

ITES-3S Price Matrix

W52P1J-18-D-A135

	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	\$75.77	\$78.04	\$80.38	\$82.80	\$85.28	\$87.84	\$90.47	\$93.19	\$95.98
2	Program Manager – Intermediate	\$73.51	\$75.72	\$77.99	\$80.33	\$82.74	\$85.22	\$87.77	\$90.41	\$93.12
3	Program Manager – Associate	\$53.33	\$54.93	\$56.58	\$58.28	\$60.02	\$61.82	\$63.68	\$65.59	\$67.56
<b>Project Management</b>										
4	Project Manager - Senior	\$71.53	\$73.68	\$75.89	\$78.16	\$80.51	\$82.92	\$85.41	\$87.97	\$90.61
5	Project Manager - Intermediate	\$65.19	\$67.15	\$69.16	\$71.23	\$73.37	\$75.57	\$77.84	\$80.18	\$82.58
6	Project Manager - Associate	\$49.67	\$51.16	\$52.69	\$54.28	\$55.90	\$57.58	\$59.31	\$61.09	\$62.92
7	Enterprise Architect	\$92.84	\$95.63	\$98.49	\$101.45	\$104.49	\$107.63	\$110.86	\$114.18	\$117.61
8	Business Analyst -- Functional	\$71.96	\$74.12	\$76.34	\$78.63	\$80.99	\$83.42	\$85.92	\$88.50	\$91.16
9	Business Analyst -- Technical	\$70.55	\$72.67	\$74.85	\$77.09	\$79.40	\$81.79	\$84.24	\$86.77	\$89.37
10	Project Administrator	\$36.40	\$37.49	\$38.62	\$39.78	\$40.97	\$42.20	\$43.46	\$44.77	\$46.11
11	Project Administrator - Associate	\$40.78	\$42.00	\$43.26	\$44.56	\$45.90	\$47.28	\$48.69	\$50.15	\$51.66
12	Facility Staff Support – Senior	\$41.48	\$42.72	\$44.01	\$45.33	\$46.69	\$48.09	\$49.53	\$51.02	\$52.55
13	Facility Staff Support – Intermediate	\$37.81	\$38.94	\$40.11	\$41.32	\$42.56	\$43.83	\$45.15	\$46.50	\$47.90
14	Facility Staff Support – Associate	\$29.77	\$30.66	\$31.58	\$32.53	\$33.51	\$34.51	\$35.55	\$36.61	\$37.71
<b>Quality Assurance</b>										
15	Quality Assurance Manager– Senior	\$85.36	\$87.92	\$90.56	\$93.28	\$96.07	\$98.96	\$101.92	\$104.98	\$108.13
16	Quality Assurance Analyst – Intermediate	\$48.82	\$50.28	\$51.79	\$53.35	\$54.95	\$56.60	\$58.29	\$60.04	\$61.84
17	Quality Assurance Analyst – Associate	\$29.63	\$30.52	\$31.43	\$32.38	\$33.35	\$34.35	\$35.38	\$36.44	\$37.53
<b>IT Systems Architecture</b>										
18	Chief Enterprise Architect	\$100.18	\$103.19	\$106.28	\$109.47	\$112.75	\$116.14	\$119.62	\$123.21	\$126.91
19	Lead Enterprise Architect	\$94.11	\$96.93	\$99.84	\$102.84	\$105.92	\$109.10	\$112.37	\$115.74	\$119.22
20	Senior IT Systems Solution Architect	\$71.96	\$74.12	\$76.34	\$78.63	\$80.99	\$83.42	\$85.92	\$88.50	\$91.16
21	Client/Server Network Architect	\$70.55	\$72.67	\$74.85	\$77.09	\$79.40	\$81.79	\$84.24	\$86.77	\$89.37
22	Software Architect	\$86.91	\$89.52	\$92.20	\$94.97	\$97.82	\$100.75	\$103.78	\$106.89	\$110.09
23	Systems Engineer - Senior	\$75.77	\$78.04	\$80.38	\$82.80	\$85.28	\$87.84	\$90.47	\$93.19	\$95.98
24	Systems Engineer - Intermediate	\$54.18	\$55.81	\$57.48	\$59.20	\$60.98	\$62.81	\$64.69	\$66.63	\$68.63
25	Systems Engineer - Associate	\$51.22	\$52.76	\$54.34	\$55.97	\$57.65	\$59.38	\$61.16	\$62.99	\$64.88
26	Network Engineer – Senior	\$75.77	\$78.04	\$80.38	\$82.80	\$85.28	\$87.84	\$90.47	\$93.19	\$95.98
27	Network Engineer – Intermediate	\$50.93	\$52.46	\$54.03	\$55.65	\$57.32	\$59.04	\$60.81	\$62.64	\$64.52
28	Network Engineer – Associate	\$43.74	\$45.05	\$46.40	\$47.80	\$49.23	\$50.71	\$52.23	\$53.79	\$55.41
29	Managed System Engineer - Senior	\$60.81	\$62.63	\$64.51	\$66.45	\$68.44	\$70.50	\$72.61	\$74.79	\$77.03
30	Managed Systems Engineer - Intermediate	\$52.91	\$54.50	\$56.13	\$57.82	\$59.55	\$61.34	\$63.18	\$65.07	\$67.02
31	Managed Systems Engineer - Associate	\$42.19	\$43.46	\$44.76	\$46.10	\$47.49	\$48.91	\$50.38	\$51.89	\$53.45
<b>Application Systems</b>										
32	Applications Systems Analyst – Senior	\$64.62	\$66.56	\$68.56	\$70.61	\$72.73	\$74.91	\$77.16	\$79.47	\$81.86
33	Applications Systems Analyst – Intermediate	\$49.81	\$51.30	\$52.84	\$54.43	\$56.06	\$57.74	\$59.48	\$61.26	\$63.10
34	Applications Systems Analyst – Associate	\$35.56	\$36.63	\$37.73	\$38.86	\$40.02	\$41.22	\$42.46	\$43.73	\$45.05
35	Software Engineer – Senior	\$75.77	\$78.04	\$80.38	\$82.80	\$85.28	\$87.84	\$90.47	\$93.19	\$95.98
36	Software Engineer – Intermediate	\$60.81	\$62.63	\$64.51	\$66.45	\$68.44	\$70.50	\$72.61	\$74.79	\$77.03
37	Software Engineer – Associate	\$48.25	\$49.70	\$51.19	\$52.72	\$54.31	\$55.93	\$57.61	\$59.34	\$61.12
38	Applications Programmer – Senior	\$67.44	\$69.46	\$71.55	\$73.69	\$75.90	\$78.18	\$80.53	\$82.94	\$85.43
39	Applications Programmer – Intermediate	\$52.63	\$54.21	\$55.84	\$57.51	\$59.24	\$61.01	\$62.84	\$64.73	\$66.67
40	Applications Programmer – Associate	\$35.41	\$36.47	\$37.57	\$38.69	\$39.85	\$41.05	\$42.28	\$43.55	\$44.86
41	IT Certified Professional – Senior	\$62.79	\$64.67	\$66.61	\$68.61	\$70.67	\$72.79	\$74.97	\$77.22	\$79.54
42	IT Certified Professional –Intermediate	\$51.92	\$53.48	\$55.08	\$56.73	\$58.44	\$60.19	\$62.00	\$63.86	\$65.77
43	IT Certified Professional – Associate	\$31.32	\$32.26	\$33.23	\$34.22	\$35.25	\$36.31	\$37.40	\$38.52	\$39.68

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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.	\$95.38	\$98.24	\$101.19	\$104.22	\$107.35	\$110.57	\$113.89	\$117.31	\$120.82
45	Configuration Management (CM) Specialist - Senior	\$57.99	\$59.73	\$61.52	\$63.37	\$65.27	\$67.23	\$69.24	\$71.32	\$73.46
46	Configuration Management (CM) Specialist - Intermediate	\$41.48	\$42.72	\$44.01	\$45.33	\$46.69	\$48.09	\$49.53	\$51.02	\$52.55
47	Configuration Management (CM) Specialist - Associate	\$26.10	\$26.88	\$27.69	\$28.52	\$29.38	\$30.26	\$31.16	\$32.10	\$33.06
48	Computer Operator – Senior	\$33.16	\$34.15	\$35.18	\$36.23	\$37.32	\$38.44	\$39.59	\$40.78	\$42.01
49	Computer Operator – Intermediate	\$30.48	\$31.39	\$32.34	\$33.31	\$34.31	\$35.33	\$36.39	\$37.49	\$38.61
50	Computer Operator – Associate	\$26.81	\$27.61	\$28.44	\$29.30	\$30.17	\$31.08	\$32.01	\$32.97	\$33.96
51	Distribution Operations Specialist – Senior	\$63.35	\$65.25	\$67.21	\$69.22	\$71.30	\$73.44	\$75.64	\$77.91	\$80.25
52	Distribution Operations Specialist – Intermediate	\$49.95	\$51.45	\$52.99	\$54.58	\$56.22	\$57.91	\$59.64	\$61.43	\$63.28
53	Distribution Operations Specialist - Associate	\$39.37	\$40.55	\$41.77	\$43.02	\$44.31	\$45.64	\$47.01	\$48.42	\$49.87
<b>Information Assurance</b>										
54	Information Assurance Engineer - Senior	\$67.73	\$69.76	\$71.85	\$74.01	\$76.23	\$78.52	\$80.87	\$83.30	\$85.80
55	Information Assurance Engineer - Intermediate	\$56.30	\$57.99	\$59.73	\$61.52	\$63.37	\$65.27	\$67.23	\$69.24	\$71.32
56	Information Assurance Engineer - Associate	\$33.58	\$34.59	\$35.63	\$36.69	\$37.79	\$38.93	\$40.10	\$41.30	\$42.54
57	Information Systems Auditor – Senior	\$66.31	\$68.30	\$70.35	\$72.46	\$74.63	\$76.87	\$79.18	\$81.55	\$84.00
58	Information Systems Auditor – Intermediate	\$54.89	\$56.54	\$58.23	\$59.98	\$61.78	\$63.63	\$65.54	\$67.51	\$69.53
59	Information Systems Auditor – Associate	\$32.17	\$33.14	\$34.13	\$35.15	\$36.21	\$37.29	\$38.41	\$39.57	\$40.75
60	Data Security Analyst – Senior	\$57.99	\$59.73	\$61.52	\$63.37	\$65.27	\$67.23	\$69.24	\$71.32	\$73.46
61	Data Security Analyst – Intermediate	\$53.47	\$55.07	\$56.73	\$58.43	\$60.18	\$61.99	\$63.85	\$65.76	\$67.73
62	Data Security Analyst – Associate	\$30.76	\$31.68	\$32.63	\$33.61	\$34.62	\$35.66	\$36.73	\$37.83	\$38.97
63	Disaster Recovery/COOP/Contingency Administrator	\$65.61	\$67.58	\$69.61	\$71.69	\$73.84	\$76.06	\$78.34	\$80.69	\$83.11
64	Information Security Specialist - Senior	\$57.99	\$59.73	\$61.52	\$63.37	\$65.27	\$67.23	\$69.24	\$71.32	\$73.46
65	Information Security Specialist - Intermediate	\$53.47	\$55.07	\$56.73	\$58.43	\$60.18	\$61.99	\$63.85	\$65.76	\$67.73
66	Information Security Specialist - Associate	\$30.76	\$31.68	\$32.63	\$33.61	\$34.62	\$35.66	\$36.73	\$37.83	\$38.97
67	IA Policy and Compliance Certified Professional – Senior	\$79.44	\$81.82	\$84.28	\$86.81	\$89.41	\$92.09	\$94.86	\$97.70	\$100.63
68	IA Policy and Compliance Certified Professional – Intermediate	\$58.70	\$60.46	\$62.27	\$64.14	\$66.07	\$68.05	\$70.09	\$72.19	\$74.36
69	IA Policy and Compliance Certified Professional – Associate	\$36.97	\$38.08	\$39.22	\$40.40	\$41.61	\$42.86	\$44.14	\$45.47	\$46.83
70	Cyber Operations Research Analyst – Senior	\$92.70	\$95.48	\$98.35	\$101.30	\$104.33	\$107.46	\$110.69	\$114.01	\$117.43
71	Cyber Operations Research Analyst – Intermediate	\$77.88	\$80.22	\$82.62	\$85.10	\$87.65	\$90.28	\$92.99	\$95.78	\$98.66
72	Cyber Operations Research Analyst – Associate	\$53.05	\$54.64	\$56.28	\$57.97	\$59.71	\$61.50	\$63.34	\$65.24	\$67.20
73	Cyber Operations Malware Analyst – Senior	\$98.77	\$101.73	\$104.79	\$107.93	\$111.17	\$114.50	\$117.94	\$121.47	\$125.12
74	Cyber Operations Malware Analyst – Intermediate	\$81.27	\$83.71	\$86.22	\$88.81	\$91.47	\$94.21	\$97.04	\$99.95	\$102.95
75	Cyber Operations Malware Analyst – Associate	\$55.03	\$56.68	\$58.38	\$60.13	\$61.94	\$63.79	\$65.71	\$67.68	\$69.71
76	Cyber Watch Operations Certified Analyst – Senior	\$75.34	\$77.60	\$79.93	\$82.33	\$84.80	\$87.34	\$89.96	\$92.66	\$95.44
77	Cyber Watch Operations Certified Analyst – Intermediate	\$58.70	\$60.46	\$62.27	\$64.14	\$66.07	\$68.05	\$70.09	\$72.19	\$74.36
78	Cyber Watch Operations Certified Analyst – Associate	\$32.17	\$33.14	\$34.13	\$35.15	\$36.21	\$37.29	\$38.41	\$39.57	\$40.75
<b>System Administration</b>										
79	Systems Administrator – Senior	\$66.03	\$68.01	\$70.05	\$72.15	\$74.32	\$76.55	\$78.84	\$81.21	\$83.64
80	Systems Administrator – Intermediate	\$57.99	\$59.73	\$61.52	\$63.37	\$65.27	\$67.23	\$69.24	\$71.32	\$73.46
81	Systems Administrator -Associate	\$37.25	\$38.37	\$39.52	\$40.70	\$41.93	\$43.18	\$44.48	\$45.81	\$47.19
<b>Data Administration</b>										
82	Database Administrator	\$65.19	\$67.15	\$69.16	\$71.23	\$73.37	\$75.57	\$77.84	\$80.18	\$82.58
83	Database Analyst/Programmer – Senior	\$71.25	\$73.39	\$75.59	\$77.86	\$80.19	\$82.60	\$85.08	\$87.63	\$90.26
84	Database Analyst/Programmer – Intermediate	\$56.44	\$58.13	\$59.88	\$61.67	\$63.52	\$65.43	\$67.39	\$69.41	\$71.50
85	Database Analyst/Programmer – Associate	\$49.81	\$51.30	\$52.84	\$54.43	\$56.06	\$57.74	\$59.48	\$61.26	\$63.10
86	Advanced Database Analyst/Programmer - Senior	\$77.88	\$80.22	\$82.62	\$85.10	\$87.65	\$90.28	\$92.99	\$95.78	\$98.66
87	Advanced Database Analyst/Programmer - Intermediate	\$60.53	\$62.35	\$64.22	\$66.14	\$68.13	\$70.17	\$72.28	\$74.44	\$76.68
88	Advanced Database Analyst/Programmer – Associate	\$41.48	\$42.72	\$44.01	\$45.33	\$46.69	\$48.09	\$49.53	\$51.02	\$52.55
89	Database Librarian	\$40.70	\$41.92	\$43.18	\$44.47	\$45.81	\$47.18	\$48.60	\$50.06	\$51.56

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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	\$116.12	\$119.60	\$123.19	\$126.89	\$130.69	\$134.61	\$138.65	\$142.81	\$147.10
91	Data Architect	\$91.15	\$93.88	\$96.70	\$99.60	\$102.59	\$105.67	\$108.84	\$112.10	\$115.47
92	Data Warehouse Analyst	\$66.74	\$68.74	\$70.80	\$72.93	\$75.12	\$77.37	\$79.69	\$82.08	\$84.54
93	Data Warehousing Programmer	\$58.55	\$60.31	\$62.12	\$63.98	\$65.90	\$67.88	\$69.91	\$72.01	\$74.17
94	Data Warehousing Administrator	\$56.30	\$57.99	\$59.73	\$61.52	\$63.37	\$65.27	\$67.23	\$69.24	\$71.32
	<b>Help Desk/End User Support</b>									
95	Help Desk Coordinator	\$25.26	\$26.02	\$26.80	\$27.60	\$28.43	\$29.28	\$30.16	\$31.07	\$32.00
96	Help Desk Support Service Specialist – Senior	\$28.92	\$29.79	\$30.68	\$31.60	\$32.55	\$33.53	\$34.53	\$35.57	\$36.63
97	Help Desk Support Service Specialist – Intermediate	\$27.87	\$28.71	\$29.57	\$30.45	\$31.37	\$32.31	\$33.28	\$34.28	\$35.30
98	Help Desk Support Service Specialist – Associate	\$26.81	\$27.61	\$28.44	\$29.30	\$30.17	\$31.08	\$32.01	\$32.97	\$33.96
99	PC Support Manager	\$52.91	\$54.50	\$56.13	\$57.82	\$59.55	\$61.34	\$63.18	\$65.07	\$67.02
100	PC Systems Specialist	\$42.33	\$43.60	\$44.91	\$46.26	\$47.64	\$49.07	\$50.54	\$52.06	\$53.62
101	PC Maintenance Technician	\$28.22	\$29.07	\$29.94	\$30.84	\$31.76	\$32.71	\$33.70	\$34.71	\$35.75
	<b>Internet/Web Operations</b>									
102	Web Project Manager	\$60.81	\$62.63	\$64.51	\$66.45	\$68.44	\$70.50	\$72.61	\$74.79	\$77.03
103	Web Designer - Senior	\$60.81	\$62.63	\$64.51	\$66.45	\$68.44	\$70.50	\$72.61	\$74.79	\$77.03
104	Web Designer - Intermediate	\$45.29	\$46.65	\$48.05	\$49.49	\$50.97	\$52.50	\$54.08	\$55.70	\$57.37
105	Web Designer - Associate	\$37.81	\$38.94	\$40.11	\$41.32	\$42.56	\$43.83	\$45.15	\$46.50	\$47.90
106	Web software Developer - Senior	\$73.79	\$76.00	\$78.28	\$80.63	\$83.05	\$85.54	\$88.11	\$90.75	\$93.47
107	Web software Developer - Intermediate	\$51.64	\$53.19	\$54.78	\$56.43	\$58.12	\$59.86	\$61.66	\$63.51	\$65.42
108	Web software Developer - Associate	\$37.81	\$38.94	\$40.11	\$41.32	\$42.56	\$43.83	\$45.15	\$46.50	\$47.90
109	Web Technical Administrator	\$50.37	\$51.88	\$53.44	\$55.04	\$56.69	\$58.39	\$60.14	\$61.95	\$63.81
110	Web Content Administrator	\$47.41	\$48.83	\$50.30	\$51.81	\$53.36	\$54.96	\$56.61	\$58.31	\$60.06
	<b>Network Administration/Support</b>									
111	Network Administrator – Senior	\$62.36	\$64.23	\$66.16	\$68.14	\$70.19	\$72.29	\$74.46	\$76.69	\$79.00
112	Network Administrator – Intermediate	\$57.85	\$59.59	\$61.37	\$63.21	\$65.11	\$67.06	\$69.08	\$71.15	\$73.28
113	Network Administrator - Associate	\$40.21	\$41.42	\$42.66	\$43.94	\$45.26	\$46.61	\$48.01	\$49.45	\$50.94
114	Network Support Technician – Senior	\$43.74	\$45.05	\$46.40	\$47.80	\$49.23	\$50.71	\$52.23	\$53.79	\$55.41
115	Network Support Technician – Intermediate	\$33.30	\$34.30	\$35.33	\$36.39	\$37.48	\$38.60	\$39.76	\$40.95	\$42.18
116	Network Support Technician – Associate	\$29.63	\$30.52	\$31.43	\$32.38	\$33.35	\$34.35	\$35.38	\$36.44	\$37.53
	<b>Documentation</b>									
117	Documentation Specialist – Senior	\$61.38	\$63.22	\$65.12	\$67.07	\$69.08	\$71.16	\$73.29	\$75.49	\$77.75
118	Documentation Specialist – Intermediate	\$51.22	\$52.76	\$54.34	\$55.97	\$57.65	\$59.38	\$61.16	\$62.99	\$64.88
119	Documentation Specialist –Associate	\$40.78	\$42.00	\$43.26	\$44.56	\$45.90	\$47.28	\$48.69	\$50.15	\$51.66
120	Technical Editor	\$47.55	\$48.98	\$50.45	\$51.96	\$53.52	\$55.12	\$56.78	\$58.48	\$60.23
121	CAD Specialist	\$35.70	\$36.77	\$37.87	\$39.01	\$40.18	\$41.39	\$42.63	\$43.91	\$45.22
122	Graphics Specialist	\$34.14	\$35.16	\$36.22	\$37.31	\$38.42	\$39.58	\$40.76	\$41.99	\$43.25
123	Draftsman – Senior	\$45.29	\$46.65	\$48.05	\$49.49	\$50.97	\$52.50	\$54.08	\$55.70	\$57.37
124	Draftsman – Intermediate	\$38.52	\$39.68	\$40.87	\$42.09	\$43.35	\$44.66	\$45.99	\$47.37	\$48.80
125	Draftsman - Associate	\$31.89	\$32.85	\$33.83	\$34.85	\$35.89	\$36.97	\$38.08	\$39.22	\$40.40
	<b>Enterprise Resource Planning (ERP)/Business Process Development</b>									
126	ERP Business Analyst – Senior	\$87.20	\$89.82	\$92.51	\$95.29	\$98.14	\$101.09	\$104.12	\$107.25	\$110.46
127	ERP Business Analyst – Intermediate	\$66.31	\$68.30	\$70.35	\$72.46	\$74.63	\$76.87	\$79.18	\$81.55	\$84.00
128	ERP Business Analyst – Associate	\$44.02	\$45.34	\$46.70	\$48.10	\$49.54	\$51.03	\$52.56	\$54.14	\$55.76
129	Business Systems Analyst – Senior	\$67.44	\$69.46	\$71.55	\$73.69	\$75.90	\$78.18	\$80.53	\$82.94	\$85.43
130	Business Systems Analyst – Intermediate	\$48.25	\$49.70	\$51.19	\$52.72	\$54.31	\$55.93	\$57.61	\$59.34	\$61.12
131	Business Systems Analyst – Associate	\$40.07	\$41.27	\$42.51	\$43.79	\$45.10	\$46.45	\$47.85	\$49.28	\$50.76



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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	\$78.03	\$80.37	\$82.78	\$85.27	\$87.82	\$90.46	\$93.17	\$95.97	\$98.85
2	Program Manager – Intermediate	\$75.70	\$77.97	\$80.31	\$82.72	\$85.20	\$87.76	\$90.39	\$93.10	\$95.89
3	Program Manager – Associate	\$54.92	\$56.57	\$58.26	\$60.01	\$61.81	\$63.67	\$65.58	\$67.54	\$69.57
<b>Project Management</b>										
4	Project Manager - Senior	\$73.67	\$75.88	\$78.16	\$80.50	\$82.92	\$85.40	\$87.97	\$90.60	\$93.32
5	Project Manager - Intermediate	\$67.13	\$69.14	\$71.22	\$73.35	\$75.56	\$77.82	\$80.16	\$82.56	\$85.04
6	Project Manager - Associate	\$51.15	\$52.68	\$54.27	\$55.89	\$57.57	\$59.30	\$61.08	\$62.91	\$64.80
7	Enterprise Architect	\$95.61	\$98.48	\$101.43	\$104.48	\$107.61	\$110.84	\$114.16	\$117.59	\$121.12
8	Business Analyst -- Functional	\$74.10	\$76.32	\$78.61	\$80.97	\$83.40	\$85.90	\$88.48	\$91.13	\$93.87
9	Business Analyst -- Technical	\$72.65	\$74.83	\$77.07	\$79.39	\$81.77	\$84.22	\$86.75	\$89.35	\$92.03
10	Project Administrator	\$37.49	\$38.61	\$39.77	\$40.97	\$42.20	\$43.46	\$44.77	\$46.11	\$47.49
11	Project Administrator - Associate	\$41.99	\$43.25	\$44.55	\$45.88	\$47.26	\$48.68	\$50.14	\$51.64	\$53.19
12	Facility Staff Support – Senior	\$42.72	\$44.00	\$45.32	\$46.68	\$48.08	\$49.52	\$51.01	\$52.54	\$54.12
13	Facility Staff Support – Intermediate	\$38.94	\$40.11	\$41.31	\$42.55	\$43.83	\$45.14	\$46.50	\$47.89	\$49.33
14	Facility Staff Support – Associate	\$30.66	\$31.58	\$32.53	\$33.50	\$34.51	\$35.54	\$36.61	\$37.71	\$38.84
<b>Quality Assurance</b>										
15	Quality Assurance Manager– Senior	\$87.91	\$90.55	\$93.26	\$96.06	\$98.94	\$101.91	\$104.97	\$108.12	\$111.36
16	Quality Assurance Analyst – Intermediate	\$50.27	\$51.78	\$53.33	\$54.93	\$56.58	\$58.28	\$60.03	\$61.83	\$63.68
17	Quality Assurance Analyst – Associate	\$30.51	\$31.43	\$32.37	\$33.34	\$34.34	\$35.37	\$36.43	\$37.52	\$38.65
<b>IT Systems Architecture</b>										
18	Chief Enterprise Architect	\$103.16	\$106.25	\$109.44	\$112.73	\$116.11	\$119.59	\$123.18	\$126.87	\$130.68
19	Lead Enterprise Architect	\$96.91	\$99.82	\$102.81	\$105.90	\$109.07	\$112.35	\$115.72	\$119.19	\$122.76
20	Senior IT Systems Solution Architect	\$74.10	\$76.32	\$78.61	\$80.97	\$83.40	\$85.90	\$88.48	\$91.13	\$93.87
21	Client/Server Network Architect	\$72.65	\$74.83	\$77.07	\$79.39	\$81.77	\$84.22	\$86.75	\$89.35	\$92.03
22	Software Architect	\$89.50	\$92.19	\$94.95	\$97.80	\$100.73	\$103.76	\$106.87	\$110.07	\$113.38
23	Systems Engineer - Senior	\$78.03	\$80.37	\$82.78	\$85.27	\$87.82	\$90.46	\$93.17	\$95.97	\$98.85
24	Systems Engineer - Intermediate	\$55.79	\$57.46	\$59.19	\$60.96	\$62.79	\$64.68	\$66.62	\$68.61	\$70.67
25	Systems Engineer - Associate	\$52.74	\$54.32	\$55.95	\$57.63	\$59.36	\$61.14	\$62.97	\$64.86	\$66.81
26	Network Engineer – Senior	\$78.03	\$80.37	\$82.78	\$85.27	\$87.82	\$90.46	\$93.17	\$95.97	\$98.85
27	Network Engineer – Intermediate	\$52.45	\$54.02	\$55.64	\$57.31	\$59.03	\$60.80	\$62.63	\$64.51	\$66.44
28	Network Engineer – Associate	\$45.04	\$46.39	\$47.78	\$49.22	\$50.69	\$52.21	\$53.78	\$55.39	\$57.06
29	Managed System Engineer - Senior	\$62.62	\$64.50	\$66.43	\$68.43	\$70.48	\$72.59	\$74.77	\$77.01	\$79.33
30	Managed Systems Engineer - Intermediate	\$54.49	\$56.12	\$57.81	\$59.54	\$61.33	\$63.17	\$65.06	\$67.02	\$69.03
31	Managed Systems Engineer - Associate	\$43.44	\$44.74	\$46.09	\$47.47	\$48.89	\$50.36	\$51.87	\$53.43	\$55.03
<b>Application Systems</b>										
32	Applications Systems Analyst – Senior	\$66.55	\$68.55	\$70.60	\$72.72	\$74.90	\$77.15	\$79.46	\$81.85	\$84.30
33	Applications Systems Analyst – Intermediate	\$51.29	\$52.83	\$54.41	\$56.05	\$57.73	\$59.46	\$61.24	\$63.08	\$64.97
34	Applications Systems Analyst – Associate	\$36.62	\$37.72	\$38.85	\$40.02	\$41.22	\$42.45	\$43.73	\$45.04	\$46.39
35	Software Engineer – Senior	\$78.03	\$80.37	\$82.78	\$85.27	\$87.82	\$90.46	\$93.17	\$95.97	\$98.85
36	Software Engineer – Intermediate	\$62.62	\$64.50	\$66.43	\$68.43	\$70.48	\$72.59	\$74.77	\$77.01	\$79.33
37	Software Engineer – Associate	\$49.69	\$51.18	\$52.72	\$54.30	\$55.93	\$57.60	\$59.33	\$61.11	\$62.95
38	Applications Programmer – Senior	\$69.45	\$71.53	\$73.68	\$75.89	\$78.17	\$80.51	\$82.93	\$85.41	\$87.98
39	Applications Programmer – Intermediate	\$54.20	\$55.83	\$57.50	\$59.23	\$61.00	\$62.83	\$64.72	\$66.66	\$68.66
40	Applications Programmer – Associate	\$36.47	\$37.56	\$38.69	\$39.85	\$41.05	\$42.28	\$43.55	\$44.85	\$46.20
41	IT Certified Professional – Senior	\$64.66	\$66.60	\$68.60	\$70.66	\$72.78	\$74.96	\$77.21	\$79.52	\$81.91
42	IT Certified Professional –Intermediate	\$53.47	\$55.07	\$56.73	\$58.43	\$60.18	\$61.99	\$63.85	\$65.76	\$67.73
43	IT Certified Professional – Associate	\$32.26	\$33.23	\$34.22	\$35.25	\$36.31	\$37.40	\$38.52	\$39.68	\$40.87

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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.	\$98.22	\$101.17	\$104.20	\$107.33	\$110.55	\$113.86	\$117.28	\$120.80	\$124.42
45	Configuration Management (CM) Specialist - Senior	\$59.72	\$61.51	\$63.36	\$65.26	\$67.22	\$69.23	\$71.31	\$73.45	\$75.65
46	Configuration Management (CM) Specialist - Intermediate	\$42.72	\$44.00	\$45.32	\$46.68	\$48.08	\$49.52	\$51.01	\$52.54	\$54.12
47	Configuration Management (CM) Specialist - Associate	\$26.88	\$27.69	\$28.52	\$29.37	\$30.25	\$31.16	\$32.10	\$33.06	\$34.05
48	Computer Operator – Senior	\$34.15	\$35.17	\$36.23	\$37.32	\$38.44	\$39.59	\$40.78	\$42.00	\$43.26
49	Computer Operator – Intermediate	\$31.38	\$32.32	\$33.29	\$34.29	\$35.32	\$36.38	\$37.47	\$38.59	\$39.75
50	Computer Operator – Associate	\$27.61	\$28.44	\$29.29	\$30.17	\$31.08	\$32.01	\$32.97	\$33.96	\$34.98
51	Distribution Operations Specialist – Senior	\$65.24	\$67.20	\$69.21	\$71.29	\$73.43	\$75.63	\$77.90	\$80.24	\$82.64
52	Distribution Operations Specialist – Intermediate	\$51.44	\$52.98	\$54.57	\$56.21	\$57.90	\$59.63	\$61.42	\$63.26	\$65.16
53	Distribution Operations Specialist - Associate	\$40.54	\$41.76	\$43.01	\$44.30	\$45.63	\$47.00	\$48.41	\$49.86	\$51.35
<b>Information Assurance</b>										
54	Information Assurance Engineer - Senior	\$69.74	\$71.83	\$73.99	\$76.21	\$78.49	\$80.85	\$83.27	\$85.77	\$88.34
55	Information Assurance Engineer - Intermediate	\$57.97	\$59.71	\$61.50	\$63.35	\$65.25	\$67.20	\$69.22	\$71.30	\$73.43
56	Information Assurance Engineer - Associate	\$34.58	\$35.62	\$36.69	\$37.79	\$38.92	\$40.09	\$41.29	\$42.53	\$43.80
57	Information Systems Auditor – Senior	\$68.29	\$70.34	\$72.45	\$74.62	\$76.86	\$79.17	\$81.54	\$83.99	\$86.51
58	Information Systems Auditor – Intermediate	\$56.52	\$58.22	\$59.96	\$61.76	\$63.61	\$65.52	\$67.49	\$69.51	\$71.60
59	Information Systems Auditor – Associate	\$33.13	\$34.12	\$35.15	\$36.20	\$37.29	\$38.41	\$39.56	\$40.75	\$41.97
60	Data Security Analyst – Senior	\$59.72	\$61.51	\$63.36	\$65.26	\$67.22	\$69.23	\$71.31	\$73.45	\$75.65
61	Data Security Analyst – Intermediate	\$55.07	\$56.72	\$58.42	\$60.18	\$61.98	\$63.84	\$65.76	\$67.73	\$69.76
62	Data Security Analyst – Associate	\$31.68	\$32.63	\$33.61	\$34.62	\$35.66	\$36.73	\$37.83	\$38.96	\$40.13
63	Disaster Recovery/COOP/Contingency Administrator	\$67.56	\$69.59	\$71.67	\$73.82	\$76.04	\$78.32	\$80.67	\$83.09	\$85.58
64	Information Security Specialist - Senior	\$59.72	\$61.51	\$63.36	\$65.26	\$67.22	\$69.23	\$71.31	\$73.45	\$75.65
65	Information Security Specialist - Intermediate	\$55.07	\$56.72	\$58.42	\$60.18	\$61.98	\$63.84	\$65.76	\$67.73	\$69.76
66	Information Security Specialist - Associate	\$31.68	\$32.63	\$33.61	\$34.62	\$35.66	\$36.73	\$37.83	\$38.96	\$40.13
67	IA Policy and Compliance Certified Professional – Senior	\$81.80	\$84.25	\$86.78	\$89.39	\$92.07	\$94.83	\$97.67	\$100.60	\$103.62
	IA Policy and Compliance Certified Professional – Intermediate									
68		\$60.44	\$62.25	\$64.12	\$66.04	\$68.03	\$70.07	\$72.17	\$74.33	\$76.56
69	IA Policy and Compliance Certified Professional – Associate	\$38.07	\$39.21	\$40.39	\$41.60	\$42.85	\$44.13	\$45.46	\$46.82	\$48.23
70	Cyber Operations Research Analyst – Senior	\$95.46	\$98.32	\$101.27	\$104.31	\$107.44	\$110.66	\$113.98	\$117.40	\$120.93
71	Cyber Operations Research Analyst – Intermediate	\$80.20	\$82.61	\$85.08	\$87.64	\$90.27	\$92.97	\$95.76	\$98.64	\$101.59
72	Cyber Operations Research Analyst – Associate	\$54.63	\$56.27	\$57.96	\$59.70	\$61.49	\$63.33	\$65.23	\$67.19	\$69.20
73	Cyber Operations Malware Analyst – Senior	\$101.71	\$104.76	\$107.90	\$111.14	\$114.48	\$117.91	\$121.45	\$125.09	\$128.84
74	Cyber Operations Malware Analyst – Intermediate	\$83.69	\$86.20	\$88.79	\$91.45	\$94.19	\$97.02	\$99.93	\$102.93	\$106.02
75	Cyber Operations Malware Analyst – Associate	\$56.67	\$58.37	\$60.12	\$61.92	\$63.78	\$65.70	\$67.67	\$69.70	\$71.79
76	Cyber Watch Operations Certified Analyst – Senior	\$77.59	\$79.92	\$82.32	\$84.78	\$87.33	\$89.95	\$92.65	\$95.43	\$98.29
77	Cyber Watch Operations Certified Analyst – Intermediate	\$60.44	\$62.25	\$64.12	\$66.04	\$68.03	\$70.07	\$72.17	\$74.33	\$76.56
78	Cyber Watch Operations Certified Analyst – Associate	\$33.13	\$34.12	\$35.15	\$36.20	\$37.29	\$38.41	\$39.56	\$40.75	\$41.97
<b>System Administration</b>										
79	Systems Administrator – Senior	\$68.00	\$70.04	\$72.14	\$74.31	\$76.53	\$78.83	\$81.20	\$83.63	\$86.14
80	Systems Administrator – Intermediate	\$59.72	\$61.51	\$63.36	\$65.26	\$67.22	\$69.23	\$71.31	\$73.45	\$75.65
81	Systems Administrator -Associate	\$38.36	\$39.51	\$40.70	\$41.92	\$43.17	\$44.47	\$45.80	\$47.18	\$48.59
<b>Data Administration</b>										
82	Database Administrator	\$67.13	\$69.14	\$71.22	\$73.35	\$75.56	\$77.82	\$80.16	\$82.56	\$85.04
83	Database Analyst/Programmer – Senior	\$73.38	\$75.58	\$77.85	\$80.18	\$82.59	\$85.07	\$87.62	\$90.25	\$92.96
84	Database Analyst/Programmer – Intermediate	\$58.12	\$59.86	\$61.66	\$63.51	\$65.41	\$67.38	\$69.40	\$71.48	\$73.62
85	Database Analyst/Programmer – Associate	\$51.29	\$52.83	\$54.41	\$56.05	\$57.73	\$59.46	\$61.24	\$63.08	\$64.97
86	Advanced Database Analyst/Programmer - Senior	\$80.20	\$82.61	\$85.08	\$87.64	\$90.27	\$92.97	\$95.76	\$98.64	\$101.59
87	Advanced Database Analyst/Programmer - Intermediate	\$62.33	\$64.20	\$66.13	\$68.11	\$70.15	\$72.26	\$74.43	\$76.66	\$78.96
88	Advanced Database Analyst/Programmer – Associate	\$42.72	\$44.00	\$45.32	\$46.68	\$48.08	\$49.52	\$51.01	\$52.54	\$54.12
89	Database Librarian	\$41.92	\$43.18	\$44.47	\$45.81	\$47.18	\$48.60	\$50.05	\$51.56	\$53.10

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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	\$119.58	\$123.17	\$126.86	\$130.67	\$134.59	\$138.63	\$142.78	\$147.07	\$151.48
91	Data Architect	\$93.86	\$96.68	\$99.58	\$102.56	\$105.64	\$108.81	\$112.07	\$115.44	\$118.90
92	Data Warehouse Analyst	\$68.73	\$70.79	\$72.92	\$75.10	\$77.36	\$79.68	\$82.07	\$84.53	\$87.07
93	Data Warehousing Programmer	\$60.30	\$62.11	\$63.97	\$65.89	\$67.87	\$69.90	\$72.00	\$74.16	\$76.39
94	Data Warehousing Administrator	\$57.97	\$59.71	\$61.50	\$63.35	\$65.25	\$67.20	\$69.22	\$71.30	\$73.43
<b>Help Desk/End User Support</b>										
95	Help Desk Coordinator	\$26.01	\$26.79	\$27.59	\$28.42	\$29.27	\$30.15	\$31.06	\$31.99	\$32.95
96	Help Desk Support Service Specialist – Senior	\$29.79	\$30.68	\$31.60	\$32.55	\$33.53	\$34.53	\$35.57	\$36.64	\$37.74
97	Help Desk Support Service Specialist – Intermediate	\$28.70	\$29.56	\$30.45	\$31.36	\$32.30	\$33.27	\$34.27	\$35.30	\$36.36
98	Help Desk Support Service Specialist – Associate	\$27.61	\$28.44	\$29.29	\$30.17	\$31.08	\$32.01	\$32.97	\$33.96	\$34.98
99	PC Support Manager	\$54.49	\$56.12	\$57.81	\$59.54	\$61.33	\$63.17	\$65.06	\$67.02	\$69.03
100	PC Systems Specialist	\$43.59	\$44.90	\$46.24	\$47.63	\$49.06	\$50.53	\$52.05	\$53.61	\$55.22
101	PC Maintenance Technician	\$29.06	\$29.93	\$30.83	\$31.75	\$32.71	\$33.69	\$34.70	\$35.74	\$36.81
<b>Internet/Web Operations</b>										
102	Web Project Manager	\$62.62	\$64.50	\$66.43	\$68.43	\$70.48	\$72.59	\$74.77	\$77.01	\$79.33
103	Web Designer - Senior	\$62.62	\$64.50	\$66.43	\$68.43	\$70.48	\$72.59	\$74.77	\$77.01	\$79.33
104	Web Designer - Intermediate	\$46.64	\$48.04	\$49.48	\$50.96	\$52.49	\$54.07	\$55.69	\$57.36	\$59.08
105	Web Designer - Associate	\$38.94	\$40.11	\$41.31	\$42.55	\$43.83	\$45.14	\$46.50	\$47.89	\$49.33
106	Web software Developer - Senior	\$75.99	\$78.27	\$80.62	\$83.04	\$85.53	\$88.09	\$90.74	\$93.46	\$96.26
107	Web software Developer - Intermediate	\$53.18	\$54.78	\$56.42	\$58.11	\$59.85	\$61.65	\$63.50	\$65.40	\$67.37
108	Web software Developer - Associate	\$38.94	\$40.11	\$41.31	\$42.55	\$43.83	\$45.14	\$46.50	\$47.89	\$49.33
109	Web Technical Administrator	\$51.87	\$53.43	\$55.03	\$56.68	\$58.38	\$60.13	\$61.94	\$63.79	\$65.71
110	Web Content Administrator	\$48.82	\$50.28	\$51.79	\$53.35	\$54.95	\$56.60	\$58.29	\$60.04	\$61.84
<b>Network Administration/Support</b>										
111	Network Administrator – Senior	\$64.22	\$66.15	\$68.13	\$70.17	\$72.28	\$74.45	\$76.68	\$78.98	\$81.35
112	Network Administrator – Intermediate	\$59.97	\$61.77	\$63.62	\$65.53	\$67.50	\$69.52	\$71.61	\$73.76	\$75.97
113	Network Administrator - Associate	\$41.41	\$42.65	\$43.93	\$45.25	\$46.61	\$48.01	\$49.45	\$50.93	\$52.46
114	Network Support Technician – Senior	\$45.04	\$46.39	\$47.78	\$49.22	\$50.69	\$52.21	\$53.78	\$55.39	\$57.06
115	Network Support Technician – Intermediate	\$34.29	\$35.32	\$36.38	\$37.47	\$38.59	\$39.75	\$40.94	\$42.17	\$43.44
116	Network Support Technician – Associate	\$30.51	\$31.43	\$32.37	\$33.34	\$34.34	\$35.37	\$36.43	\$37.52	\$38.65
<b>Documentation</b>										
117	Documentation Specialist – Senior	\$63.20	\$65.10	\$67.05	\$69.06	\$71.13	\$73.27	\$75.46	\$77.73	\$80.06
118	Documentation Specialist – Intermediate	\$52.74	\$54.32	\$55.95	\$57.63	\$59.36	\$61.14	\$62.97	\$64.86	\$66.81
119	Documentation Specialist –Associate	\$41.99	\$43.25	\$44.55	\$45.88	\$47.26	\$48.68	\$50.14	\$51.64	\$53.19
120	Technical Editor	\$48.97	\$50.44	\$51.95	\$53.51	\$55.12	\$56.77	\$58.47	\$60.23	\$62.03
121	CAD Specialist	\$36.76	\$37.86	\$39.00	\$40.17	\$41.37	\$42.61	\$43.89	\$45.21	\$46.57
122	Graphics Specialist	\$35.16	\$36.21	\$37.30	\$38.42	\$39.57	\$40.76	\$41.98	\$43.24	\$44.54
123	Draftsman – Senior	\$46.64	\$48.04	\$49.48	\$50.96	\$52.49	\$54.07	\$55.69	\$57.36	\$59.08
124	Draftsman – Intermediate	\$39.67	\$40.86	\$42.09	\$43.35	\$44.65	\$45.99	\$47.37	\$48.79	\$50.25
125	Draftsman - Associate	\$32.84	\$33.83	\$34.84	\$35.89	\$36.96	\$38.07	\$39.21	\$40.39	\$41.60
<b>Enterprise Resource Planning (ERP)/Business Process Development</b>										
126	ERP Business Analyst – Senior	\$89.79	\$92.48	\$95.26	\$98.12	\$101.06	\$104.09	\$107.21	\$110.43	\$113.74
127	ERP Business Analyst – Intermediate	\$68.29	\$70.34	\$72.45	\$74.62	\$76.86	\$79.17	\$81.54	\$83.99	\$86.51
128	ERP Business Analyst – Associate	\$45.33	\$46.69	\$48.09	\$49.53	\$51.02	\$52.55	\$54.13	\$55.75	\$57.42
129	Business Systems Analyst – Senior	\$69.45	\$71.53	\$73.68	\$75.89	\$78.17	\$80.51	\$82.93	\$85.41	\$87.98
130	Business Systems Analyst – Intermediate	\$49.69	\$51.18	\$52.72	\$54.30	\$55.93	\$57.60	\$59.33	\$61.11	\$62.95
131	Business Systems Analyst – Associate	\$41.26	\$42.50	\$43.77	\$45.09	\$46.44	\$47.83	\$49.27	\$50.74	\$52.27

