

**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						

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		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							