74	$56.39	$58.08	$59.82	$61.62
Business Analyst -- Technical	$35.69	$36.76	$37.86	$39.00	$40.17	$41.37	$42.62	$43.89	$45.21
Project Administrator	$53.55	$55.16	$56.81	$58.52	$60.27	$62.08	$63.94	$65.86	$67.84
Project Administrator - Associate	$27.45	$28.27	$29.12	$30.00	$30.90	$31.82	$32.78	$33.76	$34.77
Facility Staff Support – Senior	$41.70	$42.95	$44.24	$45.57	$46.93	$48.34	$49.79	$51.29	$52.82
Facility Staff Support – Intermediate	$33.29	$34.29	$35.32	$36.38	$37.47	$38.59	$39.75	$40.94	$42.17
Facility Staff Support – Associate	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Quality Assurance									
Quality Assurance Manager– Senior	$73.50	$75.71	$77.98	$80.32	$82.72	$85.21	$87.76	$90.40	$93.11
Quality Assurance Analyst – Intermediate	$41.48	$42.72	$44.01	$45.33	$46.69	$48.09	$49.53	$51.02	$52.55
Quality Assurance Analyst – Associate	$28.82	$29.68	$30.58	$31.49	$32.44	$33.41	$34.41	$35.44	$36.51
IT Systems Architecture									
Chief Enterprise Architect	$118.66	$122.22	$125.89	$129.66	$133.55	$137.56	$141.69	$145.94	$150.31
Lead Enterprise Architect	$110.61	$113.93	$117.35	$120.87	$124.49	$128.23	$132.07	$136.04	$140.12

Contractor Site	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9
Labor Category	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate
Senior IT Systems Solution Architect	$66.85	$68.86	$70.92	$73.05	$75.24	$77.50	$79.82	$82.22	$84.68
Client/Server Network Architect	$82.35	$84.82	$87.37	$89.99	$92.69	$95.47	$98.33	$101.28	$104.32
Software Architect	$104.48	$107.61	$110.84	$114.17	$117.59	$121.12	$124.75	$128.50	$132.35
Systems Engineer - Senior	$96.61	$99.51	$102.49	$105.57	$108.74	$112.00	$115.36	$118.82	$122.38
Systems Engineer - Intermediate	$71.05	$73.18	$75.38	$77.64	$79.97	$82.37	$84.84	$87.38	$90.00
Systems Engineer - Associate	$30.88	$31.81	$32.76	$33.74	$34.76	$35.80	$36.87	$37.98	$39.12
Network Engineer – Senior	$90.59	$93.31	$96.11	$98.99	$101.96	$105.02	$108.17	$111.41	$114.76
Network Engineer – Intermediate	$61.43	$63.27	$65.17	$67.13	$69.14	$71.21	$73.35	$75.55	$77.82
Network Engineer – Associate	$26.59	$27.39	$28.21	$29.06	$29.93	$30.83	$31.75	$32.70	$33.68
Managed System Engineer - Senior	$44.95	$46.30	$47.69	$49.12	$50.59	$52.11	$53.67	$55.28	$56.94
Managed Systems Engineer - Intermediate	$36.20	$37.29	$38.40	$39.56	$40.74	$41.97	$43.22	$44.52	$45.86
Managed Systems Engineer - Associate	$26.50	$27.30	$28.11	$28.96	$29.83	$30.72	$31.64	$32.59	$33.57
Application Systems									
Applications Systems Analyst – Senior	$87.51	$90.14	$92.84	$95.62	$98.49	$101.45	$104.49	$107.63	$110.86
Applications Systems Analyst – Intermediate	$63.01	$64.90	$66.85	$68.85	$70.92	$73.05	$75.24	$77.49	$79.82
Applications Systems Analyst – Associate	$29.16	$30.03	$30.94	$31.86	$32.82	$33.80	$34.82	$35.86	$36.94
Software Engineer – Senior	$52.51	$54.09	$55.71	$57.38	$59.10	$60.87	$62.70	$64.58	$66.52
Software Engineer – Intermediate	$39.89	$41.09	$42.32	$43.59	$44.90	$46.24	$47.63	$49.06	$50.53
Software Engineer – Associate	$29.16	$30.03	$30.94	$31.86	$32.82	$33.80	$34.82	$35.86	$36.94
Applications Programmer – Senior	$73.50	$75.71	$77.98	$80.32	$82.72	$85.21	$87.76	$90.40	$93.11
Applications Programmer – Intermediate	$59.51	$61.30	$63.13	$65.03	$66.98	$68.99	$71.06	$73.19	$75.39
Applications Programmer – Associate	$29.74	$30.63	$31.55	$32.50	$33.47	$34.48	$35.51	$36.58	$37.67
IT Certified Professional – Senior	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
IT Certified Professional – Intermediate	$37.74	$38.87	$40.04	$41.24	$42.48	$43.75	$45.06	$46.42	$47.81
IT Certified Professional – Associate	$29.16	$30.03	$30.94	$31.86	$32.82	$33.80	$34.82	$35.86	$36.94
Operations and Logistics									
Seat Management Administrator.	$40.50	$41.72	$42.97	$44.26	$45.58	$46.95	$48.36	$49.81	$51.30
Configuration Management (CM) Specialist - Senior	$75.49	$77.75	$80.09	$82.49	$84.96	$87.51	$90.14	$92.84	$95.63
Configuration Management (CM) Specialist - Intermediate	$54.05	$55.67	$57.34	$59.06	$60.83	$62.66	$64.54	$66.47	$68.47
Configuration Management (CM) Specialist - Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47
Computer Operator – Senior	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Computer Operator – Intermediate	$20.59	$21.21	$21.84	$22.50	$23.17	$23.87	$24.59	$25.32	$26.08
Computer Operator – Associate	$16.47	$16.96	$17.47	$18.00	$18.54	$19.09	$19.67	$20.26	$20.86
Distribution Operations Specialist – Senior	$60.74	$62.56	$64.44	$66.37	$68.36	$70.41	$72.53	$74.70	$76.94
Distribution Operations Specialist – Intermediate	$43.58	$44.89	$46.23	$47.62	$49.05	$50.52	$52.04	$53.60	$55.21
Distribution Operations Specialist – Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47

Contractor Site	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9
Labor Category	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate
Information Assurance									
Information Assurance Engineer - Senior	$88.88	$91.55	$94.29	$97.12	$100.04	$103.04	$106.13	$109.31	$112.59
Information Assurance Engineer - Intermediate	$60.23	$62.04	$63.90	$65.81	$67.79	$69.82	$71.92	$74.08	$76.30
Information Assurance Engineer - Associate	$33.29	$34.29	$35.32	$36.38	$37.47	$38.59	$39.75	$40.94	$42.17
Information Systems Auditor – Senior	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
Information Systems Auditor – Intermediate	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
Information Systems Auditor – Associate	$30.53	$31.45	$32.39	$33.36	$34.36	$35.39	$36.45	$37.55	$38.67
Data Security Analyst – Senior	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
Data Security Analyst – Intermediate	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
Data Security Analyst – Associate	$30.53	$31.45	$32.39	$33.36	$34.36	$35.39	$36.45	$37.55	$38.67
Disaster Recovery/COOP/Contingency Administrator	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
Information Security Specialist - Senior	$61.70	$63.55	$65.46	$67.42	$69.44	$71.53	$73.67	$75.88	$78.16
Information Security Specialist - Intermediate	$47.35	$48.77	$50.23	$51.74	$53.29	$54.89	$56.54	$58.23	$59.98
Information Security Specialist - Associate	$30.53	$31.45	$32.39	$33.36	$34.36	$35.39	$36.45	$37.55	$38.67
IA Policy and Compliance Certified Professional – Senior	$102.95	$106.04	$109.22	$112.50	$115.87	$119.35	$122.93	$126.62	$130.41
IA Policy and Compliance Certified Professional – Intermediate	$68.64	$70.70	$72.82	$75.00	$77.25	$79.57	$81.96	$84.42	$86.95
IA Policy and Compliance Certified Professional – Associate	$48.04	$49.48	$50.97	$52.49	$54.07	$55.69	$57.36	$59.08	$60.86
Cyber Operations Research Analyst – Senior	$55.93	$57.61	$59.34	$61.12	$62.95	$64.84	$66.78	$68.79	$70.85
Cyber Operations Research Analyst – Intermediate	$41.70	$42.95	$44.24	$45.57	$46.93	$48.34	$49.79	$51.29	$52.82
Cyber Operations Research Analyst – Associate	$34.45	$35.48	$36.55	$37.64	$38.77	$39.94	$41.14	$42.37	$43.64
Cyber Operations Malware Analyst – Senior	$55.93	$57.61	$59.34	$61.12	$62.95	$64.84	$66.78	$68.79	$70.85
Cyber Operations Malware Analyst – Intermediate	$41.70	$42.95	$44.24	$45.57	$46.93	$48.34	$49.79	$51.29	$52.82
Cyber Operations Malware Analyst – Associate	$34.45	$35.48	$36.55	$37.64	$38.77	$39.94	$41.14	$42.37	$43.64
Cyber Watch Operations Certified Analyst – Senior	$75.49	$77.75	$80.09	$82.49	$84.96	$87.51	$90.14	$92.84	$95.63
Cyber Watch Operations Certified Analyst – Intermediate	$58.34	$60.09	$61.89	$63.75	$65.66	$67.63	$69.66	$71.75	$73.90
Cyber Watch Operations Certified Analyst – Associate	$30.88	$31.81	$32.76	$33.74	$34.76	$35.80	$36.87	$37.98	$39.12
System Administration									
Systems Administrator – Senior	$75.49	$77.75	$80.09	$82.49	$84.96	$87.51	$90.14	$92.84	$95.63
Systems Administrator – Intermediate	$54.90	$56.55	$58.24	$59.99	$61.79	$63.64	$65.55	$67.52	$69.55
Systems Administrator - Associate	$30.88	$31.81	$32.76	$33.74	$34.76	$35.80	$36.87	$37.98	$39.12
Data Administration									
Database Administrator	$98.01	$100.95	$103.98	$107.10	$110.31	$113.62	$117.03	$120.54	$124.16

Contractor Site	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9
Labor Category	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate	Rate
Database Analyst/Programmer – Senior	$54.90	$56.55	$58.24	$59.99	$61.79	$63.64	$65.55	$67.52	$69.55
Database Analyst/Programmer – Intermediate	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
Database Analyst/Programmer – Associate	$32.60	$33.58	$34.59	$35.62	$36.69	$37.79	$38.93	$40.09	$41.30
Advanced Database Analyst/Programmer - Senior	$112.01	$115.37	$118.83	$122.40	$126.07	$129.85	$133.75	$137.76	$141.89
Advanced Database Analyst/Programmer - Intermediate	$84.00	$86.52	$89.12	$91.79	$94.54	$97.38	$100.30	$103.31	$106.41
Advanced Database Analyst/Programmer – Associate	$42.00	$43.26	$44.56	$45.89	$47.27	$48.69	$50.15	$51.65	$53.20
Database Librarian	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Data Warehousing									
Data Warehousing Project Manager	$51.48	$53.02	$54.62	$56.25	$57.94	$59.68	$61.47	$63.31	$65.21
Data Architect	$112.01	$115.37	$118.83	$122.40	$126.07	$129.85	$133.75	$137.76	$141.89
Data Warehouse Analyst	$45.50	$46.87	$48.27	$49.72	$51.21	$52.75	$54.33	$55.96	$57.64
Data Warehousing Programmer	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Data Warehousing Administrator	$45.50	$46.87	$48.27	$49.72	$51.21	$52.75	$54.33	$55.96	$57.64
Help Desk/End User Support									
Help Desk Coordinator	$37.74	$38.87	$40.04	$41.24	$42.48	$43.75	$45.06	$46.42	$47.81
Help Desk Support Service Specialist – Senior	$54.90	$56.55	$58.24	$59.99	$61.79	$63.64	$65.55	$67.52	$69.55
Help Desk Support Service Specialist – Intermediate	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
Help Desk Support Service Specialist – Associate	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
PC Support Manager	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
PC Systems Specialist	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
PC Maintenance Technician	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Internet/Web Operations									
Web Project Manager	$51.48	$53.02	$54.62	$56.25	$57.94	$59.68	$61.47	$63.31	$65.21
Web Designer - Senior	$49.42	$50.90	$52.43	$54.00	$55.62	$57.29	$59.01	$60.78	$62.60
Web Designer - Intermediate	$37.74	$38.87	$40.04	$41.24	$42.48	$43.75	$45.06	$46.42	$47.81
Web Designer - Associate	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Web software Developer - Senior	$89.22	$91.90	$94.65	$97.49	$100.42	$103.43	$106.53	$109.73	$113.02
Web software Developer - Intermediate	$58.34	$60.09	$61.89	$63.75	$65.66	$67.63	$69.66	$71.75	$73.90
Web software Developer - Associate	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Web Technical Administrator	$44.61	$45.95	$47.33	$48.75	$50.21	$51.72	$53.27	$54.86	$56.51
Web Content Administrator	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Network Administration/Support									
Network Administrator – Senior	$72.06	$74.22	$76.45	$78.74	$81.10	$83.54	$86.04	$88.62	$91.28
Network Administrator – Intermediate	$44.61	$45.95	$47.33	$48.75	$50.21	$51.72	$53.27	$54.86	$56.51
Network Administrator - Associate	$30.88	$31.81	$32.76	$33.74	$34.76	$35.80	$36.87	$37.98	$39.12
Network Support Technician – Senior	$51.48	$53.02	$54.62	$56.25	$57.94	$59.68	$61.47	$63.31	$65.21
Network Support Technician – Intermediate	$33.29	$34.29	$35.32	$36.38	$37.47	$38.59	$39.75	$40.94	$42.17
Network Support Technician – Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47

Contractor Site	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6	Yr 7	Yr 8	Yr 9
Labor Category	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**	**Rate**
Documentation									
Documentation Specialist – Senior	$54.90	$56.55	$58.24	$59.99	$61.79	$63.64	$65.55	$67.52	$69.55
Documentation Specialist – Intermediate	$37.74	$38.87	$40.04	$41.24	$42.48	$43.75	$45.06	$46.42	$47.81
Documentation Specialist – Associate	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Technical Editor	$41.18	$42.42	$43.69	$45.00	$46.35	$47.74	$49.17	$50.65	$52.17
CAD Specialist	$26.08	$26.86	$27.67	$28.50	$29.35	$30.23	$31.14	$32.08	$33.04
Graphics Specialist	$26.08	$26.86	$27.67	$28.50	$29.35	$30.23	$31.14	$32.08	$33.04
Draftsman – Senior	$32.60	$33.58	$34.59	$35.62	$36.69	$37.79	$38.93	$40.09	$41.30
Draftsman – Intermediate	$25.74	$26.51	$27.31	$28.13	$28.97	$29.84	$30.73	$31.66	$32.61
Draftsman - Associate	$24.03	$24.75	$25.49	$26.26	$27.05	$27.86	$28.69	$29.55	$30.44
Enterprise Resource Planning (ERP)/Business Process Development									
ERP Business Analyst – Senior	$63.01	$64.90	$66.85	$68.85	$70.92	$73.05	$75.24	$77.49	$79.82
ERP Business Analyst – Intermediate	$45.50	$46.87	$48.27	$49.72	$51.21	$52.75	$54.33	$55.96	$57.64
ERP Business Analyst – Associate	$35.01	$36.06	$37.14	$38.26	$39.40	$40.59	$41.80	$43.06	$44.35
Business Systems Analyst – Senior	$126.01	$129.79	$133.68	$137.69	$141.83	$146.08	$150.46	$154.98	$159.63
Business Systems Analyst – Intermediate	$98.01	$100.95	$103.98	$107.10	$110.31	$113.62	$117.03	$120.54	$124.16
Business Systems Analyst – Associate	$35.01	$36.06	$37.14	$38.26	$39.40	$40.59	$41.80	$43.06	$44.35
IS Training									
Information Systems Training Manager	$49.76	$51.25	$52.79	$54.37	$56.01	$57.69	$59.42	$61.20	$63.03
Information Systems Training Specialist – Senior	$47.18	$48.60	$50.05	$51.55	$53.10	$54.69	$56.34	$58.03	$59.77
Information Systems Training Specialist – Intermediate	$36.03	$37.11	$38.22	$39.37	$40.55	$41.77	$43.02	$44.31	$45.64
Information Systems Training Specialist – Associate	$24.54	$25.28	$26.03	$26.82	$27.62	$28.45	$29.30	$30.18	$31.09
Instructor Technical Training – Senior	$75.49	$77.75	$80.09	$82.49	$84.96	$87.51	$90.14	$92.84	$95.63
Instructor Technical Training – Intermediate	$56.27	$57.96	$59.70	$61.49	$63.33	$65.23	$67.19	$69.21	$71.28
Instructor Technical Training – Associate	$34.32	$35.35	$36.41	$37.50	$38.63	$39.79	$40.98	$42.21	$43.48
Audio Visual									
Audio Visual Fabrication Engineer - Senior	$42.90	$44.19	$45.51	$46.88	$48.28	$49.73	$51.22	$52.76	$54.34
Audio Visual Fabrication Engineer - Intermediate	$36.20	$37.29	$38.40	$39.56	$40.74	$41.97	$43.22	$44.52	$45.86
Audio Visual Fabrication Engineer - Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47
Audio Visual Programmer - Senior	$42.90	$44.19	$45.51	$46.88	$48.28	$49.73	$51.22	$52.76	$54.34
Audio Visual Programmer - Intermediate	$36.20	$37.29	$38.40	$39.56	$40.74	$41.97	$43.22	$44.52	$45.86
Audio Visual Programmer - Associate	$26.42	$27.21	$28.03	$28.87	$29.74	$30.63	$31.55	$32.49	$33.47