

Contract Year 1 (September 25, 2018 - September 24, 2019)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	\$116.25	\$129.11
Program Manager – Intermediate	\$104.63	\$116.20
Program Manager – Associate	\$94.16	\$104.58
Project Manager - Senior	\$100.07	\$111.14
Project Manager - Intermediate	\$86.34	\$95.88
Project Manager - Associate	\$74.99	\$83.28
Enterprise Architect	\$92.79	\$103.06
Business Analyst -- Functional	\$70.21	\$77.98
Business Analyst -- Technical	\$46.36	\$51.49
Project Administrator	\$49.28	\$54.73
Project Administrator - Associate	\$44.23	\$49.12
Facility Staff Support – Senior	\$62.32	\$69.21
Facility Staff Support – Intermediate	\$50.91	\$56.54
Facility Staff Support – Associate	\$44.80	\$49.76
Quality Assurance Manager– Senior	\$83.55	\$92.79
Quality Assurance Analyst – Intermediate	\$72.68	\$80.72
Quality Assurance Analyst – Associate	\$66.87	\$74.27
Chief Enterprise Architect	\$162.28	\$180.23
Lead Enterprise Architect	\$115.94	\$128.77
Senior IT Systems Solution Architect	\$98.88	\$109.81
Client/Server Network Architect	\$99.52	\$110.53
Software Architect	\$105.07	\$116.69
Systems Engineer - Senior	\$103.81	\$115.29
Systems Engineer - Intermediate	\$88.06	\$97.80
Systems Engineer - Associate	\$66.48	\$73.83
Network Engineer – Senior	\$98.11	\$108.96
Network Engineer – Intermediate	\$88.30	\$98.07
Network Engineer – Associate	\$81.24	\$90.22
Managed System Engineer - Senior	\$81.66	\$90.69
Managed Systems Engineer - Intermediate	\$71.25	\$79.13
Managed Systems Engineer - Associate	\$60.84	\$67.57
Applications Systems Analyst – Senior	\$99.86	\$110.90
Applications Systems Analyst – Intermediate	\$90.87	\$100.92
Applications Systems Analyst – Associate	\$81.78	\$90.83
Software Engineer – Senior	\$106.18	\$117.93
Software Engineer – Intermediate	\$96.63	\$107.31
Software Engineer – Associate	\$86.00	\$95.51
Applications Programmer – Senior	\$101.29	\$112.49
Applications Programmer – Intermediate	\$91.16	\$101.24
Applications Programmer – Associate	\$83.87	\$93.14
IT Certified Professional – Senior	\$90.35	\$100.34
IT Certified Professional –Intermediate	\$84.03	\$93.32
IT Certified Professional – Associate	\$77.30	\$85.85
Seat Management Administrator.	\$91.92	\$102.09
Configuration Management (CM) Specialist - Senior	\$82.73	\$91.88

Configuration Management (CM) Specialist - Intermediate	\$72.80	\$80.85
Configuration Management (CM) Specialist - Associate	\$64.79	\$71.96
Computer Operator – Senior	\$46.46	\$51.59
Computer Operator – Intermediate	\$40.42	\$44.89
Computer Operator – Associate	\$35.57	\$39.50
Distribution Operations Specialist – Senior	\$70.84	\$78.68
Distribution Operations Specialist – Intermediate	\$63.05	\$70.02
Distribution Operations Specialist - Associate	\$56.11	\$62.32
Information Assurance Engineer - Senior	\$72.08	\$80.05
Information Assurance Engineer - Intermediate	\$65.59	\$72.84
Information Assurance Engineer - Associate	\$59.69	\$66.29
Information Systems Auditor – Senior	\$74.40	\$82.63
Information Systems Auditor – Intermediate	\$68.45	\$76.02
Information Systems Auditor – Associate	\$62.97	\$69.93
Data Security Analyst – Senior	\$78.40	\$87.08
Data Security Analyst – Intermediate	\$72.13	\$80.11
Data Security Analyst – Associate	\$66.36	\$73.70
Disaster Recovery/COOP/Contingency Administrator	\$80.25	\$89.13
Information Security Specialist - Senior	\$77.39	\$85.95
Information Security Specialist - Intermediate	\$63.46	\$70.48
Information Security Specialist - Associate	\$52.04	\$57.79
IA Policy and Compliance Certified Professional – Senior	\$74.36	\$82.59
IA Policy and Compliance Certified Professional – Intermediate	\$65.44	\$72.68
IA Policy and Compliance Certified Professional – Associate	\$57.59	\$63.96
Cyber Operations Research Analyst – Senior	\$87.45	\$97.12
Cyber Operations Research Analyst – Intermediate	\$74.33	\$82.55
Cyber Operations Research Analyst – Associate	\$63.18	\$70.17
Cyber Operations Malware Analyst – Senior	\$100.67	\$111.81
Cyber Operations Malware Analyst – Intermediate	\$86.58	\$96.15
Cyber Operations Malware Analyst – Associate	\$74.46	\$82.69
Cyber Watch Operations Certified Analyst – Senior	\$95.19	\$105.72
Cyber Watch Operations Certified Analyst – Intermediate	\$81.86	\$90.92
Cyber Watch Operations Certified Analyst – Associate	\$70.40	\$78.19
Systems Administrator – Senior	\$76.90	\$85.41
Systems Administrator – Intermediate	\$63.06	\$70.04
Systems Administrator -Associate	\$51.71	\$57.43
Database Administrator	\$89.69	\$99.61
Database Analyst/Programmer – Senior	\$83.24	\$92.44
Database Analyst/Programmer – Intermediate	\$73.25	\$81.35
Database Analyst/Programmer – Associate	\$64.46	\$71.59
Advanced Database Analyst/Programmer - Senior	\$91.77	\$101.93
Advanced Database Analyst/Programmer - Intermediate	\$78.01	\$86.64
Advanced Database Analyst/Programmer – Associate	\$66.31	\$73.64
Database Librarian	\$47.27	\$52.49
Data Warehousing Project Manager	\$104.00	\$115.51
Data Architect	\$88.20	\$97.96
Data Warehouse Analyst	\$66.53	\$73.88
Data Warehousing Programmer	\$84.37	\$93.70
Data Warehousing Administrator	\$81.24	\$90.22
Help Desk Coordinator	\$67.78	\$75.27
Help Desk Support Service Specialist – Senior	\$50.95	\$56.59

Help Desk Support Service Specialist – Intermediate	\$43.14	\$47.91
Help Desk Support Service Specialist – Associate	\$38.82	\$43.12
PC Support Manager	\$78.65	\$87.34
PC Systems Specialist	\$50.29	\$55.86
PC Maintenance Technician	\$34.65	\$38.48
Web Project Manager	\$73.13	\$81.22
Web Designer - Senior	\$67.25	\$74.69
Web Designer - Intermediate	\$58.51	\$64.98
Web Designer - Associate	\$50.90	\$56.53
Web software Developer - Senior	\$76.59	\$85.06
Web software Developer - Intermediate	\$68.93	\$76.55
Web software Developer - Associate	\$62.03	\$68.90
Web Technical Administrator	\$60.97	\$67.72
Web Content Administrator	\$52.37	\$58.17
Network Administrator – Senior	\$71.44	\$79.34
Network Administrator – Intermediate	\$64.29	\$71.41
Network Administrator - Associate	\$57.87	\$64.27
Network Support Technician – Senior	\$63.69	\$70.73
Network Support Technician – Intermediate	\$56.05	\$62.24
Network Support Technician – Associate	\$49.32	\$54.77
Documentation Specialist – Senior	\$60.85	\$67.58
Documentation Specialist – Intermediate	\$53.55	\$59.47
Documentation Specialist –Associate	\$47.12	\$52.34
Technical Editor	\$64.93	\$72.11
CAD Specialist	\$56.39	\$62.63
Graphics Specialist	\$43.61	\$48.43
Draftsman – Senior	\$78.32	\$86.98
Draftsman – Intermediate	\$71.27	\$79.15
Draftsman - Associate	\$64.14	\$71.23
ERP Business Analyst – Senior	\$81.37	\$90.37
ERP Business Analyst – Intermediate	\$66.72	\$74.10
ERP Business Analyst – Associate	\$54.71	\$60.77
Business Systems Analyst – Senior	\$85.40	\$94.84
Business Systems Analyst – Intermediate	\$70.03	\$77.77
Business Systems Analyst – Associate	\$57.42	\$63.77
Information Systems Training Manager	\$88.18	\$97.93
Information Systems Training Specialist – Senior	\$69.88	\$77.60
Information Systems Training Specialist – Intermediate	\$64.99	\$72.17
Information Systems Training Specialist – Associate	\$60.44	\$67.12
Instructor Technical Training – Senior	\$62.45	\$69.36
Instructor Technical Training – Intermediate	\$58.08	\$64.50
Instructor Technical Training – Associate	\$54.01	\$59.99
Audio Visual Fabrication Engineer - Senior	\$55.73	\$61.89
Audio Visual Fabrication Engineer - Intermediate	\$50.15	\$55.70
Audio Visual Fabrication Engineer - Associate	\$45.14	\$50.13
Audio Visual Programmer - Senior	\$83.68	\$92.94
Audio Visual Programmer - Intermediate	\$71.02	\$78.87
Audio Visual Programmer - Associate	\$63.91	\$70.98
ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 2 (September 25, 2019 - September 24, 2020)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	\$119.74	\$132.98
Program Manager – Intermediate	\$107.77	\$119.69
Program Manager – Associate	\$96.98	\$107.72
Project Manager - Senior	\$103.07	\$114.47
Project Manager - Intermediate	\$88.93	\$98.76
Project Manager - Associate	\$77.24	\$85.78
Enterprise Architect	\$95.57	\$106.15
Business Analyst -- Functional	\$72.32	\$80.32
Business Analyst -- Technical	\$47.75	\$53.03
Project Administrator	\$50.76	\$56.37
Project Administrator - Associate	\$45.56	\$50.59
Facility Staff Support – Senior	\$64.19	\$71.29
Facility Staff Support – Intermediate	\$52.44	\$58.24
Facility Staff Support – Associate	\$46.14	\$51.25
Quality Assurance Manager– Senior	\$86.06	\$95.57
Quality Assurance Analyst – Intermediate	\$74.86	\$83.14
Quality Assurance Analyst – Associate	\$68.88	\$76.50
Chief Enterprise Architect	\$167.15	\$185.64
Lead Enterprise Architect	\$119.42	\$132.63
Senior IT Systems Solution Architect	\$101.85	\$113.10
Client/Server Network Architect	\$102.51	\$113.85
Software Architect	\$108.22	\$120.19
Systems Engineer - Senior	\$106.92	\$118.75
Systems Engineer - Intermediate	\$90.70	\$100.73
Systems Engineer - Associate	\$68.47	\$76.04
Network Engineer – Senior	\$101.05	\$112.23
Network Engineer – Intermediate	\$90.95	\$101.01
Network Engineer – Associate	\$83.68	\$92.93
Managed System Engineer - Senior	\$84.11	\$93.41
Managed Systems Engineer - Intermediate	\$73.39	\$81.50
Managed Systems Engineer - Associate	\$62.67	\$69.60
Applications Systems Analyst – Senior	\$102.86	\$114.23
Applications Systems Analyst – Intermediate	\$93.60	\$103.95
Applications Systems Analyst – Associate	\$84.23	\$93.55
Software Engineer – Senior	\$109.37	\$121.47
Software Engineer – Intermediate	\$99.53	\$110.53
Software Engineer – Associate	\$88.58	\$98.38
Applications Programmer – Senior	\$104.33	\$115.86
Applications Programmer – Intermediate	\$93.89	\$104.28
Applications Programmer – Associate	\$86.39	\$95.93
IT Certified Professional – Senior	\$93.06	\$103.35
IT Certified Professional –Intermediate	\$86.55	\$96.12
IT Certified Professional – Associate	\$79.62	\$88.43
Seat Management Administrator.	\$94.68	\$105.15
Configuration Management (CM) Specialist - Senior	\$85.21	\$94.64

Configuration Management (CM) Specialist - Intermediate	\$74.98	\$83.28
Configuration Management (CM) Specialist - Associate	\$66.73	\$74.12
Computer Operator – Senior	\$47.85	\$53.14
Computer Operator – Intermediate	\$41.63	\$46.24
Computer Operator – Associate	\$36.64	\$40.69
Distribution Operations Specialist – Senior	\$72.97	\$81.04
Distribution Operations Specialist – Intermediate	\$64.94	\$72.12
Distribution Operations Specialist - Associate	\$57.79	\$64.19
Information Assurance Engineer - Senior	\$74.24	\$82.45
Information Assurance Engineer - Intermediate	\$67.56	\$75.03
Information Assurance Engineer - Associate	\$61.48	\$68.28
Information Systems Auditor – Senior	\$76.63	\$85.11
Information Systems Auditor – Intermediate	\$70.50	\$78.30
Information Systems Auditor – Associate	\$64.86	\$72.03
Data Security Analyst – Senior	\$80.75	\$89.69
Data Security Analyst – Intermediate	\$74.29	\$82.51
Data Security Analyst – Associate	\$68.35	\$75.91
Disaster Recovery/COOP/Contingency Administrator	\$82.66	\$91.80
Information Security Specialist - Senior	\$79.71	\$88.53
Information Security Specialist - Intermediate	\$65.36	\$72.59
Information Security Specialist - Associate	\$53.60	\$59.52
IA Policy and Compliance Certified Professional – Senior	\$76.59	\$85.07
IA Policy and Compliance Certified Professional – Intermediate	\$67.40	\$74.86
IA Policy and Compliance Certified Professional – Associate	\$59.32	\$65.88
Cyber Operations Research Analyst – Senior	\$90.07	\$100.03
Cyber Operations Research Analyst – Intermediate	\$76.56	\$85.03
Cyber Operations Research Analyst – Associate	\$65.08	\$72.28
Cyber Operations Malware Analyst – Senior	\$103.69	\$115.16
Cyber Operations Malware Analyst – Intermediate	\$89.18	\$99.03
Cyber Operations Malware Analyst – Associate	\$76.69	\$85.17
Cyber Watch Operations Certified Analyst – Senior	\$98.05	\$108.89
Cyber Watch Operations Certified Analyst – Intermediate	\$84.32	\$93.65
Cyber Watch Operations Certified Analyst – Associate	\$72.51	\$80.54
Systems Administrator – Senior	\$79.21	\$87.97
Systems Administrator – Intermediate	\$64.95	\$72.14
Systems Administrator -Associate	\$53.26	\$59.15
Database Administrator	\$92.38	\$102.60
Database Analyst/Programmer – Senior	\$85.74	\$95.21
Database Analyst/Programmer – Intermediate	\$75.45	\$83.79
Database Analyst/Programmer – Associate	\$66.39	\$73.74
Advanced Database Analyst/Programmer - Senior	\$94.52	\$104.99
Advanced Database Analyst/Programmer - Intermediate	\$80.35	\$89.24
Advanced Database Analyst/Programmer – Associate	\$68.30	\$75.85
Database Librarian	\$48.69	\$54.06
Data Warehousing Project Manager	\$107.12	\$118.98
Data Architect	\$90.85	\$100.90
Data Warehouse Analyst	\$68.53	\$76.10
Data Warehousing Programmer	\$86.90	\$96.51
Data Warehousing Administrator	\$83.68	\$92.93
Help Desk Coordinator	\$69.81	\$77.53
Help Desk Support Service Specialist – Senior	\$52.48	\$58.29

Help Desk Support Service Specialist – Intermediate	\$44.43	\$49.35
Help Desk Support Service Specialist – Associate	\$39.98	\$44.41
PC Support Manager	\$81.01	\$89.96
PC Systems Specialist	\$51.80	\$57.54
PC Maintenance Technician	\$35.69	\$39.63
Web Project Manager	\$75.32	\$83.66
Web Designer - Senior	\$69.27	\$76.93
Web Designer - Intermediate	\$60.27	\$66.93
Web Designer - Associate	\$52.43	\$58.23
Web software Developer - Senior	\$78.89	\$87.61
Web software Developer - Intermediate	\$71.00	\$78.85
Web software Developer - Associate	\$63.89	\$70.97
Web Technical Administrator	\$62.80	\$69.75
Web Content Administrator	\$53.94	\$59.92
Network Administrator – Senior	\$73.58	\$81.72
Network Administrator – Intermediate	\$66.22	\$73.55
Network Administrator - Associate	\$59.61	\$66.20
Network Support Technician – Senior	\$65.60	\$72.85
Network Support Technician – Intermediate	\$57.73	\$64.11
Network Support Technician – Associate	\$50.80	\$56.41
Documentation Specialist – Senior	\$62.68	\$69.61
Documentation Specialist – Intermediate	\$55.16	\$61.25
Documentation Specialist –Associate	\$48.53	\$53.91
Technical Editor	\$66.88	\$74.27
CAD Specialist	\$58.08	\$64.51
Graphics Specialist	\$44.92	\$49.88
Draftsman – Senior	\$80.67	\$89.59
Draftsman – Intermediate	\$73.41	\$81.52
Draftsman - Associate	\$66.06	\$73.37
ERP Business Analyst – Senior	\$83.81	\$93.08
ERP Business Analyst – Intermediate	\$68.72	\$76.32
ERP Business Analyst – Associate	\$56.35	\$62.59
Business Systems Analyst – Senior	\$87.96	\$97.69
Business Systems Analyst – Intermediate	\$72.13	\$80.10
Business Systems Analyst – Associate	\$59.14	\$65.68
Information Systems Training Manager	\$90.83	\$100.87
Information Systems Training Specialist – Senior	\$71.98	\$79.93
Information Systems Training Specialist – Intermediate	\$66.94	\$74.34
Information Systems Training Specialist – Associate	\$62.25	\$69.13
Instructor Technical Training – Senior	\$64.32	\$71.44
Instructor Technical Training – Intermediate	\$59.82	\$66.44
Instructor Technical Training – Associate	\$55.63	\$61.79
Audio Visual Fabrication Engineer - Senior	\$57.40	\$63.75
Audio Visual Fabrication Engineer - Intermediate	\$51.65	\$57.37
Audio Visual Fabrication Engineer - Associate	\$46.49	\$51.63
Audio Visual Programmer - Senior	\$86.19	\$95.73
Audio Visual Programmer - Intermediate	\$73.15	\$81.24
Audio Visual Programmer - Associate	\$65.83	\$73.11
ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 3 (September 25, 2020 - September 24, 2021)
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Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	\$123.33	\$136.97
Program Manager – Intermediate	\$111.00	\$123.28
Program Manager – Associate	\$99.89	\$110.95
Project Manager - Senior	\$106.16	\$117.91
Project Manager - Intermediate	\$91.60	\$101.72
Project Manager - Associate	\$79.56	\$88.35
Enterprise Architect	\$98.44	\$109.34
Business Analyst -- Functional	\$74.49	\$82.73
Business Analyst -- Technical	\$49.18	\$54.63
Project Administrator	\$52.28	\$58.06
Project Administrator - Associate	\$46.92	\$52.11
Facility Staff Support – Senior	\$66.12	\$73.42
Facility Staff Support – Intermediate	\$54.01	\$59.98
Facility Staff Support – Associate	\$47.53	\$52.79
Quality Assurance Manager– Senior	\$88.64	\$98.44
Quality Assurance Analyst – Intermediate	\$77.11	\$85.64
Quality Assurance Analyst – Associate	\$70.94	\$78.79
Chief Enterprise Architect	\$172.16	\$191.21
Lead Enterprise Architect	\$123.00	\$136.61
Senior IT Systems Solution Architect	\$104.90	\$116.50
Client/Server Network Architect	\$105.58	\$117.26
Software Architect	\$111.47	\$123.80
Systems Engineer - Senior	\$110.13	\$122.31
Systems Engineer - Intermediate	\$93.42	\$103.76
Systems Engineer - Associate	\$70.53	\$78.33
Network Engineer – Senior	\$104.08	\$115.60
Network Engineer – Intermediate	\$93.68	\$104.04
Network Engineer – Associate	\$86.19	\$95.71
Managed System Engineer - Senior	\$86.63	\$96.21
Managed Systems Engineer - Intermediate	\$75.59	\$83.95
Managed Systems Engineer - Associate	\$64.55	\$71.69
Applications Systems Analyst – Senior	\$105.94	\$117.65
Applications Systems Analyst – Intermediate	\$96.40	\$107.07
Applications Systems Analyst – Associate	\$86.76	\$96.36
Software Engineer – Senior	\$112.65	\$125.11
Software Engineer – Intermediate	\$102.51	\$113.85
Software Engineer – Associate	\$91.24	\$101.33
Applications Programmer – Senior	\$107.46	\$119.34
Applications Programmer – Intermediate	\$96.71	\$107.41
Applications Programmer – Associate	\$88.98	\$98.81
IT Certified Professional – Senior	\$95.85	\$106.45
IT Certified Professional –Intermediate	\$89.15	\$99.00
IT Certified Professional – Associate	\$82.01	\$91.08
Seat Management Administrator.	\$97.52	\$108.31
Configuration Management (CM) Specialist - Senior	\$87.77	\$97.48
Configuration Management (CM) Specialist - Intermediate	\$77.23	\$85.77

Configuration Management (CM) Specialist - Associate	\$68.74	\$76.34
Computer Operator – Senior	\$49.29	\$54.73
Computer Operator – Intermediate	\$42.88	\$47.62
Computer Operator – Associate	\$37.74	\$41.91
Distribution Operations Specialist – Senior	\$75.15	\$83.47
Distribution Operations Specialist – Intermediate	\$66.89	\$74.28
Distribution Operations Specialist - Associate	\$59.53	\$66.12
Information Assurance Engineer - Senior	\$76.47	\$84.93
Information Assurance Engineer - Intermediate	\$69.58	\$77.28
Information Assurance Engineer - Associate	\$63.33	\$70.33
Information Systems Auditor – Senior	\$78.93	\$87.66
Information Systems Auditor – Intermediate	\$72.62	\$80.65
Information Systems Auditor – Associate	\$66.80	\$74.19
Data Security Analyst – Senior	\$83.17	\$92.38
Data Security Analyst – Intermediate	\$76.52	\$84.99
Data Security Analyst – Associate	\$70.40	\$78.19
Disaster Recovery/COOP/Contingency Administrator	\$85.14	\$94.56
Information Security Specialist - Senior	\$82.10	\$91.18
Information Security Specialist - Intermediate	\$67.32	\$74.77
Information Security Specialist - Associate	\$55.21	\$61.31
IA Policy and Compliance Certified Professional – Senior	\$78.89	\$87.62
IA Policy and Compliance Certified Professional – Intermediate	\$69.43	\$77.11
IA Policy and Compliance Certified Professional – Associate	\$61.10	\$67.86
Cyber Operations Research Analyst – Senior	\$92.78	\$103.03
Cyber Operations Research Analyst – Intermediate	\$78.86	\$87.58
Cyber Operations Research Analyst – Associate	\$67.03	\$74.44
Cyber Operations Malware Analyst – Senior	\$106.80	\$118.62
Cyber Operations Malware Analyst – Intermediate	\$91.85	\$102.01
Cyber Operations Malware Analyst – Associate	\$78.99	\$87.73
Cyber Watch Operations Certified Analyst – Senior	\$100.99	\$112.16
Cyber Watch Operations Certified Analyst – Intermediate	\$86.85	\$96.46
Cyber Watch Operations Certified Analyst – Associate	\$74.69	\$82.95
Systems Administrator – Senior	\$81.58	\$90.61
Systems Administrator – Intermediate	\$66.90	\$74.31
Systems Administrator -Associate	\$54.86	\$60.93
Database Administrator	\$95.15	\$105.68
Database Analyst/Programmer – Senior	\$88.31	\$98.07
Database Analyst/Programmer – Intermediate	\$77.71	\$86.30
Database Analyst/Programmer – Associate	\$68.39	\$75.95
Advanced Database Analyst/Programmer - Senior	\$97.36	\$108.14
Advanced Database Analyst/Programmer - Intermediate	\$82.76	\$91.92
Advanced Database Analyst/Programmer – Associate	\$70.35	\$78.12
Database Librarian	\$50.15	\$55.69
Data Warehousing Project Manager	\$110.33	\$122.54
Data Architect	\$93.57	\$103.93
Data Warehouse Analyst	\$70.58	\$78.38
Data Warehousing Programmer	\$89.51	\$99.41
Data Warehousing Administrator	\$86.19	\$95.71
Help Desk Coordinator	\$71.91	\$79.85
Help Desk Support Service Specialist – Senior	\$54.05	\$60.04
Help Desk Support Service Specialist – Intermediate	\$45.77	\$50.83

Help Desk Support Service Specialist – Associate	\$41.18	\$45.75
PC Support Manager	\$83.44	\$92.66
PC Systems Specialist	\$53.35	\$59.26
PC Maintenance Technician	\$36.76	\$40.82
Web Project Manager	\$77.58	\$86.17
Web Designer - Senior	\$71.35	\$79.24
Web Designer - Intermediate	\$62.07	\$68.94
Web Designer - Associate	\$54.00	\$59.97
Web software Developer - Senior	\$81.25	\$90.24
Web software Developer - Intermediate	\$73.13	\$81.21
Web software Developer - Associate	\$65.81	\$73.10
Web Technical Administrator	\$64.68	\$71.84
Web Content Administrator	\$55.56	\$61.71
Network Administrator – Senior	\$75.79	\$84.17
Network Administrator – Intermediate	\$68.21	\$75.76
Network Administrator - Associate	\$61.39	\$68.18
Network Support Technician – Senior	\$67.57	\$75.04
Network Support Technician – Intermediate	\$59.46	\$66.03
Network Support Technician – Associate	\$52.32	\$58.11
Documentation Specialist – Senior	\$64.56	\$71.70
Documentation Specialist – Intermediate	\$56.81	\$63.09
Documentation Specialist –Associate	\$49.99	\$55.53
Technical Editor	\$68.88	\$76.50
CAD Specialist	\$59.82	\$66.44
Graphics Specialist	\$46.27	\$51.38
Draftsman – Senior	\$83.09	\$92.28
Draftsman – Intermediate	\$75.61	\$83.97
Draftsman - Associate	\$68.05	\$75.57
ERP Business Analyst – Senior	\$86.33	\$95.87
ERP Business Analyst – Intermediate	\$70.78	\$78.61
ERP Business Analyst – Associate	\$58.04	\$64.47
Business Systems Analyst – Senior	\$90.60	\$100.62
Business Systems Analyst – Intermediate	\$74.29	\$82.51
Business Systems Analyst – Associate	\$60.92	\$67.65
Information Systems Training Manager	\$93.55	\$103.89
Information Systems Training Specialist – Senior	\$74.14	\$82.33
Information Systems Training Specialist – Intermediate	\$68.95	\$76.57
Information Systems Training Specialist – Associate	\$64.12	\$71.21
Instructor Technical Training – Senior	\$66.25	\$73.58
Instructor Technical Training – Intermediate	\$61.62	\$68.43
Instructor Technical Training – Associate	\$57.30	\$63.64
Audio Visual Fabrication Engineer - Senior	\$59.12	\$65.66
Audio Visual Fabrication Engineer - Intermediate	\$53.20	\$59.09
Audio Visual Fabrication Engineer - Associate	\$47.89	\$53.18
Audio Visual Programmer - Senior	\$88.78	\$98.60
Audio Visual Programmer - Intermediate	\$75.35	\$83.67
Audio Visual Programmer - Associate	\$67.80	\$75.30
ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 4 (September 25, 2021 - September 24, 2022)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	\$127.03	\$141.08
Program Manager – Intermediate	\$114.33	\$126.97
Program Manager – Associate	\$102.89	\$114.28
Project Manager - Senior	\$109.35	\$121.45
Project Manager - Intermediate	\$94.35	\$104.77
Project Manager - Associate	\$81.94	\$91.00
Enterprise Architect	\$101.39	\$112.62
Business Analyst -- Functional	\$76.72	\$85.21
Business Analyst -- Technical	\$50.66	\$56.26
Project Administrator	\$53.85	\$59.80
Project Administrator - Associate	\$48.33	\$53.67
Facility Staff Support – Senior	\$68.10	\$75.63
Facility Staff Support – Intermediate	\$55.63	\$61.78
Facility Staff Support – Associate	\$48.95	\$54.37
Quality Assurance Manager– Senior	\$91.30	\$101.39
Quality Assurance Analyst – Intermediate	\$79.42	\$88.20
Quality Assurance Analyst – Associate	\$73.07	\$81.16
Chief Enterprise Architect	\$177.33	\$196.94
Lead Enterprise Architect	\$126.69	\$140.71
Senior IT Systems Solution Architect	\$108.05	\$119.99
Client/Server Network Architect	\$108.75	\$120.78
Software Architect	\$114.81	\$127.51
Systems Engineer - Senior	\$113.44	\$125.98
Systems Engineer - Intermediate	\$96.23	\$106.87
Systems Engineer - Associate	\$72.64	\$80.68
Network Engineer – Senior	\$107.21	\$119.06
Network Engineer – Intermediate	\$96.49	\$107.16
Network Engineer – Associate	\$88.77	\$98.59
Managed System Engineer - Senior	\$89.23	\$99.10
Managed Systems Engineer - Intermediate	\$77.86	\$86.47
Managed Systems Engineer - Associate	\$66.48	\$73.84
Applications Systems Analyst – Senior	\$109.12	\$121.18
Applications Systems Analyst – Intermediate	\$99.30	\$110.28
Applications Systems Analyst – Associate	\$89.36	\$99.25
Software Engineer – Senior	\$116.03	\$128.87
Software Engineer – Intermediate	\$105.59	\$117.26
Software Engineer – Associate	\$93.97	\$104.37
Applications Programmer – Senior	\$110.68	\$122.92
Applications Programmer – Intermediate	\$99.61	\$110.63
Applications Programmer – Associate	\$91.65	\$101.78
IT Certified Professional – Senior	\$98.73	\$109.64
IT Certified Professional –Intermediate	\$91.82	\$101.97
IT Certified Professional – Associate	\$84.47	\$93.81
Seat Management Administrator.	\$100.44	\$111.56
Configuration Management (CM) Specialist - Senior	\$90.40	\$100.40
Configuration Management (CM) Specialist - Intermediate	\$79.55	\$88.35
Configuration Management (CM) Specialist - Associate	\$70.80	\$78.63

Computer Operator – Senior	\$50.77	\$56.37
Computer Operator – Intermediate	\$44.17	\$49.05
Computer Operator – Associate	\$38.87	\$43.16
Distribution Operations Specialist – Senior	\$77.41	\$85.98
Distribution Operations Specialist – Intermediate	\$68.90	\$76.51
Distribution Operations Specialist - Associate	\$61.31	\$68.10
Information Assurance Engineer - Senior	\$78.76	\$87.47
Information Assurance Engineer - Intermediate	\$71.67	\$79.59
Information Assurance Engineer - Associate	\$65.22	\$72.44
Information Systems Auditor – Senior	\$81.30	\$90.29
Information Systems Auditor – Intermediate	\$74.80	\$83.07
Information Systems Auditor – Associate	\$68.81	\$76.41
Data Security Analyst – Senior	\$85.67	\$95.15
Data Security Analyst – Intermediate	\$78.82	\$87.54
Data Security Analyst – Associate	\$72.51	\$80.53
Disaster Recovery/COOP/Contingency Administrator	\$87.69	\$97.39
Information Security Specialist - Senior	\$84.57	\$93.92
Information Security Specialist - Intermediate	\$69.34	\$77.02
Information Security Specialist - Associate	\$56.87	\$63.15
IA Policy and Compliance Certified Professional – Senior	\$81.26	\$90.25
IA Policy and Compliance Certified Professional – Intermediate	\$71.51	\$79.42
IA Policy and Compliance Certified Professional – Associate	\$62.93	\$69.89
Cyber Operations Research Analyst – Senior	\$95.56	\$106.13
Cyber Operations Research Analyst – Intermediate	\$81.22	\$90.20
Cyber Operations Research Analyst – Associate	\$69.04	\$76.68
Cyber Operations Malware Analyst – Senior	\$110.00	\$122.18
Cyber Operations Malware Analyst – Intermediate	\$94.61	\$105.07
Cyber Operations Malware Analyst – Associate	\$81.36	\$90.36
Cyber Watch Operations Certified Analyst – Senior	\$104.02	\$115.52
Cyber Watch Operations Certified Analyst – Intermediate	\$89.45	\$99.35
Cyber Watch Operations Certified Analyst – Associate	\$76.93	\$85.44
Systems Administrator – Senior	\$84.03	\$93.33
Systems Administrator – Intermediate	\$68.91	\$76.53
Systems Administrator -Associate	\$56.50	\$62.76
Database Administrator	\$98.01	\$108.85
Database Analyst/Programmer – Senior	\$90.96	\$101.01
Database Analyst/Programmer – Intermediate	\$80.04	\$88.89
Database Analyst/Programmer – Associate	\$70.44	\$78.23
Advanced Database Analyst/Programmer - Senior	\$100.28	\$111.38
Advanced Database Analyst/Programmer - Intermediate	\$85.24	\$94.67
Advanced Database Analyst/Programmer – Associate	\$72.46	\$80.47
Database Librarian	\$51.65	\$57.36
Data Warehousing Project Manager	\$113.64	\$126.22
Data Architect	\$96.38	\$107.04
Data Warehouse Analyst	\$72.70	\$80.73
Data Warehousing Programmer	\$92.19	\$102.39
Data Warehousing Administrator	\$88.77	\$98.59
Help Desk Coordinator	\$74.07	\$82.25
Help Desk Support Service Specialist – Senior	\$55.67	\$61.84
Help Desk Support Service Specialist – Intermediate	\$47.14	\$52.35
Help Desk Support Service Specialist – Associate	\$42.42	\$47.12

PC Support Manager	\$85.94	\$95.44
PC Systems Specialist	\$54.95	\$61.04
PC Maintenance Technician	\$37.86	\$42.05
Web Project Manager	\$79.91	\$88.75
Web Designer - Senior	\$73.49	\$81.62
Web Designer - Intermediate	\$63.94	\$71.01
Web Designer - Associate	\$55.62	\$61.77
Web software Developer - Senior	\$83.69	\$92.95
Web software Developer - Intermediate	\$75.32	\$83.65
Web software Developer - Associate	\$67.78	\$75.29
Web Technical Administrator	\$66.62	\$74.00
Web Content Administrator	\$57.23	\$63.56
Network Administrator – Senior	\$78.06	\$86.70
Network Administrator – Intermediate	\$70.25	\$78.03
Network Administrator - Associate	\$63.24	\$70.23
Network Support Technician – Senior	\$69.60	\$77.29
Network Support Technician – Intermediate	\$61.25	\$68.01
Network Support Technician – Associate	\$53.89	\$59.85
Documentation Specialist – Senior	\$66.49	\$73.85
Documentation Specialist – Intermediate	\$58.52	\$64.98
Documentation Specialist –Associate	\$51.49	\$57.19
Technical Editor	\$70.95	\$78.80
CAD Specialist	\$61.62	\$68.44
Graphics Specialist	\$47.65	\$52.92
Draftsman – Senior	\$85.58	\$95.05
Draftsman – Intermediate	\$77.88	\$86.49
Draftsman - Associate	\$70.09	\$77.83
ERP Business Analyst – Senior	\$88.92	\$98.75
ERP Business Analyst – Intermediate	\$72.91	\$80.97
ERP Business Analyst – Associate	\$59.78	\$66.41
Business Systems Analyst – Senior	\$93.32	\$103.63
Business Systems Analyst – Intermediate	\$76.52	\$84.98
Business Systems Analyst – Associate	\$62.74	\$69.68
Information Systems Training Manager	\$96.36	\$107.01
Information Systems Training Specialist – Senior	\$76.36	\$84.80
Information Systems Training Specialist – Intermediate	\$71.02	\$78.86
Information Systems Training Specialist – Associate	\$66.04	\$73.34
Instructor Technical Training – Senior	\$68.24	\$75.79
Instructor Technical Training – Intermediate	\$63.47	\$70.48
Instructor Technical Training – Associate	\$59.02	\$65.55
Audio Visual Fabrication Engineer - Senior	\$60.90	\$67.63
Audio Visual Fabrication Engineer - Intermediate	\$54.80	\$60.86
Audio Visual Fabrication Engineer - Associate	\$49.33	\$54.78
Audio Visual Programmer - Senior	\$91.44	\$101.56
Audio Visual Programmer - Intermediate	\$77.61	\$86.18
Audio Visual Programmer - Associate	\$69.84	\$77.56
ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 5 (September 25, 2022 - September 24, 2023)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	\$130.84	\$145.31
Program Manager – Intermediate	\$117.76	\$130.78
Program Manager – Associate	\$105.98	\$117.71
Project Manager - Senior	\$112.63	\$125.09
Project Manager - Intermediate	\$97.18	\$107.91
Project Manager - Associate	\$84.40	\$93.73
Enterprise Architect	\$104.44	\$115.99
Business Analyst -- Functional	\$79.02	\$87.77
Business Analyst -- Technical	\$52.18	\$57.95
Project Administrator	\$55.47	\$61.60
Project Administrator - Associate	\$49.78	\$55.28
Facility Staff Support – Senior	\$70.14	\$77.90
Facility Staff Support – Intermediate	\$57.30	\$63.64
Facility Staff Support – Associate	\$50.42	\$56.01
Quality Assurance Manager– Senior	\$94.04	\$104.44
Quality Assurance Analyst – Intermediate	\$81.80	\$90.85
Quality Assurance Analyst – Associate	\$75.26	\$83.59
Chief Enterprise Architect	\$182.65	\$202.85
Lead Enterprise Architect	\$130.49	\$144.93
Senior IT Systems Solution Architect	\$111.29	\$123.59
Client/Server Network Architect	\$112.01	\$124.40
Software Architect	\$118.26	\$131.34
Systems Engineer - Senior	\$116.84	\$129.76
Systems Engineer - Intermediate	\$99.11	\$110.07
Systems Engineer - Associate	\$74.82	\$83.10
Network Engineer – Senior	\$110.42	\$122.64
Network Engineer – Intermediate	\$99.38	\$110.38
Network Engineer – Associate	\$91.44	\$101.54
Managed System Engineer - Senior	\$91.91	\$102.07
Managed Systems Engineer - Intermediate	\$80.19	\$89.06
Managed Systems Engineer - Associate	\$68.48	\$76.05
Applications Systems Analyst – Senior	\$112.39	\$124.82
Applications Systems Analyst – Intermediate	\$102.27	\$113.59
Applications Systems Analyst – Associate	\$92.04	\$102.23
Software Engineer – Senior	\$119.51	\$132.73
Software Engineer – Intermediate	\$108.76	\$120.78
Software Engineer – Associate	\$96.79	\$107.50
Applications Programmer – Senior	\$114.00	\$126.61
Applications Programmer – Intermediate	\$102.60	\$113.95
Applications Programmer – Associate	\$94.40	\$104.83
IT Certified Professional – Senior	\$101.69	\$112.93
IT Certified Professional –Intermediate	\$94.58	\$105.03
IT Certified Professional – Associate	\$87.00	\$96.62
Seat Management Administrator.	\$103.46	\$114.90
Configuration Management (CM) Specialist - Senior	\$93.11	\$103.41
Configuration Management (CM) Specialist - Intermediate	\$81.94	\$91.00
Configuration Management (CM) Specialist - Associate	\$72.92	\$80.99

Computer Operator – Senior	\$52.29	\$58.06
Computer Operator – Intermediate	\$45.49	\$50.52
Computer Operator – Associate	\$40.03	\$44.46
Distribution Operations Specialist – Senior	\$79.73	\$88.56
Distribution Operations Specialist – Intermediate	\$70.96	\$78.81
Distribution Operations Specialist - Associate	\$63.15	\$70.14
Information Assurance Engineer - Senior	\$81.13	\$90.10
Information Assurance Engineer - Intermediate	\$73.82	\$81.98
Information Assurance Engineer - Associate	\$67.18	\$74.61
Information Systems Auditor – Senior	\$83.74	\$93.00
Information Systems Auditor – Intermediate	\$77.04	\$85.56
Information Systems Auditor – Associate	\$70.87	\$78.71
Data Security Analyst – Senior	\$88.24	\$98.01
Data Security Analyst – Intermediate	\$81.18	\$90.16
Data Security Analyst – Associate	\$74.69	\$82.95
Disaster Recovery/COOP/Contingency Administrator	\$90.32	\$100.32
Information Security Specialist - Senior	\$87.10	\$96.74
Information Security Specialist - Intermediate	\$71.42	\$79.33
Information Security Specialist - Associate	\$58.57	\$65.04
IA Policy and Compliance Certified Professional – Senior	\$83.69	\$92.96
IA Policy and Compliance Certified Professional – Intermediate	\$73.65	\$81.80
IA Policy and Compliance Certified Professional – Associate	\$64.82	\$71.99
Cyber Operations Research Analyst – Senior	\$98.43	\$109.31
Cyber Operations Research Analyst – Intermediate	\$83.66	\$92.91
Cyber Operations Research Analyst – Associate	\$71.11	\$78.98
Cyber Operations Malware Analyst – Senior	\$113.30	\$125.84
Cyber Operations Malware Analyst – Intermediate	\$97.45	\$108.22
Cyber Operations Malware Analyst – Associate	\$83.81	\$93.07
Cyber Watch Operations Certified Analyst – Senior	\$107.14	\$118.99
Cyber Watch Operations Certified Analyst – Intermediate	\$92.13	\$102.33
Cyber Watch Operations Certified Analyst – Associate	\$79.24	\$88.00
Systems Administrator – Senior	\$86.55	\$96.13
Systems Administrator – Intermediate	\$70.97	\$78.83
Systems Administrator -Associate	\$58.20	\$64.64
Database Administrator	\$100.95	\$112.11
Database Analyst/Programmer – Senior	\$93.69	\$104.04
Database Analyst/Programmer – Intermediate	\$82.44	\$91.56
Database Analyst/Programmer – Associate	\$72.55	\$80.58
Advanced Database Analyst/Programmer - Senior	\$103.29	\$114.72
Advanced Database Analyst/Programmer - Intermediate	\$87.80	\$97.51
Advanced Database Analyst/Programmer – Associate	\$74.63	\$82.88
Database Librarian	\$53.20	\$59.08
Data Warehousing Project Manager	\$117.05	\$130.01
Data Architect	\$99.27	\$110.25
Data Warehouse Analyst	\$74.88	\$83.15
Data Warehousing Programmer	\$94.96	\$105.46
Data Warehousing Administrator	\$91.44	\$101.54
Help Desk Coordinator	\$76.29	\$84.72
Help Desk Support Service Specialist – Senior	\$57.34	\$63.69
Help Desk Support Service Specialist – Intermediate	\$48.55	\$53.92
Help Desk Support Service Specialist – Associate	\$43.69	\$48.53

PC Support Manager	\$88.52	\$98.30
PC Systems Specialist	\$56.60	\$62.87
PC Maintenance Technician	\$39.00	\$43.31
Web Project Manager	\$82.31	\$91.41
Web Designer - Senior	\$75.69	\$84.06
Web Designer - Intermediate	\$65.85	\$73.14
Web Designer - Associate	\$57.29	\$63.63
Web software Developer - Senior	\$86.20	\$95.74
Web software Developer - Intermediate	\$77.58	\$86.16
Web software Developer - Associate	\$69.82	\$77.55
Web Technical Administrator	\$68.62	\$76.22
Web Content Administrator	\$58.94	\$65.47
Network Administrator – Senior	\$80.41	\$89.30
Network Administrator – Intermediate	\$72.36	\$80.37
Network Administrator - Associate	\$65.13	\$72.34
Network Support Technician – Senior	\$71.68	\$79.61
Network Support Technician – Intermediate	\$63.08	\$70.05
Network Support Technician – Associate	\$55.51	\$61.64
Documentation Specialist – Senior	\$68.49	\$76.06
Documentation Specialist – Intermediate	\$60.27	\$66.93
Documentation Specialist –Associate	\$53.03	\$58.91
Technical Editor	\$73.08	\$81.16
CAD Specialist	\$63.47	\$70.49
Graphics Specialist	\$49.08	\$54.51
Draftsman – Senior	\$88.15	\$97.90
Draftsman – Intermediate	\$80.22	\$89.08
Draftsman - Associate	\$72.19	\$80.17
ERP Business Analyst – Senior	\$91.58	\$101.71
ERP Business Analyst – Intermediate	\$75.09	\$83.40
ERP Business Analyst – Associate	\$61.58	\$68.40
Business Systems Analyst – Senior	\$96.12	\$106.74
Business Systems Analyst – Intermediate	\$78.82	\$87.53
Business Systems Analyst – Associate	\$64.63	\$71.77
Information Systems Training Manager	\$99.25	\$110.22
Information Systems Training Specialist – Senior	\$78.65	\$87.34
Information Systems Training Specialist – Intermediate	\$73.15	\$81.23
Information Systems Training Specialist – Associate	\$68.03	\$75.54
Instructor Technical Training – Senior	\$70.29	\$78.07
Instructor Technical Training – Intermediate	\$65.37	\$72.60
Instructor Technical Training – Associate	\$60.79	\$67.52
Audio Visual Fabrication Engineer - Senior	\$62.72	\$69.66
Audio Visual Fabrication Engineer - Intermediate	\$56.44	\$62.69
Audio Visual Fabrication Engineer - Associate	\$50.81	\$56.42
Audio Visual Programmer - Senior	\$94.18	\$104.60
Audio Visual Programmer - Intermediate	\$79.93	\$88.77
Audio Visual Programmer - Associate	\$71.93	\$79.89
ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 6 (September 25, 2023 - September 24, 2024)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	\$134.77	\$149.67
Program Manager – Intermediate	\$121.29	\$134.71
Program Manager – Associate	\$109.16	\$121.24
Project Manager - Senior	\$116.01	\$128.84
Project Manager - Intermediate	\$100.09	\$111.15
Project Manager - Associate	\$86.93	\$96.54
Enterprise Architect	\$107.57	\$119.47
Business Analyst -- Functional	\$81.39	\$90.40
Business Analyst -- Technical	\$53.74	\$59.69
Project Administrator	\$57.13	\$63.45
Project Administrator - Associate	\$51.27	\$56.94
Facility Staff Support – Senior	\$72.25	\$80.23
Facility Staff Support – Intermediate	\$59.02	\$65.55
Facility Staff Support – Associate	\$51.94	\$57.69
Quality Assurance Manager– Senior	\$96.86	\$107.57
Quality Assurance Analyst – Intermediate	\$84.26	\$93.58
Quality Assurance Analyst – Associate	\$77.52	\$86.10
Chief Enterprise Architect	\$188.13	\$208.94
Lead Enterprise Architect	\$134.41	\$149.28
Senior IT Systems Solution Architect	\$114.63	\$127.30
Client/Server Network Architect	\$115.37	\$128.13
Software Architect	\$121.80	\$135.28
Systems Engineer - Senior	\$120.34	\$133.65
Systems Engineer - Intermediate	\$102.09	\$113.38
Systems Engineer - Associate	\$77.07	\$85.59
Network Engineer – Senior	\$113.74	\$126.31
Network Engineer – Intermediate	\$102.36	\$113.69
Network Engineer – Associate	\$94.18	\$104.59
Managed System Engineer - Senior	\$94.67	\$105.13
Managed Systems Engineer - Intermediate	\$82.60	\$91.73
Managed Systems Engineer - Associate	\$70.53	\$78.33
Applications Systems Analyst – Senior	\$115.77	\$128.56
Applications Systems Analyst – Intermediate	\$105.34	\$116.99
Applications Systems Analyst – Associate	\$94.81	\$105.30
Software Engineer – Senior	\$123.09	\$136.71
Software Engineer – Intermediate	\$112.02	\$124.40
Software Engineer – Associate	\$99.70	\$110.72
Applications Programmer – Senior	\$117.42	\$130.41
Applications Programmer – Intermediate	\$105.68	\$117.36
Applications Programmer – Associate	\$97.23	\$107.97
IT Certified Professional – Senior	\$104.74	\$116.32
IT Certified Professional –Intermediate	\$97.41	\$108.18
IT Certified Professional – Associate	\$89.61	\$99.52
Seat Management Administrator.	\$106.56	\$118.35
Configuration Management (CM) Specialist - Senior	\$95.91	\$106.51
Configuration Management (CM) Specialist - Intermediate	\$84.40	\$93.73
Configuration Management (CM) Specialist - Associate	\$75.11	\$83.42

Computer Operator – Senior	\$53.86	\$59.81
Computer Operator – Intermediate	\$46.86	\$52.04
Computer Operator – Associate	\$41.24	\$45.79
Distribution Operations Specialist – Senior	\$82.12	\$91.21
Distribution Operations Specialist – Intermediate	\$73.09	\$81.17
Distribution Operations Specialist - Associate	\$65.05	\$72.25
Information Assurance Engineer - Senior	\$83.56	\$92.80
Information Assurance Engineer - Intermediate	\$76.04	\$84.44
Information Assurance Engineer - Associate	\$69.20	\$76.85
Information Systems Auditor – Senior	\$86.25	\$95.79
Information Systems Auditor – Intermediate	\$79.35	\$88.13
Information Systems Auditor – Associate	\$73.00	\$81.07
Data Security Analyst – Senior	\$90.89	\$100.95
Data Security Analyst – Intermediate	\$83.62	\$92.87
Data Security Analyst – Associate	\$76.93	\$85.44
Disaster Recovery/COOP/Contingency Administrator	\$93.03	\$103.33
Information Security Specialist - Senior	\$89.72	\$99.64
Information Security Specialist - Intermediate	\$73.57	\$81.71
Information Security Specialist - Associate	\$60.33	\$66.99
IA Policy and Compliance Certified Professional – Senior	\$86.20	\$95.74
IA Policy and Compliance Certified Professional – Intermediate	\$75.86	\$84.26
IA Policy and Compliance Certified Professional – Associate	\$66.76	\$74.15
Cyber Operations Research Analyst – Senior	\$101.38	\$112.59
Cyber Operations Research Analyst – Intermediate	\$86.17	\$95.70
Cyber Operations Research Analyst – Associate	\$73.24	\$81.35
Cyber Operations Malware Analyst – Senior	\$116.70	\$129.62
Cyber Operations Malware Analyst – Intermediate	\$100.37	\$111.46
Cyber Operations Malware Analyst – Associate	\$86.32	\$95.86
Cyber Watch Operations Certified Analyst – Senior	\$110.35	\$122.56
Cyber Watch Operations Certified Analyst – Intermediate	\$94.90	\$105.40
Cyber Watch Operations Certified Analyst – Associate	\$81.61	\$90.64
Systems Administrator – Senior	\$89.15	\$99.01
Systems Administrator – Intermediate	\$73.10	\$81.20
Systems Administrator -Associate	\$59.95	\$66.58
Database Administrator	\$103.98	\$115.48
Database Analyst/Programmer – Senior	\$96.50	\$107.16
Database Analyst/Programmer – Intermediate	\$84.92	\$94.31
Database Analyst/Programmer – Associate	\$74.73	\$82.99
Advanced Database Analyst/Programmer - Senior	\$106.39	\$118.16
Advanced Database Analyst/Programmer - Intermediate	\$90.43	\$100.44
Advanced Database Analyst/Programmer – Associate	\$76.87	\$85.37
Database Librarian	\$54.80	\$60.85
Data Warehousing Project Manager	\$120.56	\$133.91
Data Architect	\$102.25	\$113.56
Data Warehouse Analyst	\$77.13	\$85.65
Data Warehousing Programmer	\$97.81	\$108.62
Data Warehousing Administrator	\$94.18	\$104.59
Help Desk Coordinator	\$78.58	\$87.26
Help Desk Support Service Specialist – Senior	\$59.07	\$65.60
Help Desk Support Service Specialist – Intermediate	\$50.01	\$55.54
Help Desk Support Service Specialist – Associate	\$45.00	\$49.99

PC Support Manager	\$91.18	\$101.25
PC Systems Specialist	\$58.30	\$64.76
PC Maintenance Technician	\$40.17	\$44.61
Web Project Manager	\$84.78	\$94.16
Web Designer - Senior	\$77.96	\$86.59
Web Designer - Intermediate	\$67.83	\$75.33
Web Designer - Associate	\$59.01	\$65.53
Web software Developer - Senior	\$88.79	\$98.61
Web software Developer - Intermediate	\$79.91	\$88.74
Web software Developer - Associate	\$71.91	\$79.87
Web Technical Administrator	\$70.68	\$78.51
Web Content Administrator	\$60.71	\$67.43
Network Administrator – Senior	\$82.82	\$91.98
Network Administrator – Intermediate	\$74.53	\$82.78
Network Administrator - Associate	\$67.09	\$74.51
Network Support Technician – Senior	\$73.83	\$82.00
Network Support Technician – Intermediate	\$64.98	\$72.15
Network Support Technician – Associate	\$57.18	\$63.49
Documentation Specialist – Senior	\$70.54	\$78.34
Documentation Specialist – Intermediate	\$62.08	\$68.94
Documentation Specialist –Associate	\$54.62	\$60.68
Technical Editor	\$75.27	\$83.60
CAD Specialist	\$65.37	\$72.61
Graphics Specialist	\$50.56	\$56.14
Draftsman – Senior	\$90.79	\$100.83
Draftsman – Intermediate	\$82.62	\$91.76
Draftsman - Associate	\$74.36	\$82.58
ERP Business Analyst – Senior	\$94.33	\$104.76
ERP Business Analyst – Intermediate	\$77.35	\$85.90
ERP Business Analyst – Associate	\$63.42	\$70.45
Business Systems Analyst – Senior	\$99.00	\$109.95
Business Systems Analyst – Intermediate	\$81.18	\$90.16
Business Systems Analyst – Associate	\$66.57	\$73.93
Information Systems Training Manager	\$102.22	\$113.53
Information Systems Training Specialist – Senior	\$81.01	\$89.96
Information Systems Training Specialist – Intermediate	\$75.34	\$83.66
Information Systems Training Specialist – Associate	\$70.07	\$77.81
Instructor Technical Training – Senior	\$72.40	\$80.41
Instructor Technical Training – Intermediate	\$67.33	\$74.77
Instructor Technical Training – Associate	\$62.61	\$69.54
Audio Visual Fabrication Engineer - Senior	\$64.61	\$71.75
Audio Visual Fabrication Engineer - Intermediate	\$58.14	\$64.57
Audio Visual Fabrication Engineer - Associate	\$52.33	\$58.11
Audio Visual Programmer - Senior	\$97.01	\$107.74
Audio Visual Programmer - Intermediate	\$82.33	\$91.43
Audio Visual Programmer - Associate	\$74.09	\$82.29
ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 7 (September 25, 2024 - September 24, 2025)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	\$138.81	\$154.16
Program Manager – Intermediate	\$124.93	\$138.75
Program Manager – Associate	\$112.43	\$124.87
Project Manager - Senior	\$119.49	\$132.71
Project Manager - Intermediate	\$103.09	\$114.49
Project Manager - Associate	\$89.54	\$99.44
Enterprise Architect	\$110.80	\$123.06
Business Analyst -- Functional	\$83.83	\$93.11
Business Analyst -- Technical	\$55.36	\$61.48
Project Administrator	\$58.84	\$65.35
Project Administrator - Associate	\$52.81	\$58.65
Facility Staff Support – Senior	\$74.41	\$82.64
Facility Staff Support – Intermediate	\$60.79	\$67.51
Facility Staff Support – Associate	\$53.49	\$59.42
Quality Assurance Manager– Senior	\$99.76	\$110.80
Quality Assurance Analyst – Intermediate	\$86.78	\$96.38
Quality Assurance Analyst – Associate	\$79.85	\$88.68
Chief Enterprise Architect	\$193.77	\$215.20
Lead Enterprise Architect	\$138.44	\$153.76
Senior IT Systems Solution Architect	\$118.07	\$131.12
Client/Server Network Architect	\$118.83	\$131.98
Software Architect	\$125.46	\$139.33
Systems Engineer - Senior	\$123.95	\$137.66
Systems Engineer - Intermediate	\$105.15	\$116.78
Systems Engineer - Associate	\$79.38	\$88.16
Network Engineer – Senior	\$117.15	\$130.10
Network Engineer – Intermediate	\$105.43	\$117.10
Network Engineer – Associate	\$97.00	\$107.73
Managed System Engineer - Senior	\$97.51	\$108.29
Managed Systems Engineer - Intermediate	\$85.08	\$94.49
Managed Systems Engineer - Associate	\$72.65	\$80.68
Applications Systems Analyst – Senior	\$119.24	\$132.42
Applications Systems Analyst – Intermediate	\$108.50	\$120.50
Applications Systems Analyst – Associate	\$97.65	\$108.46
Software Engineer – Senior	\$126.78	\$140.81
Software Engineer – Intermediate	\$115.38	\$128.13
Software Engineer – Associate	\$102.69	\$114.04
Applications Programmer – Senior	\$120.95	\$134.32
Applications Programmer – Intermediate	\$108.85	\$120.89
Applications Programmer – Associate	\$100.15	\$111.21
IT Certified Professional – Senior	\$107.88	\$119.81
IT Certified Professional –Intermediate	\$100.34	\$111.43
IT Certified Professional – Associate	\$92.30	\$102.51
Seat Management Administrator.	\$109.76	\$121.90
Configuration Management (CM) Specialist - Senior	\$98.78	\$109.71
Configuration Management (CM) Specialist - Intermediate	\$86.93	\$96.54

Configuration Management (CM) Specialist - Associate	\$77.36	\$85.92
Computer Operator – Senior	\$55.48	\$61.60
Computer Operator – Intermediate	\$48.26	\$53.60
Computer Operator – Associate	\$42.47	\$47.17
Distribution Operations Specialist – Senior	\$84.59	\$93.95
Distribution Operations Specialist – Intermediate	\$75.28	\$83.61
Distribution Operations Specialist - Associate	\$67.00	\$74.41
Information Assurance Engineer - Senior	\$86.07	\$95.58
Information Assurance Engineer - Intermediate	\$78.32	\$86.97
Information Assurance Engineer - Associate	\$71.27	\$79.15
Information Systems Auditor – Senior	\$88.84	\$98.66
Information Systems Auditor – Intermediate	\$81.73	\$90.77
Information Systems Auditor – Associate	\$75.19	\$83.50
Data Security Analyst – Senior	\$93.61	\$103.98
Data Security Analyst – Intermediate	\$86.13	\$95.66
Data Security Analyst – Associate	\$79.24	\$88.00
Disaster Recovery/COOP/Contingency Administrator	\$95.82	\$106.43
Information Security Specialist - Senior	\$92.41	\$102.63
Information Security Specialist - Intermediate	\$75.77	\$84.16
Information Security Specialist - Associate	\$62.14	\$69.00
IA Policy and Compliance Certified Professional – Senior	\$88.79	\$98.62
IA Policy and Compliance Certified Professional – Intermediate	\$78.14	\$86.78
IA Policy and Compliance Certified Professional – Associate	\$68.77	\$76.37
Cyber Operations Research Analyst – Senior	\$104.42	\$115.97
Cyber Operations Research Analyst – Intermediate	\$88.75	\$98.57
Cyber Operations Research Analyst – Associate	\$75.44	\$83.79
Cyber Operations Malware Analyst – Senior	\$120.21	\$133.51
Cyber Operations Malware Analyst – Intermediate	\$103.38	\$114.81
Cyber Operations Malware Analyst – Associate	\$88.91	\$98.74
Cyber Watch Operations Certified Analyst – Senior	\$113.66	\$126.24
Cyber Watch Operations Certified Analyst – Intermediate	\$97.75	\$108.56
Cyber Watch Operations Certified Analyst – Associate	\$84.06	\$93.36
Systems Administrator – Senior	\$91.82	\$101.98
Systems Administrator – Intermediate	\$75.30	\$83.63
Systems Administrator -Associate	\$61.74	\$68.57
Database Administrator	\$107.09	\$118.94
Database Analyst/Programmer – Senior	\$99.39	\$110.38
Database Analyst/Programmer – Intermediate	\$87.46	\$97.14
Database Analyst/Programmer – Associate	\$76.97	\$85.48
Advanced Database Analyst/Programmer - Senior	\$109.58	\$121.71
Advanced Database Analyst/Programmer - Intermediate	\$93.15	\$103.45
Advanced Database Analyst/Programmer – Associate	\$79.18	\$87.93
Database Librarian	\$56.44	\$62.68
Data Warehousing Project Manager	\$124.18	\$137.92
Data Architect	\$105.32	\$116.97
Data Warehouse Analyst	\$79.44	\$88.22
Data Warehousing Programmer	\$100.74	\$111.88
Data Warehousing Administrator	\$97.00	\$107.73
Help Desk Coordinator	\$80.93	\$89.88
Help Desk Support Service Specialist – Senior	\$60.84	\$67.57
Help Desk Support Service Specialist – Intermediate	\$51.51	\$57.21

Help Desk Support Service Specialist – Associate	\$46.35	\$51.49
PC Support Manager	\$93.91	\$104.29
PC Systems Specialist	\$60.05	\$66.70
PC Maintenance Technician	\$41.37	\$45.95
Web Project Manager	\$87.32	\$96.98
Web Designer - Senior	\$80.30	\$89.18
Web Designer - Intermediate	\$69.86	\$77.59
Web Designer - Associate	\$60.78	\$67.50
Web software Developer - Senior	\$91.45	\$101.57
Web software Developer - Intermediate	\$82.31	\$91.40
Web software Developer - Associate	\$74.07	\$82.27
Web Technical Administrator	\$72.80	\$80.86
Web Content Administrator	\$62.53	\$69.46
Network Administrator – Senior	\$85.30	\$94.74
Network Administrator – Intermediate	\$76.77	\$85.27
Network Administrator - Associate	\$69.10	\$76.74
Network Support Technician – Senior	\$76.05	\$84.46
Network Support Technician – Intermediate	\$66.93	\$74.32
Network Support Technician – Associate	\$58.89	\$65.40
Documentation Specialist – Senior	\$72.66	\$80.69
Documentation Specialist – Intermediate	\$63.94	\$71.01
Documentation Specialist –Associate	\$56.26	\$62.50
Technical Editor	\$77.53	\$86.10
CAD Specialist	\$67.33	\$74.78
Graphics Specialist	\$52.07	\$57.83
Draftsman – Senior	\$93.52	\$103.86
Draftsman – Intermediate	\$85.10	\$94.51
Draftsman - Associate	\$76.59	\$85.05
ERP Business Analyst – Senior	\$97.16	\$107.91
ERP Business Analyst – Intermediate	\$79.67	\$88.48
ERP Business Analyst – Associate	\$65.33	\$72.56
Business Systems Analyst – Senior	\$101.97	\$113.24
Business Systems Analyst – Intermediate	\$83.62	\$92.86
Business Systems Analyst – Associate	\$68.56	\$76.14
Information Systems Training Manager	\$105.29	\$116.93
Information Systems Training Specialist – Senior	\$83.44	\$92.66
Information Systems Training Specialist – Intermediate	\$77.60	\$86.17
Information Systems Training Specialist – Associate	\$72.17	\$80.14
Instructor Technical Training – Senior	\$74.57	\$82.82
Instructor Technical Training – Intermediate	\$69.35	\$77.02
Instructor Technical Training – Associate	\$64.49	\$71.63
Audio Visual Fabrication Engineer - Senior	\$66.54	\$73.90
Audio Visual Fabrication Engineer - Intermediate	\$59.88	\$66.51
Audio Visual Fabrication Engineer - Associate	\$53.90	\$59.86
Audio Visual Programmer - Senior	\$99.92	\$110.98
Audio Visual Programmer - Intermediate	\$84.80	\$94.17
Audio Visual Programmer - Associate	\$76.31	\$84.75
ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 8 (September 25, 2025 - September 24, 2026)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	\$142.97	\$158.79
Program Manager – Intermediate	\$128.68	\$142.91
Program Manager – Associate	\$115.80	\$128.62
Project Manager - Senior	\$123.07	\$136.69
Project Manager - Intermediate	\$106.19	\$117.92
Project Manager - Associate	\$92.23	\$102.42
Enterprise Architect	\$114.12	\$126.75
Business Analyst -- Functional	\$86.35	\$95.91
Business Analyst -- Technical	\$57.02	\$63.33
Project Administrator	\$60.61	\$67.31
Project Administrator - Associate	\$54.40	\$60.41
Facility Staff Support – Senior	\$76.65	\$85.12
Facility Staff Support – Intermediate	\$62.61	\$69.54
Facility Staff Support – Associate	\$55.10	\$61.20
Quality Assurance Manager– Senior	\$102.76	\$114.12
Quality Assurance Analyst – Intermediate	\$89.39	\$99.28
Quality Assurance Analyst – Associate	\$82.24	\$91.34
Chief Enterprise Architect	\$199.58	\$221.66
Lead Enterprise Architect	\$142.59	\$158.37
Senior IT Systems Solution Architect	\$121.61	\$135.05
Client/Server Network Architect	\$122.40	\$135.94
Software Architect	\$129.22	\$143.51
Systems Engineer - Senior	\$127.67	\$141.79
Systems Engineer - Intermediate	\$108.30	\$120.28
Systems Engineer - Associate	\$81.76	\$90.80
Network Engineer – Senior	\$120.66	\$134.01
Network Engineer – Intermediate	\$108.60	\$120.61
Network Engineer – Associate	\$99.91	\$110.96
Managed System Engineer - Senior	\$100.43	\$111.54
Managed Systems Engineer - Intermediate	\$87.63	\$97.32
Managed Systems Engineer - Associate	\$74.83	\$83.10
Applications Systems Analyst – Senior	\$122.82	\$136.39
Applications Systems Analyst – Intermediate	\$111.76	\$124.12
Applications Systems Analyst – Associate	\$100.58	\$111.71
Software Engineer – Senior	\$130.59	\$145.04
Software Engineer – Intermediate	\$118.84	\$131.98
Software Engineer – Associate	\$105.77	\$117.47
Applications Programmer – Senior	\$124.57	\$138.35
Applications Programmer – Intermediate	\$112.12	\$124.51
Applications Programmer – Associate	\$103.15	\$114.55
IT Certified Professional – Senior	\$111.12	\$123.41
IT Certified Professional –Intermediate	\$103.35	\$114.77
IT Certified Professional – Associate	\$95.07	\$105.58
Seat Management Administrator.	\$113.05	\$125.56
Configuration Management (CM) Specialist - Senior	\$101.75	\$113.00
Configuration Management (CM) Specialist - Intermediate	\$89.53	\$99.44
Configuration Management (CM) Specialist - Associate	\$79.68	\$88.50

Computer Operator – Senior	\$57.14	\$63.45
Computer Operator – Intermediate	\$49.71	\$55.21
Computer Operator – Associate	\$43.75	\$48.58
Distribution Operations Specialist – Senior	\$87.12	\$96.77
Distribution Operations Specialist – Intermediate	\$77.54	\$86.12
Distribution Operations Specialist - Associate	\$69.01	\$76.65
Information Assurance Engineer - Senior	\$88.65	\$98.45
Information Assurance Engineer - Intermediate	\$80.67	\$89.58
Information Assurance Engineer - Associate	\$73.41	\$81.53
Information Systems Auditor – Senior	\$91.50	\$101.62
Information Systems Auditor – Intermediate	\$84.18	\$93.50
Information Systems Auditor – Associate	\$77.45	\$86.01
Data Security Analyst – Senior	\$96.42	\$107.10
Data Security Analyst – Intermediate	\$88.71	\$98.53
Data Security Analyst – Associate	\$81.61	\$90.64
Disaster Recovery/COOP/Contingency Administrator	\$98.70	\$109.62
Information Security Specialist - Senior	\$95.18	\$105.71
Information Security Specialist - Intermediate	\$78.05	\$86.68
Information Security Specialist - Associate	\$64.00	\$71.07
IA Policy and Compliance Certified Professional – Senior	\$91.45	\$101.58
IA Policy and Compliance Certified Professional – Intermediate	\$80.48	\$89.39
IA Policy and Compliance Certified Professional – Associate	\$70.83	\$78.66
Cyber Operations Research Analyst – Senior	\$107.55	\$119.45
Cyber Operations Research Analyst – Intermediate	\$91.42	\$101.53
Cyber Operations Research Analyst – Associate	\$77.70	\$86.30
Cyber Operations Malware Analyst – Senior	\$123.81	\$137.51
Cyber Operations Malware Analyst – Intermediate	\$106.48	\$118.25
Cyber Operations Malware Analyst – Associate	\$91.58	\$101.70
Cyber Watch Operations Certified Analyst – Senior	\$117.07	\$130.02
Cyber Watch Operations Certified Analyst – Intermediate	\$100.68	\$111.82
Cyber Watch Operations Certified Analyst – Associate	\$86.58	\$96.16
Systems Administrator – Senior	\$94.58	\$105.04
Systems Administrator – Intermediate	\$77.56	\$86.14
Systems Administrator -Associate	\$63.60	\$70.63
Database Administrator	\$110.31	\$122.51
Database Analyst/Programmer – Senior	\$102.37	\$113.69
Database Analyst/Programmer – Intermediate	\$90.09	\$100.05
Database Analyst/Programmer – Associate	\$79.28	\$88.05
Advanced Database Analyst/Programmer - Senior	\$112.87	\$125.36
Advanced Database Analyst/Programmer - Intermediate	\$95.94	\$106.56
Advanced Database Analyst/Programmer – Associate	\$81.55	\$90.57
Database Librarian	\$58.14	\$64.56
Data Warehousing Project Manager	\$127.91	\$142.06
Data Architect	\$108.47	\$120.48
Data Warehouse Analyst	\$81.82	\$90.86
Data Warehousing Programmer	\$103.76	\$115.24
Data Warehousing Administrator	\$99.91	\$110.96
Help Desk Coordinator	\$83.36	\$92.57
Help Desk Support Service Specialist – Senior	\$62.66	\$69.60
Help Desk Support Service Specialist – Intermediate	\$53.06	\$58.92
Help Desk Support Service Specialist – Associate	\$47.74	\$53.03

PC Support Manager	\$96.73	\$107.42
PC Systems Specialist	\$61.85	\$68.70
PC Maintenance Technician	\$42.62	\$47.33
Web Project Manager	\$89.94	\$99.89
Web Designer - Senior	\$82.71	\$91.86
Web Designer - Intermediate	\$71.96	\$79.92
Web Designer - Associate	\$62.60	\$69.52
Web software Developer - Senior	\$94.20	\$104.61
Web software Developer - Intermediate	\$84.78	\$94.15
Web software Developer - Associate	\$76.29	\$84.74
Web Technical Administrator	\$74.99	\$83.29
Web Content Administrator	\$64.41	\$71.54
Network Administrator – Senior	\$87.86	\$97.58
Network Administrator – Intermediate	\$79.07	\$87.83
Network Administrator - Associate	\$71.17	\$79.04
Network Support Technician – Senior	\$78.33	\$86.99
Network Support Technician – Intermediate	\$68.93	\$76.55
Network Support Technician – Associate	\$60.66	\$67.36
Documentation Specialist – Senior	\$74.84	\$83.11
Documentation Specialist – Intermediate	\$65.86	\$73.14
Documentation Specialist –Associate	\$57.95	\$64.37
Technical Editor	\$79.86	\$88.69
CAD Specialist	\$69.35	\$77.03
Graphics Specialist	\$53.63	\$59.56
Draftsman – Senior	\$96.32	\$106.97
Draftsman – Intermediate	\$87.65	\$97.34
Draftsman - Associate	\$78.88	\$87.60
ERP Business Analyst – Senior	\$100.07	\$111.14
ERP Business Analyst – Intermediate	\$82.06	\$91.13
ERP Business Analyst – Associate	\$67.29	\$74.74
Business Systems Analyst – Senior	\$105.03	\$116.64
Business Systems Analyst – Intermediate	\$86.13	\$95.65
Business Systems Analyst – Associate	\$70.62	\$78.43
Information Systems Training Manager	\$108.45	\$120.44
Information Systems Training Specialist – Senior	\$85.94	\$95.44
Information Systems Training Specialist – Intermediate	\$79.93	\$88.76
Information Systems Training Specialist – Associate	\$74.33	\$82.55
Instructor Technical Training – Senior	\$76.81	\$85.30
Instructor Technical Training – Intermediate	\$71.43	\$79.33
Instructor Technical Training – Associate	\$66.43	\$73.78
Audio Visual Fabrication Engineer - Senior	\$68.54	\$76.12
Audio Visual Fabrication Engineer - Intermediate	\$61.68	\$68.50
Audio Visual Fabrication Engineer - Associate	\$55.52	\$61.65
Audio Visual Programmer - Senior	\$102.92	\$114.30
Audio Visual Programmer - Intermediate	\$87.35	\$97.00
Audio Visual Programmer - Associate	\$78.60	\$87.30
ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%

Contract Year 9 (September 25, 2026 - September 24, 2027)

Labor Category	Government Site Hourly Rates	Contractor Site Hourly Rate
Program Manager – Senior	\$147.26	\$163.55
Program Manager – Intermediate	\$132.54	\$147.20
Program Manager – Associate	\$119.28	\$132.48
Project Manager - Senior	\$126.77	\$140.79
Project Manager - Intermediate	\$109.37	\$121.46
Project Manager - Associate	\$95.00	\$105.50
Enterprise Architect	\$117.54	\$130.55
Business Analyst -- Functional	\$88.94	\$98.78
Business Analyst -- Technical	\$58.73	\$65.23
Project Administrator	\$62.43	\$69.33
Project Administrator - Associate	\$56.03	\$62.22
Facility Staff Support – Senior	\$78.95	\$87.67
Facility Staff Support – Intermediate	\$64.49	\$71.62
Facility Staff Support – Associate	\$56.75	\$63.03
Quality Assurance Manager– Senior	\$105.84	\$117.54
Quality Assurance Analyst – Intermediate	\$92.07	\$102.25
Quality Assurance Analyst – Associate	\$84.71	\$94.08
Chief Enterprise Architect	\$205.57	\$228.31
Lead Enterprise Architect	\$146.87	\$163.12
Senior IT Systems Solution Architect	\$125.26	\$139.10
Client/Server Network Architect	\$126.07	\$140.02
Software Architect	\$133.10	\$147.82
Systems Engineer - Senior	\$131.50	\$146.05
Systems Engineer - Intermediate	\$111.55	\$123.89
Systems Engineer - Associate	\$84.21	\$93.53
Network Engineer – Senior	\$124.28	\$138.03
Network Engineer – Intermediate	\$111.86	\$124.23
Network Engineer – Associate	\$102.91	\$114.29
Managed System Engineer - Senior	\$103.44	\$114.88
Managed Systems Engineer - Intermediate	\$90.26	\$100.24
Managed Systems Engineer - Associate	\$77.07	\$85.60
Applications Systems Analyst – Senior	\$126.50	\$140.48
Applications Systems Analyst – Intermediate	\$115.11	\$127.84
Applications Systems Analyst – Associate	\$103.60	\$115.06
Software Engineer – Senior	\$134.51	\$149.39
Software Engineer – Intermediate	\$122.41	\$135.94
Software Engineer – Associate	\$108.94	\$120.99
Applications Programmer – Senior	\$128.31	\$142.50
Applications Programmer – Intermediate	\$115.48	\$128.25
Applications Programmer – Associate	\$106.24	\$117.99
IT Certified Professional – Senior	\$114.45	\$127.11
IT Certified Professional –Intermediate	\$106.45	\$118.21
IT Certified Professional – Associate	\$97.92	\$108.75
Seat Management Administrator.	\$116.44	\$129.32
Configuration Management (CM) Specialist - Senior	\$104.80	\$116.39
Configuration Management (CM) Specialist - Intermediate	\$92.22	\$102.42
Configuration Management (CM) Specialist - Associate	\$82.07	\$91.16

Computer Operator – Senior	\$58.85	\$65.35
Computer Operator – Intermediate	\$51.20	\$56.87
Computer Operator – Associate	\$45.06	\$50.04
Distribution Operations Specialist – Senior	\$89.74	\$99.67
Distribution Operations Specialist – Intermediate	\$79.87	\$88.70
Distribution Operations Specialist - Associate	\$71.08	\$78.95
Information Assurance Engineer - Senior	\$91.31	\$101.40
Information Assurance Engineer - Intermediate	\$83.09	\$92.27
Information Assurance Engineer - Associate	\$75.61	\$83.97
Information Systems Auditor – Senior	\$94.25	\$104.67
Information Systems Auditor – Intermediate	\$86.71	\$96.30
Information Systems Auditor – Associate	\$79.77	\$88.59
Data Security Analyst – Senior	\$99.31	\$110.31
Data Security Analyst – Intermediate	\$91.37	\$101.48
Data Security Analyst – Associate	\$84.06	\$93.36
Disaster Recovery/COOP/Contingency Administrator	\$101.66	\$112.91
Information Security Specialist - Senior	\$98.04	\$108.88
Information Security Specialist - Intermediate	\$80.39	\$89.28
Information Security Specialist - Associate	\$65.92	\$73.21
IA Policy and Compliance Certified Professional – Senior	\$94.20	\$104.62
IA Policy and Compliance Certified Professional – Intermediate	\$82.90	\$92.07
IA Policy and Compliance Certified Professional – Associate	\$72.95	\$81.02
Cyber Operations Research Analyst – Senior	\$110.78	\$123.03
Cyber Operations Research Analyst – Intermediate	\$94.16	\$104.57
Cyber Operations Research Analyst – Associate	\$80.03	\$88.89
Cyber Operations Malware Analyst – Senior	\$127.53	\$141.64
Cyber Operations Malware Analyst – Intermediate	\$109.68	\$121.80
Cyber Operations Malware Analyst – Associate	\$94.32	\$104.75
Cyber Watch Operations Certified Analyst – Senior	\$120.58	\$133.92
Cyber Watch Operations Certified Analyst – Intermediate	\$103.70	\$115.17
Cyber Watch Operations Certified Analyst – Associate	\$89.18	\$99.05
Systems Administrator – Senior	\$97.41	\$108.19
Systems Administrator – Intermediate	\$79.88	\$88.72
Systems Administrator -Associate	\$65.50	\$72.75
Database Administrator	\$113.62	\$126.18
Database Analyst/Programmer – Senior	\$105.45	\$117.10
Database Analyst/Programmer – Intermediate	\$92.79	\$103.05
Database Analyst/Programmer – Associate	\$81.66	\$90.69
Advanced Database Analyst/Programmer - Senior	\$116.25	\$129.12
Advanced Database Analyst/Programmer - Intermediate	\$98.82	\$109.75
Advanced Database Analyst/Programmer – Associate	\$84.00	\$93.28
Database Librarian	\$59.88	\$66.49
Data Warehousing Project Manager	\$131.74	\$146.32
Data Architect	\$111.73	\$124.09
Data Warehouse Analyst	\$84.28	\$93.59
Data Warehousing Programmer	\$106.88	\$118.70
Data Warehousing Administrator	\$102.91	\$114.29
Help Desk Coordinator	\$85.86	\$95.35
Help Desk Support Service Specialist – Senior	\$64.54	\$71.69
Help Desk Support Service Specialist – Intermediate	\$54.65	\$60.69
Help Desk Support Service Specialist – Associate	\$49.18	\$54.62

PC Support Manager	\$99.63	\$110.64
PC Systems Specialist	\$63.71	\$70.76
PC Maintenance Technician	\$43.89	\$48.75
Web Project Manager	\$92.64	\$102.89
Web Designer - Senior	\$85.19	\$94.62
Web Designer - Intermediate	\$74.12	\$82.31
Web Designer - Associate	\$64.48	\$71.61
Web software Developer - Senior	\$97.02	\$107.75
Web software Developer - Intermediate	\$87.32	\$96.97
Web software Developer - Associate	\$78.58	\$87.28
Web Technical Administrator	\$77.23	\$85.79
Web Content Administrator	\$66.34	\$73.69
Network Administrator – Senior	\$90.50	\$100.51
Network Administrator – Intermediate	\$81.44	\$90.46
Network Administrator - Associate	\$73.31	\$81.42
Network Support Technician – Senior	\$80.68	\$89.60
Network Support Technician – Intermediate	\$71.00	\$78.84
Network Support Technician – Associate	\$62.48	\$69.38
Documentation Specialist – Senior	\$77.08	\$85.61
Documentation Specialist – Intermediate	\$67.84	\$75.33
Documentation Specialist –Associate	\$59.69	\$66.30
Technical Editor	\$82.25	\$91.35
CAD Specialist	\$71.43	\$79.34
Graphics Specialist	\$55.24	\$61.35
Draftsman – Senior	\$99.21	\$110.18
Draftsman – Intermediate	\$90.28	\$100.26
Draftsman - Associate	\$81.25	\$90.23
ERP Business Analyst – Senior	\$103.08	\$114.48
ERP Business Analyst – Intermediate	\$84.52	\$93.87
ERP Business Analyst – Associate	\$69.30	\$76.98
Business Systems Analyst – Senior	\$108.18	\$120.14
Business Systems Analyst – Intermediate	\$88.71	\$98.52
Business Systems Analyst – Associate	\$72.74	\$80.78
Information Systems Training Manager	\$111.70	\$124.05
Information Systems Training Specialist – Senior	\$88.52	\$98.30
Information Systems Training Specialist – Intermediate	\$82.33	\$91.42
Information Systems Training Specialist – Associate	\$76.56	\$85.03
Instructor Technical Training – Senior	\$79.11	\$87.86
Instructor Technical Training – Intermediate	\$73.57	\$81.71
Instructor Technical Training – Associate	\$68.42	\$75.99
Audio Visual Fabrication Engineer - Senior	\$70.60	\$78.40
Audio Visual Fabrication Engineer - Intermediate	\$63.53	\$70.56
Audio Visual Fabrication Engineer - Associate	\$57.18	\$63.50
Audio Visual Programmer - Senior	\$106.00	\$117.73
Audio Visual Programmer - Intermediate	\$89.97	\$99.91
Audio Visual Programmer - Associate	\$80.96	\$89.92
ODC-Fixed Price	2.50%	2.50%
CHESS Contract Source Equipment	2.50%	2.50%
ESI Source Software	2.50%	2.50%