	Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
	W52P1J-18-D-A026									
	Labor Category									
	Program Management									
1	Program Manager – Senior	$105.52	$108.69	$111.95	$115.30	$118.76	$122.33	$126.00	$129.78	$133.67
2	Program Manager – Intermediate	$70.18	$72.29	$74.45	$76.69	$78.99	$81.36	$83.80	$86.31	$88.90
3	Program Manager – Associate	$58.45	$60.20	$62.01	$63.87	$65.79	$67.76	$69.79	$71.89	$74.04
	Project Management									
4	Project Manager - Senior	$105.52	$108.69	$111.95	$115.30	$118.76	$122.33	$126.00	$129.78	$133.67
5	Project Manager - Intermediate	$72.48	$74.65	$76.89	$79.20	$81.58	$84.02	$86.54	$89.14	$91.82
6	Project Manager - Associate	$55.79	$57.46	$59.19	$60.96	$62.79	$64.68	$66.62	$68.61	$70.67
7	Enterprise Architect	$119.64	$123.23	$126.93	$130.73	$134.66	$138.70	$142.86	$147.14	$151.56
8	Business Analyst -- Functional	$58.74	$60.50	$62.32	$64.19	$66.11	$68.10	$70.14	$72.24	$74.41
9	Business Analyst -- Technical	$53.40	$55.00	$56.65	$58.35	$60.10	$61.91	$63.76	$65.68	$67.65
10	Project Administrator	$52.68	$54.26	$55.89	$57.56	$59.29	$61.07	$62.90	$64.79	$66.73
11	Project Administrator - Associate	$35.96	$37.04	$38.15	$39.29	$40.47	$41.69	$42.94	$44.23	$45.55
12	Facility Staff Support – Senior	$50.79	$52.31	$53.88	$55.50	$57.16	$58.88	$60.65	$62.47	$64.34
13	Facility Staff Support – Intermediate	$45.96	$47.34	$48.76	$50.22	$51.73	$53.28	$54.88	$56.53	$58.22
14	Facility Staff Support – Associate	$44.96	$46.31	$47.70	$49.13	$50.60	$52.12	$53.68	$55.30	$56.95
	Quality Assurance									
15	Quality Assurance Manager– Senior	$98.52	$101.48	$104.52	$107.66	$110.89	$114.21	$117.64	$121.17	$124.80
16	Quality Assurance Analyst – Intermediate	$86.27	$88.86	$91.52	$94.27	$97.10	$100.01	$103.01	$106.10	$109.28
17	Quality Assurance Analyst – Associate	$81.33	$83.77	$86.28	$88.87	$91.54	$94.28	$97.11	$100.03	$103.03
	IT Systems Architecture									
18	Chief Enterprise Architect	$136.39	$140.48	$144.70	$149.04	$153.51	$158.11	$162.86	$167.74	$172.77
19	Lead Enterprise Architect	$118.64	$122.20	$125.87	$129.64	$133.53	$137.54	$141.66	$145.91	$150.29
20	Senior IT Systems Solution Architect	$120.75	$124.37	$128.10	$131.95	$135.91	$139.98	$144.18	$148.51	$152.96
21	Client/Server Network Architect	$111.49	$114.83	$118.28	$121.83	$125.48	$129.25	$133.12	$137.12	$141.23
22	Software Architect	$106.33	$109.52	$112.81	$116.19	$119.68	$123.27	$126.96	$130.77	$134.70
23	Systems Engineer - Senior	$109.48	$112.76	$116.15	$119.63	$123.22	$126.92	$130.72	$134.65	$138.69
24	Systems Engineer - Intermediate	$91.44	$94.18	$97.01	$99.92	$102.92	$106.00	$109.18	$112.46	$115.83
25	Systems Engineer - Associate	$80.36	$82.77	$85.25	$87.81	$90.45	$93.16	$95.95	$98.83	$101.80
26	Network Engineer – Senior	$105.72	$108.89	$112.16	$115.52	$118.99	$122.56	$126.24	$130.02	$133.92
27	Network Engineer – Intermediate	$89.56	$92.25	$95.01	$97.86	$100.80	$103.82	$106.94	$110.15	$113.45
28	Network Engineer – Associate	$83.34	$85.84	$88.42	$91.07	$93.80	$96.61	$99.51	$102.50	$105.57
29	Managed System Engineer - Senior	$134.84	$138.89	$143.05	$147.34	$151.76	$156.32	$161.01	$165.84	$170.81
30	Managed Systems Engineer - Intermediate	$101.38	$104.42	$107.55	$110.78	$114.10	$117.53	$121.05	$124.68	$128.43
31	Managed Systems Engineer - Associate	$93.24	$96.04	$98.92	$101.89	$104.94	$108.09	$111.33	$114.67	$118.11
	Application Systems									
32	Applications Systems Analyst – Senior	$92.46	$95.23	$98.09	$101.03	$104.06	$107.19	$110.40	$113.71	$117.13
33	Applications Systems Analyst – Intermediate	$78.67	$81.03	$83.46	$85.96	$88.54	$91.20	$93.94	$96.75	$99.66
34	Applications Systems Analyst – Associate	$72.45	$74.62	$76.86	$79.17	$81.54	$83.99	$86.51	$89.10	$91.78
35	Software Engineer – Senior	$109.96	$113.26	$116.66	$120.16	$123.76	$127.47	$131.30	$135.24	$139.29
36	Software Engineer – Intermediate	$84.58	$87.12	$89.73	$92.42	$95.20	$98.05	$100.99	$104.02	$107.14
37	Software Engineer – Associate	$75.88	$78.16	$80.50	$82.92	$85.40	$87.97	$90.60	$93.32	$96.12
38	Applications Programmer – Senior	$94.01	$96.83	$99.74	$102.73	$105.81	$108.98	$112.25	$115.62	$119.09
39	Applications Programmer – Intermediate	$84.58	$87.12	$89.73	$92.42	$95.20	$98.05	$100.99	$104.02	$107.14
40	Applications Programmer – Associate	$75.88	$78.16	$80.50	$82.92	$85.40	$87.97	$90.60	$93.32	$96.12
41	IT Certified Professional – Senior	$103.74	$106.85	$110.06	$113.36	$116.76	$120.26	$123.87	$127.59	$131.41
42	IT Certified Professional –Intermediate	$93.18	$95.98	$98.85	$101.82	$104.87	$108.02	$111.26	$114.60	$118.04
43	IT Certified Professional – Associate	$84.06	$86.58	$89.18	$91.85	$94.61	$97.45	$100.37	$103.38	$106.48

	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.	$99.68	$102.67	$105.75	$108.92	$112.19	$115.56	$119.02	$122.59	$126.27
45	Configuration Management (CM) Specialist - Senior	$82.38	$84.85	$87.40	$90.02	$92.72	$95.50	$98.37	$101.32	$104.36
46	Configuration Management (CM) Specialist - Intermediate	$74.99	$77.24	$79.56	$81.94	$84.40	$86.93	$89.54	$92.23	$95.00
47	Configuration Management (CM) Specialist - Associate	$70.01	$72.11	$74.27	$76.50	$78.80	$81.16	$83.60	$86.10	$88.69
48	Computer Operator – Senior	$49.22	$50.70	$52.22	$53.78	$55.40	$57.06	$58.77	$60.53	$62.35
49	Computer Operator – Intermediate	$46.13	$47.51	$48.94	$50.41	$51.92	$53.48	$55.08	$56.73	$58.44
50	Computer Operator – Associate	$42.24	$43.51	$44.81	$46.16	$47.54	$48.97	$50.44	$51.95	$53.51
51	Distribution Operations Specialist – Senior	$97.76	$100.69	$103.71	$106.82	$110.03	$113.33	$116.73	$120.23	$123.84
52	Distribution Operations Specialist – Intermediate	$84.61	$87.15	$89.76	$92.46	$95.23	$98.09	$101.03	$104.06	$107.18
53	Distribution Operations Specialist - Associate	$78.58	$80.94	$83.37	$85.87	$88.44	$91.10	$93.83	$96.64	$99.54
	Information Assurance									
54	Information Assurance Engineer - Senior	$103.62	$106.73	$109.93	$113.23	$116.63	$120.12	$123.73	$127.44	$131.26
55	Information Assurance Engineer - Intermediate	$93.99	$96.81	$99.71	$102.71	$105.79	$108.96	$112.23	$115.60	$119.06
56	Information Assurance Engineer - Associate	$84.66	$87.20	$89.82	$92.51	$95.29	$98.14	$101.09	$104.12	$107.24
57	Information Systems Auditor – Senior	$110.67	$113.99	$117.41	$120.93	$124.56	$128.30	$132.15	$136.11	$140.19
58	Information Systems Auditor – Intermediate	$95.44	$98.30	$101.25	$104.29	$107.42	$110.64	$113.96	$117.38	$120.90
59	Information Systems Auditor – Associate	$84.86	$87.41	$90.03	$92.73	$95.51	$98.38	$101.33	$104.37	$107.50
60	Data Security Analyst – Senior	$101.35	$104.39	$107.52	$110.75	$114.07	$117.49	$121.02	$124.65	$128.39
61	Data Security Analyst – Intermediate	$82.97	$85.46	$88.02	$90.66	$93.38	$96.18	$99.07	$102.04	$105.10
62	Data Security Analyst – Associate	$79.33	$81.71	$84.16	$86.69	$89.29	$91.97	$94.72	$97.57	$100.49
63	Disaster Recovery/COOP/Contingency Administrator	$144.62	$148.96	$153.43	$158.03	$162.77	$167.65	$172.68	$177.86	$183.20
64	Information Security Specialist - Senior	$99.02	$101.99	$105.05	$108.20	$111.45	$114.79	$118.24	$121.78	$125.44
65	Information Security Specialist - Intermediate	$87.18	$89.80	$92.49	$95.26	$98.12	$101.07	$104.10	$107.22	$110.44
66	Information Security Specialist - Associate	$82.42	$84.89	$87.44	$90.06	$92.76	$95.55	$98.41	$101.37	$104.41
67	IA Policy and Compliance Certified Professional – Senior	$105.37	$108.53	$111.79	$115.14	$118.59	$122.15	$125.82	$129.59	$133.48
68	IA Policy and Compliance Certified Professional – Intermediate	$94.71	$97.55	$100.48	$103.49	$106.60	$109.79	$113.09	$116.48	$119.98
69	IA Policy and Compliance Certified Professional – Associate	$85.60	$88.17	$90.81	$93.54	$96.34	$99.23	$102.21	$105.28	$108.44
70	Cyber Operations Research Analyst – Senior	$113.40	$116.80	$120.31	$123.92	$127.63	$131.46	$135.41	$139.47	$143.65
71	Cyber Operations Research Analyst – Intermediate	$93.45	$96.25	$99.14	$102.12	$105.18	$108.33	$111.58	$114.93	$118.38
72	Cyber Operations Research Analyst – Associate	$87.81	$90.44	$93.16	$95.95	$98.83	$101.80	$104.85	$108.00	$111.24
73	Cyber Operations Malware Analyst – Senior	$120.27	$123.88	$127.59	$131.42	$135.36	$139.43	$143.61	$147.92	$152.35
74	Cyber Operations Malware Analyst – Intermediate	$96.97	$99.88	$102.88	$105.96	$109.14	$112.41	$115.79	$119.26	$122.84
75	Cyber Operations Malware Analyst – Associate	$87.70	$90.33	$93.04	$95.83	$98.71	$101.67	$104.72	$107.86	$111.10
76	Cyber Watch Operations Certified Analyst – Senior	$94.59	$97.43	$100.35	$103.36	$106.46	$109.66	$112.95	$116.33	$119.82
77	Cyber Watch Operations Certified Analyst – Intermediate	$78.62	$80.98	$83.41	$85.91	$88.49	$91.14	$93.88	$96.69	$99.59
78	Cyber Watch Operations Certified Analyst – Associate	$73.47	$75.67	$77.94	$80.28	$82.69	$85.17	$87.73	$90.36	$93.07
	System Administration									
79	Systems Administrator – Senior	$107.97	$111.21	$114.55	$117.98	$121.52	$125.17	$128.92	$132.79	$136.77
80	Systems Administrator – Intermediate	$83.88	$86.40	$88.99	$91.66	$94.41	$97.24	$100.16	$103.16	$106.26
81	Systems Administrator -Associate	$76.91	$79.22	$81.59	$84.04	$86.56	$89.16	$91.83	$94.59	$97.43
	Data Administration									
82	Database Administrator	$101.83	$104.88	$108.03	$111.27	$114.61	$118.05	$121.59	$125.24	$129.00
83	Database Analyst/Programmer – Senior	$113.12	$116.51	$120.01	$123.61	$127.32	$131.14	$135.07	$139.12	$143.30
84	Database Analyst/Programmer – Intermediate	$98.21	$101.16	$104.19	$107.32	$110.54	$113.85	$117.27	$120.79	$124.41
85	Database Analyst/Programmer – Associate	$87.47	$90.09	$92.80	$95.58	$98.45	$101.40	$104.44	$107.58	$110.80
86	Advanced Database Analyst/Programmer - Senior	$124.69	$128.43	$132.28	$136.25	$140.34	$144.55	$148.89	$153.35	$157.95
87	Advanced Database Analyst/Programmer - Intermediate	$110.74	$114.06	$117.48	$121.01	$124.64	$128.38	$132.23	$136.20	$140.28
88	Advanced Database Analyst/Programmer – Associate	$99.63	$102.62	$105.70	$108.87	$112.13	$115.50	$118.96	$122.53	$126.21
89	Database Librarian	$69.17	$71.25	$73.38	$75.58	$77.85	$80.19	$82.59	$85.07	$87.62

	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	$101.86	$104.92	$108.06	$111.31	$114.64	$118.08	$121.63	$125.27	$129.03
91	Data Architect	$118.84	$122.41	$126.08	$129.86	$133.76	$137.77	$141.90	$146.16	$150.54
92	Data Warehouse Analyst	$67.42	$69.44	$71.53	$73.67	$75.88	$78.16	$80.50	$82.92	$85.41
93	Data Warehousing Programmer	$82.68	$85.16	$87.72	$90.35	$93.06	$95.85	$98.72	$101.69	$104.74
94	Data Warehousing Administrator	$115.25	$118.71	$122.27	$125.94	$129.71	$133.61	$137.61	$141.74	$146.00
	Help Desk/End User Support									
95	Help Desk Coordinator	$56.25	$57.94	$59.68	$61.47	$63.31	$65.21	$67.17	$69.18	$71.26
96	Help Desk Support Service Specialist – Senior	$60.00	$61.80	$63.65	$65.56	$67.53	$69.56	$71.64	$73.79	$76.01
97	Help Desk Support Service Specialist – Intermediate	$49.29	$50.77	$52.29	$53.86	$55.48	$57.14	$58.85	$60.62	$62.44
98	Help Desk Support Service Specialist – Associate	$45.68	$47.05	$48.46	$49.92	$51.41	$52.96	$54.54	$56.18	$57.87
99	PC Support Manager	$78.20	$80.55	$82.96	$85.45	$88.01	$90.66	$93.37	$96.18	$99.06
100	PC Systems Specialist	$41.30	$42.54	$43.82	$45.13	$46.48	$47.88	$49.31	$50.79	$52.32
101	PC Maintenance Technician	$44.62	$45.96	$47.34	$48.76	$50.22	$51.73	$53.28	$54.88	$56.52
	Internet/Web Operations									
102	Web Project Manager	$83.49	$85.99	$88.57	$91.23	$93.97	$96.79	$99.69	$102.68	$105.76
103	Web Designer - Senior	$84.55	$87.09	$89.70	$92.39	$95.16	$98.02	$100.96	$103.99	$107.11
104	Web Designer - Intermediate	$64.57	$66.51	$68.50	$70.56	$72.67	$74.85	$77.10	$79.41	$81.80
105	Web Designer - Associate	$58.77	$60.53	$62.35	$64.22	$66.15	$68.13	$70.17	$72.28	$74.45
106	Web software Developer - Senior	$104.01	$107.13	$110.34	$113.65	$117.06	$120.58	$124.19	$127.92	$131.76
107	Web software Developer - Intermediate	$79.84	$82.24	$84.70	$87.24	$89.86	$92.56	$95.33	$98.19	$101.14
108	Web software Developer - Associate	$72.21	$74.38	$76.61	$78.91	$81.27	$83.71	$86.22	$88.81	$91.47
109	Web Technical Administrator	$89.88	$92.58	$95.35	$98.21	$101.16	$104.20	$107.32	$110.54	$113.86
110	Web Content Administrator	$76.52	$78.82	$81.18	$83.62	$86.12	$88.71	$91.37	$94.11	$96.93
	Network Administration/Support									
111	Network Administrator – Senior	$97.50	$100.43	$103.44	$106.54	$109.74	$113.03	$116.42	$119.91	$123.51
112	Network Administrator – Intermediate	$67.45	$69.47	$71.56	$73.70	$75.92	$78.19	$80.54	$82.95	$85.44
113	Network Administrator - Associate	$62.45	$64.32	$66.25	$68.24	$70.29	$72.40	$74.57	$76.81	$79.11
114	Network Support Technician – Senior	$55.23	$56.89	$58.59	$60.35	$62.16	$64.03	$65.95	$67.93	$69.96
115	Network Support Technician – Intermediate	$48.37	$49.82	$51.32	$52.86	$54.44	$56.07	$57.76	$59.49	$61.27
116	Network Support Technician – Associate	$45.72	$47.09	$48.50	$49.96	$51.46	$53.00	$54.59	$56.23	$57.92
	Documentation									
117	Documentation Specialist – Senior	$65.56	$67.53	$69.55	$71.64	$73.79	$76.00	$78.28	$80.63	$83.05
118	Documentation Specialist – Intermediate	$52.03	$53.59	$55.20	$56.85	$58.56	$60.32	$62.13	$63.99	$65.91
119	Documentation Specialist –Associate	$47.61	$49.04	$50.51	$52.02	$53.59	$55.19	$56.85	$58.55	$60.31
120	Technical Editor	$67.29	$69.31	$71.39	$73.53	$75.74	$78.01	$80.35	$82.76	$85.24
121	CAD Specialist	$53.40	$55.00	$56.65	$58.35	$60.10	$61.91	$63.76	$65.68	$67.65
122	Graphics Specialist	$51.75	$53.30	$54.90	$56.55	$58.25	$59.99	$61.79	$63.65	$65.56
123	Draftsman – Senior	$59.40	$61.18	$63.02	$64.91	$66.86	$68.86	$70.93	$73.05	$75.25
124	Draftsman – Intermediate	$51.65	$53.20	$54.80	$56.44	$58.13	$59.88	$61.67	$63.52	$65.43
125	Draftsman - Associate	$48.01	$49.45	$50.93	$52.46	$54.04	$55.66	$57.33	$59.05	$60.82
	Enterprise Resource Planning (ERP)/Business Process Development									
126	ERP Business Analyst – Senior	$92.46	$95.23	$98.09	$101.03	$104.06	$107.19	$110.40	$113.71	$117.13
127	ERP Business Analyst – Intermediate	$78.83	$81.19	$83.63	$86.14	$88.72	$91.39	$94.13	$96.95	$99.86
128	ERP Business Analyst – Associate	$71.54	$73.69	$75.90	$78.17	$80.52	$82.93	$85.42	$87.99	$90.62
129	Business Systems Analyst – Senior	$80.55	$82.97	$85.46	$88.02	$90.66	$93.38	$96.18	$99.07	$102.04
130	Business Systems Analyst – Intermediate	$68.68	$70.74	$72.86	$75.05	$77.30	$79.62	$82.01	$84.47	$87.00
131	Business Systems Analyst – Associate	$63.12	$65.01	$66.96	$68.97	$71.04	$73.17	$75.37	$77.63	$79.96

	Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
	Labor Category									
	IS Training									
132	Information Systems Training Manager	$117.60	$121.13	$124.76	$128.50	$132.36	$136.33	$140.42	$144.63	$148.97
133	Information Systems Training Specialist – Senior	$68.58	$70.64	$72.76	$74.94	$77.19	$79.50	$81.89	$84.34	$86.88
134	Information Systems Training Specialist – Intermediate	$60.58	$62.40	$64.27	$66.20	$68.18	$70.23	$72.34	$74.51	$76.74
135	Information Systems Training Specialist – Associate	$57.44	$59.16	$60.94	$62.77	$64.65	$66.59	$68.59	$70.64	$72.76
136	Instructor Technical Training – Senior	$61.64	$63.49	$65.39	$67.36	$69.38	$71.46	$73.60	$75.81	$78.08
137	Instructor Technical Training – Intermediate	$58.69	$60.45	$62.26	$64.13	$66.06	$68.04	$70.08	$72.18	$74.35
138	Instructor Technical Training – Associate	$54.62	$56.26	$57.95	$59.68	$61.48	$63.32	$65.22	$67.18	$69.19
	Audio Visual									
139	Audio Visual Fabrication Engineer - Senior	$60.64	$62.46	$64.33	$66.26	$68.25	$70.30	$72.41	$74.58	$76.82
140	Audio Visual Fabrication Engineer - Intermediate	$50.82	$52.34	$53.91	$55.53	$57.20	$58.91	$60.68	$62.50	$64.38
141	Audio Visual Fabrication Engineer - Associate	$48.29	$49.74	$51.23	$52.77	$54.35	$55.98	$57.66	$59.39	$61.17
142	Audio Visual Programmer - Senior	$89.66	$92.35	$95.12	$97.97	$100.91	$103.94	$107.06	$110.27	$113.58
143	Audio Visual Programmer - Intermediate	$76.81	$79.11	$81.49	$83.93	$86.45	$89.04	$91.72	$94.47	$97.30
144	Audio Visual Programmer - Associate	$67.47	$69.49	$71.58	$73.73	$75.94	$78.22	$80.56	$82.98	$85.47

Rates	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
ODCs									
ODC-Fixed Price (Estimated)	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%
CHESS Contract Source Equipment (Estimated)	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%
ESI Source Software (Estimated)	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%

Government Site	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category						
Artificial Intelligence (AI)						
Artificial Intelligence (AI) Engineer - Intermediate	$137.57	$141.70	$145.95	$150.33	$154.84	$159.48
Machine Learning Engineer – Intermediate	$140.90	$145.13	$149.48	$153.97	$158.58	$163.34
Machine Learning (Data) Scientist – Senior	$194.55	$200.39	$206.40	$212.59	$218.97	$225.54
Cloud Services						
Cloud Architect- Intermediate	$145.07	$149.42	$153.90	$158.52	$163.28	$168.18
Cloud Developer - Associate	$133.39	$137.39	$141.51	$145.76	$150.13	$154.64
Cloud DevOps Engineer- Intermediate	$124.27	$128.00	$131.84	$135.79	$139.87	$144.06
Cloud Engineer - Intermediate	$133.39	$137.39	$141.51	$145.76	$150.13	$154.64
Cloud Engineer - Senior	$151.50	$156.05	$160.73	$165.55	$170.51	$175.63
Cloud Network Engineer - Intermeiate	$145.07	$149.42	$153.90	$158.52	$163.28	$168.18
Cloud Security Engineer - Intermediate	$98.22	$101.17	$104.20	$107.33	$110.55	$113.86
Platform Engineer - Intermediate	$113.49	$116.89	$120.40	$124.01	$127.73	$131.57
Test Engineer - Intermediate	$92.33	$95.10	$97.95	$100.89	$103.92	$107.04
User Interface, User Experience (UI/UX) Designer - Associate	$101.50	$104.55	$107.68	$110.91	$114.24	$117.67
Cybersecurity Services						
Cyber Security Architect - Intermediate	$145.07	$149.42	$153.90	$158.52	$163.28	$168.18
Data Services						
Data Architect - Senior	$149.45	$153.93	$158.55	$163.31	$168.21	$173.25
Data Engineer - Intermediate	$126.01	$129.79	$133.68	$137.69	$141.83	$146.08
Data Labeler - Intermediate	$104.00	$107.12	$110.33	$113.64	$117.05	$120.56
Data Scientist - Senior	$151.08	$155.61	$160.28	$165.09	$170.04	$175.14
Operations Research and Systems Analyst (ORSA) - Intermediate	$90.82	$93.54	$96.35	$99.24	$102.22	$105.29
Application Systems						
Continuous Integration, Continuous Delivery or Deployment (CI/CD) Engineer - Intermediate	$118.38	$121.93	$125.59	$129.36	$133.24	$137.23
DevOps Engineer - Intermediate	$124.27	$128.00	$131.84	$135.79	$139.87	$144.06
Full Stack Developer - Associate	$108.76	$112.02	$115.38	$118.84	$122.41	$126.08
DevSecOps Engineer - Intermediate	$124.27	$128.00	$131.84	$135.79	$139.87	$144.06
Information Technology Services						
Telecommunications Specialist - Senior	$124.99	$128.74	$132.60	$136.58	$140.68	$144.90
Telecommunications Specialist - Intermediate	$101.90	$104.96	$108.11	$111.35	$114.69	$118.13
Telecommunications Specialist - Associate	$92.92	$95.71	$98.58	$101.54	$104.58	$107.72

	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	$109.92	$113.22	$116.61	$120.11	$123.72	$127.43	$131.25	$135.19	$139.24
2	Program Manager – Intermediate	$73.10	$75.29	$77.55	$79.88	$82.27	$84.74	$87.29	$89.90	$92.60
3	Program Manager – Associate	$60.89	$62.72	$64.60	$66.54	$68.53	$70.59	$72.71	$74.89	$77.13
	Project Management									
4	Project Manager - Senior	$109.92	$113.22	$116.61	$120.11	$123.72	$127.43	$131.25	$135.19	$139.24
5	Project Manager - Intermediate	$75.50	$77.77	$80.10	$82.50	$84.98	$87.53	$90.15	$92.86	$95.64
6	Project Manager - Associate	$58.11	$59.85	$61.65	$63.50	$65.40	$67.37	$69.39	$71.47	$73.61
7	Enterprise Architect	$124.62	$128.36	$132.21	$136.18	$140.26	$144.47	$148.80	$153.27	$157.86
8	Business Analyst -- Functional	$61.19	$63.03	$64.92	$66.86	$68.87	$70.94	$73.06	$75.26	$77.51
9	Business Analyst -- Technical	$55.62	$57.29	$59.01	$60.78	$62.60	$64.48	$66.41	$68.41	$70.46
10	Project Administrator	$54.87	$56.52	$58.21	$59.96	$61.76	$63.61	$65.52	$67.48	$69.51
11	Project Administrator - Associate	$37.46	$38.58	$39.74	$40.93	$42.16	$43.43	$44.73	$46.07	$47.45
12	Facility Staff Support – Senior	$52.91	$54.50	$56.13	$57.82	$59.55	$61.34	$63.18	$65.07	$67.02
13	Facility Staff Support – Intermediate	$47.88	$49.32	$50.80	$52.32	$53.89	$55.51	$57.17	$58.89	$60.65
14	Facility Staff Support – Associate	$46.83	$48.23	$49.68	$51.17	$52.71	$54.29	$55.92	$57.59	$59.32
	Quality Assurance									
15	Quality Assurance Manager– Senior	$102.62	$105.70	$108.87	$112.14	$115.50	$118.96	$122.53	$126.21	$130.00
16	Quality Assurance Analyst – Intermediate	$89.86	$92.56	$95.33	$98.19	$101.14	$104.17	$107.30	$110.52	$113.83
17	Quality Assurance Analyst – Associate	$84.72	$87.26	$89.88	$92.58	$95.35	$98.21	$101.16	$104.19	$107.32
	IT Systems Architecture									
18	Chief Enterprise Architect	$142.07	$146.33	$150.72	$155.24	$159.90	$164.70	$169.64	$174.73	$179.97
19	Lead Enterprise Architect	$123.58	$127.29	$131.11	$135.04	$139.09	$143.26	$147.56	$151.99	$156.55
20	Senior IT Systems Solution Architect	$125.78	$129.55	$133.44	$137.44	$141.57	$145.81	$150.19	$154.69	$159.33
21	Client/Server Network Architect	$116.14	$119.62	$123.21	$126.91	$130.72	$134.64	$138.68	$142.84	$147.12
22	Software Architect	$110.76	$114.08	$117.51	$121.03	$124.66	$128.40	$132.25	$136.22	$140.31
23	Systems Engineer - Senior	$114.04	$117.46	$120.99	$124.61	$128.35	$132.20	$136.17	$140.25	$144.46
24	Systems Engineer - Intermediate	$95.25	$98.11	$101.05	$104.08	$107.20	$110.42	$113.73	$117.15	$120.66
25	Systems Engineer - Associate	$83.71	$86.22	$88.81	$91.47	$94.22	$97.04	$99.95	$102.95	$106.04
26	Network Engineer – Senior	$110.13	$113.43	$116.84	$120.34	$123.95	$127.67	$131.50	$135.45	$139.51
27	Network Engineer – Intermediate	$93.29	$96.09	$98.97	$101.94	$105.00	$108.15	$111.39	$114.73	$118.18
28	Network Engineer – Associate	$86.81	$89.41	$92.10	$94.86	$97.71	$100.64	$103.66	$106.77	$109.97
29	Managed System Engineer - Senior	$140.46	$144.67	$149.01	$153.48	$158.09	$162.83	$167.72	$172.75	$177.93
30	Managed Systems Engineer - Intermediate	$105.60	$108.77	$112.03	$115.39	$118.85	$122.42	$126.09	$129.87	$133.77
31	Managed Systems Engineer - Associate	$97.13	$100.04	$103.05	$106.14	$109.32	$112.60	$115.98	$119.46	$123.04
	Application Systems									
32	Applications Systems Analyst – Senior	$96.31	$99.20	$102.18	$105.24	$108.40	$111.65	$115.00	$118.45	$122.00
33	Applications Systems Analyst – Intermediate	$81.95	$84.41	$86.94	$89.55	$92.24	$95.00	$97.85	$100.79	$103.81
34	Applications Systems Analyst – Associate	$75.47	$77.73	$80.07	$82.47	$84.94	$87.49	$90.12	$92.82	$95.60
35	Software Engineer – Senior	$114.54	$117.98	$121.52	$125.16	$128.92	$132.78	$136.77	$140.87	$145.10
36	Software Engineer – Intermediate	$88.10	$90.74	$93.47	$96.27	$99.16	$102.13	$105.20	$108.35	$111.60
37	Software Engineer – Associate	$79.04	$81.41	$83.85	$86.37	$88.96	$91.63	$94.38	$97.21	$100.13
38	Applications Programmer – Senior	$97.93	$100.87	$103.89	$107.01	$110.22	$113.53	$116.93	$120.44	$124.05
39	Applications Programmer – Intermediate	$88.10	$90.74	$93.47	$96.27	$99.16	$102.13	$105.20	$108.35	$111.60
40	Applications Programmer – Associate	$79.04	$81.41	$83.85	$86.37	$88.96	$91.63	$94.38	$97.21	$100.13
41	IT Certified Professional – Senior	$108.06	$111.30	$114.64	$118.08	$121.62	$125.27	$129.03	$132.90	$136.89
42	IT Certified Professional –Intermediate	$97.06	$99.97	$102.97	$106.06	$109.24	$112.52	$115.89	$119.37	$122.95
43	IT Certified Professional – Associate	$87.56	$90.19	$92.89	$95.68	$98.55	$101.51	$104.55	$107.69	$110.92

	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.	$103.83	$106.94	$110.15	$113.46	$116.86	$120.37	$123.98	$127.70	$131.53
45	Configuration Management (CM) Specialist - Senior	$85.81	$88.38	$91.04	$93.77	$96.58	$99.48	$102.46	$105.54	$108.70
46	Configuration Management (CM) Specialist - Intermediate	$78.11	$80.45	$82.87	$85.35	$87.91	$90.55	$93.27	$96.07	$98.95
47	Configuration Management (CM) Specialist - Associate	$72.93	$75.12	$77.37	$79.69	$82.08	$84.55	$87.08	$89.69	$92.39
48	Computer Operator – Senior	$51.27	$52.81	$54.39	$56.02	$57.70	$59.44	$61.22	$63.06	$64.95
49	Computer Operator – Intermediate	$48.05	$49.49	$50.98	$52.51	$54.08	$55.70	$57.37	$59.10	$60.87
50	Computer Operator – Associate	$44.00	$45.32	$46.68	$48.08	$49.52	$51.01	$52.54	$54.11	$55.74
51	Distribution Operations Specialist – Senior	$101.83	$104.88	$108.03	$111.27	$114.61	$118.05	$121.59	$125.24	$129.00
52	Distribution Operations Specialist – Intermediate	$88.14	$90.78	$93.51	$96.31	$99.20	$102.18	$105.24	$108.40	$111.65
53	Distribution Operations Specialist - Associate	$81.85	$84.31	$86.83	$89.44	$92.12	$94.89	$97.73	$100.67	$103.69
	Information Assurance									
54	Information Assurance Engineer - Senior	$107.94	$111.18	$114.51	$117.95	$121.49	$125.13	$128.89	$132.75	$136.74
55	Information Assurance Engineer - Intermediate	$97.91	$100.85	$103.87	$106.99	$110.20	$113.50	$116.91	$120.42	$124.03
56	Information Assurance Engineer - Associate	$88.19	$90.84	$93.56	$96.37	$99.26	$102.24	$105.30	$108.46	$111.72
57	Information Systems Auditor – Senior	$115.28	$118.74	$122.30	$125.97	$129.75	$133.64	$137.65	$141.78	$146.03
58	Information Systems Auditor – Intermediate	$99.42	$102.40	$105.47	$108.64	$111.90	$115.26	$118.71	$122.27	$125.94
59	Information Systems Auditor – Associate	$88.40	$91.05	$93.78	$96.60	$99.49	$102.48	$105.55	$108.72	$111.98
60	Data Security Analyst – Senior	$105.57	$108.74	$112.00	$115.36	$118.82	$122.38	$126.06	$129.84	$133.73
61	Data Security Analyst – Intermediate	$86.43	$89.02	$91.69	$94.44	$97.28	$100.20	$103.20	$106.30	$109.49
62	Data Security Analyst – Associate	$82.64	$85.12	$87.67	$90.30	$93.01	$95.80	$98.68	$101.64	$104.69
63	Disaster Recovery/COOP/Contingency Administrator	$150.65	$155.17	$159.82	$164.62	$169.56	$174.64	$179.88	$185.28	$190.84
64	Information Security Specialist - Senior	$103.15	$106.24	$109.43	$112.71	$116.10	$119.58	$123.17	$126.86	$130.67
65	Information Security Specialist - Intermediate	$90.81	$93.53	$96.34	$99.23	$102.21	$105.27	$108.43	$111.68	$115.04
66	Information Security Specialist - Associate	$85.85	$88.43	$91.08	$93.81	$96.62	$99.52	$102.51	$105.58	$108.75
67	IA Policy and Compliance Certified Professional – Senior	$109.76	$113.05	$116.44	$119.94	$123.54	$127.24	$131.06	$134.99	$139.04
68	IA Policy and Compliance Certified Professional – Intermediate	$98.66	$101.62	$104.67	$107.81	$111.04	$114.37	$117.81	$121.34	$124.98
69	IA Policy and Compliance Certified Professional – Associate	$89.17	$91.85	$94.60	$97.44	$100.36	$103.37	$106.47	$109.67	$112.96
70	Cyber Operations Research Analyst – Senior	$118.12	$121.66	$125.31	$129.07	$132.95	$136.93	$141.04	$145.27	$149.63
71	Cyber Operations Research Analyst – Intermediate	$97.34	$100.26	$103.27	$106.37	$109.56	$112.84	$116.23	$119.72	$123.31
72	Cyber Operations Research Analyst – Associate	$91.47	$94.21	$97.04	$99.95	$102.95	$106.04	$109.22	$112.50	$115.87
73	Cyber Operations Malware Analyst – Senior	$125.28	$129.04	$132.91	$136.90	$141.00	$145.23	$149.59	$154.08	$158.70
74	Cyber Operations Malware Analyst – Intermediate	$101.01	$104.04	$107.16	$110.38	$113.69	$117.10	$120.61	$124.23	$127.96
75	Cyber Operations Malware Analyst – Associate	$91.35	$94.09	$96.91	$99.82	$102.82	$105.90	$109.08	$112.35	$115.72
76	Cyber Watch Operations Certified Analyst – Senior	$98.53	$101.49	$104.53	$107.67	$110.90	$114.22	$117.65	$121.18	$124.81
77	Cyber Watch Operations Certified Analyst – Intermediate	$81.90	$84.36	$86.89	$89.49	$92.18	$94.94	$97.79	$100.73	$103.75
78	Cyber Watch Operations Certified Analyst – Associate	$76.53	$78.83	$81.19	$83.63	$86.14	$88.72	$91.38	$94.12	$96.95
	System Administration									
79	Systems Administrator – Senior	$112.47	$115.84	$119.32	$122.90	$126.59	$130.38	$134.30	$138.32	$142.47
80	Systems Administrator – Intermediate	$87.38	$90.00	$92.70	$95.48	$98.35	$101.30	$104.34	$107.47	$110.69
81	Systems Administrator -Associate	$80.11	$82.51	$84.99	$87.54	$90.16	$92.87	$95.66	$98.53	$101.48
	Data Administration									
82	Database Administrator	$106.07	$109.25	$112.53	$115.91	$119.38	$122.96	$126.65	$130.45	$134.37
83	Database Analyst/Programmer – Senior	$117.83	$121.36	$125.01	$128.76	$132.62	$136.60	$140.70	$144.92	$149.26
84	Database Analyst/Programmer – Intermediate	$102.30	$105.37	$108.53	$111.79	$115.14	$118.59	$122.15	$125.82	$129.59
85	Database Analyst/Programmer – Associate	$91.11	$93.84	$96.66	$99.56	$102.55	$105.62	$108.79	$112.05	$115.42
86	Advanced Database Analyst/Programmer - Senior	$129.89	$133.79	$137.80	$141.93	$146.19	$150.58	$155.10	$159.75	$164.54
87	Advanced Database Analyst/Programmer - Intermediate	$115.35	$118.81	$122.37	$126.05	$129.83	$133.72	$137.73	$141.87	$146.12
88	Advanced Database Analyst/Programmer – Associate	$103.78	$106.89	$110.10	$113.40	$116.81	$120.31	$123.92	$127.64	$131.47
89	Database Librarian	$72.05	$74.21	$76.44	$78.73	$81.09	$83.53	$86.03	$88.61	$91.27

	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	$106.10	$109.28	$112.56	$115.94	$119.42	$123.00	$126.69	$130.49	$134.40
91	Data Architect	$123.79	$127.50	$131.33	$135.27	$139.33	$143.51	$147.81	$152.25	$156.81
92	Data Warehouse Analyst	$70.23	$72.34	$74.51	$76.74	$79.04	$81.42	$83.86	$86.37	$88.97
93	Data Warehousing Programmer	$86.12	$88.70	$91.36	$94.11	$96.93	$99.84	$102.83	$105.92	$109.09
94	Data Warehousing Administrator	$120.05	$123.65	$127.36	$131.18	$135.12	$139.17	$143.35	$147.65	$152.08
	Help Desk/End User Support									
95	Help Desk Coordinator	$58.59	$60.35	$62.16	$64.02	$65.94	$67.92	$69.96	$72.06	$74.22
96	Help Desk Support Service Specialist – Senior	$62.50	$64.38	$66.31	$68.30	$70.34	$72.45	$74.63	$76.87	$79.17
97	Help Desk Support Service Specialist – Intermediate	$51.34	$52.88	$54.47	$56.10	$57.78	$59.52	$61.30	$63.14	$65.04
98	Help Desk Support Service Specialist – Associate	$47.58	$49.01	$50.48	$51.99	$53.55	$55.16	$56.81	$58.52	$60.27
99	PC Support Manager	$81.46	$83.90	$86.42	$89.01	$91.68	$94.43	$97.27	$100.19	$103.19
100	PC Systems Specialist	$43.02	$44.31	$45.64	$47.01	$48.42	$49.87	$51.37	$52.91	$54.50
101	PC Maintenance Technician	$46.48	$47.87	$49.31	$50.79	$52.31	$53.88	$55.50	$57.16	$58.88
	Internet/Web Operations									
102	Web Project Manager	$86.97	$89.58	$92.27	$95.03	$97.89	$100.82	$103.85	$106.96	$110.17
103	Web Designer - Senior	$88.07	$90.71	$93.43	$96.24	$99.12	$102.10	$105.16	$108.31	$111.56
104	Web Designer - Intermediate	$67.26	$69.28	$71.36	$73.50	$75.70	$77.97	$80.31	$82.72	$85.20
105	Web Designer - Associate	$61.22	$63.06	$64.95	$66.90	$68.90	$70.97	$73.10	$75.29	$77.55
106	Web software Developer - Senior	$108.34	$111.59	$114.94	$118.39	$121.94	$125.60	$129.36	$133.24	$137.24
107	Web software Developer - Intermediate	$83.17	$85.67	$88.24	$90.88	$93.61	$96.42	$99.31	$102.29	$105.36
108	Web software Developer - Associate	$75.22	$77.48	$79.80	$82.19	$84.66	$87.20	$89.82	$92.51	$95.29
109	Web Technical Administrator	$93.63	$96.44	$99.33	$102.31	$105.38	$108.54	$111.80	$115.15	$118.61
110	Web Content Administrator	$79.71	$82.10	$84.56	$87.10	$89.71	$92.41	$95.18	$98.03	$100.97
	Network Administration/Support									
111	Network Administrator – Senior	$101.56	$104.61	$107.75	$110.98	$114.31	$117.74	$121.27	$124.91	$128.65
112	Network Administrator – Intermediate	$70.26	$72.37	$74.54	$76.77	$79.08	$81.45	$83.89	$86.41	$89.00
113	Network Administrator - Associate	$65.05	$67.00	$69.01	$71.08	$73.21	$75.41	$77.67	$80.00	$82.40
114	Network Support Technician – Senior	$57.53	$59.26	$61.03	$62.86	$64.75	$66.69	$68.69	$70.75	$72.88
115	Network Support Technician – Intermediate	$50.39	$51.90	$53.46	$55.06	$56.71	$58.42	$60.17	$61.97	$63.83
116	Network Support Technician – Associate	$47.63	$49.06	$50.53	$52.05	$53.61	$55.22	$56.87	$58.58	$60.34
	Documentation									
117	Documentation Specialist – Senior	$68.29	$70.34	$72.45	$74.62	$76.86	$79.17	$81.54	$83.99	$86.51
118	Documentation Specialist – Intermediate	$54.20	$55.83	$57.50	$59.23	$61.00	$62.83	$64.72	$66.66	$68.66
119	Documentation Specialist –Associate	$49.59	$51.08	$52.61	$54.19	$55.81	$57.49	$59.21	$60.99	$62.82
120	Technical Editor	$70.09	$72.19	$74.36	$76.59	$78.89	$81.25	$83.69	$86.20	$88.79
121	CAD Specialist	$55.62	$57.29	$59.01	$60.78	$62.60	$64.48	$66.41	$68.41	$70.46
122	Graphics Specialist	$53.91	$55.53	$57.19	$58.91	$60.68	$62.50	$64.37	$66.30	$68.29
123	Draftsman – Senior	$61.88	$63.74	$65.65	$67.62	$69.65	$71.74	$73.89	$76.10	$78.39
124	Draftsman – Intermediate	$53.80	$55.41	$57.08	$58.79	$60.55	$62.37	$64.24	$66.17	$68.15
125	Draftsman - Associate	$50.01	$51.51	$53.06	$54.65	$56.29	$57.98	$59.71	$61.51	$63.35
	Enterprise Resource Planning (ERP)/Business Process Development									
126	ERP Business Analyst – Senior	$96.31	$99.20	$102.18	$105.24	$108.40	$111.65	$115.00	$118.45	$122.00
127	ERP Business Analyst – Intermediate	$82.11	$84.57	$87.11	$89.72	$92.42	$95.19	$98.04	$100.98	$104.01
128	ERP Business Analyst – Associate	$74.52	$76.76	$79.06	$81.43	$83.87	$86.39	$88.98	$91.65	$94.40
129	Business Systems Analyst – Senior	$83.91	$86.43	$89.02	$91.69	$94.44	$97.27	$100.19	$103.20	$106.29
130	Business Systems Analyst – Intermediate	$71.54	$73.69	$75.90	$78.17	$80.52	$82.93	$85.42	$87.99	$90.62
131	Business Systems Analyst – Associate	$65.75	$67.72	$69.75	$71.85	$74.00	$76.22	$78.51	$80.86	$83.29

	Contractor Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
	Labor Category									
	IS Training									
132	Information Systems Training Manager	$122.50	$126.18	$129.96	$133.86	$137.87	$142.01	$146.27	$150.66	$155.18
133	Information Systems Training Specialist – Senior	$71.44	$73.58	$75.79	$78.06	$80.41	$82.82	$85.30	$87.86	$90.50
134	Information Systems Training Specialist – Intermediate	$63.10	$64.99	$66.94	$68.95	$71.02	$73.15	$75.34	$77.61	$79.93
135	Information Systems Training Specialist – Associate	$59.83	$61.62	$63.47	$65.38	$67.34	$69.36	$71.44	$73.58	$75.79
136	Instructor Technical Training – Senior	$64.21	$66.14	$68.12	$70.16	$72.27	$74.44	$76.67	$78.97	$81.34
137	Instructor Technical Training – Intermediate	$61.14	$62.97	$64.86	$66.81	$68.81	$70.88	$73.00	$75.19	$77.45
138	Instructor Technical Training – Associate	$56.90	$58.61	$60.37	$62.18	$64.04	$65.96	$67.94	$69.98	$72.08
	Audio Visual									
139	Audio Visual Fabrication Engineer - Senior	$63.17	$65.07	$67.02	$69.03	$71.10	$73.23	$75.43	$77.69	$80.02
140	Audio Visual Fabrication Engineer - Intermediate	$52.94	$54.53	$56.16	$57.85	$59.58	$61.37	$63.21	$65.11	$67.06
141	Audio Visual Fabrication Engineer - Associate	$50.30	$51.81	$53.36	$54.96	$56.61	$58.31	$60.06	$61.86	$63.72
142	Audio Visual Programmer - Senior	$93.40	$96.20	$99.09	$102.06	$105.12	$108.28	$111.52	$114.87	$118.32
143	Audio Visual Programmer - Intermediate	$80.01	$82.41	$84.88	$87.43	$90.05	$92.75	$95.54	$98.40	$101.35
144	Audio Visual Programmer - Associate	$70.28	$72.39	$74.56	$76.80	$79.10	$81.47	$83.92	$86.44	$89.03

Rates	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
ODCs									
ODC-Fixed Price (Estimated)	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%
CHESS Contract Source Equipment (Estimated)	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%
ESI Source Software (Estimated)	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%	12.64%

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Contractor Site	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category						
Artificial Intelligence (AI)						
Artificial Intelligence (AI) Engineer - Intermediate	$158.59	$163.35	$168.25	$173.30	$178.49	$183.85
Machine Learning Engineer – Intermediate	$162.43	$167.30	$172.32	$177.49	$182.82	$188.30
Machine Learning (Data) Scientist – Senior	$224.29	$231.02	$237.95	$245.09	$252.44	$260.01
Cloud Services						
Cloud Architect- Intermediate	$167.24	$172.26	$177.42	$182.75	$188.23	$193.88
Cloud Developer - Associate	$153.77	$158.38	$163.13	$168.03	$173.07	$178.26
Cloud DevOps Engineer- Intermediate	$143.25	$147.55	$151.97	$156.53	$161.23	$166.07
Cloud Engineer - Intermediate	$153.77	$158.38	$163.13	$168.03	$173.07	$178.26
Cloud Engineer - Senior	$174.66	$179.90	$185.30	$190.86	$196.58	$202.48
Cloud Network Engineer - Intermeiate	$167.24	$172.26	$177.42	$182.75	$188.23	$193.88
Cloud Security Engineer - Intermediate	$113.23	$116.63	$120.13	$123.73	$127.44	$131.26
Platform Engineer - Intermediate	$130.83	$134.75	$138.80	$142.96	$147.25	$151.67
Test Engineer - Intermediate	$106.44	$109.63	$112.92	$116.31	$119.80	$123.39
User Interface, User Experience (UI/UX) Designer - Associate	$117.01	$120.52	$124.14	$127.86	$131.70	$135.65
Cybersecurity Services						
Cyber Security Architect - Intermediate	$167.24	$172.26	$177.42	$182.75	$188.23	$193.88
Data Services						
Data Architect - Senior	$172.28	$177.45	$182.77	$188.26	$193.90	$199.72
Data Engineer - Intermediate	$145.28	$149.64	$154.13	$158.75	$163.51	$168.42
Data Labeler - Intermediate	$119.89	$123.49	$127.19	$131.01	$134.94	$138.99
Data Scientist - Senior	$174.17	$179.40	$184.78	$190.32	$196.03	$201.91
Operations Research and Systems Analyst (ORSA) - Intermediate	$104.69	$107.83	$111.07	$114.40	$117.83	$121.36
Application Systems						
Continuous Integration, Continuous Delivery or Deployment (CI/CD) Engineer - Intermediate	$136.46	$140.55	$144.77	$149.11	$153.59	$158.19
DevOps Engineer - Intermediate	$143.25	$147.55	$151.97	$156.53	$161.23	$166.07
Full Stack Developer - Associate	$125.38	$129.14	$133.02	$137.01	$141.12	$145.35
DevSecOps Engineer - Intermediate	$143.25	$147.55	$151.97	$156.53	$161.23	$166.07
Information Technology Services						
Telecommunications Specialist - Senior	$144.08	$148.40	$152.85	$157.44	$162.16	$167.03
Telecommunications Specialist - Intermediate	$117.47	$120.99	$124.62	$128.36	$132.21	$136.18
Telecommunications Specialist - Associate	$107.12	$110.33	$113.64	$117.05	$120.56	$124.18