

**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. At no time under a Customer Purchase Order may a Contract Holder

NOTE: Areas shaded gray (Undefined Rows and the Specialist Level Column) are for use on Customer solicitations only. RFO Respondents are not required to submit any pricing rates at this time.

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	\$ 51.00	\$ 62.64	\$ 76.03	
	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	\$ 63.38	\$ 80.00	\$ 107.65	
	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 Specialist	\$ 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 Tier	\$ 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 Specialist/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 Specialist	\$ 26.18	\$ 39.26	\$ 52.35	\$ 65.44	\$ 74.92	\$ 85.78	
	Undefined Title: IT Contracting and Procurement							