

**General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Catalog/Price List**

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage! ®, a menu-driven database system. The internet address GSA Advantage! ® is: <https://www.gsaadvantage.gov/>.

SCHEDULE TITLE: Multiple Award Schedule (47QSMA20D08NJ) – General Purpose Commercial Logistics, Information Technology Equipment, Software, and Services

Contract Number: 47QSMA20D08NJ

Contract Period: 25th Nov 2024 – 24th Nov 2029

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at www.gsa.gov/schedules.

Contractor:

Applica Solutions, Inc.
8575 Sudley Rd, STE D
Manassas, VA 20110
(832) 208-1145
www.applica-inc.com

Contractor's Administration Source:

George Sam, President
8575 Sudley Rd, STE D
Manassas, VA 20110
(832) 877-1588
George.sam@applica-inc.com

Business Size: Service-Disabled Veteran Owned Small Business, HUBZone Certified.

CUSTOMER INFORMATION:

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS (SINs)

33721P - PACKAGED OFFICE FURNITURE

54151S - INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES

54151HEAL – HEALTHCARE IT PROFESSIONAL SERVICES

1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN:

(Government net price based on a unit of one)

To be completed by contractor on text file submission

1c. HOURLY RATES (Services only):

To be completed by contractor on text file submission

2. MAXIMUM ORDER*: \$500,000

NOTE TO ORDERING ACTIVITIES: *If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned contractor for a better price. The contractor may (1) offer a new price for this requirement (2) offer the lowest price available under this contract or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

3. MINIMUM ORDER: \$100

4. GEOGRAPHIC COVERAGE: Domestic, 50 states, Washington, DC, Puerto Rico, US Territories and to a CONUS port or consolidation point for orders received from overseas activities

5. POINT(S) OF PRODUCTION: N/A

6. DISCOUNT FROM LIST PRICES: GSA Net Prices are shown on the attached GSA Pricelist. Negotiated discount has been applied and the IFF has been added.

For calculation of the GSA Schedule price see Page 1A.

7. QUANTITY DISCOUNT(S): N/A

8. PROMPT PAYMENT TERMS: NET 30

9.a Government Purchase Cards must be accepted at or below the micro-purchase threshold.

9.b Government Purchase Cards are accepted above the micro-purchase threshold. Contact contractor for limit.

10. FOREIGN ITEMS: N/A

11a. TIME OF DELIVERY: As negotiated at the time of Task order.

11b. EXPEDITED DELIVERY: Items available for expedited delivery are noted in this price list.

11c. OVERNIGHT AND 2-DAY DELIVERY: Overnight and 2-day delivery are available. Contact the Contractor for rates.

11d. URGENT REQUIRMENTS: Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.

12. FOB POINT: Destination

13a. ORDERING ADDRESS: Same as contractor address

13b. ORDERING PROCEDURES: Ordering activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 when placing an order or establishing a BPA for supplies or services. The ordering procedures, information on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule Homepage (fss.gsa.gov/schedules).

14. PAYMENT ADDRESS: Same as contractor address

WARRANTY PROVISION: N/A

16. EXPORT PACKING CHARGES: N/A

17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE: N/A

18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): N/A

19. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE): N/A

20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE):
N/A

20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE):
N/A

21. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE): N/A

LIST OF PARTICIPATING DEALERS (IF APPLICABLE): N/A

23. PREVENTIVE MAINTENANCE (IF APPLICABLE): N/A

24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants): N/A

24b. Section 508 Compliance for Electronic and Information Technology (EIT): As negotiated or in accordance with task order terms and conditions

25. UEI: MGXNVBXGB5Z3

26. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Contractor has an Active Registration in the SAM database.

Table of Contents

1	Applica Logistics Labor Categories & Rates	5
1.1	Price List for Logistics (33721P)	5

1.2	Labor Category & Functional Descriptions	6
1.2.1	Senior Project Manager	6
1.2.2	Junior Project Manager	7
1.2.3	Senior Designer.....	7
1.2.4	Junior Designer	8
1.2.5	Installation Foreman	8
1.2.6	General Installer.....	9
1.2.7	Warehousing	9
1.2.8	Ancillary Services	9
2	Information Technology (IT) Professional Services (54151S)	10
2.1	Terms and Conditions	10
2.2	Labor Categories Functional Description	14
2.3	Labor Category Knowledge and Skill Level Definitions	16
2.4	Price List for 54151S.....	17
2.4.1	Contractor Facility (Includes IFF) All rates in \$/hr	17
2.4.2	Customer Facility (Includes IFF) All rates in \$/hr	21
3	Health Information Technology (IT) Services (54151HEAL)	25
3.1	Terms and Conditions	25
3.2	Labor Categories Functional Description	27
3.3	Labor Category Knowledge and Skill Level Definitions	30
3.4	Price List for 54151HEAL	31
3.4.1	Contractor Facility (Includes IFF) All rates in \$/hr	31
3.4.2	Customer Facility (Includes IFF) All rates in \$/hr	34

1 APPLICA LOGISTICS LABOR CATEGORIES & RATES

1.1 PRICE LIST FOR PACKAGED OFFICE FURNITURE (33721P)

All published rates are considered non-union. If union labor is required, the rates will be negotiated on a project-by-project basis. Contract period is 11/25/24 – 11/24/29.

The Ancillary services will be charged \$51.25/hr while warehousing will be charged at \$41 per pallet per month. Both these rates apply to the entire contract period and include IFF.

1.2 LABOR CATEGORY & FUNCTIONAL DESCRIPTIONS

1.2.1 Senior Project Manager

Minimum/General Experience:

Labor Category	11/25/24 – 11/24/25	11/25/24 – 11/24/26	11/25/26 – 11/24/27	11/25/27 – 11/24/28	11/25/28 – 11/24/29	Units
Senior Project Manager	77.51	79.45	81.43	83.47	85.56	\$/hr
Junior Project Manager	64.08	65.69	67.33	69.01	70.74	\$/hr
Senior Designer	77.51	79.45	81.43	83.47	85.56	\$/hr
Junior Designer	57.06	58.49	59.95	61.45	62.99	\$/hr
Installation Foreman	51.25	52.53	53.84	55.19	56.57	\$/hr
General Installer	41.00	42.03	43.08	44.15	45.26	\$/hr

1. At least ten (8) years of experience in the commercial / government furniture industry
 - a. Five (5) years must be in Project Management or supervision
 - b. Can include government or commercial projects
 - c. If lacking 4-year degree, 4 years of relevant experience and an additional 8 years of furniture-related project management experience
2. Must have ability to understand AutoCAD, architectural and electrical drawings
3. Familiarity with Furniture, Fixtures and Equipment (FF&E) project installations
4. Comprehensive knowledge systems furniture, case goods, custom goods and other related furniture items
5. Proficient in Microsoft 365, AutoCAD, CAP/Giza software

Functional Responsibility:

Responsible for analyzing and determining the appropriate products or services to meet the clients' needs. Then must be capable of defining project scope, requirements and deliverables as well as constructing a project plan. At a macro-level, the duty of the project manager is to provide guidance to ensure the project's completion. Must implement and document Quality Assurance and Risk Mitigation measures to ensure that completion as per the schedule and within budget.

The Senior project manager will oversee and monitor design, shipping, and installation phases of projects. This may include finding and confirming the availability of contractors to design or install products. When done in-house, assure that design and installation occur within the project

schedule; take corrective action when issues arise. This may include: checking the purchase order against quote for correct specification and shipping location; communicating with the customer and relevant team members on the status of the project, tracking schedule and major milestones; clarifying any questions on the order with clients; documenting / ordering / installing any missing or damaged items (punch list). Senior Project Managers are responsible for preparing and completing paperwork related to each project and must be able to communicate the information effectively to senior management. They are also tasked with evaluating the company and employees' performance and comparing against the project parameters. Must have a capability to estimate costs, project lead times and amount of labor required.

Minimum Education:

Must have a 4-year degree in relevant field. If candidate has a college degree in non- relevant field, can be substituted with 4 years of relevant experience.

1.2.2 Junior Project Manager

Minimum/General Experience:

1. At least five (5) years of experience in the commercial/ government furniture industry, two (2) of which must be experience in Project Management or supervision
2. Must have ability to understand AutoCAD, architectural and electrical drawings
3. Must have knowledge of Microsoft 365, AutoCAD, CAP/Giza software

Functional Responsibility:

Responsible for analyzing and determining the appropriate products or services to meet the clients' needs. Must be capable of defining project scope, requirements and deliverables as well as constructing a project plan. At a macro-level, the duty of the project manager is to provide guidance to ensure the project's completion. Must implement and document Quality Assurance and Risk Mitigation measures to ensure that completion as per the schedule and within budget.

The Project Manager will oversee and monitor design, shipping, and installation phases of projects. This may include finding and confirming the availability of contractors to design or install products. When done in-house, assure that design and installation occur within the project schedule; take corrective action when issues arise. This may include: checking the purchase order against quote for correct specification and shipping location; communicating with the customer and relevant team members on the status of the project, tracking schedule and major milestones; clarifying any questions on the order with clients; documenting / ordering / installing any missing or damaged items (punch list).

Minimum Education:

Must have an Associate Degree (AA/AS) or equivalent from two-year college or technical school. If candidate has a college degree in non-relevant field, can be substituted with 2 years of relevant experience.

1.2.3 Senior Designer

Minimum/General Experience:

1. Have completed AutoCAD and/or GIZA training (preferably both)
2. Must have five (5) years hands-on experience as a designer
3. Must have at least two (2) years in a commercial furniture field specifying product
4. Proficient in Microsoft 365 products and AutoCAD and CAP/ Giza

Functional Responsibility:

Responsible for space planning, designing and specifying products. Will utilize Computer- Aided Design (CAD) program to create blueprint schematics showing room layouts, egress, electrical whip locations, etc. Designer must be able to communicate with the end user to finalize furniture products as well as fabric / finish choices. Upon final selections, Designer will provide bill of materials showing part numbers, finish choices, and pricing.

Minimum Education:

Must have a Bachelors' Degree and Interior Design Background. Four (4) of relevant experience can be substituted in lieu of Bachelors' Degree.

1.2.4 Junior Designer

Minimum/General Experience:

1. Have completed AutoCAD and/or GIZA training (preferably both)
2. Must have one (1) year hands-on experience as a designer; preferable to have at least (1) year in furniture field specifying product, but not mandatory; training offered upon employment
3. Knowledgeable of Microsoft 365 products and AutoCAD and CAP/ Giza

Functional Responsibility:

Responsible for space planning, designing and specifying products. Will utilize Computer- Aided Design (CAD) program to create blueprint schematics showing room layouts, egress, electrical whip locations, etc. Designer must be able to communicate with the end user to finalize furniture products as well as fabric / finish choices. Upon final selections, Designer will provide bill of materials showing part numbers, finish choices, and pricing.

Minimum Education:

Must have an Associate degree. Two (2) of relevant design experience can be substituted in lieu of Associate degree.

1.2.5 Installation Foreman

Minimum/General Experience:

At least ten (10) years of experience in the furniture installation field. Preferable completion of Journeyman trade school

Functional Responsibility:

Facilitate installation services which include receiving, warehousing, delivery, staging, installation and clean-up. Must be able to read and understand blueprints, product installation instructions, electrical hook-ups in regard to furniture whips, and general knowledge of building codes. The Installation Foreman must be able to use hand and power tools to put together variety of furniture; therefore, must ability to move/lift up to 100lbs. Ensure that safety precautions are being taken on site by the crew and follow instructions as to avoid mistakes. The Installation Foreman is also in charge of the installation completion sign-off form and returning it to Applica Logistics after installation. Fluent in English in order to communicate with clients and manufacturers.

Minimum Education:

Must have an Associate degree or High School Diploma/ GED and 10 years of installation experience.

1.2.6 General Installer

Minimum/General Experience:

At least one (1) year of experience in the furniture installation field

Functional Responsibility:

Assist Installation Foreman in facilitating installation services which include receiving, warehousing, delivery, staging, installation and clean-up. Must be able to read and understand blueprints, product installation instructions, electrical hook-ups in regard to furniture whips, and general knowledge of building codes. The General Installer must be able to use hand and power tools to put together variety of furniture; therefore, must ability to move/lift up to 100lbs. Ensure that safety precautions are being taken on site by the crew and follow instructions as to avoid mistakes.

Minimum Education:

High School Diploma/ GED and 1 year of installation experience

1.2.7 Warehousing

Functional Responsibility:

Applica must provide a safe, secure and climate-controlled space for storing furniture until installation or shipment can occur. The warehouse must meet all safety codes (electrical, fire, etc.) and must provide certificate of insurance (COI).

Any unforeseen warehousing costs after 30 days of storage will be charged as a change order to the original contract.

1.2.8 Ancillary Services

Minimum/General Experience: At least two (2) years of task-related experience

Functional Responsibility:

Facilitate task- related services which may include:

- Site preparation (cleaning, tarping, etc.)
- Painting
- Art & accessory design, acquisition and installation
- Modular furniture cleaning and detailing
- Staging for events
- Window treatment (acquisition & installation)
- Re-upholstering
- Other services/tasks as needed by the client

Minimum Education:

Must have High School Diploma/ GED or 2 years of task- related experience

2 INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (54151S)

2.1 TERMS AND CONDITIONS

******NOTE: All non-professional labor categories must be incidental to, and used solely to support professional services, and cannot be purchased separately.**

1. SCOPE a. The prices, terms and conditions stated under 54151S Information Technology Professional Services apply exclusively to IT/IAM Professional Services within the scope of this Information Technology Schedule.

b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of IT/IAM Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either- (1) Cancel the stop-work order; or (2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if- (1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and (2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS --COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I - OCT 2008)

(DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

8. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT/IAM Professional Services.

9. INDEPENDENT CONTRACTOR

All IT/IAM Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor’s or its affiliates’ objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT/IAM Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract.

For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

- (a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.
- (b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by— (1) The offeror;
- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF IT/IAM PROFESSIONAL SERVICES AND PRICING

a. The Contractor shall provide a description of each type of IT/IAM Service offered under 54151S IT/IAM Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all IT/IAM Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

The following is an example of the manner in which the description of a commercial job title should be presented:

EXAMPLE: Commercial Job Title: System Engineer

Minimum/General Experience: Three (3) years of technical experience which applies to systems analysis and design techniques for complex computer systems. Requires competence in all phases of systems analysis techniques, concepts and methods; also requires knowledge of available hardware, system software, input/output devices, structure and management practices.

Functional Responsibility: Guides users in formulating requirements, advises alternative approaches, conducts feasibility studies.

Minimum Education: Bachelor's Degree in Computer Science

2.2 LABOR CATEGORIES FUNCTIONAL DESCRIPTION

Functional Descriptions have been provided for each general Labor Category.

Labor Category	Functional Description
Business Intelligence Analyst	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.
Computer and Information Research Scientist	Conduct research into fundamental computer and information science as theorists, designers, or inventors. Develop solutions to problems in the field of computer hardware and software.
Computer and Information Systems Manager	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.
Computer Hardware Engineer	Research, design, develop, or test computer or computer-related equipment for commercial, industrial, military, or scientific use. May supervise the manufacturing and installation of computer or computer-related equipment and components.
Computer Network Architect	Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning. May also design network and computer security measures. May research and recommend network and data communications hardware and software.
Computer Network Support Specialist	Analyze, test, troubleshoot, and evaluate existing network systems, such as local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Perform network maintenance to ensure networks operate correctly with minimal interruption.
Computer Operator	Monitor and control electronic computer and peripheral electronic data processing equipment to process business, scientific, engineering, and other data according to operating instructions. Monitor and respond to operating and error messages. May enter commands at a computer terminal and set controls on computer and peripheral devices.
Computer Programmer	Create, modify, and test the code, forms, and script that allow computer applications to run. Work from specifications drawn up by software developers or other individuals. May assist software developers by analyzing user needs and designing software solutions. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.
Computer Systems Analyst	Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software.
Computer Systems Engineer/Architect	Design and develop solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions.
Computer User Support Specialist	Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, or via telephone or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.
Data Warehousing Specialist	Design, model, or implement corporate data warehousing activities. Program and configure warehouses of database information and provide support to warehouse users.
Database Administrator	Administer, test, and implement computer databases, applying knowledge of database management systems. Coordinate changes to computer databases. May plan,

Labor Category	Functional Description
	coordinate, and implement security measures to safeguard computer databases.
Database Architect	Design strategies for enterprise database systems and set standards for operations, programming, and security. Design and construct large relational databases. Integrate new systems with existing warehouse structure and refine system performance and functionality.
Document Management Specialist	Implement and administer enterprise-wide document management systems and related procedures that allow organizations to capture, store, retrieve, share, and destroy electronic records and documents.
Geographic Information Systems Technician	Assist scientists, technologists, or related professionals in building, maintaining, modifying, or using geographic information systems (GIS) databases. May also perform some custom application development or provide user support.
Geospatial Information Scientist and Technologist	Research or develop geospatial technologies. May produce databases, perform applications programming, or coordinate projects. May specialize in areas such as agriculture, mining, health care, retail trade, urban planning, or military intelligence.
Information Security Analyst	Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses.
Information Technology Project Manager	Plan, initiate, and manage information technology (IT) projects. Lead and guide the work of technical staff. Serve as liaison between business and technical aspects of projects. Plan project stages and assess business implications for each stage. Monitor progress to assure deadlines, standards, and cost targets are met.
Management Analyst	Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.
Network and Computer Systems Administrator	Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Monitor network to ensure network availability to all system users and may perform necessary maintenance to support network availability. May monitor and test Web site performance to ensure Web sites operate correctly and without interruption. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. May supervise computer user support specialists and computer network support specialists. May administer network security measures.
Software Developer, Applications	Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. May supervise computer programmers.
Software Developer, Systems Software	Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. May design embedded systems software. Apply principles and techniques of computer science, engineering, and mathematical analysis.
Software Quality	Develop and execute software test plans in order to identify software problems and

Labor Category	Functional Description
Assurance Engineer and Tester	their causes.
Technical Writer	Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.
Telecommunications Engineering Specialist	Design or configure voice, video, and data communications systems. Supervise installation and post-installation service and maintenance.
Telecommunications Equipment Installer and Repairer	Install, set-up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May install communications equipment or communications wiring in buildings.
Training and Development Specialist	Design and conduct training and development programs to improve individual and organizational performance. May analyze training needs.
Video Game Designer	Design core features of video games. Specify innovative game and role-play mechanics, story lines, and character biographies. Create and maintain design documentation. Guide and collaborate with production staff to produce games as designed.
Web Administrator	Manage web environment design, deployment, development and maintenance activities. Perform testing and quality assurance of web sites and web applications.
Web Developer	Design, create, and modify Web sites. Analyze user needs to implement Web site content, graphics, performance, and capacity. May integrate Web sites with other computer applications. May convert written, graphic, audio, and video components to compatible Web formats by using software designed to facilitate the creation of Web and multimedia content.

2.3 LABOR CATEGORY KNOWLEDGE AND SKILL LEVEL DEFINITIONS

Each labor category is subdivided by knowledge/skill level. Definitions of these knowledge/skill levels are as follows:

- **JUNIOR:** Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision. Requires minimum 1-year experience with a High School Diploma.
- **JOURNEYMAN:** Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Requires minimum 4 years' experience with a Bachelor's Degree.
- **SENIOR:** Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others. Requires minimum 7 years' experience with a Bachelor's Degree.
- **SUBJECT MATTER EXPERT (SME):** Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for

financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others. Requires minimum 10 years' experience with a Master's Degree.

Note: Years of Experience may be substituted for Education requirements where 4 years of experience is equivalent to a Bachelor's degree and 6 years of experience is equivalent to a Master's degree. All degrees must be from a field of study compatible with the labor category position.

2.4 PRICE LIST FOR 54151S

2.4.1 Contractor Facility (Includes IFF)

All rates in \$/hr

Labor Category	11/25/24-11/24/25	11/25/25-11/24/26	11/25/26-11/24/27	11/25/27-11/24/28	11/25/28-11/24/29
Junior Business Intelligence Analyst	\$73.27	\$75.10	\$76.98	\$78.90	\$80.88
Journeyman Business Intelligence Analyst	\$92.85	\$95.16	\$97.54	\$99.98	\$102.48
Senior Business Intelligence Analyst	\$115.71	\$118.60	\$121.56	\$124.60	\$127.72
SME - Business Intelligence Analyst	\$142.86	\$146.43	\$150.09	\$153.83	\$157.68
Junior Computer and Information Research Scientist	\$98.53	\$100.99	\$103.52	\$106.11	\$108.76
Journeyman Computer and Information Research Scientist	\$124.84	\$127.96	\$131.16	\$134.44	\$137.80
Senior Computer and Information Research Scientist	\$155.57	\$159.46	\$163.45	\$167.54	\$171.73
SME - Computer and Information Research Scientist	\$192.06	\$196.87	\$201.78	\$206.83	\$212.00
Junior Computer and Information Systems Manager	\$120.10	\$123.10	\$126.18	\$129.33	\$132.56
Journeyman Computer and Information Systems Manager	\$152.19	\$156.00	\$159.90	\$163.90	\$168.00
Senior Computer and Information Systems Manager	\$189.62	\$194.37	\$199.22	\$204.20	\$209.31
SME - Computer and Information Systems Manager	\$234.11	\$239.96	\$245.95	\$252.10	\$258.41
Junior Computer Hardware Engineer	\$95.82	\$98.22	\$100.68	\$103.19	\$105.77
Journeyman Computer Hardware Engineer	\$121.40	\$124.43	\$127.55	\$130.73	\$133.99
Senior Computer Hardware Engineer	\$151.27	\$155.05	\$158.93	\$162.90	\$166.97
SME - Computer Hardware Engineer	\$186.74	\$191.41	\$196.19	\$201.10	\$206.13
Junior Computer Network Architect	\$91.77	\$94.07	\$96.41	\$98.82	\$101.29
Journeyman Computer Network Architect	\$116.28	\$119.19	\$122.18	\$125.23	\$128.36
Senior Computer Network Architect	\$144.89	\$148.51	\$152.23	\$156.04	\$159.94
SME - Computer Network Architect	\$178.87	\$183.35	\$187.93	\$192.62	\$197.44
Junior Computer Network Support Specialist	\$63.76	\$65.35	\$66.98	\$68.65	\$70.37
Journeyman Computer Network Support Specialist	\$80.79	\$82.80	\$84.87	\$86.99	\$89.17

Labor Category	11/25/24- 11/24/25	11/25/25- 11/24/26	11/25/26- 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Senior Computer Network Support Specialist	\$100.66	\$103.18	\$105.76	\$108.40	\$111.11
SME - Computer Network Support Specialist	\$124.28	\$127.39	\$130.57	\$133.83	\$137.18
Junior Computer Operator	\$38.41	\$39.37	\$40.35	\$41.36	\$42.40
Journeyman Computer Operator	\$48.70	\$49.91	\$51.16	\$52.44	\$53.75
Senior Computer Operator	\$60.66	\$62.19	\$63.74	\$65.33	\$66.96
SME - Computer Operator	\$74.89	\$76.77	\$78.68	\$80.64	\$82.66
Junior Computer Programmer	\$81.74	\$83.79	\$85.88	\$88.03	\$90.23
Journeyman Computer Programmer	\$103.61	\$106.20	\$108.86	\$111.58	\$114.37
Senior Computer Programmer	\$129.11	\$132.33	\$135.64	\$139.03	\$142.51
SME - Computer Programmer	\$159.38	\$163.36	\$167.44	\$171.62	\$175.91
Junior Computer Systems Analyst	\$78.52	\$80.48	\$82.50	\$84.56	\$86.68
Journeyman Computer Systems Analyst	\$99.49	\$101.97	\$104.52	\$107.13	\$109.81
Senior Computer Systems Analyst	\$123.98	\$127.08	\$130.26	\$133.51	\$136.85
SME - Computer Systems Analyst	\$153.06	\$156.89	\$160.81	\$164.83	\$168.95
Junior Computer Systems Engineer/Architect	\$90.58	\$92.85	\$95.16	\$97.54	\$99.98
Journeyman Computer Systems Engineer/Architect	\$114.76	\$117.63	\$120.57	\$123.59	\$126.68
Senior Computer Systems Engineer/Architect	\$143.03	\$146.61	\$150.28	\$154.04	\$157.88
SME - Computer Systems Engineer/Architect	\$176.56	\$180.98	\$185.50	\$190.14	\$194.89
Junior Computer User Support Specialist	\$49.44	\$50.68	\$51.95	\$53.25	\$54.58
Journeyman Computer User Support Specialist	\$62.64	\$64.20	\$65.80	\$67.45	\$69.13
Senior Computer User Support Specialist	\$78.06	\$80.01	\$82.02	\$84.07	\$86.18
SME - Computer User Support Specialist	\$96.35	\$98.76	\$101.23	\$103.76	\$106.35
Junior Data Warehousing Specialist	\$75.38	\$77.26	\$79.19	\$81.18	\$83.20
Journeyman Data Warehousing Specialist	\$95.50	\$97.88	\$100.33	\$102.84	\$105.41
Senior Data Warehousing Specialist	\$119.00	\$121.97	\$125.03	\$128.15	\$131.36
SME - Data Warehousing Specialist	\$146.92	\$150.60	\$154.37	\$158.23	\$162.19
Junior Database Administrator	\$75.38	\$77.26	\$79.19	\$81.18	\$83.20
Journeyman Database Administrator	\$95.52	\$97.90	\$100.35	\$102.86	\$105.43
Senior Database Administrator	\$119.02	\$121.99	\$125.05	\$128.17	\$131.38
SME - Database Administrator	\$146.93	\$150.61	\$154.38	\$158.24	\$162.20
Junior Database Architect	\$82.62	\$84.69	\$86.80	\$88.97	\$91.19
Journeyman Database Architect	\$104.68	\$107.29	\$109.97	\$112.73	\$115.55
Senior Database Architect	\$130.45	\$133.71	\$137.06	\$140.48	\$144.00
SME - Database Architect	\$161.04	\$165.07	\$169.20	\$173.43	\$177.76
Junior Document Management Specialist	\$62.38	\$63.94	\$65.54	\$67.18	\$68.87

Labor Category	11/25/24- 11/24/25	11/25/25- 11/24/26	11/25/26- 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Journeyman Document Management Specialist	\$79.05	\$81.03	\$83.05	\$85.13	\$87.25
Senior Document Management Specialist	\$98.50	\$100.96	\$103.49	\$106.08	\$108.73
SME - Document Management Specialist	\$121.61	\$124.65	\$127.77	\$130.96	\$134.24
Junior Geographic Information Systems Technician	\$51.26	\$52.54	\$53.85	\$55.20	\$56.58
Journeyman Geographic Information Systems Technician	\$64.95	\$66.57	\$68.23	\$69.93	\$71.69
Senior Geographic Information Systems Technician	\$80.96	\$82.98	\$85.06	\$87.18	\$89.36
SME - Geographic Information Systems Technician	\$99.94	\$102.44	\$105.00	\$107.63	\$110.32
Junior Geospatial Information Scientist and Technologist	\$57.28	\$58.71	\$60.18	\$61.68	\$63.22
Journeyman Geospatial Information Scientist and Technologist	\$72.58	\$74.40	\$76.26	\$78.17	\$80.12
Senior Geospatial Information Scientist and Technologist	\$90.47	\$92.73	\$95.04	\$97.42	\$99.86
SME - Geospatial Information Scientist and Technologist	\$111.69	\$114.48	\$117.34	\$120.27	\$123.27
Junior Information Security Analyst	\$87.58	\$89.76	\$92.01	\$94.31	\$96.66
Journeyman Information Security Analyst	\$110.95	\$113.72	\$116.56	\$119.48	\$122.46
Senior Information Security Analyst	\$138.27	\$141.72	\$145.27	\$148.90	\$152.61
SME - Information Security Analyst	\$170.68	\$174.95	\$179.32	\$183.81	\$188.40
Junior Information Technology Project Manager	\$86.86	\$89.04	\$91.26	\$93.54	\$95.88
Journeyman Information Technology Project Manager	\$110.06	\$112.81	\$115.63	\$118.52	\$121.48
Senior Information Technology Project Manager	\$137.17	\$140.59	\$144.11	\$147.72	\$151.42
SME - Information Technology Project Manager	\$169.32	\$173.55	\$177.89	\$182.34	\$186.89
Junior Management Analyst	\$91.07	\$93.35	\$95.69	\$98.08	\$100.52
Journeyman Management Analyst	\$115.40	\$118.28	\$121.23	\$124.26	\$127.37
Senior Management Analyst	\$143.82	\$147.42	\$151.10	\$154.88	\$158.75
SME - Management Analyst	\$177.56	\$182.01	\$186.56	\$191.22	\$196.00
Junior Network and Computer Systems Administrator	\$78.82	\$80.80	\$82.81	\$84.88	\$87.00
Journeyman Network and Computer Systems Administrator	\$99.87	\$102.37	\$104.93	\$107.55	\$110.24
Senior Network and Computer Systems Administrator	\$124.45	\$127.57	\$130.76	\$134.03	\$137.38

Labor Category	11/25/24- 11/24/25	11/25/25- 11/24/26	11/25/26- 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
SME - Network and Computer Systems Administrator	\$153.63	\$157.47	\$161.41	\$165.45	\$169.59
Junior Software Developer, Applications	\$90.84	\$93.11	\$95.44	\$97.82	\$100.27
Journeyman Software Developer, Applications	\$115.12	\$118.01	\$120.96	\$123.98	\$127.08
Senior Software Developer, Applications	\$143.45	\$147.03	\$150.71	\$154.48	\$158.34
SME - Software Developer, Applications	\$177.09	\$181.51	\$186.05	\$190.70	\$195.47
Junior Software Developer, Systems Software	\$93.34	\$95.68	\$98.07	\$100.51	\$103.02
Journeyman Software Developer, Systems Software	\$118.28	\$121.23	\$124.26	\$127.37	\$130.55
Senior Software Developer, Systems Software	\$147.41	\$151.09	\$154.87	\$158.74	\$162.71
SME - Software Developer, Systems Software	\$181.97	\$186.53	\$191.19	\$195.97	\$200.87
Junior Software Quality Assurance Engineer and Tester	\$59.57	\$61.06	\$62.59	\$64.15	\$65.75
Journeyman Software Quality Assurance Engineer and Tester	\$75.47	\$77.35	\$79.28	\$81.27	\$83.30
Senior Software Quality Assurance Engineer and Tester	\$94.05	\$96.39	\$98.80	\$101.27	\$103.80
SME - Software Quality Assurance Engineer and Tester	\$116.12	\$119.02	\$121.99	\$125.05	\$128.17
Junior Technical Writer	\$65.60	\$67.24	\$68.93	\$70.65	\$72.41
Journeyman Technical Writer	\$83.11	\$85.19	\$87.31	\$89.50	\$91.74
Senior Technical Writer	\$103.57	\$106.16	\$108.81	\$111.53	\$114.32
SME - Technical Writer	\$127.85	\$131.04	\$134.32	\$137.67	\$141.12
Junior Telecommunications Engineering Specialist	\$78.92	\$80.90	\$82.92	\$85.00	\$87.12
Journeyman Telecommunications Engineering Specialist	\$99.98	\$102.48	\$105.04	\$107.67	\$110.36
Senior Telecommunications Engineering Specialist	\$124.60	\$127.72	\$130.91	\$134.19	\$137.54
SME - Telecommunications Engineering Specialist	\$153.81	\$157.66	\$161.60	\$165.64	\$169.78
Junior Telecommunications Equipment Installer and Repairer	\$47.43	\$48.61	\$49.83	\$51.08	\$52.36
Journeyman Telecommunications Equipment Installer and Repairer	\$60.11	\$61.61	\$63.15	\$64.74	\$66.36
Senior Telecommunications Equipment Installer and Repairer	\$74.89	\$76.77	\$78.68	\$80.64	\$82.66
SME - Telecommunications Equipment Installer and Repairer	\$92.46	\$94.77	\$97.14	\$99.57	\$102.06
Junior Training and Development Specialist	\$59.24	\$60.73	\$62.25	\$63.80	\$65.39

Labor Category	11/25/24- 11/24/25	11/25/25- 11/24/26	11/25/26- 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Journeyman Training and Development Specialist	\$75.08	\$76.96	\$78.88	\$80.86	\$82.88
Senior Training and Development Specialist	\$93.54	\$95.88	\$98.28	\$100.74	\$103.25
SME - Training and Development Specialist	\$115.49	\$118.38	\$121.34	\$124.37	\$127.49
Junior Video Game Designer	\$60.66	\$62.19	\$63.74	\$65.33	\$66.96
Journeyman Video Game Designer	\$76.87	\$78.79	\$80.77	\$82.78	\$84.85
Senior Video Game Designer	\$95.82	\$98.22	\$100.68	\$103.19	\$105.77
SME - Video Game Designer	\$118.26	\$121.21	\$124.24	\$127.35	\$130.53
Junior Web Administrator	\$67.83	\$69.52	\$71.26	\$73.05	\$74.87
Journeyman Web Administrator	\$85.94	\$88.09	\$90.30	\$92.55	\$94.87
Senior Web Administrator	\$107.09	\$109.77	\$112.51	\$115.32	\$118.21
SME - Web Administrator	\$132.22	\$135.53	\$138.91	\$142.39	\$145.94
Junior Web Developer	\$70.51	\$72.27	\$74.08	\$75.93	\$77.82
Journeyman Web Developer	\$89.34	\$91.58	\$93.86	\$96.21	\$98.62
Senior Web Developer	\$111.34	\$114.12	\$116.97	\$119.89	\$122.88
SME - Web Developer	\$137.45	\$140.89	\$144.41	\$148.02	\$151.72

2.4.2 Customer Facility (Includes IFF)

All rates in \$/hr

Labor Category	11/25/24 – 11/24/25	11/25/25 – 11/24/26	11/25/26 - 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Junior Business Intelligence Analyst	\$66.31	\$67.97	\$69.67	\$71.42	\$73.20
Journeyman Business Intelligence Analyst	\$84.02	\$86.12	\$88.27	\$90.48	\$92.75
Senior Business Intelligence Analyst	\$104.71	\$107.32	\$110.01	\$112.76	\$115.58
SME - Business Intelligence Analyst	\$129.26	\$132.49	\$135.81	\$139.20	\$142.68
Junior Computer and Information Research Scientist	\$89.16	\$91.39	\$93.67	\$96.01	\$98.41
Journeyman Computer and Information Research Scientist	\$112.97	\$115.79	\$118.68	\$121.64	\$124.69
Senior Computer and Information Research Scientist	\$140.78	\$144.29	\$147.90	\$151.60	\$155.39
SME - Computer and Information Research Scientist	\$173.78	\$178.13	\$182.58	\$187.14	\$191.82
Junior Computer and Information Systems Manager	\$108.68	\$111.40	\$114.18	\$117.03	\$119.95
Journeyman Computer and Information Systems Manager	\$137.71	\$141.16	\$144.69	\$148.30	\$152.01
Senior Computer and Information Systems Manager	\$171.60	\$175.89	\$180.28	\$184.79	\$189.41
SME - Computer and Information Systems Manager	\$211.85	\$217.15	\$222.58	\$228.14	\$233.84
Junior Computer Hardware Engineer	\$86.69	\$88.86	\$91.07	\$93.35	\$95.69
Journeyman Computer Hardware Engineer	\$109.85	\$112.60	\$115.42	\$118.30	\$121.26
Senior Computer Hardware Engineer	\$136.89	\$140.31	\$143.82	\$147.42	\$151.10
SME - Computer Hardware Engineer	\$168.99	\$173.21	\$177.54	\$181.98	\$186.54
Junior Computer Network Architect	\$83.03	\$85.11	\$87.23	\$89.41	\$91.65
Journeyman Computer Network Architect	\$105.22	\$107.85	\$110.55	\$113.31	\$116.14

Labor Category	11/25/24 – 11/24/25	11/25/25 – 11/24/26	11/25/26 - 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Senior Computer Network Architect	\$131.11	\$134.39	\$137.74	\$141.19	\$144.72
SME - Computer Network Architect	\$161.86	\$165.91	\$170.07	\$174.32	\$178.68
Junior Computer Network Support Specialist	\$57.70	\$59.14	\$60.62	\$62.14	\$63.69
Journeyman Computer Network Support Specialist	\$73.11	\$74.93	\$76.81	\$78.73	\$80.70
Senior Computer Network Support Specialist	\$91.09	\$93.37	\$95.71	\$98.10	\$100.54
SME - Computer Network Support Specialist	\$112.45	\$115.26	\$118.15	\$121.10	\$124.12
Junior Computer Operator	\$34.76	\$35.63	\$36.51	\$37.43	\$38.37
Journeyman Computer Operator	\$44.06	\$45.16	\$46.29	\$47.45	\$48.63
Senior Computer Operator	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60
SME - Computer Operator	\$67.78	\$69.47	\$71.20	\$72.99	\$74.81
Junior Computer Programmer	\$73.97	\$75.83	\$77.72	\$79.67	\$81.66
Journeyman Computer Programmer	\$93.75	\$96.10	\$98.50	\$100.96	\$103.49
Senior Computer Programmer	\$116.82	\$119.74	\$122.73	\$125.80	\$128.95
SME - Computer Programmer	\$144.22	\$147.83	\$151.53	\$155.31	\$159.19
Junior Computer Systems Analyst	\$71.04	\$72.82	\$74.64	\$76.50	\$78.42
Journeyman Computer Systems Analyst	\$90.04	\$92.28	\$94.59	\$96.96	\$99.39
Senior Computer Systems Analyst	\$112.20	\$115.00	\$117.87	\$120.82	\$123.84
SME - Computer Systems Analyst	\$138.51	\$141.97	\$145.52	\$149.16	\$152.89
Junior Computer Systems Engineer/Architect	\$81.96	\$84.01	\$86.11	\$88.26	\$90.47
Journeyman Computer Systems Engineer/Architect	\$103.86	\$106.46	\$109.12	\$111.85	\$114.65
Senior Computer Systems Engineer/Architect	\$129.43	\$132.66	\$135.98	\$139.38	\$142.86
SME - Computer Systems Engineer/Architect	\$159.77	\$163.76	\$167.85	\$172.04	\$176.34
Junior Computer User Support Specialist	\$44.73	\$45.84	\$46.99	\$48.17	\$49.38
Journeyman Computer User Support Specialist	\$56.69	\$58.11	\$59.56	\$61.05	\$62.57
Senior Computer User Support Specialist	\$70.64	\$72.40	\$74.22	\$76.07	\$77.97
SME - Computer User Support Specialist	\$87.18	\$89.36	\$91.60	\$93.88	\$96.23
Junior Data Warehousing Specialist	\$68.21	\$69.91	\$71.66	\$73.45	\$75.28
Journeyman Data Warehousing Specialist	\$86.42	\$88.57	\$90.79	\$93.06	\$95.39
Senior Data Warehousing Specialist	\$107.69	\$110.38	\$113.14	\$115.97	\$118.87
SME - Data Warehousing Specialist	\$132.95	\$136.27	\$139.68	\$143.17	\$146.75
Junior Database Administrator	\$68.21	\$69.91	\$71.66	\$73.45	\$75.28
Journeyman Database Administrator	\$86.44	\$88.59	\$90.81	\$93.08	\$95.41
Senior Database Administrator	\$107.71	\$110.40	\$113.16	\$115.99	\$118.89
SME - Database Administrator	\$132.96	\$136.28	\$139.69	\$143.18	\$146.76
Junior Database Architect	\$74.77	\$76.64	\$78.56	\$80.52	\$82.54
Journeyman Database Architect	\$94.72	\$97.09	\$99.52	\$102.01	\$104.55
Senior Database Architect	\$118.04	\$120.99	\$124.01	\$127.11	\$130.29
SME - Database Architect	\$145.72	\$149.37	\$153.11	\$156.94	\$160.86
Junior Document Management Specialist	\$56.45	\$57.86	\$59.31	\$60.80	\$62.32
Journeyman Document Management Specialist	\$71.53	\$73.31	\$75.14	\$77.02	\$78.94
Senior Document Management Specialist	\$89.14	\$91.37	\$93.65	\$95.99	\$98.39

Labor Category	11/25/24 – 11/24/25	11/25/25 – 11/24/26	11/25/26 - 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
SME - Document Management Specialist	\$110.05	\$112.80	\$115.62	\$118.51	\$121.47
Junior Geographic Information Systems Technician	\$46.39	\$47.55	\$48.74	\$49.95	\$51.20
Journeyman Geographic Information Systems Technician	\$58.77	\$60.24	\$61.74	\$63.28	\$64.87
Senior Geographic Information Systems Technician	\$73.26	\$75.09	\$76.97	\$78.89	\$80.87
SME - Geographic Information Systems Technician	\$90.43	\$92.69	\$95.00	\$97.38	\$99.82
Junior Geospatial Information Scientist and Technologist	\$51.84	\$53.14	\$54.47	\$55.83	\$57.23
Journeyman Geospatial Information Scientist and Technologist	\$65.68	\$67.32	\$69.01	\$70.73	\$72.50
Senior Geospatial Information Scientist and Technologist	\$81.85	\$83.90	\$85.99	\$88.14	\$90.35
SME - Geospatial Information Scientist and Technologist	\$101.06	\$103.59	\$106.18	\$108.83	\$111.55
Junior Information Security Analyst	\$79.24	\$81.23	\$83.26	\$85.35	\$87.49
Journeyman Information Security Analyst	\$100.41	\$102.92	\$105.49	\$108.13	\$110.83
Senior Information Security Analyst	\$125.11	\$128.23	\$131.44	\$134.72	\$138.09
SME - Information Security Analyst	\$154.45	\$158.31	\$162.27	\$166.33	\$170.49
Junior Information Technology Project Manager	\$78.61	\$80.57	\$82.59	\$84.65	\$86.77
Journeyman Information Technology Project Manager	\$99.60	\$102.09	\$104.63	\$107.25	\$109.93
Senior Information Technology Project Manager	\$124.13	\$127.23	\$130.42	\$133.68	\$137.03
SME - Information Technology Project Manager	\$153.22	\$157.05	\$160.98	\$165.00	\$169.12
Journeyman Management Analyst	\$82.42	\$84.48	\$86.60	\$88.77	\$90.98
Senior Management Analyst	\$104.42	\$107.03	\$109.71	\$112.45	\$115.26
SME - Management Analyst	\$130.14	\$133.39	\$136.73	\$140.14	\$143.65
Junior Network and Computer Systems Administrator	\$160.68	\$164.70	\$168.82	\$173.04	\$177.36
Senior Network and Computer Systems Administrator	\$71.34	\$73.12	\$74.94	\$76.82	\$78.74
SME - Network and Computer Systems Administrator	\$90.37	\$92.62	\$94.94	\$97.32	\$99.75
Junior Software Developer, Applications	\$112.60	\$115.42	\$118.30	\$121.26	\$124.29
Journeyman Software Developer, Applications	\$139.02	\$142.50	\$146.07	\$149.71	\$153.45
SME - Software Developer, Applications	\$82.21	\$84.26	\$86.37	\$88.52	\$90.74
Junior Software Developer, Systems Software	\$104.16	\$106.76	\$109.43	\$112.17	\$114.97
Journeyman Software Developer, Systems Software	\$129.79	\$133.04	\$136.36	\$139.77	\$143.26
Senior Software Developer, Systems Software	\$160.25	\$164.26	\$168.37	\$172.58	\$176.90
SME - Software Developer, Systems Software	\$84.47	\$86.59	\$88.76	\$90.97	\$93.25
Junior Software Quality Assurance Engineer and Tester	\$107.02	\$109.70	\$112.44	\$115.25	\$118.14
Journeyman Software Quality Assurance Engineer and Tester	\$133.38	\$136.72	\$140.13	\$143.64	\$147.22
Senior Software Quality Assurance Engineer and Tester	\$164.66	\$168.79	\$173.01	\$177.33	\$181.76
SME - Software Quality Assurance Engineer and Tester	\$53.90	\$55.25	\$56.63	\$58.06	\$59.51
Junior Technical Writer	\$68.29	\$69.99	\$71.75	\$73.54	\$75.38
Journeyman Technical Writer	\$85.12	\$87.24	\$89.42	\$91.66	\$93.94
Senior Technical Writer	\$105.08	\$107.71	\$110.40	\$113.16	\$115.99
SME - Technical Writer	\$59.37	\$60.85	\$62.37	\$63.93	\$65.53
Junior Telecommunications Engineering Specialist	\$75.20	\$77.09	\$79.01	\$80.99	\$83.01

Labor Category	11/25/24 – 11/24/25	11/25/25 – 11/24/26	11/25/26 - 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Journeyman Telecommunications Engineering Specialist	\$93.71	\$96.06	\$98.46	\$100.92	\$103.44
Senior Telecommunications Engineering Specialist	\$115.70	\$118.59	\$121.55	\$124.59	\$127.71
SME - Telecommunications Engineering Specialist	\$71.41	\$73.19	\$75.02	\$76.90	\$78.82
Junior Telecommunications Equipment Installer and Repairer	\$90.47	\$92.73	\$95.04	\$97.42	\$99.86
Journeyman Telecommunications Equipment Installer and Repairer	\$112.76	\$115.58	\$118.47	\$121.43	\$124.46
Senior Telecommunications Equipment Installer and Repairer	\$139.18	\$142.66	\$146.23	\$149.88	\$153.63
SME - Telecommunications Equipment Installer and Repairer	\$42.91	\$43.98	\$45.08	\$46.21	\$47.37
Junior Training and Development Specialist	\$54.40	\$55.76	\$57.15	\$58.58	\$60.04
Journeyman Training and Development Specialist	\$67.78	\$69.47	\$71.20	\$72.99	\$74.81
Senior Training and Development Specialist	\$83.68	\$85.77	\$87.92	\$90.12	\$92.37
SME - Training and Development Specialist	\$53.59	\$54.93	\$56.30	\$57.71	\$59.15
Junior Video Game Designer	\$67.93	\$69.63	\$71.38	\$73.16	\$74.99
Journeyman Video Game Designer	\$84.65	\$86.77	\$88.94	\$91.16	\$93.44
Senior Video Game Designer	\$104.49	\$107.10	\$109.78	\$112.52	\$115.34
SME - Video Game Designer	\$54.90	\$56.27	\$57.68	\$59.12	\$60.60
Junior Web Administrator	\$69.56	\$71.30	\$73.09	\$74.91	\$76.79
Journeyman Web Administrator	\$86.69	\$88.86	\$91.07	\$93.35	\$95.69
Senior Web Administrator	\$107.00	\$109.68	\$112.42	\$115.23	\$118.12
SME - Web Administrator	\$61.38	\$62.91	\$64.48	\$66.10	\$67.75
Junior Web Developer	\$77.76	\$79.71	\$81.70	\$83.75	\$85.84
Journeyman Web Developer	\$96.91	\$99.32	\$101.80	\$104.35	\$106.96
Senior Web Developer	\$119.65	\$122.64	\$125.70	\$128.85	\$132.07
SME - Web Developer	\$63.80	\$65.39	\$67.02	\$68.70	\$70.41
Journeyman Web Developer	\$80.86	\$82.88	\$84.96	\$87.08	\$89.26
Senior Web Developer	\$100.75	\$103.26	\$105.84	\$108.49	\$111.20
SME - Web Developer	\$124.38	\$127.50	\$130.68	\$133.94	\$137.29

3 HEALTH INFORMATION TECHNOLOGY (IT) SERVICES (54151HEAL)

3.1 TERMS AND CONDITIONS

Vendor suitability for offering services through the new Health IT SIN must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:

- Health Information Technology for Economic and Clinical Health Act of 2009 (HITECH)
- The Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- National Institute of Standards and Technology (NIST) Federal Information Processing Standards (FIPS) and Special Publications
- Federal Information Security Management Act (FISMA) of 2002

******NOTE: All non-professional labor categories must be incidental to, and used solely to support Health IT services, and cannot be purchased separately.**

******NOTE: All labor categories under the 54151S Information Technology Professional Services may remain under 54151S unless the labor categories are specific to the Health IT SIN.**

1. SCOPE

a. The labor categories, prices, terms and conditions stated under 54151HEAL Health Information Technology Services apply exclusively to Health IT Services within the scope of this Information Technology Schedule.

b. This SIN is limited to Health IT Services only. Software and hardware products are out of scope. Hardware and software can be acquired through different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132-33, 132-8).

c. This SIN provides ordering activities with access to Health IT services.

d. Health IT Services provided under this SIN shall comply with all Healthcare certifications and industry standards as applicable at the task order level.

e. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. ORDER

a. Agencies may use written orders, Electronic Data Interchange (EDI) orders, Blanket Purchase Agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

3. PERFORMANCE OF SERVICES

- a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity. All Contracts will be fully funded.
- b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.
- c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.
- d. Any Contractor travel required in the performance of Health IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts. All travel will be agreed upon with the client prior to the Contractor's travel.

4. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS --COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

5. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

6. RESPONSIBILITIES OF THE ORDERING ACTIVITY

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Health IT Services.

7. INDEPENDENT CONTRACTOR

All Health IT Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

8. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

“Contractor” means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

“Contractor and its affiliates” and “Contractor or its affiliates” refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An “Organizational conflict of interest” exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief

executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

9. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Health IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

10. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

11. INCIDENTAL SUPPORT COSTS

Incidental support costs are not considered part of the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

12. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

13. DESCRIPTION OF HEALTH IT SERVICES AND PRICING

a. The Contractor shall provide a description of each type of Health IT Service offered under 54151HEAL and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all Health IT Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

The following is an example of the manner in which the description of a commercial job title should be presented:

EXAMPLE: Commercial Job Title: Health IT Subject Matter Expert

Minimum Experience: Ten (10) years.

Functional Responsibilities: Significant information technology consulting and clinical information system strategy and implementation experience. Experienced in client engagements representing a wide array of activities, related to professional information technology projects, in a healthcare/clinical environment, including strategic planning related to information technology systems and/or software, governance, process design/ redesign, clinical content development, and communications and training strategies for information technology solutions.

Minimum Education: Medical Doctor or Doctor of Osteopathic Medicine.

3.2 LABOR CATEGORIES FUNCTIONAL DESCRIPTION

Functional Descriptions have been provided for each general Labor Category.

Labor Category	Functional Description
Business Intelligence Analyst	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.
Computer and Information Research Scientist	Conduct research into fundamental computer and information science as theorists, designers, or inventors. Develop solutions to problems in the field of computer hardware and software.
Computer and Information Systems Manager	Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.
Computer Hardware Engineer	Research, design, develop, or test computer or computer-related equipment for commercial, industrial, military, or scientific use. May supervise the manufacturing and installation of computer or computer-related equipment and components.
Computer Network Architect	Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning. May also design network and computer security measures. May research and recommend network and data communications hardware and software.
Computer Network Support Specialist	Analyze, test, troubleshoot, and evaluate existing network systems, such as local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Perform network maintenance to ensure networks operate correctly with minimal interruption.
Computer Operator	Monitor and control electronic computer and peripheral electronic data processing equipment to process business, scientific, engineering, and other data according to operating instructions. Monitor and respond to operating and error messages. May enter commands at a computer terminal and set controls on computer and peripheral devices.
Computer Programmer	Create, modify, and test the code, forms, and script that allow computer applications to run. Work from specifications drawn up by software developers or other individuals. May assist software developers by analyzing user needs and designing software solutions. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.
Computer Systems Analyst	Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software.
Computer Systems Engineer/Architect	Design and develop solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions.
Computer User Support Specialist	Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, or via telephone or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.
Data Warehousing Specialist	Design, model, or implement corporate data warehousing activities. Program and configure warehouses of database information and provide support to warehouse users.
Database Administrator	Administer, test, and implement computer databases, applying knowledge of database management systems. Coordinate changes to computer databases. May plan, coordinate, and implement security measures to safeguard computer databases.
Database Architect	Design strategies for enterprise database systems and set standards for operations, programming, and security. Design and construct large relational databases. Integrate

Labor Category	Functional Description
	new systems with existing warehouse structure and refine system performance and functionality.
Document Management Specialist	Implement and administer enterprise-wide document management systems and related procedures that allow organizations to capture, store, retrieve, share, and destroy electronic records and documents.
Information Security Analyst	Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses.
Information Technology Project Manager	Plan, initiate, and manage information technology (IT) projects. Lead and guide the work of technical staff. Serve as liaison between business and technical aspects of projects. Plan project stages and assess business implications for each stage. Monitor progress to assure deadlines, standards, and cost targets are met.
Management Analyst	Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.
Network and Computer Systems Administrator	Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Monitor network to ensure network availability to all system users and may perform necessary maintenance to support network availability. May monitor and test Web site performance to ensure Web sites operate correctly and without interruption. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. May supervise computer user support specialists and computer network support specialists. May administer network security measures.
Software Developer, Applications	Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. May supervise computer programmers.
Software Developer, Systems Software	Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. May design embedded systems software. Apply principles and techniques of computer science, engineering, and mathematical analysis.
Software Quality Assurance Engineer and Tester	Develop and execute software test plans in order to identify software problems and their causes.
Technical Writer	Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.
Telecommunications Engineering Specialist	Design or configure voice, video, and data communications systems. Supervise installation and post-installation service and maintenance.
Telecommunications Equipment Installer and Repairer	Install, set-up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May

Labor Category	Functional Description
	install communications equipment or communications wiring in buildings.
Training and Development Specialist	Design and conduct training and development programs to improve individual and organizational performance. May analyze training needs.
Web Administrator	Manage web environment design, deployment, development and maintenance activities. Perform testing and quality assurance of web sites and web applications.
Web Developer	Design, create, and modify Web sites. Analyze user needs to implement Web site content, graphics, performance, and capacity. May integrate Web sites with other computer applications. May convert written, graphic, audio, and video components to compatible Web formats by using software designed to facilitate the creation of Web and multimedia content.

3.3 LABOR CATEGORY KNOWLEDGE AND SKILL LEVEL DEFINITIONS

Each labor category is subdivided by knowledge/skill level. Definitions of these knowledge/skill levels are as follows:

- **JUNIOR:** Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision. Requires minimum 1-year experience with a High School Diploma.
- **JOURNEYMAN:** Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Requires minimum 4 years' experience with a Bachelor's Degree.
- **SENIOR:** Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others. Requires minimum 7 years' experience with a Bachelor's Degree.
- **SUBJECT MATTER EXPERT (SME):** Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others. Requires minimum 10 years' experience with a Master's Degree.

Note: Years of Experience may be substituted for Education requirements where 4 years of experience is equivalent to a Bachelor's degree and 6 years of experience is equivalent to a Master's degree. All degrees must be from a field of study compatible with the labor category position.

3.4 PRICE LIST FOR 54151HEAL

3.4.1 Contractor Facility (Includes IFF)

All rates in \$/hr

Labor Category	11/25/24- 11/24/25	11/25/25- 11/24/26	11/25/26- 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Junior Business Intelligence Analyst	\$74.05	\$75.90	\$77.79	\$79.74	\$81.73
Journeyman Business Intelligence Analyst	\$93.82	\$96.17	\$98.58	\$101.05	\$103.58
Senior Business Intelligence Analyst	\$116.92	\$119.84	\$122.83	\$125.90	\$129.05
SME - Business Intelligence Analyst	\$144.36	\$147.97	\$151.67	\$155.46	\$159.35
Junior Computer and Information Research Scientist	\$99.57	\$102.06	\$104.60	\$107.22	\$109.90
Journeyman Computer and Information Research Scientist	\$126.15	\$129.30	\$132.53	\$135.85	\$139.24
Senior Computer and Information Research Scientist	\$157.21	\$161.14	\$165.17	\$169.30	\$173.53
SME - Computer and Information Research Scientist	\$194.08	\$198.93	\$203.91	\$209.01	\$214.24
Junior Computer and Information Systems Manager	\$121.36	\$124.39	\$127.51	\$130.69	\$133.95
Journeyman Computer and Information Systems Manager	\$153.79	\$157.64	\$161.58	\$165.62	\$169.76
Senior Computer and Information Systems Manager	\$191.63	\$196.41	\$201.32	\$206.36	\$211.52
SME - Computer and Information Systems Manager	\$236.57	\$242.49	\$248.55	\$254.77	\$261.14
Junior Computer Hardware Engineer	\$96.83	\$99.24	\$101.72	\$104.26	\$106.87
Journeyman Computer Hardware Engineer	\$122.68	\$125.74	\$128.89	\$132.11	\$135.42
Senior Computer Hardware Engineer	\$152.87	\$156.69	\$160.60	\$164.62	\$168.74
SME - Computer Hardware Engineer	\$188.71	\$193.42	\$198.26	\$203.21	\$208.29
Junior Computer Network Architect	\$92.74	\$95.05	\$97.43	\$99.87	\$102.37
Journeyman Computer Network Architect	\$117.50	\$120.44	\$123.46	\$126.54	\$129.70
Senior Computer Network Architect	\$146.42	\$150.08	\$153.82	\$157.67	\$161.61
SME - Computer Network Architect	\$180.76	\$185.28	\$189.91	\$194.66	\$199.53
Junior Computer Network Support Specialist	\$64.43	\$66.05	\$67.70	\$69.39	\$71.12
Journeyman Computer Network Support Specialist	\$81.63	\$83.68	\$85.77	\$87.92	\$90.12
Senior Computer Network Support Specialist	\$101.72	\$104.26	\$106.87	\$109.54	\$112.28
SME - Computer Network Support Specialist	\$125.59	\$128.74	\$131.95	\$135.24	\$138.63
Junior Computer Operator	\$38.81	\$39.78	\$40.78	\$41.79	\$42.84
Journeyman Computer Operator	\$49.21	\$50.44	\$51.70	\$52.99	\$54.31
Senior Computer Operator	\$61.30	\$62.83	\$64.40	\$66.02	\$67.67
SME - Computer Operator	\$75.68	\$77.57	\$79.51	\$81.49	\$83.53
Junior Computer Programmer	\$82.60	\$84.66	\$86.78	\$88.95	\$91.17
Journeyman Computer Programmer	\$104.70	\$107.31	\$109.99	\$112.75	\$115.57
Senior Computer Programmer	\$130.46	\$133.72	\$137.07	\$140.49	\$144.01
SME - Computer Programmer	\$161.05	\$165.08	\$169.21	\$173.44	\$177.77
Junior Computer Systems Analyst	\$79.35	\$81.33	\$83.37	\$85.45	\$87.59
Journeyman Computer Systems Analyst	\$100.53	\$103.04	\$105.62	\$108.26	\$110.97
Senior Computer Systems Analyst	\$125.29	\$128.42	\$131.64	\$134.93	\$138.31
SME - Computer Systems Analyst	\$154.67	\$158.54	\$162.50	\$166.56	\$170.72
Junior Computer Systems Engineer/Architect	\$91.53	\$93.81	\$96.16	\$98.57	\$101.04
Journeyman Computer Systems Engineer/Architect	\$115.96	\$118.86	\$121.83	\$124.88	\$128.00

Labor Category	11/25/24- 11/24/25	11/25/25- 11/24/26	11/25/26- 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Senior Computer Systems Engineer/Architect	\$144.53	\$148.15	\$151.86	\$155.66	\$159.55
SME - Computer Systems Engineer/Architect	\$178.42	\$182.88	\$187.46	\$192.14	\$196.95
Junior Computer User Support Specialist	\$49.95	\$51.20	\$52.48	\$53.79	\$55.13
Journeyman Computer User Support Specialist	\$63.29	\$64.88	\$66.50	\$68.16	\$69.86
Senior Computer User Support Specialist	\$78.88	\$80.86	\$82.88	\$84.96	\$87.08
SME - Computer User Support Specialist	\$97.36	\$99.80	\$102.30	\$104.86	\$107.48
Junior Data Warehousing Specialist	\$76.17	\$78.08	\$80.03	\$82.04	\$84.09
Journeyman Data Warehousing Specialist	\$96.50	\$98.91	\$101.38	\$103.92	\$106.52
Senior Data Warehousing Specialist	\$120.26	\$123.26	\$126.35	\$129.51	\$132.75
SME - Data Warehousing Specialist	\$148.46	\$152.17	\$155.98	\$159.88	\$163.88
Junior Database Administrator	\$76.17	\$78.08	\$80.03	\$82.04	\$84.09
Journeyman Database Administrator	\$96.52	\$98.94	\$101.42	\$103.96	\$106.56
Senior Database Administrator	\$120.28	\$123.28	\$126.37	\$129.53	\$132.77
SME - Database Administrator	\$148.48	\$152.19	\$156.00	\$159.90	\$163.90
Junior Database Architect	\$83.50	\$85.58	\$87.72	\$89.91	\$92.16
Journeyman Database Architect	\$105.78	\$108.42	\$111.13	\$113.91	\$116.77
Senior Database Architect	\$131.82	\$135.11	\$138.49	\$141.95	\$145.50
SME - Database Architect	\$162.73	\$166.80	\$170.97	\$175.24	\$179.63
Junior Document Management Specialist	\$63.03	\$64.60	\$66.22	\$67.87	\$69.56
Journeyman Document Management Specialist	\$79.89	\$81.88	\$83.93	\$86.03	\$88.17
Senior Document Management Specialist	\$99.54	\$102.03	\$104.57	\$107.18	\$109.86
SME - Document Management Specialist	\$122.89	\$125.96	\$129.12	\$132.34	\$135.65
Junior Geographic Information Systems Technician	\$51.81	\$53.11	\$54.44	\$55.80	\$57.19
Journeyman Geographic Information Systems Technician	\$65.63	\$67.27	\$68.96	\$70.68	\$72.44
Senior Geographic Information Systems Technician	\$81.81	\$83.86	\$85.95	\$88.10	\$90.31
SME - Geographic Information Systems Technician	\$100.99	\$103.52	\$106.11	\$108.76	\$111.48
Junior Geospatial Information Scientist and Technologist	\$57.88	\$59.34	\$60.82	\$62.34	\$63.90
Journeyman Geospatial Information Scientist and Technologist	\$73.35	\$75.18	\$77.07	\$78.99	\$80.97
Senior Geospatial Information Scientist and Technologist	\$91.43	\$93.71	\$96.06	\$98.46	\$100.92
SME - Geospatial Information Scientist and Technologist	\$112.86	\$115.68	\$118.57	\$121.53	\$124.57
Junior Information Security Analyst	\$88.49	\$90.71	\$92.98	\$95.30	\$97.68
Journeyman Information Security Analyst	\$112.12	\$114.92	\$117.79	\$120.74	\$123.76
Senior Information Security Analyst	\$139.72	\$143.21	\$146.79	\$150.46	\$154.22
SME - Information Security Analyst	\$172.48	\$176.80	\$181.22	\$185.75	\$190.40
Junior Information Technology Project Manager	\$87.78	\$89.97	\$92.22	\$94.53	\$96.90
Journeyman Information Technology Project Manager	\$111.21	\$113.99	\$116.85	\$119.77	\$122.76
Senior Information Technology Project Manager	\$138.61	\$142.08	\$145.63	\$149.27	\$153.00
SME - Information Technology Project Manager	\$171.09	\$175.38	\$179.76	\$184.25	\$188.86
Journeyman Management Analyst	\$92.03	\$94.33	\$96.69	\$99.10	\$101.58
Senior Management Analyst	\$116.61	\$119.53	\$122.52	\$125.58	\$128.73
SME - Management Analyst	\$145.33	\$148.97	\$152.70	\$156.51	\$160.42

Labor Category	11/25/24- 11/24/25	11/25/25- 11/24/26	11/25/26- 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Junior Network and Computer Systems Administrator	\$179.43	\$183.91	\$188.50	\$193.22	\$198.05
Senior Network and Computer Systems Administrator	\$79.66	\$81.65	\$83.70	\$85.79	\$87.94
SME - Network and Computer Systems Administrator	\$100.93	\$103.45	\$106.04	\$108.69	\$111.41
Junior Software Developer, Applications	\$125.76	\$128.91	\$132.13	\$135.44	\$138.82
Journeyman Software Developer, Applications	\$155.25	\$159.13	\$163.11	\$167.19	\$171.38
SME - Software Developer, Applications	\$91.80	\$94.10	\$96.44	\$98.85	\$101.32
Junior Software Developer, Systems Software	\$116.33	\$119.24	\$122.23	\$125.28	\$128.41
Journeyman Software Developer, Systems Software	\$144.96	\$148.58	\$152.30	\$156.11	\$160.01
Senior Software Developer, Systems Software	\$178.95	\$183.43	\$188.01	\$192.72	\$197.53
SME - Software Developer, Systems Software	\$94.33	\$96.69	\$99.10	\$101.58	\$104.12
Junior Software Quality Assurance Engineer and Tester	\$119.53	\$122.52	\$125.58	\$128.73	\$131.94
Journeyman Software Quality Assurance Engineer and Tester	\$148.96	\$152.69	\$156.50	\$160.41	\$164.42
Senior Software Quality Assurance Engineer and Tester	\$183.90	\$188.49	\$193.21	\$198.04	\$202.98
SME - Software Quality Assurance Engineer and Tester	\$60.19	\$61.69	\$63.23	\$64.82	\$66.44
Junior Technical Writer	\$76.26	\$78.17	\$80.12	\$82.13	\$84.18
Journeyman Technical Writer	\$95.03	\$97.41	\$99.85	\$102.35	\$104.91
Senior Technical Writer	\$117.35	\$120.28	\$123.28	\$126.37	\$129.53
SME - Technical Writer	\$66.30	\$67.96	\$69.66	\$71.41	\$73.19
Junior Telecommunications Engineering Specialist	\$83.99	\$86.09	\$88.24	\$90.45	\$92.71
Journeyman Telecommunications Engineering Specialist	\$104.65	\$107.27	\$109.95	\$112.71	\$115.53
Senior Telecommunications Engineering Specialist	\$129.20	\$132.43	\$135.75	\$139.14	\$142.62
SME - Telecommunications Engineering Specialist	\$79.75	\$81.74	\$83.79	\$85.88	\$88.03
Junior Telecommunications Equipment Installer and Repairer	\$101.03	\$103.56	\$106.15	\$108.80	\$111.52
Journeyman Telecommunications Equipment Installer and Repairer	\$125.91	\$129.06	\$132.28	\$135.59	\$138.97
Senior Telecommunications Equipment Installer and Repairer	\$155.43	\$159.31	\$163.29	\$167.38	\$171.56
SME - Telecommunications Equipment Installer and Repairer	\$47.93	\$49.13	\$50.36	\$51.62	\$52.91
Junior Training and Development Specialist	\$60.75	\$62.27	\$63.83	\$65.42	\$67.05
Journeyman Training and Development Specialist	\$75.68	\$77.57	\$79.51	\$81.49	\$83.53
Senior Training and Development Specialist	\$93.44	\$95.78	\$98.18	\$100.63	\$103.15
SME - Training and Development Specialist	\$59.86	\$61.36	\$62.89	\$64.46	\$66.08
Junior Video Game Designer	\$75.87	\$77.76	\$79.71	\$81.70	\$83.75
Journeyman Video Game Designer	\$94.53	\$96.90	\$99.31	\$101.79	\$104.34
Senior Video Game Designer	\$116.70	\$119.62	\$122.61	\$125.67	\$128.82
SME - Video Game Designer	\$61.30	\$62.83	\$64.40	\$66.02	\$67.67
Junior Web Administrator	\$77.68	\$79.63	\$81.62	\$83.67	\$85.76
Journeyman Web Administrator	\$96.83	\$99.24	\$101.72	\$104.26	\$106.87
Senior Web Administrator	\$119.51	\$122.50	\$125.56	\$128.71	\$131.92
SME - Web Administrator	\$68.54	\$70.26	\$72.01	\$73.81	\$75.66
Junior Web Developer	\$86.85	\$89.03	\$91.25	\$93.53	\$95.87
Journeyman Web Developer	\$108.21	\$110.92	\$113.69	\$116.53	\$119.45

Labor Category	11/25/24- 11/24/25	11/25/25- 11/24/26	11/25/26- 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Senior Web Developer	\$133.61	\$136.96	\$140.38	\$143.89	\$147.49
SME - Web Developer	\$71.24	\$73.03	\$74.85	\$76.73	\$78.64
Journeyman Web Developer	\$90.29	\$92.54	\$94.86	\$97.23	\$99.66
Senior Web Developer	\$112.51	\$115.32	\$118.21	\$121.16	\$124.19
SME - Web Developer	\$138.90	\$142.38	\$145.93	\$149.58	\$153.32

3.4.2 Customer Facility (Includes IFF)

All rates in \$/hr

Labor Category	11/25/24- 11/24/25	11/25/25- 11/24/26	11/25/26- 11/24/27	11/25/27- 11/24/28	11/25/28- 11/24/29
Junior Business Intelligence Analyst	\$64.95	\$66.57	\$68.23	\$69.93	\$71.69
Journeyman Business Intelligence Analyst	\$82.31	\$84.36	\$86.47	\$88.63	\$90.85
Senior Business Intelligence Analyst	\$102.57	\$105.14	\$107.77	\$110.46	\$113.22
SME - Business Intelligence Analyst	\$126.62	\$129.78	\$133.03	\$136.35	\$139.76
Junior Computer and Information Research Scientist	\$87.35	\$89.53	\$91.77	\$94.07	\$96.41
Journeyman Computer and Information Research Scientist	\$110.66	\$113.43	\$116.26	\$119.16	\$122.15
Senior Computer and Information Research Scientist	\$137.90	\$141.35	\$144.89	\$148.51	\$152.23
SME - Computer and Information Research Scientist	\$170.24	\$174.49	\$178.85	\$183.32	\$187.91
Junior Computer and Information Systems Manager	\$106.46	\$109.12	\$111.85	\$114.65	\$117.51
Journeyman Computer and Information Systems Manager	\$134.90	\$138.28	\$141.73	\$145.28	\$148.91
Senior Computer and Information Systems Manager	\$168.10	\$172.30	\$176.61	\$181.03	\$185.55
SME - Computer and Information Systems Manager	\$207.53	\$212.72	\$218.04	\$223.49	\$229.08
Junior Computer Hardware Engineer	\$84.93	\$87.05	\$89.23	\$91.46	\$93.74
Journeyman Computer Hardware Engineer	\$107.61	\$110.30	\$113.06	\$115.89	\$118.79
Senior Computer Hardware Engineer	\$134.09	\$137.44	\$140.88	\$144.40	\$148.01
SME - Computer Hardware Engineer	\$165.53	\$169.67	\$173.91	\$178.27	\$182.72
Junior Computer Network Architect	\$81.34	\$83.38	\$85.46	\$87.60	\$89.78
Journeyman Computer Network Architect	\$103.07	\$105.65	\$108.29	\$111.00	\$113.77
Senior Computer Network Architect	\$128.44	\$131.66	\$134.95	\$138.33	\$141.78

SME - Computer Network Architect	\$158.56	\$162.52	\$166.58	\$170.74	\$175.01
Junior Computer Network Support Specialist	\$56.52	\$57.93	\$59.39	\$60.87	\$62.39
Journeyman Computer Network Support Specialist	\$71.62	\$73.41	\$75.24	\$77.13	\$79.05
Senior Computer Network Support Specialist	\$89.23	\$91.46	\$93.74	\$96.09	\$98.49
SME - Computer Network Support Specialist	\$110.16	\$112.91	\$115.73	\$118.62	\$121.58
Junior Computer Operator	\$34.05	\$34.89	\$35.77	\$36.66	\$37.58
Journeyman Computer Operator	\$43.16	\$44.24	\$45.35	\$46.49	\$47.65
Senior Computer Operator	\$53.78	\$55.12	\$56.50	\$57.91	\$59.37
SME - Computer Operator	\$66.39	\$68.05	\$69.75	\$71.50	\$73.28
Junior Computer Programmer	\$72.46	\$74.28	\$76.13	\$78.04	\$79.99
Journeyman Computer Programmer	\$91.84	\$94.14	\$96.49	\$98.90	\$101.37
Senior Computer Programmer	\$114.44	\$117.30	\$120.23	\$123.23	\$126.32
SME - Computer Programmer	\$141.28	\$144.82	\$148.43	\$152.14	\$155.95
Junior Computer Systems Analyst	\$69.59	\$71.34	\$73.12	\$74.94	\$76.82
Journeyman Computer Systems Analyst	\$88.19	\$90.40	\$92.65	\$94.97	\$97.35
Senior Computer Systems Analyst	\$109.90	\$112.65	\$115.48	\$118.37	\$121.33
SME - Computer Systems Analyst	\$135.69	\$139.08	\$142.56	\$146.13	\$149.78
Junior Computer Systems Engineer/Architect	\$80.29	\$82.30	\$84.35	\$86.46	\$88.62
Journeyman Computer Systems Engineer/Architect	\$101.73	\$104.27	\$106.88	\$109.55	\$112.29
Senior Computer Systems Engineer/Architect	\$126.79	\$129.96	\$133.21	\$136.54	\$139.96
SME - Computer Systems Engineer/Architect	\$156.51	\$160.42	\$164.43	\$168.54	\$172.76
Junior Computer User Support Specialist	\$43.82	\$44.92	\$46.04	\$47.18	\$48.36
Journeyman Computer User Support Specialist	\$55.53	\$56.92	\$58.34	\$59.80	\$61.29
Senior Computer User Support Specialist	\$69.20	\$70.93	\$72.71	\$74.52	\$76.38
SME - Computer User Support Specialist	\$85.41	\$87.55	\$89.73	\$91.98	\$94.28
Junior Data Warehousing Specialist	\$66.82	\$68.49	\$70.21	\$71.96	\$73.76
Journeyman Data Warehousing Specialist	\$84.65	\$86.77	\$88.94	\$91.16	\$93.44
Senior Data Warehousing Specialist	\$105.49	\$108.13	\$110.83	\$113.60	\$116.44
SME - Data Warehousing Specialist	\$130.23	\$133.48	\$136.82	\$140.23	\$143.74
Junior Database Administrator	\$66.82	\$68.49	\$70.21	\$71.96	\$73.76
Journeyman Database Administrator	\$84.68	\$86.79	\$88.96	\$91.18	\$93.46
Senior Database Administrator	\$105.51	\$108.15	\$110.85	\$113.62	\$116.46
SME - Database Administrator	\$130.24	\$133.49	\$136.83	\$140.25	\$143.76
Junior Database Architect	\$73.24	\$75.07	\$76.95	\$78.87	\$80.85
Journeyman Database Architect	\$92.79	\$95.10	\$97.48	\$99.92	\$102.42
Senior Database Architect	\$115.63	\$118.52	\$121.48	\$124.51	\$127.63
SME - Database Architect	\$142.75	\$146.32	\$149.97	\$153.72	\$157.56
Junior Document Management Specialist	\$55.29	\$56.68	\$58.10	\$59.55	\$61.04
Journeyman Document Management Specialist	\$70.07	\$71.82	\$73.61	\$75.46	\$77.34
Senior Document Management Specialist	\$87.32	\$89.51	\$91.75	\$94.05	\$96.39
SME - Document Management Specialist	\$107.80	\$110.49	\$113.25	\$116.08	\$118.98

Junior Geographic Information Systems Technician	\$45.44	\$46.58	\$47.75	\$48.94	\$50.16
Journeyman Geographic Information Systems Technician	\$57.57	\$59.01	\$60.48	\$61.99	\$63.55
Senior Geographic Information Systems Technician	\$71.76	\$73.55	\$75.40	\$77.28	\$79.21
SME - Geographic Information Systems Technician	\$88.58	\$90.80	\$93.07	\$95.40	\$97.78
Junior Geospatial Information Scientist and Technologist	\$50.78	\$52.05	\$53.35	\$54.68	\$56.05
Journeyman Geospatial Information Scientist and Technologist	\$64.34	\$65.95	\$67.61	\$69.30	\$71.03
Senior Geospatial Information Scientist and Technologist	\$80.18	\$82.19	\$84.24	\$86.35	\$88.50
SME - Geospatial Information Scientist and Technologist	\$99.00	\$101.48	\$104.02	\$106.62	\$109.29
Junior Information Security Analyst	\$77.63	\$79.58	\$81.56	\$83.60	\$85.68
Journeyman Information Security Analyst	\$98.36	\$100.82	\$103.34	\$105.91	\$108.56
Senior Information Security Analyst	\$122.55	\$125.61	\$128.76	\$131.97	\$135.26
SME - Information Security Analyst	\$151.29	\$155.07	\$158.95	\$162.92	\$166.99
Junior Information Technology Project Manager	\$77.01	\$78.93	\$80.91	\$82.93	\$85.01
Journeyman Information Technology Project Manager	\$97.57	\$100.01	\$102.51	\$105.07	\$107.70
Senior Information Technology Project Manager	\$121.59	\$124.63	\$127.75	\$130.94	\$134.22
SME - Information Technology Project Manager	\$150.09	\$153.83	\$157.68	\$161.62	\$165.66
Junior Management Analyst	\$80.74	\$82.75	\$84.82	\$86.93	\$89.11
Journeyman Management Analyst	\$102.29	\$104.85	\$107.47	\$110.16	\$112.91
Senior Management Analyst	\$127.49	\$130.67	\$133.93	\$137.28	\$140.72
SME - Management Analyst	\$157.39	\$161.33	\$165.36	\$169.49	\$173.73
Junior Network and Computer Systems Administrator	\$69.87	\$71.62	\$73.41	\$75.24	\$77.13
Journeyman Network and Computer Systems Administrator	\$88.52	\$90.74	\$93.01	\$95.34	\$97.72
Senior Network and Computer Systems Administrator	\$110.31	\$113.07	\$115.90	\$118.80	\$121.77
SME - Network and Computer Systems Administrator	\$136.19	\$139.60	\$143.08	\$146.66	\$150.33
Junior Software Developer, Applications	\$80.52	\$82.54	\$84.60	\$86.72	\$88.89
Journeyman Software Developer, Applications	\$102.04	\$104.58	\$107.20	\$109.88	\$112.63
Senior Software Developer, Applications	\$127.14	\$130.32	\$133.57	\$136.91	\$140.33
SME - Software Developer, Applications	\$156.99	\$160.92	\$164.94	\$169.06	\$173.28
Junior Software Developer, Systems Software	\$82.75	\$84.82	\$86.93	\$89.11	\$91.34
Journeyman Software Developer, Systems Software	\$104.84	\$107.46	\$110.15	\$112.90	\$115.72
Senior Software Developer, Systems Software	\$130.66	\$133.92	\$137.27	\$140.71	\$144.22

SME - Software Developer, Systems Software	\$161.31	\$165.34	\$169.47	\$173.71	\$178.06
Junior Software Quality Assurance Engineer and Tester	\$52.81	\$54.13	\$55.48	\$56.87	\$58.29
Journeyman Software Quality Assurance Engineer and Tester	\$66.89	\$68.56	\$70.28	\$72.03	\$73.83
Senior Software Quality Assurance Engineer and Tester	\$83.38	\$85.46	\$87.60	\$89.78	\$92.03
SME - Software Quality Assurance Engineer and Tester	\$102.93	\$105.50	\$108.14	\$110.84	\$113.61
Junior Technical Writer	\$58.16	\$59.61	\$61.10	\$62.63	\$64.19
Journeyman Technical Writer	\$73.66	\$75.51	\$77.39	\$79.32	\$81.31
Senior Technical Writer	\$91.80	\$94.10	\$96.44	\$98.85	\$101.32
SME - Technical Writer	\$113.33	\$116.16	\$119.06	\$122.04	\$125.09
Junior Telecommunications Engineering Specialist	\$69.95	\$71.71	\$73.50	\$75.34	\$77.22
Journeyman Telecommunications Engineering Specialist	\$88.62	\$90.84	\$93.11	\$95.44	\$97.82
Senior Telecommunications Engineering Specialist	\$110.45	\$113.21	\$116.04	\$118.94	\$121.91
SME - Telecommunications Engineering Specialist	\$136.34	\$139.75	\$143.24	\$146.82	\$150.49
Junior Telecommunications Equipment Installer and Repairer	\$42.04	\$43.08	\$44.16	\$45.27	\$46.40
Journeyman Telecommunications Equipment Installer and Repairer	\$53.29	\$54.62	\$55.99	\$57.39	\$58.82
Senior Telecommunications Equipment Installer and Repairer	\$66.39	\$68.05	\$69.75	\$71.50	\$73.28
SME - Telecommunications Equipment Installer and Repairer	\$81.96	\$84.01	\$86.11	\$88.26	\$90.47
Junior Training and Development Specialist	\$52.50	\$53.81	\$55.16	\$56.54	\$57.95
Journeyman Training and Development Specialist	\$66.55	\$68.21	\$69.91	\$71.66	\$73.45
Senior Training and Development Specialist	\$82.92	\$85.00	\$87.12	\$89.30	\$91.54
SME - Training and Development Specialist	\$102.37	\$104.93	\$107.55	\$110.24	\$113.00
Junior Video Game Designer	\$53.78	\$55.12	\$56.50	\$57.91	\$59.37
Journeyman Video Game Designer	\$68.14	\$69.84	\$71.59	\$73.38	\$75.21
Senior Video Game Designer	\$84.93	\$87.05	\$89.23	\$91.46	\$93.74
SME - Video Game Designer	\$104.83	\$107.45	\$110.14	\$112.89	\$115.71
Junior Web Administrator	\$60.12	\$61.62	\$63.16	\$64.75	\$66.37
Journeyman Web Administrator	\$76.18	\$78.09	\$80.04	\$82.05	\$84.10
Senior Web Administrator	\$94.92	\$97.30	\$99.73	\$102.22	\$104.78
SME - Web Administrator	\$117.20	\$120.13	\$123.13	\$126.22	\$129.37
Junior Web Developer	\$62.50	\$64.06	\$65.66	\$67.30	\$68.99
Journeyman Web Developer	\$79.20	\$81.19	\$83.21	\$85.29	\$87.43
Senior Web Developer	\$98.69	\$101.16	\$103.69	\$106.28	\$108.94

SME - Web Developer	\$121.84	\$124.89	\$128.01	\$131.21	\$134.50
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