

ITES-3S Price Matrix

W52P1J-18-D-A095

	Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
<b>Labor Category</b>										
<b>Program Management</b>										
1	Program Manager – Senior	\$115.00	\$118.45	\$122.00	\$125.66	\$129.43	\$133.32	\$137.32	\$141.44	\$145.68
2	Program Manager – Intermediate	\$95.00	\$97.85	\$100.79	\$103.81	\$106.92	\$110.13	\$113.43	\$116.84	\$120.34
3	Program Manager – Associate	\$32.14	\$33.10	\$34.10	\$35.12	\$36.17	\$37.26	\$38.38	\$39.53	\$40.71
<b>Project Management</b>										
4	Project Manager - Senior	\$75.00	\$77.25	\$79.57	\$81.95	\$84.41	\$86.95	\$89.55	\$92.24	\$95.01
5	Project Manager - Intermediate	\$54.89	\$56.54	\$58.23	\$59.98	\$61.78	\$63.63	\$65.54	\$67.51	\$69.53
6	Project Manager - Associate	\$31.52	\$32.47	\$33.44	\$34.44	\$35.48	\$36.54	\$37.64	\$38.77	\$39.93
7	Enterprise Architect	\$76.70	\$79.00	\$81.37	\$83.81	\$86.33	\$88.92	\$91.58	\$94.33	\$97.16
8	Business Analyst -- Functional	\$95.39	\$98.25	\$101.20	\$104.24	\$107.36	\$110.58	\$113.90	\$117.32	\$120.84
9	Business Analyst -- Technical	\$33.10	\$34.09	\$35.12	\$36.17	\$37.25	\$38.37	\$39.52	\$40.71	\$41.93
10	Project Administrator	\$28.77	\$29.63	\$30.52	\$31.44	\$32.38	\$33.35	\$34.35	\$35.38	\$36.44
11	Project Administrator - Associate	\$21.54	\$22.19	\$22.85	\$23.54	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29
12	Facility Staff Support – Senior	\$48.82	\$50.28	\$51.79	\$53.35	\$54.95	\$56.60	\$58.29	\$60.04	\$61.84
13	Facility Staff Support – Intermediate	\$39.28	\$40.46	\$41.67	\$42.92	\$44.21	\$45.54	\$46.90	\$48.31	\$49.76
14	Facility Staff Support – Associate	\$28.79	\$29.65	\$30.54	\$31.46	\$32.40	\$33.38	\$34.38	\$35.41	\$36.47
<b>Quality Assurance</b>										
15	Quality Assurance Manager– Senior	\$50.84	\$52.37	\$53.94	\$55.55	\$57.22	\$58.94	\$60.71	\$62.53	\$64.40
16	Quality Assurance Analyst – Intermediate	\$39.86	\$41.06	\$42.29	\$43.56	\$44.86	\$46.21	\$47.59	\$49.02	\$50.49
17	Quality Assurance Analyst – Associate	\$28.73	\$29.59	\$30.48	\$31.39	\$32.34	\$33.31	\$34.31	\$35.33	\$36.39
<b>IT Systems Architecture</b>										
18	Chief Enterprise Architect	\$125.10	\$128.85	\$132.72	\$136.70	\$140.80	\$145.03	\$149.38	\$153.86	\$158.47
19	Lead Enterprise Architect	\$102.16	\$105.22	\$108.38	\$111.63	\$114.98	\$118.43	\$121.98	\$125.64	\$129.41
20	Senior IT Systems Solution Architect	\$67.92	\$69.96	\$72.06	\$74.22	\$76.44	\$78.74	\$81.10	\$83.53	\$86.04
21	Client/Server Network Architect	\$51.37	\$52.91	\$54.50	\$56.13	\$57.82	\$59.55	\$61.34	\$63.18	\$65.07
22	Software Architect	\$47.04	\$48.45	\$49.90	\$51.40	\$52.94	\$54.53	\$56.17	\$57.85	\$59.59
23	Systems Engineer - Senior	\$118.34	\$121.89	\$125.55	\$129.31	\$133.19	\$137.19	\$141.30	\$145.54	\$149.91
24	Systems Engineer - Intermediate	\$68.50	\$70.56	\$72.67	\$74.85	\$77.10	\$79.41	\$81.79	\$84.25	\$86.77
25	Systems Engineer - Associate	\$37.98	\$39.12	\$40.29	\$41.50	\$42.75	\$44.03	\$45.35	\$46.71	\$48.11
26	Network Engineer – Senior	\$98.08	\$101.02	\$104.05	\$107.17	\$110.39	\$113.70	\$117.11	\$120.63	\$124.24
27	Network Engineer – Intermediate	\$68.50	\$70.56	\$72.67	\$74.85	\$77.10	\$79.41	\$81.79	\$84.25	\$86.77
28	Network Engineer – Associate	\$48.72	\$50.18	\$51.69	\$53.24	\$54.83	\$56.48	\$58.17	\$59.92	\$61.72
29	Managed System Engineer - Senior	\$37.79	\$38.92	\$40.09	\$41.29	\$42.53	\$43.81	\$45.12	\$46.48	\$47.87
30	Managed Systems Engineer - Intermediate	\$31.68	\$32.63	\$33.61	\$34.62	\$35.66	\$36.73	\$37.83	\$38.96	\$40.13
31	Managed Systems Engineer - Associate	\$28.72	\$29.58	\$30.47	\$31.38	\$32.32	\$33.29	\$34.29	\$35.32	\$36.38
<b>Application Systems</b>										
32	Applications Systems Analyst – Senior	\$51.05	\$52.58	\$54.16	\$55.78	\$57.46	\$59.18	\$60.96	\$62.79	\$64.67
33	Applications Systems Analyst – Intermediate	\$41.26	\$42.50	\$43.77	\$45.09	\$46.44	\$47.83	\$49.27	\$50.74	\$52.27
34	Applications Systems Analyst – Associate	\$30.90	\$31.83	\$32.78	\$33.77	\$34.78	\$35.82	\$36.90	\$38.00	\$39.14
35	Software Engineer – Senior	\$90.72	\$93.44	\$96.24	\$99.13	\$102.11	\$105.17	\$108.32	\$111.57	\$114.92
36	Software Engineer – Intermediate	\$72.74	\$74.92	\$77.17	\$79.48	\$81.87	\$84.33	\$86.86	\$89.46	\$92.14
37	Software Engineer – Associate	\$31.01	\$31.94	\$32.90	\$33.89	\$34.90	\$35.95	\$37.03	\$38.14	\$39.28
38	Applications Programmer – Senior	\$65.38	\$67.34	\$69.36	\$71.44	\$73.59	\$75.79	\$78.07	\$80.41	\$82.82
39	Applications Programmer – Intermediate	\$53.13	\$54.72	\$56.37	\$58.06	\$59.80	\$61.59	\$63.44	\$65.34	\$67.30
40	Applications Programmer – Associate	\$38.14	\$39.28	\$40.46	\$41.68	\$42.93	\$44.21	\$45.54	\$46.91	\$48.31
41	IT Certified Professional – Senior	\$136.58	\$140.68	\$144.90	\$149.24	\$153.72	\$158.33	\$163.08	\$167.98	\$173.02
42	IT Certified Professional –Intermediate	\$95.39	\$98.25	\$101.20	\$104.24	\$107.36	\$110.58	\$113.90	\$117.32	\$120.84
43	IT Certified Professional – Associate	\$47.54	\$48.97	\$50.44	\$51.95	\$53.51	\$55.11	\$56.77	\$58.47	\$60.22

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Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9	
<b>Labor Category</b>										
<b>Operations and Logistics</b>										
44	Seat Management Administrator.	\$24.86	\$25.61	\$26.37	\$27.17	\$27.98	\$28.82	\$29.68	\$30.57	\$31.49
45	Configuration Management (CM) Specialist - Senior	\$85.25	\$87.81	\$90.44	\$93.15	\$95.95	\$98.83	\$101.79	\$104.85	\$107.99
46	Configuration Management (CM) Specialist - Intermediate	\$68.34	\$70.39	\$72.50	\$74.68	\$76.92	\$79.22	\$81.60	\$84.05	\$86.57
47	Configuration Management (CM) Specialist - Associate	\$37.98	\$39.12	\$40.29	\$41.50	\$42.75	\$44.03	\$45.35	\$46.71	\$48.11
48	Computer Operator – Senior	\$35.36	\$36.42	\$37.51	\$38.64	\$39.80	\$40.99	\$42.22	\$43.49	\$44.79
49	Computer Operator – Intermediate	\$32.52	\$33.50	\$34.50	\$35.54	\$36.60	\$37.70	\$38.83	\$40.00	\$41.20
50	Computer Operator – Associate	\$26.44	\$27.23	\$28.05	\$28.89	\$29.76	\$30.65	\$31.57	\$32.52	\$33.49
51	Distribution Operations Specialist – Senior	\$59.20	\$60.98	\$62.81	\$64.69	\$66.63	\$68.63	\$70.69	\$72.81	\$74.99
52	Distribution Operations Specialist – Intermediate	\$52.77	\$54.35	\$55.98	\$57.66	\$59.39	\$61.17	\$63.01	\$64.90	\$66.85
53	Distribution Operations Specialist - Associate	\$45.73	\$47.10	\$48.51	\$49.97	\$51.47	\$53.01	\$54.60	\$56.24	\$57.93
<b>Information Assurance</b>										
54	Information Assurance Engineer - Senior	\$105.67	\$108.84	\$112.11	\$115.47	\$118.93	\$122.50	\$126.18	\$129.96	\$133.86
55	Information Assurance Engineer - Intermediate	\$68.58	\$70.64	\$72.76	\$74.94	\$77.19	\$79.50	\$81.89	\$84.34	\$86.88
56	Information Assurance Engineer - Associate	\$33.24	\$34.24	\$35.26	\$36.32	\$37.41	\$38.53	\$39.69	\$40.88	\$42.11
57	Information Systems Auditor – Senior	\$35.04	\$36.09	\$37.17	\$38.29	\$39.44	\$40.62	\$41.84	\$43.09	\$44.39
58	Information Systems Auditor – Intermediate	\$31.71	\$32.66	\$33.64	\$34.65	\$35.69	\$36.76	\$37.86	\$39.00	\$40.17
59	Information Systems Auditor – Associate	\$22.15	\$22.81	\$23.50	\$24.20	\$24.93	\$25.68	\$26.45	\$27.24	\$28.06
60	Data Security Analyst – Senior	\$64.21	\$66.14	\$68.12	\$70.16	\$72.27	\$74.44	\$76.67	\$78.97	\$81.34
61	Data Security Analyst – Intermediate	\$39.47	\$40.65	\$41.87	\$43.13	\$44.42	\$45.76	\$47.13	\$48.54	\$50.00
62	Data Security Analyst – Associate	\$26.53	\$27.33	\$28.15	\$28.99	\$29.86	\$30.76	\$31.68	\$32.63	\$33.61
63	Disaster Recovery/COOP/Contingency Administrator	\$53.13	\$54.72	\$56.37	\$58.06	\$59.80	\$61.59	\$63.44	\$65.34	\$67.30
64	Information Security Specialist - Senior	\$39.24	\$40.42	\$41.63	\$42.88	\$44.16	\$45.49	\$46.85	\$48.26	\$49.71
65	Information Security Specialist - Intermediate	\$33.10	\$34.09	\$35.12	\$36.17	\$37.25	\$38.37	\$39.52	\$40.71	\$41.93
66	Information Security Specialist - Associate	\$24.52	\$25.26	\$26.01	\$26.79	\$27.60	\$28.43	\$29.28	\$30.16	\$31.06
67	IA Policy and Compliance Certified Professional – Senior	\$58.99	\$60.76	\$62.58	\$64.46	\$66.39	\$68.39	\$70.44	\$72.55	\$74.73
	IA Policy and Compliance Certified Professional – Intermediate	\$48.03	\$49.47	\$50.96	\$52.48	\$54.06	\$55.68	\$57.35	\$59.07	\$60.84
68	IA Policy and Compliance Certified Professional – Associate	\$33.06	\$34.05	\$35.07	\$36.13	\$37.21	\$38.33	\$39.48	\$40.66	\$41.88
69	Cyber Operations Research Analyst – Senior	\$58.87	\$60.64	\$62.46	\$64.33	\$66.26	\$68.25	\$70.29	\$72.40	\$74.57
70	Cyber Operations Research Analyst – Intermediate	\$55.03	\$56.68	\$58.38	\$60.13	\$61.94	\$63.79	\$65.71	\$67.68	\$69.71
71	Cyber Operations Research Analyst – Associate	\$37.99	\$39.13	\$40.30	\$41.51	\$42.76	\$44.04	\$45.36	\$46.72	\$48.12
72	Cyber Operations Malware Analyst – Senior	\$88.20	\$90.85	\$93.57	\$96.38	\$99.27	\$102.25	\$105.32	\$108.47	\$111.73
73	Cyber Operations Malware Analyst – Intermediate	\$71.50	\$73.65	\$75.85	\$78.13	\$80.47	\$82.89	\$85.37	\$87.94	\$90.57
74	Cyber Operations Malware Analyst – Associate	\$33.35	\$34.35	\$35.38	\$36.44	\$37.54	\$38.66	\$39.82	\$41.02	\$42.25
75	Cyber Watch Operations Certified Analyst – Senior	\$82.10	\$84.56	\$87.10	\$89.71	\$92.40	\$95.18	\$98.03	\$100.97	\$104.00
76	Cyber Watch Operations Certified Analyst – Intermediate	\$60.25	\$62.06	\$63.92	\$65.84	\$67.81	\$69.85	\$71.94	\$74.10	\$76.32
77	Cyber Watch Operations Certified Analyst – Associate	\$34.39	\$35.42	\$36.48	\$37.58	\$38.71	\$39.87	\$41.06	\$42.30	\$43.56
<b>System Administration</b>										
79	Systems Administrator – Senior	\$51.42	\$52.96	\$54.55	\$56.19	\$57.87	\$59.61	\$61.40	\$63.24	\$65.14
80	Systems Administrator – Intermediate	\$42.63	\$43.91	\$45.23	\$46.58	\$47.98	\$49.42	\$50.90	\$52.43	\$54.00
81	Systems Administrator -Associate	\$32.47	\$33.44	\$34.45	\$35.48	\$36.55	\$37.64	\$38.77	\$39.93	\$41.13
<b>Data Administration</b>										
82	Database Administrator	\$68.09	\$70.13	\$72.24	\$74.40	\$76.64	\$78.93	\$81.30	\$83.74	\$86.25
83	Database Analyst/Programmer – Senior	\$40.22	\$41.43	\$42.67	\$43.95	\$45.27	\$46.63	\$48.02	\$49.47	\$50.95
84	Database Analyst/Programmer – Intermediate	\$34.98	\$36.03	\$37.11	\$38.22	\$39.37	\$40.55	\$41.77	\$43.02	\$44.31
85	Database Analyst/Programmer – Associate	\$29.95	\$30.85	\$31.77	\$32.73	\$33.71	\$34.72	\$35.76	\$36.83	\$37.94
86	Advanced Database Analyst/Programmer - Senior	\$50.41	\$51.92	\$53.48	\$55.08	\$56.74	\$58.44	\$60.19	\$62.00	\$63.86
87	Advanced Database Analyst/Programmer - Intermediate	\$41.05	\$42.28	\$43.55	\$44.86	\$46.20	\$47.59	\$49.02	\$50.49	\$52.00
88	Advanced Database Analyst/Programmer – Associate	\$30.12	\$31.02	\$31.95	\$32.91	\$33.90	\$34.92	\$35.96	\$37.04	\$38.16
89	Database Librarian	\$24.21	\$24.94	\$25.68	\$26.45	\$27.25	\$28.07	\$28.91	\$29.78	\$30.67

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Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9	
<b>Labor Category</b>										
<b>Data Warehousing</b>										
90	Data Warehousing Project Manager	\$52.77	\$54.35	\$55.98	\$57.66	\$59.39	\$61.17	\$63.01	\$64.90	\$66.85
91	Data Architect	\$52.57	\$54.15	\$55.77	\$57.44	\$59.17	\$60.94	\$62.77	\$64.65	\$66.59
92	Data Warehouse Analyst	\$33.52	\$34.53	\$35.56	\$36.63	\$37.73	\$38.86	\$40.02	\$41.23	\$42.46
93	Data Warehousing Programmer	\$32.08	\$33.04	\$34.03	\$35.05	\$36.11	\$37.19	\$38.31	\$39.45	\$40.64
94	Data Warehousing Administrator	\$34.84	\$35.89	\$36.96	\$38.07	\$39.21	\$40.39	\$41.60	\$42.85	\$44.13
<b>Help Desk/End User Support</b>										
95	Help Desk Coordinator	\$41.52	\$42.77	\$44.05	\$45.37	\$46.73	\$48.13	\$49.58	\$51.06	\$52.60
96	Help Desk Support Service Specialist – Senior	\$53.13	\$54.72	\$56.37	\$58.06	\$59.80	\$61.59	\$63.44	\$65.34	\$67.30
97	Help Desk Support Service Specialist – Intermediate	\$42.99	\$44.28	\$45.61	\$46.98	\$48.39	\$49.84	\$51.33	\$52.87	\$54.46
98	Help Desk Support Service Specialist – Associate	\$32.69	\$33.67	\$34.68	\$35.72	\$36.79	\$37.90	\$39.03	\$40.20	\$41.41
99	PC Support Manager	\$41.62	\$42.87	\$44.15	\$45.48	\$46.84	\$48.25	\$49.70	\$51.19	\$52.72
100	PC Systems Specialist	\$30.09	\$30.99	\$31.92	\$32.88	\$33.87	\$34.88	\$35.93	\$37.01	\$38.12
101	PC Maintenance Technician	\$26.44	\$27.23	\$28.05	\$28.89	\$29.76	\$30.65	\$31.57	\$32.52	\$33.49
<b>Internet/Web Operations</b>										
102	Web Project Manager	\$48.47	\$49.92	\$51.42	\$52.96	\$54.55	\$56.19	\$57.88	\$59.61	\$61.40
103	Web Designer - Senior	\$42.65	\$43.93	\$45.25	\$46.60	\$48.00	\$49.44	\$50.93	\$52.45	\$54.03
104	Web Designer - Intermediate	\$34.63	\$35.67	\$36.74	\$37.84	\$38.98	\$40.15	\$41.35	\$42.59	\$43.87
105	Web Designer - Associate	\$29.49	\$30.37	\$31.29	\$32.22	\$33.19	\$34.19	\$35.21	\$36.27	\$37.36
106	Web software Developer - Senior	\$52.01	\$53.57	\$55.18	\$56.83	\$58.54	\$60.29	\$62.10	\$63.97	\$65.88
107	Web software Developer - Intermediate	\$42.20	\$43.47	\$44.77	\$46.11	\$47.50	\$48.92	\$50.39	\$51.90	\$53.46
108	Web software Developer - Associate	\$31.16	\$32.09	\$33.06	\$34.05	\$35.07	\$36.12	\$37.21	\$38.32	\$39.47
109	Web Technical Administrator	\$49.91	\$51.41	\$52.95	\$54.54	\$56.17	\$57.86	\$59.60	\$61.38	\$63.22
110	Web Content Administrator	\$32.40	\$33.37	\$34.37	\$35.40	\$36.47	\$37.56	\$38.69	\$39.85	\$41.04
<b>Network Administration/Support</b>										
111	Network Administrator – Senior	\$51.42	\$52.96	\$54.55	\$56.19	\$57.87	\$59.61	\$61.40	\$63.24	\$65.14
112	Network Administrator – Intermediate	\$41.88	\$43.14	\$44.43	\$45.76	\$47.14	\$48.55	\$50.01	\$51.51	\$53.05
113	Network Administrator - Associate	\$30.88	\$31.81	\$32.76	\$33.74	\$34.76	\$35.80	\$36.87	\$37.98	\$39.12
114	Network Support Technician – Senior	\$42.10	\$43.36	\$44.66	\$46.00	\$47.38	\$48.81	\$50.27	\$51.78	\$53.33
115	Network Support Technician – Intermediate	\$37.25	\$38.37	\$39.52	\$40.70	\$41.93	\$43.18	\$44.48	\$45.81	\$47.19
116	Network Support Technician – Associate	\$30.25	\$31.16	\$32.09	\$33.05	\$34.05	\$35.07	\$36.12	\$37.20	\$38.32
<b>Documentation</b>										
117	Documentation Specialist – Senior	\$41.20	\$42.44	\$43.71	\$45.02	\$46.37	\$47.76	\$49.19	\$50.67	\$52.19
118	Documentation Specialist – Intermediate	\$34.41	\$35.44	\$36.51	\$37.60	\$38.73	\$39.89	\$41.09	\$42.32	\$43.59
119	Documentation Specialist –Associate	\$29.49	\$30.37	\$31.29	\$32.22	\$33.19	\$34.19	\$35.21	\$36.27	\$37.36
120	Technical Editor	\$42.06	\$43.32	\$44.62	\$45.96	\$47.34	\$48.76	\$50.22	\$51.73	\$53.28
121	CAD Specialist	\$34.40	\$35.43	\$36.49	\$37.59	\$38.72	\$39.88	\$41.08	\$42.31	\$43.58
122	Graphics Specialist	\$28.65	\$29.51	\$30.39	\$31.31	\$32.25	\$33.21	\$34.21	\$35.24	\$36.29
123	Draftsman – Senior	\$49.74	\$51.23	\$52.77	\$54.35	\$55.98	\$57.66	\$59.39	\$61.17	\$63.01
124	Draftsman – Intermediate	\$33.41	\$34.41	\$35.44	\$36.51	\$37.60	\$38.73	\$39.89	\$41.09	\$42.32
125	Draftsman - Associate	\$28.89	\$29.76	\$30.65	\$31.57	\$32.52	\$33.49	\$34.50	\$35.53	\$36.60
<b>Enterprise Resource Planning (ERP)/Business Process Development</b>										
126	ERP Business Analyst – Senior	\$71.02	\$73.15	\$75.35	\$77.61	\$79.93	\$82.33	\$84.80	\$87.35	\$89.97
127	ERP Business Analyst – Intermediate	\$57.36	\$59.08	\$60.85	\$62.68	\$64.56	\$66.50	\$68.49	\$70.55	\$72.66
128	ERP Business Analyst – Associate	\$26.87	\$27.68	\$28.51	\$29.36	\$30.24	\$31.15	\$32.08	\$33.05	\$34.04
129	Business Systems Analyst – Senior	\$42.90	\$44.19	\$45.51	\$46.88	\$48.28	\$49.73	\$51.22	\$52.76	\$54.34
130	Business Systems Analyst – Intermediate	\$37.43	\$38.55	\$39.71	\$40.90	\$42.13	\$43.39	\$44.69	\$46.03	\$47.42
131	Business Systems Analyst – Associate	\$28.74	\$29.60	\$30.49	\$31.40	\$32.35	\$33.32	\$34.32	\$35.35	\$36.41



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Contractor Site		YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
<b>Labor Category</b>										
<b>Program Management</b>										
1	Program Manager – Senior	\$122.94	\$126.63	\$130.43	\$134.34	\$138.37	\$142.52	\$146.80	\$151.20	\$155.74
2	Program Manager – Intermediate	\$102.94	\$106.03	\$109.21	\$112.49	\$115.86	\$119.34	\$122.92	\$126.60	\$130.40
3	Program Manager – Associate	\$35.20	\$36.26	\$37.34	\$38.46	\$39.62	\$40.81	\$42.03	\$43.29	\$44.59
<b>Project Management</b>										
4	Project Manager - Senior	\$78.60	\$80.96	\$83.39	\$85.89	\$88.46	\$91.12	\$93.85	\$96.67	\$99.57
5	Project Manager - Intermediate	\$58.16	\$59.90	\$61.70	\$63.55	\$65.46	\$67.42	\$69.45	\$71.53	\$73.68
6	Project Manager - Associate	\$34.52	\$35.56	\$36.62	\$37.72	\$38.85	\$40.02	\$41.22	\$42.46	\$43.73
7	Enterprise Architect	\$80.78	\$83.20	\$85.70	\$88.27	\$90.92	\$93.65	\$96.46	\$99.35	\$102.33
8	Business Analyst -- Functional	\$103.33	\$106.43	\$109.62	\$112.91	\$116.30	\$119.79	\$123.38	\$127.08	\$130.90
9	Business Analyst -- Technical	\$35.95	\$37.03	\$38.14	\$39.28	\$40.46	\$41.68	\$42.93	\$44.21	\$45.54
10	Project Administrator	\$30.96	\$31.89	\$32.85	\$33.83	\$34.85	\$35.89	\$36.97	\$38.08	\$39.22
11	Project Administrator - Associate	\$23.39	\$24.09	\$24.81	\$25.56	\$26.33	\$27.12	\$27.93	\$28.77	\$29.63
12	Facility Staff Support – Senior	\$51.16	\$52.69	\$54.28	\$55.90	\$57.58	\$59.31	\$61.09	\$62.92	\$64.81
13	Facility Staff Support – Intermediate	\$41.62	\$42.87	\$44.15	\$45.48	\$46.84	\$48.25	\$49.70	\$51.19	\$52.72
14	Facility Staff Support – Associate	\$31.27	\$32.21	\$33.17	\$34.17	\$35.19	\$36.25	\$37.34	\$38.46	\$39.61
<b>Quality Assurance</b>										
15	Quality Assurance Manager– Senior	\$53.28	\$54.88	\$56.52	\$58.22	\$59.97	\$61.77	\$63.62	\$65.53	\$67.49
16	Quality Assurance Analyst – Intermediate	\$42.23	\$43.50	\$44.80	\$46.15	\$47.53	\$48.96	\$50.42	\$51.94	\$53.50
17	Quality Assurance Analyst – Associate	\$31.20	\$32.14	\$33.10	\$34.09	\$35.12	\$36.17	\$37.25	\$38.37	\$39.52
<b>IT Systems Architecture</b>										
18	Chief Enterprise Architect	\$133.04	\$137.03	\$141.14	\$145.38	\$149.74	\$154.23	\$158.86	\$163.62	\$168.53
19	Lead Enterprise Architect	\$110.10	\$113.40	\$116.81	\$120.31	\$123.92	\$127.64	\$131.47	\$135.41	\$139.47
20	Senior IT Systems Solution Architect	\$71.18	\$73.32	\$75.51	\$77.78	\$80.11	\$82.52	\$84.99	\$87.54	\$90.17
21	Client/Server Network Architect	\$53.84	\$55.46	\$57.12	\$58.83	\$60.60	\$62.42	\$64.29	\$66.22	\$68.20
22	Software Architect	\$49.30	\$50.78	\$52.30	\$53.87	\$55.49	\$57.15	\$58.87	\$60.63	\$62.45
23	Systems Engineer - Senior	\$126.28	\$130.07	\$133.97	\$137.99	\$142.13	\$146.39	\$150.78	\$155.31	\$159.97
24	Systems Engineer - Intermediate	\$72.58	\$74.76	\$77.00	\$79.31	\$81.69	\$84.14	\$86.66	\$89.26	\$91.94
25	Systems Engineer - Associate	\$41.25	\$42.49	\$43.76	\$45.07	\$46.43	\$47.82	\$49.25	\$50.73	\$52.25
26	Network Engineer – Senior	\$106.02	\$109.20	\$112.48	\$115.85	\$119.33	\$122.91	\$126.59	\$130.39	\$134.30
27	Network Engineer – Intermediate	\$72.58	\$74.76	\$77.00	\$79.31	\$81.69	\$84.14	\$86.66	\$89.26	\$91.94
28	Network Engineer – Associate	\$51.99	\$53.55	\$55.16	\$56.81	\$58.52	\$60.27	\$62.08	\$63.94	\$65.86
29	Managed System Engineer - Senior	\$39.80	\$40.99	\$42.22	\$43.49	\$44.80	\$46.14	\$47.52	\$48.95	\$50.42
30	Managed Systems Engineer - Intermediate	\$33.80	\$34.81	\$35.86	\$36.93	\$38.04	\$39.18	\$40.36	\$41.57	\$42.82
31	Managed Systems Engineer - Associate	\$31.19	\$32.13	\$33.09	\$34.08	\$35.10	\$36.16	\$37.24	\$38.36	\$39.51
<b>Application Systems</b>										
32	Applications Systems Analyst – Senior	\$53.50	\$55.11	\$56.76	\$58.46	\$60.21	\$62.02	\$63.88	\$65.80	\$67.77
33	Applications Systems Analyst – Intermediate	\$43.72	\$45.03	\$46.38	\$47.77	\$49.21	\$50.68	\$52.20	\$53.77	\$55.38
34	Applications Systems Analyst – Associate	\$33.56	\$34.57	\$35.60	\$36.67	\$37.77	\$38.91	\$40.07	\$41.27	\$42.51
35	Software Engineer – Senior	\$94.80	\$97.64	\$100.57	\$103.59	\$106.70	\$109.90	\$113.20	\$116.59	\$120.09
36	Software Engineer – Intermediate	\$76.82	\$79.12	\$81.50	\$83.94	\$86.46	\$89.06	\$91.73	\$94.48	\$97.31
37	Software Engineer – Associate	\$33.68	\$34.69	\$35.73	\$36.80	\$37.91	\$39.04	\$40.22	\$41.42	\$42.66
38	Applications Programmer – Senior	\$68.52	\$70.58	\$72.69	\$74.87	\$77.12	\$79.43	\$81.82	\$84.27	\$86.80
39	Applications Programmer – Intermediate	\$56.29	\$57.98	\$59.72	\$61.51	\$63.35	\$65.26	\$67.21	\$69.23	\$71.31
40	Applications Programmer – Associate	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.94	\$52.47
41	IT Certified Professional – Senior	\$144.52	\$148.86	\$153.32	\$157.92	\$162.66	\$167.54	\$172.56	\$177.74	\$183.07
42	IT Certified Professional –Intermediate	\$103.33	\$106.43	\$109.62	\$112.91	\$116.30	\$119.79	\$123.38	\$127.08	\$130.90
43	IT Certified Professional – Associate	\$51.62	\$53.17	\$54.76	\$56.41	\$58.10	\$59.84	\$61.64	\$63.49	\$65.39

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Contractor Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9	
<b>Labor Category</b>										
<b>Operations and Logistics</b>										
44	Seat Management Administrator.	\$26.19	\$26.98	\$27.78	\$28.62	\$29.48	\$30.36	\$31.27	\$32.21	\$33.18
45	Configuration Management (CM) Specialist - Senior	\$89.33	\$92.01	\$94.77	\$97.61	\$100.54	\$103.56	\$106.66	\$109.86	\$113.16
46	Configuration Management (CM) Specialist - Intermediate	\$72.42	\$74.59	\$76.83	\$79.14	\$81.51	\$83.95	\$86.47	\$89.07	\$91.74
47	Configuration Management (CM) Specialist - Associate	\$41.25	\$42.49	\$43.76	\$45.07	\$46.43	\$47.82	\$49.25	\$50.73	\$52.25
48	Computer Operator – Senior	\$37.24	\$38.36	\$39.51	\$40.69	\$41.91	\$43.17	\$44.47	\$45.80	\$47.17
49	Computer Operator – Intermediate	\$34.70	\$35.74	\$36.81	\$37.92	\$39.06	\$40.23	\$41.43	\$42.68	\$43.96
50	Computer Operator – Associate	\$28.71	\$29.57	\$30.46	\$31.37	\$32.31	\$33.28	\$34.28	\$35.31	\$36.37
51	Distribution Operations Specialist – Senior	\$62.04	\$63.90	\$65.82	\$67.79	\$69.83	\$71.92	\$74.08	\$76.30	\$78.59
52	Distribution Operations Specialist – Intermediate	\$55.91	\$57.59	\$59.31	\$61.09	\$62.93	\$64.82	\$66.76	\$68.76	\$70.83
53	Distribution Operations Specialist - Associate	\$49.81	\$51.30	\$52.84	\$54.43	\$56.06	\$57.74	\$59.48	\$61.26	\$63.10
<b>Information Assurance</b>										
54	Information Assurance Engineer - Senior	\$113.61	\$117.02	\$120.53	\$124.14	\$127.87	\$131.71	\$135.66	\$139.73	\$143.92
55	Information Assurance Engineer - Intermediate	\$72.66	\$74.84	\$77.08	\$79.40	\$81.78	\$84.23	\$86.76	\$89.36	\$92.04
56	Information Assurance Engineer - Associate	\$36.10	\$37.18	\$38.30	\$39.45	\$40.63	\$41.85	\$43.11	\$44.40	\$45.73
57	Information Systems Auditor – Senior	\$36.91	\$38.02	\$39.16	\$40.33	\$41.54	\$42.79	\$44.07	\$45.39	\$46.76
58	Information Systems Auditor – Intermediate	\$33.84	\$34.86	\$35.90	\$36.98	\$38.09	\$39.23	\$40.41	\$41.62	\$42.87
59	Information Systems Auditor – Associate	\$24.05	\$24.77	\$25.51	\$26.28	\$27.07	\$27.88	\$28.72	\$29.58	\$30.47
60	Data Security Analyst – Senior	\$67.63	\$69.66	\$71.75	\$73.90	\$76.12	\$78.40	\$80.75	\$83.18	\$85.67
61	Data Security Analyst – Intermediate	\$42.12	\$43.38	\$44.69	\$46.03	\$47.41	\$48.83	\$50.29	\$51.80	\$53.36
62	Data Security Analyst – Associate	\$28.81	\$29.67	\$30.56	\$31.48	\$32.43	\$33.40	\$34.40	\$35.43	\$36.50
63	Disaster Recovery/COOP/Contingency Administrator	\$55.68	\$57.35	\$59.07	\$60.84	\$62.67	\$64.55	\$66.48	\$68.48	\$70.53
64	Information Security Specialist - Senior	\$41.12	\$42.35	\$43.62	\$44.93	\$46.28	\$47.67	\$49.10	\$50.57	\$52.09
65	Information Security Specialist - Intermediate	\$35.07	\$36.12	\$37.21	\$38.32	\$39.47	\$40.66	\$41.88	\$43.13	\$44.43
66	Information Security Specialist - Associate	\$26.63	\$27.43	\$28.25	\$29.10	\$29.97	\$30.87	\$31.80	\$32.75	\$33.73
67	IA Policy and Compliance Certified Professional – Senior	\$61.82	\$63.67	\$65.58	\$67.55	\$69.58	\$71.67	\$73.82	\$76.03	\$78.31
68	IA Policy and Compliance Certified Professional – Intermediate	\$50.89	\$52.42	\$53.99	\$55.61	\$57.28	\$59.00	\$60.77	\$62.59	\$64.47
69	IA Policy and Compliance Certified Professional – Associate	\$35.90	\$36.98	\$38.09	\$39.23	\$40.41	\$41.62	\$42.87	\$44.15	\$45.48
70	Cyber Operations Research Analyst – Senior	\$61.70	\$63.55	\$65.46	\$67.42	\$69.44	\$71.53	\$73.67	\$75.88	\$78.16
71	Cyber Operations Research Analyst – Intermediate	\$58.31	\$60.06	\$61.86	\$63.72	\$65.63	\$67.60	\$69.63	\$71.71	\$73.87
72	Cyber Operations Research Analyst – Associate	\$41.26	\$42.50	\$43.77	\$45.09	\$46.44	\$47.83	\$49.27	\$50.74	\$52.27
73	Cyber Operations Malware Analyst – Senior	\$92.28	\$95.05	\$97.90	\$100.84	\$103.86	\$106.98	\$110.19	\$113.49	\$116.90
74	Cyber Operations Malware Analyst – Intermediate	\$75.58	\$77.85	\$80.18	\$82.59	\$85.07	\$87.62	\$90.25	\$92.95	\$95.74
75	Cyber Operations Malware Analyst – Associate	\$36.22	\$37.31	\$38.43	\$39.58	\$40.77	\$41.99	\$43.25	\$44.55	\$45.88
76	Cyber Watch Operations Certified Analyst – Senior	\$86.18	\$88.77	\$91.43	\$94.17	\$97.00	\$99.91	\$102.90	\$105.99	\$109.17
77	Cyber Watch Operations Certified Analyst – Intermediate	\$63.84	\$65.76	\$67.73	\$69.76	\$71.85	\$74.01	\$76.23	\$78.52	\$80.87
78	Cyber Watch Operations Certified Analyst – Associate	\$37.35	\$38.47	\$39.62	\$40.81	\$42.04	\$43.30	\$44.60	\$45.94	\$47.31
<b>System Administration</b>										
79	Systems Administrator – Senior	\$53.89	\$55.51	\$57.17	\$58.89	\$60.65	\$62.47	\$64.35	\$66.28	\$68.27
80	Systems Administrator – Intermediate	\$45.17	\$46.53	\$47.92	\$49.36	\$50.84	\$52.36	\$53.94	\$55.55	\$57.22
81	Systems Administrator -Associate	\$35.26	\$36.32	\$37.41	\$38.53	\$39.69	\$40.88	\$42.10	\$43.37	\$44.67
<b>Data Administration</b>										
82	Database Administrator	\$71.36	\$73.50	\$75.71	\$77.98	\$80.32	\$82.73	\$85.21	\$87.76	\$90.40
83	Database Analyst/Programmer – Senior	\$42.15	\$43.41	\$44.72	\$46.06	\$47.44	\$48.86	\$50.33	\$51.84	\$53.39
84	Database Analyst/Programmer – Intermediate	\$37.06	\$38.17	\$39.32	\$40.50	\$41.71	\$42.96	\$44.25	\$45.58	\$46.95
85	Database Analyst/Programmer – Associate	\$32.52	\$33.50	\$34.50	\$35.54	\$36.60	\$37.70	\$38.83	\$40.00	\$41.20
86	Advanced Database Analyst/Programmer - Senior	\$52.83	\$54.41	\$56.05	\$57.73	\$59.46	\$61.24	\$63.08	\$64.97	\$66.92
87	Advanced Database Analyst/Programmer - Intermediate	\$43.49	\$44.79	\$46.14	\$47.52	\$48.95	\$50.42	\$51.93	\$53.49	\$55.09
88	Advanced Database Analyst/Programmer – Associate	\$32.71	\$33.69	\$34.70	\$35.74	\$36.82	\$37.92	\$39.06	\$40.23	\$41.44
89	Database Librarian	\$26.29	\$27.08	\$27.89	\$28.73	\$29.59	\$30.48	\$31.39	\$32.33	\$33.30

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Contractor Site		YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
<b>Labor Category</b>										
<b>Data Warehousing</b>										
90	Data Warehousing Project Manager	\$55.30	\$56.96	\$58.67	\$60.43	\$62.24	\$64.11	\$66.03	\$68.01	\$70.05
91	Data Architect	\$55.09	\$56.74	\$58.44	\$60.20	\$62.00	\$63.86	\$65.78	\$67.75	\$69.79
92	Data Warehouse Analyst	\$36.07	\$37.15	\$38.27	\$39.41	\$40.60	\$41.82	\$43.07	\$44.36	\$45.69
93	Data Warehousing Programmer	\$34.52	\$35.56	\$36.62	\$37.72	\$38.85	\$40.02	\$41.22	\$42.46	\$43.73
94	Data Warehousing Administrator	\$36.51	\$37.61	\$38.73	\$39.90	\$41.09	\$42.33	\$43.59	\$44.90	\$46.25
<b>Help Desk/End User Support</b>										
95	Help Desk Coordinator	\$43.73	\$45.04	\$46.39	\$47.78	\$49.22	\$50.70	\$52.22	\$53.78	\$55.40
96	Help Desk Support Service Specialist – Senior	\$55.96	\$57.64	\$59.37	\$61.15	\$62.98	\$64.87	\$66.82	\$68.82	\$70.89
97	Help Desk Support Service Specialist – Intermediate	\$46.26	\$47.65	\$49.08	\$50.55	\$52.07	\$53.63	\$55.24	\$56.89	\$58.60
98	Help Desk Support Service Specialist – Associate	\$35.80	\$36.87	\$37.98	\$39.12	\$40.29	\$41.50	\$42.75	\$44.03	\$45.35
99	PC Support Manager	\$43.84	\$45.16	\$46.51	\$47.91	\$49.34	\$50.82	\$52.35	\$53.92	\$55.54
100	PC Systems Specialist	\$32.95	\$33.94	\$34.96	\$36.01	\$37.09	\$38.20	\$39.34	\$40.52	\$41.74
101	PC Maintenance Technician	\$29.46	\$30.34	\$31.25	\$32.19	\$33.16	\$34.15	\$35.18	\$36.23	\$37.32
<b>Internet/Web Operations</b>										
102	Web Project Manager	\$50.80	\$52.32	\$53.89	\$55.51	\$57.18	\$58.89	\$60.66	\$62.48	\$64.35
103	Web Designer - Senior	\$44.70	\$46.04	\$47.42	\$48.84	\$50.31	\$51.82	\$53.37	\$54.98	\$56.62
104	Web Designer - Intermediate	\$36.69	\$37.79	\$38.92	\$40.09	\$41.29	\$42.53	\$43.81	\$45.12	\$46.48
105	Web Designer - Associate	\$32.03	\$32.99	\$33.98	\$35.00	\$36.05	\$37.13	\$38.25	\$39.39	\$40.57
106	Web software Developer - Senior	\$54.51	\$56.15	\$57.83	\$59.56	\$61.35	\$63.19	\$65.09	\$67.04	\$69.05
107	Web software Developer - Intermediate	\$44.71	\$46.05	\$47.43	\$48.86	\$50.32	\$51.83	\$53.39	\$54.99	\$56.64
108	Web software Developer - Associate	\$33.84	\$34.86	\$35.90	\$36.98	\$38.09	\$39.23	\$40.41	\$41.62	\$42.87
109	Web Technical Administrator	\$52.31	\$53.88	\$55.50	\$57.16	\$58.88	\$60.64	\$62.46	\$64.33	\$66.26
110	Web Content Administrator	\$33.96	\$34.98	\$36.03	\$37.11	\$38.22	\$39.37	\$40.55	\$41.77	\$43.02
<b>Network Administration/Support</b>										
111	Network Administrator – Senior	\$53.89	\$55.51	\$57.17	\$58.89	\$60.65	\$62.47	\$64.35	\$66.28	\$68.27
112	Network Administrator – Intermediate	\$44.37	\$45.70	\$47.07	\$48.48	\$49.94	\$51.44	\$52.98	\$54.57	\$56.21
113	Network Administrator - Associate	\$33.54	\$34.55	\$35.58	\$36.65	\$37.75	\$38.88	\$40.05	\$41.25	\$42.49
114	Network Support Technician – Senior	\$44.12	\$45.44	\$46.81	\$48.21	\$49.66	\$51.15	\$52.68	\$54.26	\$55.89
115	Network Support Technician – Intermediate	\$39.47	\$40.65	\$41.87	\$43.13	\$44.42	\$45.76	\$47.13	\$48.54	\$50.00
116	Network Support Technician – Associate	\$32.85	\$33.84	\$34.85	\$35.90	\$36.97	\$38.08	\$39.22	\$40.40	\$41.61
<b>Documentation</b>										
117	Documentation Specialist – Senior	\$43.65	\$44.96	\$46.31	\$47.70	\$49.13	\$50.60	\$52.12	\$53.68	\$55.29
118	Documentation Specialist – Intermediate	\$37.69	\$38.82	\$39.99	\$41.18	\$42.42	\$43.69	\$45.00	\$46.35	\$47.74
119	Documentation Specialist –Associate	\$32.86	\$33.85	\$34.86	\$35.91	\$36.98	\$38.09	\$39.24	\$40.41	\$41.63
120	Technical Editor	\$44.57	\$45.91	\$47.28	\$48.70	\$50.16	\$51.67	\$53.22	\$54.82	\$56.46
121	CAD Specialist	\$37.02	\$38.13	\$39.27	\$40.45	\$41.67	\$42.92	\$44.20	\$45.53	\$46.90
122	Graphics Specialist	\$31.38	\$32.32	\$33.29	\$34.29	\$35.32	\$36.38	\$37.47	\$38.59	\$39.75
123	Draftsman – Senior	\$52.13	\$53.69	\$55.30	\$56.96	\$58.67	\$60.43	\$62.25	\$64.11	\$66.04
124	Draftsman – Intermediate	\$36.59	\$37.69	\$38.82	\$39.98	\$41.18	\$42.42	\$43.69	\$45.00	\$46.35
125	Draftsman - Associate	\$31.91	\$32.87	\$33.85	\$34.87	\$35.91	\$36.99	\$38.10	\$39.25	\$40.42
<b>Enterprise Resource Planning (ERP)/Business Process Development</b>										
126	ERP Business Analyst – Senior	\$74.43	\$76.66	\$78.96	\$81.33	\$83.77	\$86.28	\$88.87	\$91.54	\$94.29
127	ERP Business Analyst – Intermediate	\$60.78	\$62.60	\$64.48	\$66.42	\$68.41	\$70.46	\$72.57	\$74.75	\$76.99
128	ERP Business Analyst – Associate	\$29.18	\$30.06	\$30.96	\$31.89	\$32.84	\$33.83	\$34.84	\$35.89	\$36.96
129	Business Systems Analyst – Senior	\$45.19	\$46.55	\$47.94	\$49.38	\$50.86	\$52.39	\$53.96	\$55.58	\$57.25
130	Business Systems Analyst – Intermediate	\$39.94	\$41.14	\$42.37	\$43.64	\$44.95	\$46.30	\$47.69	\$49.12	\$50.59
131	Business Systems Analyst – Associate	\$31.21	\$32.15	\$33.11	\$34.10	\$35.13	\$36.18	\$37.27	\$38.38	\$39.54

