

ITES-3S Price Matrix

W52P1J-18-D-A057

	Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category										
Program Management										
1	Program Manager – Senior	\$126.34	\$130.13	\$134.03	\$138.06	\$142.20	\$146.46	\$150.86	\$155.38	\$160.04
2	Program Manager – Intermediate	\$109.24	\$112.52	\$115.89	\$119.37	\$122.95	\$126.64	\$130.44	\$134.35	\$138.38
3	Program Manager – Associate	\$95.32	\$98.18	\$101.12	\$104.16	\$107.28	\$110.50	\$113.82	\$117.23	\$120.75
Project Management										
4	Project Manager - Senior	\$111.62	\$114.97	\$118.42	\$121.97	\$125.63	\$129.40	\$133.28	\$137.28	\$141.40
5	Project Manager - Intermediate	\$94.75	\$97.59	\$100.52	\$103.54	\$106.64	\$109.84	\$113.14	\$116.53	\$120.03
6	Project Manager - Associate	\$79.58	\$81.97	\$84.43	\$86.96	\$89.57	\$92.26	\$95.02	\$97.87	\$100.81
7	Enterprise Architect	\$136.86	\$140.97	\$145.19	\$149.55	\$154.04	\$158.66	\$163.42	\$168.32	\$173.37
8	Business Analyst -- Functional	\$89.62	\$92.31	\$95.08	\$97.93	\$100.87	\$103.89	\$107.01	\$110.22	\$113.53
9	Business Analyst -- Technical	\$62.69	\$64.57	\$66.51	\$68.50	\$70.56	\$72.67	\$74.86	\$77.10	\$79.41
10	Project Administrator	\$66.26	\$68.25	\$70.30	\$72.40	\$74.58	\$76.81	\$79.12	\$81.49	\$83.94
11	Project Administrator - Associate	\$46.62	\$48.02	\$49.46	\$50.94	\$52.47	\$54.05	\$55.67	\$57.34	\$59.06
12	Facility Staff Support – Senior	\$55.52	\$57.19	\$58.90	\$60.67	\$62.49	\$64.36	\$66.29	\$68.28	\$70.33
13	Facility Staff Support – Intermediate	\$49.76	\$51.25	\$52.79	\$54.37	\$56.01	\$57.69	\$59.42	\$61.20	\$63.03
14	Facility Staff Support – Associate	\$41.81	\$43.06	\$44.36	\$45.69	\$47.06	\$48.47	\$49.92	\$51.42	\$52.96
Quality Assurance										
15	Quality Assurance Manager– Senior	\$93.75	\$96.56	\$99.46	\$102.44	\$105.52	\$108.68	\$111.94	\$115.30	\$118.76
16	Quality Assurance Analyst – Intermediate	\$54.56	\$56.20	\$57.88	\$59.62	\$61.41	\$63.25	\$65.15	\$67.10	\$69.11
17	Quality Assurance Analyst – Associate	\$39.26	\$40.44	\$41.65	\$42.90	\$44.19	\$45.51	\$46.88	\$48.28	\$49.73
IT Systems Architecture										
18	Chief Enterprise Architect	\$162.37	\$167.24	\$172.26	\$177.43	\$182.75	\$188.23	\$193.88	\$199.69	\$205.69
19	Lead Enterprise Architect	\$144.35	\$148.68	\$153.14	\$157.74	\$162.47	\$167.34	\$172.36	\$177.53	\$182.86
20	Senior IT Systems Solution Architect	\$126.34	\$130.13	\$134.03	\$138.06	\$142.20	\$146.46	\$150.86	\$155.38	\$160.04
21	Client/Server Network Architect	\$115.74	\$119.21	\$122.79	\$126.47	\$130.27	\$134.17	\$138.20	\$142.35	\$146.62
22	Software Architect	\$132.22	\$136.19	\$140.27	\$144.48	\$148.81	\$153.28	\$157.88	\$162.61	\$167.49
23	Systems Engineer - Senior	\$134.18	\$138.21	\$142.35	\$146.62	\$151.02	\$155.55	\$160.22	\$165.02	\$169.98
24	Systems Engineer - Intermediate	\$77.78	\$80.11	\$82.52	\$84.99	\$87.54	\$90.17	\$92.87	\$95.66	\$98.53
25	Systems Engineer - Associate	\$64.66	\$66.60	\$68.60	\$70.66	\$72.78	\$74.96	\$77.21	\$79.52	\$81.91
26	Network Engineer – Senior	\$131.11	\$135.04	\$139.09	\$143.27	\$147.57	\$151.99	\$156.55	\$161.25	\$166.09
27	Network Engineer – Intermediate	\$75.70	\$77.97	\$80.31	\$82.72	\$85.20	\$87.76	\$90.39	\$93.10	\$95.89
28	Network Engineer – Associate	\$63.80	\$65.71	\$67.69	\$69.72	\$71.81	\$73.96	\$76.18	\$78.47	\$80.82
29	Managed System Engineer - Senior	\$134.12	\$138.14	\$142.29	\$146.56	\$150.95	\$155.48	\$160.15	\$164.95	\$169.90
30	Managed Systems Engineer - Intermediate	\$75.70	\$77.97	\$80.31	\$82.72	\$85.20	\$87.76	\$90.39	\$93.10	\$95.89
31	Managed Systems Engineer - Associate	\$48.17	\$49.62	\$51.10	\$52.64	\$54.22	\$55.84	\$57.52	\$59.24	\$61.02
Application Systems										
32	Applications Systems Analyst – Senior	\$96.01	\$98.89	\$101.86	\$104.91	\$108.06	\$111.30	\$114.64	\$118.08	\$121.62
33	Applications Systems Analyst – Intermediate	\$69.09	\$71.16	\$73.30	\$75.50	\$77.76	\$80.09	\$82.50	\$84.97	\$87.52
34	Applications Systems Analyst – Associate	\$56.30	\$57.99	\$59.73	\$61.52	\$63.37	\$65.27	\$67.23	\$69.24	\$71.32
35	Software Engineer – Senior	\$140.04	\$144.24	\$148.57	\$153.03	\$157.62	\$162.34	\$167.22	\$172.23	\$177.40
36	Software Engineer – Intermediate	\$80.68	\$83.10	\$85.59	\$88.16	\$90.81	\$93.53	\$96.34	\$99.23	\$102.20
37	Software Engineer – Associate	\$66.38	\$68.37	\$70.42	\$72.54	\$74.71	\$76.95	\$79.26	\$81.64	\$84.09
38	Applications Programmer – Senior	\$113.13	\$116.52	\$120.02	\$123.62	\$127.33	\$131.15	\$135.08	\$139.14	\$143.31
39	Applications Programmer – Intermediate	\$98.95	\$101.92	\$104.98	\$108.13	\$111.37	\$114.71	\$118.15	\$121.70	\$125.35
40	Applications Programmer – Associate	\$74.73	\$76.97	\$79.28	\$81.66	\$84.11	\$86.63	\$89.23	\$91.91	\$94.67
41	IT Certified Professional – Senior	\$101.33	\$104.37	\$107.50	\$110.73	\$114.05	\$117.47	\$120.99	\$124.62	\$128.36
42	IT Certified Professional –Intermediate	\$67.37	\$69.39	\$71.47	\$73.62	\$75.83	\$78.10	\$80.44	\$82.86	\$85.34
43	IT Certified Professional – Associate	\$47.86	\$49.30	\$50.77	\$52.30	\$53.87	\$55.48	\$57.15	\$58.86	\$60.63

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	Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
	Labor Category									
	Operations and Logistics									
44	Seat Management Administrator.	\$99.31	\$102.29	\$105.36	\$108.52	\$111.77	\$115.13	\$118.58	\$122.14	\$125.80
45	Configuration Management (CM) Specialist - Senior	\$97.83	\$100.76	\$103.79	\$106.90	\$110.11	\$113.41	\$116.81	\$120.32	\$123.93
46	Configuration Management (CM) Specialist - Intermediate	\$63.84	\$65.76	\$67.73	\$69.76	\$71.85	\$74.01	\$76.23	\$78.52	\$80.87
47	Configuration Management (CM) Specialist - Associate	\$41.69	\$42.94	\$44.23	\$45.56	\$46.92	\$48.33	\$49.78	\$51.27	\$52.81
48	Computer Operator – Senior	\$72.22	\$74.39	\$76.62	\$78.92	\$81.28	\$83.72	\$86.23	\$88.82	\$91.49
49	Computer Operator – Intermediate	\$38.62	\$39.78	\$40.97	\$42.20	\$43.47	\$44.77	\$46.11	\$47.50	\$48.92
50	Computer Operator – Associate	\$26.71	\$27.51	\$28.34	\$29.19	\$30.06	\$30.96	\$31.89	\$32.85	\$33.84
51	Distribution Operations Specialist – Senior	\$63.56	\$65.47	\$67.43	\$69.45	\$71.54	\$73.68	\$75.89	\$78.17	\$80.52
52	Distribution Operations Specialist – Intermediate	\$49.77	\$51.26	\$52.80	\$54.39	\$56.02	\$57.70	\$59.43	\$61.21	\$63.05
53	Distribution Operations Specialist - Associate	\$41.65	\$42.90	\$44.19	\$45.51	\$46.88	\$48.28	\$49.73	\$51.22	\$52.76
	Information Assurance									
54	Information Assurance Engineer - Senior	\$114.62	\$118.06	\$121.60	\$125.25	\$129.01	\$132.88	\$136.86	\$140.97	\$145.20
55	Information Assurance Engineer - Intermediate	\$90.05	\$92.75	\$95.53	\$98.40	\$101.35	\$104.39	\$107.52	\$110.75	\$114.07
56	Information Assurance Engineer - Associate	\$60.71	\$62.53	\$64.41	\$66.34	\$68.33	\$70.38	\$72.49	\$74.67	\$76.91
57	Information Systems Auditor – Senior	\$101.67	\$104.72	\$107.86	\$111.10	\$114.43	\$117.86	\$121.40	\$125.04	\$128.79
58	Information Systems Auditor – Intermediate	\$68.20	\$70.25	\$72.35	\$74.52	\$76.76	\$79.06	\$81.43	\$83.88	\$86.39
59	Information Systems Auditor – Associate	\$42.77	\$44.05	\$45.37	\$46.74	\$48.14	\$49.58	\$51.07	\$52.60	\$54.18
60	Data Security Analyst – Senior	\$114.62	\$118.06	\$121.60	\$125.25	\$129.01	\$132.88	\$136.86	\$140.97	\$145.20
61	Data Security Analyst – Intermediate	\$75.28	\$77.54	\$79.86	\$82.26	\$84.73	\$87.27	\$89.89	\$92.58	\$95.36
62	Data Security Analyst – Associate	\$60.71	\$62.53	\$64.41	\$66.34	\$68.33	\$70.38	\$72.49	\$74.67	\$76.91
63	Disaster Recovery/COOP/Contingency Administrator	\$102.68	\$105.76	\$108.93	\$112.20	\$115.57	\$119.03	\$122.61	\$126.28	\$130.07
64	Information Security Specialist - Senior	\$114.62	\$118.06	\$121.60	\$125.25	\$129.01	\$132.88	\$136.86	\$140.97	\$145.20
65	Information Security Specialist - Intermediate	\$75.28	\$77.54	\$79.86	\$82.26	\$84.73	\$87.27	\$89.89	\$92.58	\$95.36
66	Information Security Specialist - Associate	\$60.71	\$62.53	\$64.41	\$66.34	\$68.33	\$70.38	\$72.49	\$74.67	\$76.91
67	IA Policy and Compliance Certified Professional – Senior	\$133.08	\$137.07	\$141.18	\$145.42	\$149.78	\$154.28	\$158.90	\$163.67	\$168.58
	IA Policy and Compliance Certified Professional – Intermediate	\$101.95	\$105.01	\$108.16	\$111.40	\$114.75	\$118.19	\$121.73	\$125.39	\$129.15
69	IA Policy and Compliance Certified Professional – Associate	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.19	\$63.02	\$64.91	\$66.86
70	Cyber Operations Research Analyst – Senior	\$114.62	\$118.06	\$121.60	\$125.25	\$129.01	\$132.88	\$136.86	\$140.97	\$145.20
71	Cyber Operations Research Analyst – Intermediate	\$74.16	\$76.38	\$78.68	\$81.04	\$83.47	\$85.97	\$88.55	\$91.21	\$93.94
72	Cyber Operations Research Analyst – Associate	\$60.62	\$62.44	\$64.31	\$66.24	\$68.23	\$70.28	\$72.38	\$74.55	\$76.79
73	Cyber Operations Malware Analyst – Senior	\$81.87	\$84.33	\$86.86	\$89.46	\$92.15	\$94.91	\$97.76	\$100.69	\$103.71
74	Cyber Operations Malware Analyst – Intermediate	\$55.19	\$56.85	\$58.55	\$60.31	\$62.12	\$63.98	\$65.90	\$67.88	\$69.91
75	Cyber Operations Malware Analyst – Associate	\$43.99	\$45.31	\$46.67	\$48.07	\$49.51	\$51.00	\$52.53	\$54.10	\$55.73
76	Cyber Watch Operations Certified Analyst – Senior	\$67.37	\$69.39	\$71.47	\$73.62	\$75.83	\$78.10	\$80.44	\$82.86	\$85.34
77	Cyber Watch Operations Certified Analyst – Intermediate	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.18	\$63.02	\$64.91
78	Cyber Watch Operations Certified Analyst – Associate	\$39.64	\$40.83	\$42.05	\$43.32	\$44.62	\$45.95	\$47.33	\$48.75	\$50.21
	System Administration									
79	Systems Administrator – Senior	\$108.44	\$111.69	\$115.04	\$118.50	\$122.05	\$125.71	\$129.48	\$133.37	\$137.37
80	Systems Administrator – Intermediate	\$72.80	\$74.98	\$77.23	\$79.55	\$81.94	\$84.40	\$86.93	\$89.53	\$92.22
81	Systems Administrator -Associate	\$60.68	\$62.50	\$64.38	\$66.31	\$68.30	\$70.34	\$72.46	\$74.63	\$76.87
	Data Administration									
82	Database Administrator	\$123.21	\$126.91	\$130.71	\$134.63	\$138.67	\$142.83	\$147.12	\$151.53	\$156.08
83	Database Analyst/Programmer – Senior	\$123.71	\$127.42	\$131.24	\$135.18	\$139.24	\$143.41	\$147.72	\$152.15	\$156.71
84	Database Analyst/Programmer – Intermediate	\$90.62	\$93.34	\$96.14	\$99.02	\$101.99	\$105.05	\$108.21	\$111.45	\$114.79
85	Database Analyst/Programmer – Associate	\$56.21	\$57.90	\$59.63	\$61.42	\$63.26	\$65.16	\$67.12	\$69.13	\$71.21
86	Advanced Database Analyst/Programmer - Senior	\$131.68	\$135.63	\$139.70	\$143.89	\$148.21	\$152.65	\$157.23	\$161.95	\$166.81
87	Advanced Database Analyst/Programmer - Intermediate	\$95.65	\$98.52	\$101.48	\$104.52	\$107.65	\$110.88	\$114.21	\$117.64	\$121.17
88	Advanced Database Analyst/Programmer – Associate	\$61.83	\$63.68	\$65.60	\$67.56	\$69.59	\$71.68	\$73.83	\$76.04	\$78.32
89	Database Librarian	\$37.64	\$38.77	\$39.93	\$41.13	\$42.36	\$43.64	\$44.94	\$46.29	\$47.68

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	Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
	Labor Category									
	Data Warehousing									
90	Data Warehousing Project Manager	\$123.75	\$127.46	\$131.29	\$135.22	\$139.28	\$143.46	\$147.76	\$152.20	\$156.76
91	Data Architect	\$127.18	\$131.00	\$134.93	\$138.97	\$143.14	\$147.44	\$151.86	\$156.42	\$161.11
92	Data Warehouse Analyst	\$92.14	\$94.90	\$97.75	\$100.68	\$103.70	\$106.82	\$110.02	\$113.32	\$116.72
93	Data Warehousing Programmer	\$79.80	\$82.19	\$84.66	\$87.20	\$89.82	\$92.51	\$95.29	\$98.14	\$101.09
94	Data Warehousing Administrator	\$93.48	\$96.28	\$99.17	\$102.15	\$105.21	\$108.37	\$111.62	\$114.97	\$118.42
	Help Desk/End User Support									
95	Help Desk Coordinator	\$86.05	\$88.63	\$91.29	\$94.03	\$96.85	\$99.76	\$102.75	\$105.83	\$109.01
96	Help Desk Support Service Specialist – Senior	\$64.73	\$66.67	\$68.67	\$70.73	\$72.85	\$75.04	\$77.29	\$79.61	\$82.00
97	Help Desk Support Service Specialist – Intermediate	\$40.46	\$41.67	\$42.92	\$44.21	\$45.54	\$46.90	\$48.31	\$49.76	\$51.25
98	Help Desk Support Service Specialist – Associate	\$31.40	\$32.34	\$33.31	\$34.31	\$35.34	\$36.40	\$37.49	\$38.62	\$39.78
99	PC Support Manager	\$62.24	\$64.11	\$66.03	\$68.01	\$70.05	\$72.15	\$74.32	\$76.55	\$78.84
100	PC Systems Specialist	\$46.75	\$48.15	\$49.60	\$51.08	\$52.62	\$54.20	\$55.82	\$57.50	\$59.22
101	PC Maintenance Technician	\$31.34	\$32.28	\$33.25	\$34.25	\$35.27	\$36.33	\$37.42	\$38.54	\$39.70
	Internet/Web Operations									
102	Web Project Manager	\$117.56	\$121.09	\$124.72	\$128.46	\$132.31	\$136.28	\$140.37	\$144.58	\$148.92
103	Web Designer - Senior	\$92.97	\$95.76	\$98.63	\$101.59	\$104.64	\$107.78	\$111.01	\$114.34	\$117.77
104	Web Designer - Intermediate	\$67.57	\$69.60	\$71.69	\$73.84	\$76.05	\$78.33	\$80.68	\$83.10	\$85.60
105	Web Designer - Associate	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12	\$58.83	\$60.60	\$62.41
106	Web software Developer - Senior	\$125.42	\$129.18	\$133.06	\$137.05	\$141.16	\$145.40	\$149.76	\$154.25	\$158.88
107	Web software Developer - Intermediate	\$75.88	\$78.16	\$80.50	\$82.92	\$85.40	\$87.97	\$90.60	\$93.32	\$96.12
108	Web software Developer - Associate	\$62.46	\$64.33	\$66.26	\$68.25	\$70.30	\$72.41	\$74.58	\$76.82	\$79.12
109	Web Technical Administrator	\$91.42	\$94.16	\$96.99	\$99.90	\$102.89	\$105.98	\$109.16	\$112.44	\$115.81
110	Web Content Administrator	\$75.82	\$78.09	\$80.44	\$82.85	\$85.34	\$87.90	\$90.53	\$93.25	\$96.05
	Network Administration/Support									
111	Network Administrator – Senior	\$101.33	\$104.37	\$107.50	\$110.73	\$114.05	\$117.47	\$120.99	\$124.62	\$128.36
112	Network Administrator – Intermediate	\$76.27	\$78.56	\$80.91	\$83.34	\$85.84	\$88.42	\$91.07	\$93.80	\$96.62
113	Network Administrator - Associate	\$57.62	\$59.35	\$61.13	\$62.96	\$64.85	\$66.80	\$68.80	\$70.87	\$72.99
114	Network Support Technician – Senior	\$61.24	\$63.08	\$64.97	\$66.92	\$68.93	\$70.99	\$73.12	\$75.32	\$77.58
115	Network Support Technician – Intermediate	\$48.73	\$50.19	\$51.70	\$53.25	\$54.85	\$56.49	\$58.19	\$59.93	\$61.73
116	Network Support Technician – Associate	\$39.64	\$40.83	\$42.05	\$43.32	\$44.62	\$45.95	\$47.33	\$48.75	\$50.21
	Documentation									
117	Documentation Specialist – Senior	\$75.60	\$77.87	\$80.20	\$82.61	\$85.09	\$87.64	\$90.27	\$92.98	\$95.77
118	Documentation Specialist – Intermediate	\$52.73	\$54.31	\$55.94	\$57.62	\$59.35	\$61.13	\$62.96	\$64.85	\$66.80
119	Documentation Specialist – Associate	\$42.04	\$43.30	\$44.60	\$45.94	\$47.32	\$48.74	\$50.20	\$51.70	\$53.26
120	Technical Editor	\$82.27	\$84.74	\$87.28	\$89.90	\$92.60	\$95.37	\$98.23	\$101.18	\$104.22
121	CAD Specialist	\$45.03	\$46.38	\$47.77	\$49.21	\$50.68	\$52.20	\$53.77	\$55.38	\$57.04
122	Graphics Specialist	\$46.20	\$47.59	\$49.01	\$50.48	\$52.00	\$53.56	\$55.17	\$56.82	\$58.52
123	Draftsman – Senior	\$58.92	\$60.69	\$62.51	\$64.38	\$66.31	\$68.30	\$70.35	\$72.46	\$74.64
124	Draftsman – Intermediate	\$49.21	\$50.69	\$52.21	\$53.77	\$55.39	\$57.05	\$58.76	\$60.52	\$62.34
125	Draftsman - Associate	\$30.89	\$31.82	\$32.77	\$33.75	\$34.77	\$35.81	\$36.88	\$37.99	\$39.13
	Enterprise Resource Planning (ERP)/Business Process Development									
126	ERP Business Analyst – Senior	\$89.61	\$92.30	\$95.07	\$97.92	\$100.86	\$103.88	\$107.00	\$110.21	\$113.52
127	ERP Business Analyst – Intermediate	\$66.43	\$68.42	\$70.48	\$72.59	\$74.77	\$77.01	\$79.32	\$81.70	\$84.15
128	ERP Business Analyst – Associate	\$47.91	\$49.35	\$50.83	\$52.35	\$53.92	\$55.54	\$57.21	\$58.92	\$60.69
129	Business Systems Analyst – Senior	\$87.02	\$89.63	\$92.32	\$95.09	\$97.94	\$100.88	\$103.91	\$107.02	\$110.23
130	Business Systems Analyst – Intermediate	\$51.80	\$53.35	\$54.95	\$56.60	\$58.30	\$60.05	\$61.85	\$63.71	\$65.62
131	Business Systems Analyst – Associate	\$40.91	\$42.14	\$43.40	\$44.70	\$46.04	\$47.43	\$48.85	\$50.31	\$51.82

Contractor Site		YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category										
Program Management										
1	Program Manager – Senior	\$141.50	\$145.75	\$150.12	\$154.62	\$159.26	\$164.04	\$168.96	\$174.03	\$179.25
2	Program Manager – Intermediate	\$122.35	\$126.02	\$129.80	\$133.70	\$137.71	\$141.84	\$146.09	\$150.48	\$154.99
3	Program Manager – Associate	\$106.76	\$109.96	\$113.26	\$116.66	\$120.16	\$123.76	\$127.48	\$131.30	\$135.24
Project Management										
4	Project Manager - Senior	\$125.02	\$128.77	\$132.63	\$136.61	\$140.71	\$144.93	\$149.28	\$153.76	\$158.37
5	Project Manager - Intermediate	\$106.12	\$109.30	\$112.58	\$115.96	\$119.44	\$123.02	\$126.71	\$130.51	\$134.43
6	Project Manager - Associate	\$89.13	\$91.80	\$94.56	\$97.39	\$100.32	\$103.33	\$106.43	\$109.62	\$112.91
7	Enterprise Architect	\$153.28	\$157.88	\$162.61	\$167.49	\$172.52	\$177.69	\$183.02	\$188.52	\$194.17
8	Business Analyst -- Functional	\$100.37	\$103.38	\$106.48	\$109.68	\$112.97	\$116.36	\$119.85	\$123.44	\$127.15
9	Business Analyst -- Technical	\$70.21	\$72.32	\$74.49	\$76.72	\$79.02	\$81.39	\$83.83	\$86.35	\$88.94
10	Project Administrator	\$74.21	\$76.44	\$78.73	\$81.09	\$83.52	\$86.03	\$88.61	\$91.27	\$94.01
11	Project Administrator - Associate	\$52.21	\$53.78	\$55.39	\$57.05	\$58.76	\$60.53	\$62.34	\$64.21	\$66.14
12	Facility Staff Support – Senior	\$62.18	\$64.05	\$65.97	\$67.95	\$69.98	\$72.08	\$74.25	\$76.47	\$78.77
13	Facility Staff Support – Intermediate	\$55.73	\$57.40	\$59.12	\$60.90	\$62.72	\$64.61	\$66.54	\$68.54	\$70.60
14	Facility Staff Support – Associate	\$46.82	\$48.22	\$49.67	\$51.16	\$52.70	\$54.28	\$55.91	\$57.58	\$59.31
Quality Assurance										
15	Quality Assurance Manager– Senior	\$105.00	\$108.15	\$111.39	\$114.74	\$118.18	\$121.72	\$125.38	\$129.14	\$133.01
16	Quality Assurance Analyst – Intermediate	\$61.11	\$62.94	\$64.83	\$66.78	\$68.78	\$70.84	\$72.97	\$75.16	\$77.41
17	Quality Assurance Analyst – Associate	\$43.97	\$45.29	\$46.65	\$48.05	\$49.49	\$50.97	\$52.50	\$54.08	\$55.70
IT Systems Architecture										
18	Chief Enterprise Architect	\$181.86	\$187.32	\$192.94	\$198.72	\$204.69	\$210.83	\$217.15	\$223.66	\$230.37
19	Lead Enterprise Architect	\$161.68	\$166.53	\$171.53	\$176.67	\$181.97	\$187.43	\$193.05	\$198.85	\$204.81
20	Senior IT Systems Solution Architect	\$141.50	\$145.75	\$150.12	\$154.62	\$159.26	\$164.04	\$168.96	\$174.03	\$179.25
21	Client/Server Network Architect	\$129.63	\$133.52	\$137.52	\$141.65	\$145.90	\$150.28	\$154.78	\$159.43	\$164.21
22	Software Architect	\$148.09	\$152.53	\$157.11	\$161.82	\$166.68	\$171.68	\$176.83	\$182.13	\$187.60
23	Systems Engineer - Senior	\$150.28	\$154.79	\$159.43	\$164.22	\$169.14	\$174.22	\$179.44	\$184.83	\$190.37
24	Systems Engineer - Intermediate	\$87.12	\$89.73	\$92.43	\$95.20	\$98.05	\$101.00	\$104.03	\$107.15	\$110.36
25	Systems Engineer - Associate	\$72.42	\$74.59	\$76.83	\$79.14	\$81.51	\$83.95	\$86.47	\$89.07	\$91.74
26	Network Engineer – Senior	\$146.84	\$151.25	\$155.78	\$160.46	\$165.27	\$170.23	\$175.33	\$180.59	\$186.01
27	Network Engineer – Intermediate	\$84.78	\$87.32	\$89.94	\$92.64	\$95.42	\$98.28	\$101.23	\$104.27	\$107.40
28	Network Engineer – Associate	\$71.45	\$73.59	\$75.80	\$78.08	\$80.42	\$82.83	\$85.32	\$87.87	\$90.51
29	Managed System Engineer - Senior	\$150.21	\$154.72	\$159.36	\$164.14	\$169.06	\$174.13	\$179.36	\$184.74	\$190.28
30	Managed Systems Engineer - Intermediate	\$84.78	\$87.32	\$89.94	\$92.64	\$95.42	\$98.28	\$101.23	\$104.27	\$107.40
31	Managed Systems Engineer - Associate	\$53.95	\$55.57	\$57.24	\$58.95	\$60.72	\$62.54	\$64.42	\$66.35	\$68.34
Application Systems										
32	Applications Systems Analyst – Senior	\$107.53	\$110.76	\$114.08	\$117.50	\$121.03	\$124.66	\$128.40	\$132.25	\$136.22
33	Applications Systems Analyst – Intermediate	\$77.38	\$79.70	\$82.09	\$84.56	\$87.09	\$89.70	\$92.40	\$95.17	\$98.02
34	Applications Systems Analyst – Associate	\$63.06	\$64.95	\$66.90	\$68.91	\$70.97	\$73.10	\$75.30	\$77.56	\$79.88
35	Software Engineer – Senior	\$156.84	\$161.55	\$166.39	\$171.38	\$176.52	\$181.82	\$187.28	\$192.89	\$198.68
36	Software Engineer – Intermediate	\$90.36	\$93.07	\$95.86	\$98.74	\$101.70	\$104.75	\$107.89	\$111.13	\$114.47
37	Software Engineer – Associate	\$74.34	\$76.57	\$78.87	\$81.23	\$83.67	\$86.18	\$88.77	\$91.43	\$94.17
38	Applications Programmer – Senior	\$126.70	\$130.50	\$134.42	\$138.45	\$142.60	\$146.88	\$151.29	\$155.83	\$160.50
39	Applications Programmer – Intermediate	\$110.82	\$114.14	\$117.57	\$121.10	\$124.73	\$128.47	\$132.32	\$136.29	\$140.38
40	Applications Programmer – Associate	\$83.70	\$86.21	\$88.80	\$91.46	\$94.21	\$97.03	\$99.94	\$102.94	\$106.03
41	IT Certified Professional – Senior	\$113.48	\$116.88	\$120.39	\$124.00	\$127.72	\$131.55	\$135.50	\$139.57	\$143.75
42	IT Certified Professional –Intermediate	\$75.45	\$77.71	\$80.04	\$82.45	\$84.92	\$87.47	\$90.09	\$92.79	\$95.58
43	IT Certified Professional – Associate	\$53.61	\$55.22	\$56.87	\$58.58	\$60.34	\$62.15	\$64.01	\$65.93	\$67.91

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Contractor Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9	
Labor Category										
Operations and Logistics										
44	Seat Management Administrator.	\$111.23	\$114.57	\$118.00	\$121.54	\$125.19	\$128.95	\$132.81	\$136.80	\$140.90
45	Configuration Management (CM) Specialist - Senior	\$109.56	\$112.85	\$116.23	\$119.72	\$123.31	\$127.01	\$130.82	\$134.74	\$138.79
46	Configuration Management (CM) Specialist - Intermediate	\$71.50	\$73.65	\$75.85	\$78.13	\$80.47	\$82.89	\$85.37	\$87.94	\$90.57
47	Configuration Management (CM) Specialist - Associate	\$46.69	\$48.09	\$49.53	\$51.02	\$52.55	\$54.13	\$55.75	\$57.42	\$59.15
48	Computer Operator – Senior	\$80.89	\$83.32	\$85.82	\$88.39	\$91.04	\$93.77	\$96.59	\$99.48	\$102.47
49	Computer Operator – Intermediate	\$43.26	\$44.56	\$45.89	\$47.27	\$48.69	\$50.15	\$51.65	\$53.20	\$54.80
50	Computer Operator – Associate	\$29.92	\$30.82	\$31.74	\$32.69	\$33.68	\$34.69	\$35.73	\$36.80	\$37.90
51	Distribution Operations Specialist – Senior	\$71.19	\$73.33	\$75.53	\$77.79	\$80.12	\$82.53	\$85.00	\$87.55	\$90.18
52	Distribution Operations Specialist – Intermediate	\$55.74	\$57.41	\$59.13	\$60.91	\$62.74	\$64.62	\$66.56	\$68.55	\$70.61
53	Distribution Operations Specialist - Associate	\$46.65	\$48.05	\$49.49	\$50.98	\$52.50	\$54.08	\$55.70	\$57.37	\$59.09
Information Assurance										
54	Information Assurance Engineer - Senior	\$128.37	\$132.22	\$136.19	\$140.27	\$144.48	\$148.82	\$153.28	\$157.88	\$162.62
55	Information Assurance Engineer - Intermediate	\$100.86	\$103.89	\$107.00	\$110.21	\$113.52	\$116.92	\$120.43	\$124.05	\$127.77
56	Information Assurance Engineer - Associate	\$68.00	\$70.04	\$72.14	\$74.31	\$76.53	\$78.83	\$81.20	\$83.63	\$86.14
57	Information Systems Auditor – Senior	\$113.87	\$117.29	\$120.80	\$124.43	\$128.16	\$132.01	\$135.97	\$140.05	\$144.25
58	Information Systems Auditor – Intermediate	\$76.39	\$78.68	\$81.04	\$83.47	\$85.98	\$88.56	\$91.21	\$93.95	\$96.77
59	Information Systems Auditor – Associate	\$47.90	\$49.34	\$50.82	\$52.34	\$53.91	\$55.53	\$57.20	\$58.91	\$60.68
60	Data Security Analyst – Senior	\$128.37	\$132.22	\$136.19	\$140.27	\$144.48	\$148.82	\$153.28	\$157.88	\$162.62
61	Data Security Analyst – Intermediate	\$84.31	\$86.84	\$89.44	\$92.13	\$94.89	\$97.74	\$100.67	\$103.69	\$106.80
62	Data Security Analyst – Associate	\$68.00	\$70.04	\$72.14	\$74.31	\$76.53	\$78.83	\$81.20	\$83.63	\$86.14
63	Disaster Recovery/COOP/Contingency Administrator	\$115.00	\$118.45	\$122.00	\$125.66	\$129.43	\$133.32	\$137.32	\$141.44	\$145.68
64	Information Security Specialist - Senior	\$128.37	\$132.22	\$136.19	\$140.27	\$144.48	\$148.82	\$153.28	\$157.88	\$162.62
65	Information Security Specialist - Intermediate	\$84.31	\$86.84	\$89.44	\$92.13	\$94.89	\$97.74	\$100.67	\$103.69	\$106.80
66	Information Security Specialist - Associate	\$68.00	\$70.04	\$72.14	\$74.31	\$76.53	\$78.83	\$81.20	\$83.63	\$86.14
67	IA Policy and Compliance Certified Professional – Senior	\$149.06	\$153.53	\$158.14	\$162.88	\$167.77	\$172.80	\$177.99	\$183.32	\$188.82
68	IA Policy and Compliance Certified Professional – Intermediate	\$114.19	\$117.62	\$121.14	\$124.78	\$128.52	\$132.38	\$136.35	\$140.44	\$144.65
69	IA Policy and Compliance Certified Professional – Associate	\$59.11	\$60.88	\$62.71	\$64.59	\$66.53	\$68.52	\$70.58	\$72.70	\$74.88
70	Cyber Operations Research Analyst – Senior	\$128.37	\$132.22	\$136.19	\$140.27	\$144.48	\$148.82	\$153.28	\$157.88	\$162.62
71	Cyber Operations Research Analyst – Intermediate	\$83.06	\$85.55	\$88.12	\$90.76	\$93.48	\$96.29	\$99.18	\$102.15	\$105.22
72	Cyber Operations Research Analyst – Associate	\$67.89	\$69.93	\$72.02	\$74.19	\$76.41	\$78.70	\$81.06	\$83.50	\$86.00
73	Cyber Operations Malware Analyst – Senior	\$91.69	\$94.44	\$97.27	\$100.19	\$103.20	\$106.29	\$109.48	\$112.77	\$116.15
74	Cyber Operations Malware Analyst – Intermediate	\$61.81	\$63.66	\$65.57	\$67.54	\$69.57	\$71.65	\$73.80	\$76.02	\$78.30
75	Cyber Operations Malware Analyst – Associate	\$49.27	\$50.75	\$52.27	\$53.84	\$55.45	\$57.12	\$58.83	\$60.60	\$62.41
76	Cyber Watch Operations Certified Analyst – Senior	\$75.45	\$77.71	\$80.04	\$82.45	\$84.92	\$87.47	\$90.09	\$92.79	\$95.58
77	Cyber Watch Operations Certified Analyst – Intermediate	\$57.39	\$59.11	\$60.89	\$62.71	\$64.59	\$66.53	\$68.53	\$70.58	\$72.70
78	Cyber Watch Operations Certified Analyst – Associate	\$44.40	\$45.73	\$47.10	\$48.52	\$49.97	\$51.47	\$53.02	\$54.61	\$56.24
System Administration										
79	Systems Administrator – Senior	\$121.45	\$125.09	\$128.85	\$132.71	\$136.69	\$140.79	\$145.02	\$149.37	\$153.85
80	Systems Administrator – Intermediate	\$81.53	\$83.98	\$86.50	\$89.09	\$91.76	\$94.52	\$97.35	\$100.27	\$103.28
81	Systems Administrator -Associate	\$67.96	\$70.00	\$72.10	\$74.26	\$76.49	\$78.78	\$81.15	\$83.58	\$86.09
Data Administration										
82	Database Administrator	\$138.00	\$142.14	\$146.40	\$150.80	\$155.32	\$159.98	\$164.78	\$169.72	\$174.81
83	Database Analyst/Programmer – Senior	\$138.56	\$142.72	\$147.00	\$151.41	\$155.95	\$160.63	\$165.45	\$170.41	\$175.52
84	Database Analyst/Programmer – Intermediate	\$101.49	\$104.53	\$107.67	\$110.90	\$114.23	\$117.65	\$121.18	\$124.82	\$128.56
85	Database Analyst/Programmer – Associate	\$62.96	\$64.85	\$66.79	\$68.80	\$70.86	\$72.99	\$75.18	\$77.43	\$79.76
86	Advanced Database Analyst/Programmer - Senior	\$147.48	\$151.90	\$156.46	\$161.16	\$165.99	\$170.97	\$176.10	\$181.38	\$186.82
87	Advanced Database Analyst/Programmer - Intermediate	\$107.12	\$110.33	\$113.64	\$117.05	\$120.56	\$124.18	\$127.91	\$131.74	\$135.70
88	Advanced Database Analyst/Programmer – Associate	\$69.25	\$71.33	\$73.47	\$75.67	\$77.94	\$80.28	\$82.69	\$85.17	\$87.72
89	Database Librarian	\$42.15	\$43.41	\$44.72	\$46.06	\$47.44	\$48.86	\$50.33	\$51.84	\$53.39

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Contractor Site		YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category										
Data Warehousing										
90	Data Warehousing Project Manager	\$138.60	\$142.76	\$147.04	\$151.45	\$156.00	\$160.68	\$165.50	\$170.46	\$175.57
91	Data Architect	\$142.44	\$146.71	\$151.11	\$155.65	\$160.32	\$165.13	\$170.08	\$175.18	\$180.44
92	Data Warehouse Analyst	\$103.20	\$106.30	\$109.48	\$112.77	\$116.15	\$119.64	\$123.23	\$126.92	\$130.73
93	Data Warehousing Programmer	\$89.38	\$92.06	\$94.82	\$97.67	\$100.60	\$103.62	\$106.72	\$109.93	\$113.22
94	Data Warehousing Administrator	\$104.70	\$107.84	\$111.08	\$114.41	\$117.84	\$121.38	\$125.02	\$128.77	\$132.63
Help Desk/End User Support										
95	Help Desk Coordinator	\$96.38	\$99.27	\$102.25	\$105.32	\$108.48	\$111.73	\$115.08	\$118.54	\$122.09
96	Help Desk Support Service Specialist – Senior	\$72.50	\$74.68	\$76.92	\$79.22	\$81.60	\$84.05	\$86.57	\$89.17	\$91.84
97	Help Desk Support Service Specialist – Intermediate	\$45.31	\$46.67	\$48.07	\$49.51	\$51.00	\$52.53	\$54.10	\$55.73	\$57.40
98	Help Desk Support Service Specialist – Associate	\$35.17	\$36.23	\$37.31	\$38.43	\$39.58	\$40.77	\$41.99	\$43.25	\$44.55
99	PC Support Manager	\$69.71	\$71.80	\$73.96	\$76.17	\$78.46	\$80.81	\$83.24	\$85.73	\$88.31
100	PC Systems Specialist	\$52.36	\$53.93	\$55.55	\$57.22	\$58.93	\$60.70	\$62.52	\$64.40	\$66.33
101	PC Maintenance Technician	\$35.10	\$36.15	\$37.24	\$38.35	\$39.51	\$40.69	\$41.91	\$43.17	\$44.46
Internet/Web Operations										
102	Web Project Manager	\$131.67	\$135.62	\$139.69	\$143.88	\$148.20	\$152.64	\$157.22	\$161.94	\$166.80
103	Web Designer - Senior	\$104.12	\$107.24	\$110.46	\$113.77	\$117.19	\$120.70	\$124.32	\$128.05	\$131.90
104	Web Designer - Intermediate	\$75.68	\$77.95	\$80.29	\$82.70	\$85.18	\$87.73	\$90.37	\$93.08	\$95.87
105	Web Designer - Associate	\$55.19	\$56.85	\$58.55	\$60.31	\$62.12	\$63.98	\$65.90	\$67.88	\$69.91
106	Web software Developer - Senior	\$140.48	\$144.69	\$149.04	\$153.51	\$158.11	\$162.85	\$167.74	\$172.77	\$177.96
107	Web software Developer - Intermediate	\$84.99	\$87.54	\$90.17	\$92.87	\$95.66	\$98.53	\$101.48	\$104.53	\$107.66
108	Web software Developer - Associate	\$69.96	\$72.06	\$74.22	\$76.45	\$78.74	\$81.10	\$83.54	\$86.04	\$88.62
109	Web Technical Administrator	\$102.39	\$105.46	\$108.63	\$111.88	\$115.24	\$118.70	\$122.26	\$125.93	\$129.70
110	Web Content Administrator	\$84.92	\$87.47	\$90.09	\$92.79	\$95.58	\$98.45	\$101.40	\$104.44	\$107.57
Network Administration/Support										
111	Network Administrator – Senior	\$113.48	\$116.88	\$120.39	\$124.00	\$127.72	\$131.55	\$135.50	\$139.57	\$143.75
112	Network Administrator – Intermediate	\$85.42	\$87.98	\$90.62	\$93.34	\$96.14	\$99.03	\$102.00	\$105.06	\$108.21
113	Network Administrator - Associate	\$64.53	\$66.47	\$68.46	\$70.51	\$72.63	\$74.81	\$77.05	\$79.36	\$81.74
114	Network Support Technician – Senior	\$68.59	\$70.65	\$72.77	\$74.95	\$77.20	\$79.51	\$81.90	\$84.36	\$86.89
115	Network Support Technician – Intermediate	\$54.58	\$56.22	\$57.90	\$59.64	\$61.43	\$63.27	\$65.17	\$67.13	\$69.14
116	Network Support Technician – Associate	\$44.40	\$45.73	\$47.10	\$48.52	\$49.97	\$51.47	\$53.02	\$54.61	\$56.24
Documentation										
117	Documentation Specialist – Senior	\$84.67	\$87.21	\$89.83	\$92.52	\$95.30	\$98.16	\$101.10	\$104.13	\$107.26
118	Documentation Specialist – Intermediate	\$59.06	\$60.83	\$62.66	\$64.54	\$66.47	\$68.47	\$70.52	\$72.64	\$74.82
119	Documentation Specialist – Associate	\$47.09	\$48.50	\$49.96	\$51.46	\$53.00	\$54.59	\$56.23	\$57.91	\$59.65
120	Technical Editor	\$92.14	\$94.90	\$97.75	\$100.68	\$103.70	\$106.82	\$110.02	\$113.32	\$116.72
121	CAD Specialist	\$50.43	\$51.94	\$53.50	\$55.11	\$56.76	\$58.46	\$60.22	\$62.02	\$63.88
122	Graphics Specialist	\$51.75	\$53.30	\$54.90	\$56.55	\$58.25	\$59.99	\$61.79	\$63.65	\$65.56
123	Draftsman – Senior	\$66.00	\$67.98	\$70.02	\$72.12	\$74.28	\$76.51	\$78.81	\$81.17	\$83.61
124	Draftsman – Intermediate	\$55.11	\$56.76	\$58.47	\$60.22	\$62.03	\$63.89	\$65.80	\$67.78	\$69.81
125	Draftsman - Associate	\$34.60	\$35.64	\$36.71	\$37.81	\$38.94	\$40.11	\$41.31	\$42.55	\$43.83
Enterprise Resource Planning (ERP)/Business Process Development										
126	ERP Business Analyst – Senior	\$100.37	\$103.38	\$106.48	\$109.68	\$112.97	\$116.36	\$119.85	\$123.44	\$127.15
127	ERP Business Analyst – Intermediate	\$74.40	\$76.63	\$78.93	\$81.30	\$83.74	\$86.25	\$88.84	\$91.50	\$94.25
128	ERP Business Analyst – Associate	\$53.66	\$55.27	\$56.93	\$58.64	\$60.39	\$62.21	\$64.07	\$66.00	\$67.97
129	Business Systems Analyst – Senior	\$97.46	\$100.38	\$103.40	\$106.50	\$109.69	\$112.98	\$116.37	\$119.86	\$123.46
130	Business Systems Analyst – Intermediate	\$58.02	\$59.76	\$61.55	\$63.40	\$65.30	\$67.26	\$69.28	\$71.36	\$73.50
131	Business Systems Analyst – Associate	\$45.82	\$47.19	\$48.61	\$50.07	\$51.57	\$53.12	\$54.71	\$56.35	\$58.04

