

Not to Exceed Rates

These rates represent the highest bill rate for each Title that a Contract Holder may propose in Response to a Customer solicitation.

NOTE: Areas shaded gray (Undefined Rows and the Specialist Level Column) are for use on Customer solicitations only.

| Category | Title | Intern Level 1 | Intern Level 2 | Intern Level 3 | Level 1 | Level 2 | Level 3 | Specialist Level |
|-------------------------------------|---|---|----------------|----------------|-----------|-----------|-----------|-----------------------|
| | | Hourly | Hourly | Hourly | Hourly | Hourly | Hourly | Open Hourly Bill Rate |
| Applications / Software Development | DevOps Engineer | \$ 36.98 | \$ 55.47 | \$ 73.95 | \$ 92.44 | \$ 121.86 | \$ 166.85 | |
| | Systems Analyst | \$ 39.28 | \$ 58.92 | \$ 78.57 | \$ 98.21 | \$ 119.20 | \$ 144.24 | |
| | Applications Architect | \$ 34.54 | \$ 51.80 | \$ 69.07 | \$ 86.34 | \$ 108.68 | \$ 149.51 | |
| | Business Analyst | \$ 34.31 | \$ 51.47 | \$ 68.62 | \$ 85.78 | \$ 98.21 | \$ 127.59 | |
| | Cloud Solutions Architect | \$ 46.47 | \$ 69.71 | \$ 92.94 | \$ 116.18 | \$ 137.36 | \$ 185.43 | |
| | Artificial Intelligence/Machine Learning Engineer | \$ 38.46 | \$ 57.70 | \$ 76.93 | \$ 96.16 | \$ 117.47 | \$ 142.12 | |
| | Developer/Programmer Analyst | \$ 20.40 | \$ 30.60 | \$ 40.80 | \$ 63.50 | \$ 79.00 | \$ 104.50 | |
| | Enterprise Architect | \$ 36.56 | \$ 54.84 | \$ 73.13 | \$ 91.41 | \$ 116.79 | \$ 151.54 | |
| | Enterprise Resource Planning (ERP) Business Analyst | \$ 25.35 | \$ 38.03 | \$ 50.70 | \$ 89.20 | \$ 102.40 | \$ 120.80 | |
| | ERP Developer | \$ 29.26 | \$ 43.88 | \$ 58.51 | \$ 73.14 | \$ 114.79 | \$ 167.84 | |
| | Mobile Applications Developer | \$ 36.56 | \$ 54.84 | \$ 73.13 | \$ 91.41 | \$ 115.80 | \$ 152.32 | |
| | Technical Writer | \$ 18.69 | \$ 28.03 | \$ 37.37 | \$ 46.72 | \$ 73.94 | \$ 93.79 | |
| | Digital Product Manager | \$ 40.62 | \$ 60.93 | \$ 81.24 | \$ 101.54 | \$ 137.07 | \$ 193.94 | |
| | Software Engineer | \$ 28.85 | \$ 43.27 | \$ 57.70 | \$ 72.12 | \$ 101.57 | \$ 147.35 | |
| Software Developer | \$ 42.03 | \$ 63.05 | \$ 84.07 | \$ 105.08 | \$ 131.12 | \$ 144.24 | | |
| | Undefined Title: Applications/Software Development | | | | | | | |
| Data / Database Administration | Database Administrator | \$ 39.28 | \$ 58.92 | \$ 78.57 | \$ 98.21 | \$ 119.20 | \$ 144.24 | |
| | Data Analyst/Report Writer | \$ 21.95 | \$ 32.92 | \$ 43.89 | \$ 54.87 | \$ 90.63 | \$ 147.25 | |
| | Data Architect | \$ 57.69 | \$ 86.54 | \$ 115.39 | \$ 144.24 | \$ 160.00 | \$ 179.60 | |
| | Data Modeler | \$ 28.01 | \$ 42.01 | \$ 56.01 | \$ 70.01 | \$ 110.71 | \$ 152.32 | |
| | Data Scientist (Big Data Engineer) | \$ 34.92 | \$ 52.38 | \$ 69.84 | \$ 87.30 | \$ 112.00 | \$ 142.24 | |
| | Business Intelligence Analyst | \$ 23.64 | \$ 35.46 | \$ 47.28 | \$ 59.11 | \$ 85.32 | \$ 121.86 | |
| | | Undefined Title: Data/Database Administration | | | | | | |
| Web Development | Front-End Web Developer/Web Designer | \$ 17.16 | \$ 25.74 | \$ 34.32 | \$ 42.89 | \$ 70.00 | \$ 117.43 | |
| | Web Developer | \$ 20.36 | \$ 30.55 | \$ 40.73 | \$ 50.91 | \$ 85.00 | \$ 123.38 | |
| | Senior Web Developer | \$ 31.91 | \$ 47.87 | \$ 63.82 | \$ 79.78 | \$ 103.04 | \$ 127.40 | |
| | Web Administrator | \$ 34.31 | \$ 51.47 | \$ 68.62 | \$ 85.78 | \$ 98.21 | \$ 119.20 | |
| | | Undefined Title: Web Developer | | | | | | |
| Quality Assurance & Testing | QA Engineer - Automated | \$ 24.03 | \$ 36.05 | \$ 48.06 | \$ 60.08 | \$ 77.68 | \$ 92.17 | |
| | QA/Test Manager | \$ 29.61 | \$ 44.42 | \$ 59.23 | \$ 74.03 | \$ 116.31 | \$ 144.95 | |
| | QA Associate/Analyst | \$ 19.59 | \$ 29.38 | \$ 39.17 | \$ 48.96 | \$ 59.73 | \$ 75.48 | |
| | | Undefined Title: Quality Assurance (QA) and Testing | | | | | | |
| Networking / Telecommunications | Network Engineer | \$ 23.40 | \$ 35.10 | \$ 46.80 | \$ 58.50 | \$ 86.36 | \$ 127.59 | |
| | Wireless Network Engineer | \$ 21.12 | \$ 31.68 | \$ 42.24 | \$ 52.80 | \$ 82.24 | \$ 145.20 | |
| | Network Administrator | \$ 34.31 | \$ 51.47 | \$ 68.62 | \$ 85.78 | \$ 98.21 | \$ 119.20 | |
| | Telecommunications Manager | \$ 29.27 | \$ 43.90 | \$ 58.53 | \$ 73.16 | \$ 90.00 | \$ 122.86 | |
| | Telecommunications Technician | \$ 29.97 | \$ 44.95 | \$ 59.94 | \$ 74.92 | \$ 85.78 | \$ 98.21 | |
| | Network Operations Center (NOC) Technician | \$ 16.68 | \$ 25.02 | \$ 33.36 | \$ 41.70 | \$ 65.09 | \$ 96.52 | |
| | Undefined Title: Networking/Telecommunications | | | | | | | |
| Security | Data Security Analyst | \$ 36.71 | \$ 55.07 | \$ 73.43 | \$ 91.78 | \$ 105.08 | \$ 131.12 | |
| | Security Administrator | \$ 20.87 | \$ 31.31 | \$ 41.75 | \$ 52.19 | \$ 85.03 | \$ 122.69 | |
| | Network Security Analyst | \$ 42.03 | \$ 63.05 | \$ 84.07 | \$ 105.08 | \$ 131.12 | \$ 158.66 | |
| | Network Security Engineer | \$ 26.45 | \$ 39.67 | \$ 52.90 | \$ 66.12 | \$ 105.66 | \$ 123.91 | |
| | Information Security Manager | \$ 41.89 | \$ 62.83 | \$ 83.78 | \$ 104.72 | \$ 139.62 | \$ 174.53 | |
| | IT Auditor | \$ 36.71 | \$ 55.07 | \$ 73.43 | \$ 91.78 | \$ 105.08 | \$ 131.12 | |
| | Undefined Title: Security | | | | | | | |
| Project Management | Project Manager | \$ 39.28 | \$ 58.92 | \$ 78.57 | \$ 98.21 | \$ 119.20 | \$ 144.24 | |
| | Project Lead | \$ 35.35 | \$ 53.03 | \$ 70.71 | \$ 88.39 | \$ 125.96 | \$ 169.09 | |
| | Program Manager | \$ 41.04 | \$ 61.56 | \$ 82.08 | \$ 102.60 | \$ 120.87 | \$ 163.55 | |
| | Agile Scrum Master | \$ 27.31 | \$ 40.97 | \$ 54.62 | \$ 68.28 | \$ 109.68 | \$ 154.39 | |
| | Agile Coach | \$ 30.50 | \$ 45.76 | \$ 61.01 | \$ 76.26 | \$ 121.88 | \$ 167.65 | |
| | | Undefined Title: Project Management | | | | | | |

| Category | Title | Intern Level 1 | Intern Level 2 | Intern Level 3 | Level 1 | Level 2 | Level 3 | Specialist Level |
|---|---|----------------|----------------|----------------|-----------|-----------|-----------|-----------------------|
| | | Hourly | Hourly | Hourly | Hourly | Hourly | Hourly | Open Hourly Bill Rate |
| Technical Services, Help Desk & Operations | Support Technician | \$ 15.83 | \$ 23.74 | \$ 31.65 | \$ 39.56 | \$ 58.00 | \$ 82.52 | |
| | Help Desk Technician | \$ 14.83 | \$ 22.25 | \$ 29.66 | \$ 37.08 | \$ 52.55 | \$ 65.75 | |
| | Business Continuity Analyst | \$ 42.03 | \$ 63.05 | \$ 84.07 | \$ 105.08 | \$ 112.00 | \$ 119.20 | |
| | Product Support Analyst | \$ 18.45 | \$ 27.67 | \$ 36.90 | \$ 46.12 | \$ 70.00 | \$ 101.93 | |
| | Site Reliability Engineer | \$ 30.00 | \$ 45.00 | \$ 60.00 | \$ 75.00 | \$ 85.62 | \$ 95.06 | |
| | Instructor Trainer Operations | \$ 23.33 | \$ 34.99 | \$ 46.66 | \$ 58.32 | \$ 73.18 | \$ 91.75 | |
| Information Technology Service Management (ITSM Operations) | Change Management Manager/ Organizational Change Management (OCM) | \$ 24.64 | \$ 36.97 | \$ 49.29 | \$ 61.61 | \$ 100.00 | \$ 144.08 | |
| | Process Improvement Manager | \$ 24.35 | \$ 36.53 | \$ 48.70 | \$ 60.88 | \$ 92.82 | \$ 118.55 | |
| | Undefined Title: ITSM Operation | | | | | | | |
| IT Marketing | Communication Coordinators | \$ 15.72 | \$ 23.58 | \$ 31.43 | \$ 39.29 | \$ 45.68 | \$ 61.94 | |
| | Customer Relationship Management (CRM) | \$ 19.51 | \$ 29.26 | \$ 39.02 | \$ 48.77 | \$ 64.99 | \$ 98.48 | |
| | Digital Marketing Analyst | \$ 18.38 | \$ 27.58 | \$ 36.77 | \$ 45.96 | \$ 56.16 | \$ 72.63 | |
| | Web Content Technician/Manager | \$ 17.66 | \$ 26.49 | \$ 35.32 | \$ 44.16 | \$ 85.00 | \$ 133.94 | |
| | Undefined Title: IT Marketing | | | | | | | |
| Information Technology Contract Management | IT Contract Manager | \$ 28.01 | \$ 42.01 | \$ 56.02 | \$ 70.02 | \$ 82.24 | \$ 120.83 | |
| | IT Contract Administrator/Technician | \$ 22.58 | \$ 33.87 | \$ 45.16 | \$ 56.45 | \$ 64.58 | \$ 73.90 | |
| | IT Procurement Technician | \$ 26.18 | \$ 39.26 | \$ 52.35 | \$ 65.44 | \$ 74.92 | \$ 85.78 | |
| | Undefined Title: IT Contracting and Procurement | | | | | | | |