General Dynamics One Source, LLC ALLIANT CONTRACT NO. GS00Q09BGD0030 GOVERNMENT SITE T&M Rates

*These rates DO NOT include Contract Access Fee (CAF)

| LABOR ID# | LABOR CATEGORY | Loaded Hourly Labor Rates * | | | | | | | | | | |
|--------------|--|-----------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|----------|---------------------------------|----------------------------------|--|
| | | Year 1 - 5/1/09 - 4/30/10 | Year 2 - 5/1/10 - 4/30/11 | Year 3 - 5/1/11 - 4/30/12 | Year 4 - 5/1/12 - 4/30/13 | Year 5 - 5/1/13 - 4/30/14 | Year 6 - 5/1/14 - 4/30/15 | Year 7 - 5/1/15 - 4/30/16 | | Year 9 - 5/1/17 - 4/30/18 | Year 10 - 5/1/18 - 4/30/19 | |
| 101G | Administration/Clerical | | | | | | | | | | | |
| 101G-1 | Administration/Clerical (Entry Level) | \$ 31.72 | \$ 32.72 | \$ 33.69 | \$ 34.70 | \$ 35.74 | \$ 36.81 | \$ 37.92 | \$ 39.05 | \$ 40.23 | \$ 41.43 | |
| 101G-2 | Administration/Clerical (Journeyman) | \$ 42.26 | \$ 43.60 | \$ 44.88 | \$ 46.23 | \$ 47.62 | \$ 49.05 | \$ 50.52 | \$ 52.03 | \$ 53.59 | \$ 55.20 | |
| 101G-3 | Administration/Clerical (Senior) | \$ 50.93 | \$ 52.55 | \$ 54.10 | \$ 55.72 | \$ 57.39 | \$ 59.11 | \$ 60.89 | \$ 62.71 | \$ 64.60 | \$ 66.53 | |
| 102G | Applications Developer | | | | | | | | | | | |
| 102G-1 | Applications Developer (Entry Level) | \$ 42.98 | \$ 44.34 | \$ 45.65 | \$ 47.02 | \$ 48.43 | \$ 49.89 | \$ 51.38 | \$ 52.92 | \$ 54.51 | \$ 56.15 | |
| 102G-2 | Applications Developer (Journeyman) | \$ 59.34 | \$ 61.23 | \$ 63.03 | \$ 64.92 | \$ 66.87 | \$ 68.88 | \$ 70.94 | \$ 73.07 | \$ 75.27 | \$ 77.52 | |
| 102G-3 | Applications Developer (Senior) | \$ 87.53 | \$ 90.15 | \$ 92.84 | \$ 95.62 | \$ 98.49 | \$101.45 | \$104.48 | \$107.64 | \$110.85 | \$114.18 | |
| 102G-4 | Applications Developer (Master) | \$125.19 | \$128.94 | \$132.81 | \$136.80 | \$140.90 | \$145.12 | \$149.47 | \$153.95 | \$158.58 | \$163.33 | |
| 103G | Applications Systems Analyst | | | | | | | | | | | |
| 103G-1 | Applications Systems Analyst (Entry Level) | \$ 51.04 | \$ 52.66 | \$ 54.21 | \$ 55.84 | \$ 57.52 | \$ 59.24 | \$ 61.02 | \$ 62.85 | \$ 64.73 | \$ 66.68 | |
| 103G-2 | Applications Systems Analyst (Journeyman) | \$ 60.02 | \$ 61.92 | \$ 63.75 | \$ 65.66 | \$ 67.63 | \$ 69.66 | \$ 71.75 | \$ 73.91 | \$ 76.12 | \$ 78.41 | |
| 103G-3 | Applications Systems Analyst (Senior) | \$ 89.44 | \$ 92.14 | \$ 94.90 | \$ 97.74 | \$100.69 | \$103.71 | \$106.82 | \$110.02 | \$113.31 | \$116.71 | |
| 103G-4 | Applications Systems Analyst (Master) | \$113.48 | \$116.86 | \$120.36 | \$123.98 | \$127.71 | \$131.54 | \$135.48 | \$139.56 | \$143.74 | \$148.03 | |
| 104G | Business Process Consultant | \$ 73.98 | \$ 76.19 | \$ 78.47 | \$ 80.82 | \$ 83.25 | \$ 85.75 | \$ 88.33 | \$ 90.97 | \$ 93.71 | \$ 96.53 | |
| 105G | Business Systems Analyst | \$ 76.51 | \$ 78.82 | \$ 81.18 | \$ 83.62 | \$ 86.13 | \$ 88.72 | \$ 91.39 | \$ 94.13 | \$ 96.93 | \$ 99.85 | |
| 106G | Chief Information Security Officer | \$108.19 | \$111.62 | \$114.91 | \$118.36 | \$121.91 | \$125.57 | \$129.34 | \$133.22 | \$137.21 | \$141.33 | |
| 107G | Computer Scientist | \$112.44 | \$115.36 | \$118.97 | \$122.22 | \$125.93 | \$129.81 | \$133.93 | \$137.83 | \$141.97 | \$146.23 | |
| 108G | Computer Forensic and Intrusion Analyst | \$ 94.80 | \$ 97.81 | \$100.69 | \$103.72 | \$106.83 | \$110.03 | \$113.33 | \$116.73 | \$120.23 | \$123.84 | |
| 109G | Configuration Management Specialist | | | | | | | | | | | |
| 109G-1 | Configuration Management Specialist (Journeyman) | \$ 41.77 | \$ 43.10 | \$ 44.37 | \$ 45.70 | \$ 47.07 | \$ 48.49 | \$ 49.94 | \$ 51.44 | \$ 52.98 | \$ 54.57 | |
| 109G-2 | Configuration Management Specialist (Senior) | \$ 53.50 | \$ 55.20 | \$ 56.83 | \$ 58.53 | \$ 60.29 | \$ 62.10 | \$ 63.96 | \$ 65.88 | \$ 67.85 | \$ 69.89 | |
| 109G-3 | Configuration Management Specialist (Master) | | \$ 67.76 | | | | | | 1 | | | |
| 110G | Data Architect | \$100.66 | \$103.69 | \$106.80 | \$109.99 | \$113.30 | \$116.69 | \$120.19 | \$123.78 | \$127.50 | \$131.33 | |
| 111G | Data Warehousing Specialist | | | | | | | | | | | |
| 111G-1 | Data Warehousing Specialist (Entry Level) | \$ 44.88 | \$ 46.31 | \$ 47.68 | \$ 49.11 | \$ 50.58 | \$ 52.10 | \$ 53.66 | \$ 55.27 | \$ 56.93 | \$ 58.63 | |

| LABOR ID# | LABOR CATEGORY | Loaded Hourly Labor Rates * | | | | | | | | | | |
|--------------|---|---|--|--|--|--|--|--|--|--|--|--|
| 111G-2 | Data Warehousing Specialist (Journeyman) | \$ 51.52 \$ 53.15 \$ 54.72 \$ 56.37 \$ 58.06 \$ 59.80 \$ 61.59 \$ 63.44 \$ 65.34 \$ 67.30 | | | | | | | | | | |
| 111G-3 | Data Warehousing Specialist (Senior) | \$ 66.45 \$ 68.56 \$ 70.58 \$ 72.70 \$ 74.88 \$ 77.13 \$ 79.44 \$ 81.82 \$ 84.28 \$ 86.8 | | | | | | | | | | |
| 111G-4 | Data Warehousing Specialist (Master) | \$ 83.91 \$ 86.57 \$ 89.12 \$ 91.80 \$ 94.55 \$ 97.39 \$100.31 \$103.32 \$106.42 \$109.63 | | | | | | | | | | |
| 112G | Database Specialist | | | | | | | | | | | |
| 112G-1 | Database Specialist (Entry Level) | \$ 47.73 \$ 49.24 \$ 50.70 \$ 52.22 \$ 53.79 \$ 55.40 \$ 57.06 \$ 58.77 \$ 60.54 \$ 62.33 | | | | | | | | | | |
| 112G-2 | Database Specialist (Journeyman) | \$ 69.31 \$ 71.51 \$ 73.62 \$ 75.83 \$ 78.10 \$ 80.45 \$ 82.86 \$ 85.35 \$ 87.91 \$ 90.54 | | | | | | | | | | |
| 112G-3 | Database Specialist (Senior) | \$ 89.19 \$ 91.85 \$ 94.61 \$ 97.46 \$100.38 \$103.40 \$106.49 \$109.68 \$112.97 \$116.33 | | | | | | | | | | |
| 112G-4 | Database Specialist (Master) | \$116.31 \$120.00 \$123.54 \$127.25 \$131.06 \$135.00 \$139.05 \$143.22 \$147.51 \$151.94 | | | | | | | | | | |
| 113G | Disaster Recovery Specialist | | | | | | | | | | | |
| 113G-1 | Disaster Recovery Specialist (Journeyman) | \$ 69.14 \$ 71.34 \$ 73.44 \$ 75.65 \$ 77.92 \$ 80.26 \$ 82.66 \$ 85.14 \$ 87.70 \$ 90.33 | | | | | | | | | | |
| 113G-2 | Disaster Recovery Specialist (Senior) | \$ 84.81 \$ 87.50 \$ 90.08 \$ 92.79 \$ 95.57 \$ 98.44 \$101.39 \$104.43 \$107.56 \$110.79 | | | | | | | | | | |
| 114G | Enterprise Architect | \$158.03 \$162.75 \$167.64 \$172.66 \$177.85 \$183.18 \$188.67 \$194.33 \$200.17 \$206.1 | | | | | | | | | | |
| 115G | ERP Analyst | \$ 88.84 \$ 91.66 \$ 94.37 \$ 97.20 \$100.12 \$103.12 \$106.21 \$109.40 \$112.68 \$116.00 | | | | | | | | | | |
| 116G | ERP Business/Architectural Specialist | \$102.70 \$105.96 \$109.09 \$112.36 \$115.73 \$119.20 \$122.78 \$126.46 \$130.26 \$134.10 | | | | | | | | | | |
| 117G | Financial Analyst | \$ 68.65 \$ 70.82 \$ 72.92 \$ 75.10 \$ 77.36 \$ 79.68 \$ 82.07 \$ 84.53 \$ 87.07 \$ 89.68 | | | | | | | | | | |
| 118G | GIS Analyst/Programmer | \$ 48.13 \$ 49.65 \$ 51.12 \$ 52.65 \$ 54.23 \$ 55.86 \$ 57.54 \$ 59.26 \$ 61.04 \$ 62.8° | | | | | | | | | | |
| 119G | Graphics Specialist | \$ 51.82 \$ 53.16 \$ 54.83 \$ 56.32 \$ 58.03 \$ 59.82 \$ 61.72 \$ 63.52 \$ 65.42 \$ 67.39 | | | | | | | | | | |
| 120G | Groupware Specialist | \$ 46.64 \$ 48.12 \$ 49.54 \$ 51.02 \$ 52.55 \$ 54.13 \$ 55.76 \$ 57.43 \$ 59.15 \$ 60.93 | | | | | | | | | | |
| 121G | Hardware Engineer | | | | | | | | | | | |
| 121G-1 | Hardware Engineer (Entry Level) | \$ 56.26 \$ 58.04 \$ 59.76 \$ 61.55 \$ 63.40 \$ 65.30 \$ 67.26 \$ 69.27 \$ 71.35 \$ 73.49 | | | | | | | | | | |
| 121G-2 | Hardware Engineer (Journeyman) | \$ 69.68 \$ 71.89 \$ 74.02 \$ 76.24 \$ 78.52 \$ 80.88 \$ 83.31 \$ 85.81 \$ 88.38 \$ 91.03 | | | | | | | | | | |
| 121G-3 | Hardware Engineer (Senior) | \$ 96.08 \$ 99.13 \$102.06 \$105.12 \$108.27 \$111.52 \$114.87 \$118.31 \$121.86 \$125.52 | | | | | | | | | | |
| 121G-4 | Hardware Engineer (Master) | \$120.60 \$124.43 \$128.10 \$131.95 \$135.90 \$139.98 \$144.18 \$148.51 \$152.96 \$157.55 | | | | | | | | | | |
| 122G | Helpdesk Specialist | | | | | | | | | | | |
| 122G-1 | Helpdesk Specialist (Entry Level) | \$ 37.54 \$ 38.73 \$ 39.87 \$ 41.07 \$ 42.30 \$ 43.57 \$ 44.87 \$ 46.22 \$ 47.61 \$ 49.04 | | | | | | | | | | |
| 122G-2 | Helpdesk Specialist (Journeyman) | \$ 49.26 \$ 50.83 \$ 52.33 \$ 53.90 \$ 55.51 \$ 57.18 \$ 58.90 \$ 60.66 \$ 62.48 \$ 64.30 | | | | | | | | | | |
| 122G-3 | Helpdesk Specialist (Senior) | \$ 62.65 \$ 64.63 \$ 66.54 \$ 68.54 \$ 70.60 \$ 72.71 \$ 74.90 \$ 77.14 \$ 79.46 \$ 81.84 | | | | | | | | | | |
| 123G | Information Assurance/Security Specialist | | | | | | | | | | | |
| 123G-1 | Information Assurance/Security Specialist (Entry Level) | \$ 44.86 \$ 46.28 \$ 47.65 \$ 49.08 \$ 50.55 \$ 52.06 \$ 53.63 \$ 55.23 \$ 56.89 \$ 58.60 | | | | | | | | | | |
| 123G-2 | Information Assurance/Security Specialist (Journeyman) | \$ 75.45 \$ 77.84 \$ 80.14 \$ 82.54 \$ 85.02 \$ 87.57 \$ 90.20 \$ 92.90 \$ 95.69 \$ 98.50 | | | | | | | | | | |
| 123G-3 | Information Assurance/Security Specialist (Senior) | \$ 93.92 \$ 96.73 \$ 99.64 \$102.63 \$105.70 \$108.87 \$112.13 \$115.50 \$118.99 \$122.50 | | | | | | | | | | |
| 123G-4 | Information Assurance/Security Specialist (Master) | \$122.24 \$125.92 \$129.69 \$133.59 \$137.59 \$141.72 \$145.97 \$150.35 \$154.86 \$159.50 | | | | | | | | | | |
| 124G | Information Specialist/Knowledge Engineer | \$107.10 \$110.31 \$113.62 \$117.02 \$120.53 \$124.15 \$127.86 \$131.69 \$135.66 \$139.73 | | | | | | | | | | |
| 125G | Modeling and Simulation Specialist | \$ 93.80 \$ 96.24 \$ 99.24 \$101.95 \$105.05 \$108.29 \$111.72 \$114.98 \$118.43 \$121.98 | | | | | | | | | | |
| 126G | Network Specialist | | | | | | | | | | | |

| LABOR ID# | LABOR CATEGORY | Loaded Hourly Labor Rates * | | | | | | | | | | |
|--------------|--|-----------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--|
| 126G-1 | Network Specialist (Entry Level) | \$ 47.46 | \$ 48.97 | \$ 50.41 | \$ 51.93 | \$ 53.48 | \$ 55.09 | \$ 56.74 | \$ 58.44 | \$ 60.20 | \$ 62.00 | |
| 126G-2 | Network Specialist (Journeyman) | \$ 52.84 | \$ 54.52 | \$ 56.13 | \$ 57.81 | \$ 59.54 | \$ 61.33 | \$ 63.17 | \$ 65.06 | \$ 67.02 | \$ 69.03 | |
| 126G-3 | Network Specialist (Senior) | \$ 87.67 | \$ 90.45 | \$ 93.12 | \$ 95.91 | \$ 98.79 | \$101.75 | \$104.81 | \$107.95 | \$111.19 | \$114.53 | |
| 126G-4 | Network Specialist (Master) | \$ 98.79 | \$101.93 | \$104.94 | \$108.09 | \$111.33 | \$114.67 | \$118.11 | \$121.65 | \$125.30 | \$129.06 | |
| 127G | Program Manager | \$139.03 | \$142.64 | \$147.10 | \$151.12 | \$155.70 | \$160.50 | \$165.60 | \$170.43 | \$175.54 | \$180.81 | |
| 128G | Project Manager | \$103.12 | \$105.80 | \$109.11 | \$112.09 | \$115.49 | \$119.05 | \$122.83 | \$126.41 | \$130.20 | \$134.11 | |
| 129G | Quality Assurance Specialist | | | | | | | | | | | |
| 129G-1 | Quality Assurance Specialist (Entry Level) | \$ 43.72 | \$ 45.10 | \$ 46.43 | \$ 47.83 | \$ 49.26 | \$ 50.74 | \$ 52.26 | \$ 53.83 | \$ 55.44 | \$ 57.11 | |
| 129G-2 | Quality Assurance Specialist (Journeyman) | \$ 60.52 | \$ 62.44 | \$ 64.29 | \$ 66.22 | \$ 68.20 | \$ 70.25 | \$ 72.36 | \$ 74.53 | \$ 76.76 | \$ 79.07 | |
| 129G-3 | Quality Assurance Specialist (Senior) | \$ 66.85 | \$ 68.97 | \$ 71.00 | \$ 73.13 | \$ 75.33 | \$ 77.59 | \$ 79.91 | \$ 82.31 | \$ 84.78 | \$ 87.32 | |
| 129G-4 | Quality Assurance Specialist (Master) | \$100.02 | \$102.62 | \$105.83 | \$108.72 | \$112.02 | \$115.47 | \$119.13 | \$122.61 | \$126.29 | \$130.08 | |
| 130G | Research Analyst | \$ 83.87 | \$ 86.53 | \$ 89.08 | \$ 91.76 | \$ 94.51 | \$ 97.35 | \$100.27 | \$103.27 | \$106.37 | \$109.56 | |
| 131G | Strategic/Capital Planner | \$133.83 | \$137.85 | \$141.98 | \$146.23 | \$150.60 | \$155.12 | \$159.79 | \$164.59 | \$169.52 | \$174.61 | |
| 132G | Subject Matter Expert | | | | | | | | | | | |
| 132G-1 | Subject Matter Expert (Journeyman) | \$ 94.12 | \$ 97.11 | \$ 99.98 | \$102.98 | \$106.07 | \$109.25 | \$112.53 | \$115.90 | \$119.38 | \$122.96 | |
| 132G-2 | Subject Matter Expert (Senior) | \$158.03 | \$162.75 | \$167.64 | \$172.66 | \$177.85 | \$183.18 | \$188.67 | \$194.33 | \$200.17 | \$206.17 | |
| 132G-3 | Subject Matter Expert (Master) | \$182.09 | \$187.56 | \$193.20 | \$198.99 | \$204.94 | \$211.09 | \$217.43 | \$223.94 | \$230.66 | \$237.58 | |
| 133G | Systems Engineer | \$112.20 | \$115.11 | \$118.71 | \$121.95 | \$125.65 | \$129.53 | \$133.63 | \$137.53 | \$141.66 | \$145.91 | |
| 134G | Technical Editor | \$ 59.61 | \$ 61.16 | \$ 63.07 | \$ 64.79 | \$ 66.76 | \$ 68.81 | \$ 71.00 | \$ 73.07 | \$ 75.26 | \$ 77.52 | |
| 135G | Technical Writer | \$ 54.06 | \$ 55.78 | \$ 57.42 | \$ 59.15 | \$ 60.92 | \$ 62.75 | \$ 64.63 | \$ 66.57 | \$ 68.57 | \$ 70.62 | |
| 136G | Test Engineer | | | | | | | | | | | |
| 136G-1 | Test Engineer (Entry Level) | \$ 58.25 | \$ 59.76 | \$ 61.63 | \$ 63.31 | \$ 65.23 | \$ 67.24 | \$ 69.37 | \$ 71.40 | \$ 73.54 | \$ 75.75 | |
| 136G-2 | Test Engineer (Journeyman) | \$ 73.06 | \$ 74.96 | \$ 77.30 | \$ 79.41 | \$ 81.82 | \$ 84.34 | \$ 87.02 | \$ 89.55 | \$ 92.24 | \$ 95.01 | |
| 136G-3 | Test Engineer (Senior) | \$ 92.31 | \$ 94.71 | \$ 97.67 | \$100.34 | \$103.38 | \$106.57 | \$109.95 | \$113.16 | \$116.55 | \$120.05 | |
| 137G | Training Specialist | | | | | | | | | | | |
| 137G-1 | Training Specialist (Entry Level) | \$ 46.28 | \$ 47.48 | \$ 48.96 | \$ 50.30 | \$ 51.83 | \$ 53.43 | \$ 55.12 | \$ 56.73 | \$ 58.43 | \$ 60.18 | |
| 137G-2 | Training Specialist (Journeyman) | \$ 55.78 | \$ 57.23 | \$ 59.02 | \$ 60.63 | \$ 62.47 | \$ 64.40 | \$ 66.44 | \$ 68.38 | \$ 70.43 | \$ 72.54 | |
| 137G-3 | Training Specialist (Senior) | \$ 80.65 | \$ 82.75 | \$ 85.33 | \$ 87.66 | \$ 90.32 | \$ 93.11 | \$ 96.06 | \$ 98.86 | \$101.83 | \$104.89 | |
| 138G | Voice/Data Communications Engineer | | | | | | | | | | | |
| 138G-1 | Voice/Data Communications Engineer (Entry Level) | \$ 53.55 | \$ 55.25 | \$ 56.88 | \$ 58.59 | \$ 60.35 | \$ 62.16 | \$ 64.02 | \$ 65.94 | \$ 67.92 | \$ 69.96 | |
| 138G-2 | Voice/Data Communications Engineer (Journeyman) | \$ 62.62 | \$ 64.61 | \$ 66.52 | \$ 68.51 | \$ 70.57 | \$ 72.69 | \$ 74.87 | \$ 77.11 | \$ 79.43 | \$ 81.81 | |
| 138G-3 | Voice/Data Communications Engineer (Senior) | \$ 86.68 | \$ 88.94 | \$ 91.72 | \$ 94.22 | \$ 97.08 | \$100.07 | \$103.25 | \$106.26 | \$109.45 | \$112.73 | |
| 138G-4 | Voice/Data Communications Engineer (Master) | \$108.35 | \$111.16 | \$114.64 | \$117.77 | \$121.34 | \$125.08 | \$129.05 | \$132.82 | \$136.80 | \$140.90 | |
| 139G | Web Content Analyst | \$ 65.08 | \$ 67.14 | \$ 69.12 | \$ 71.20 | \$ 73.33 | \$ 75.53 | \$ 77.80 | \$ 80.13 | \$ 82.54 | \$ 85.01 | |
| 140G | Web Designer | \$ 75.74 | \$ 78.15 | \$ 80.46 | \$ 82.87 | \$ 85.36 | \$ 87.92 | \$ 90.55 | \$ 93.27 | \$ 96.07 | \$ 98.95 | |

General Dynamics One Source, LLC ALLIANT CONTRACT NO. GS00Q09BGD0030 CONTRACTOR SITE T&M Rates

*These rates DO NOT include Contract Access Fee (CAF)

| LABOR ID# | LABOR CATEGORY | Loaded Hourly Labor Rates * | | | | | | | | | | |
|--------------|--|-----------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------------|---------------------------|---------------------------|---------------------------------|----------------------------------|--|
| | | Year 1 - 5/1/09 - 4/30/10 | Year 2 - 5/1/10 - 4/30/11 | Year 3 - 5/1/11 - 4/30/12 | Year 4 - 5/1/12 - 4/30/13 | Year 5 - 5/1/13 - 4/30/14 | Year 6 - 5/1/14 - 4/30/15 | Year 7 - 5/1/15 - 4/30/16 | Year 8 - 5/1/16 - 4/30/17 | Year 9 - 5/1/17 - 4/30/18 | Year 10 - 5/1/18 - 4/30/19 | |
| 101C | Administration/Clerical | | | | | | | | | | | |
| 101C-1 | Administration/Clerical (Entry Level) | \$ 45.05 | \$ 46.38 | \$ 47.73 | \$ 49.17 | \$ 50.64 | \$ 52.16 | \$ 53.73 | \$ 55.34 | \$ 57.00 | \$ 58.71 | |
| 101C-2 | Administration/Clerical (Journeyman) | \$ 59.99 | \$ 61.76 | \$ 63.57 | \$ 65.47 | \$ 67.44 | \$ 69.46 | \$ 71.54 | \$ 73.69 | \$ 75.90 | \$ 78.18 | |
| 101C-3 | Administration/Clerical (Senior) | \$ 72.30 | \$ 74.44 | \$ 76.62 | \$ 78.92 | \$ 81.29 | \$ 83.72 | \$ 86.24 | \$ 88.82 | \$ 91.49 | \$ 94.23 | |
| 102C | Applications Developer | | | | | | | | | | | |
| 102C-1 | Applications Developer (Entry Level) | \$ 61.03 | \$ 62.83 | \$ 64.68 | \$ 66.62 | \$ 68.61 | \$ 70.67 | \$ 72.79 | \$ 74.98 | \$ 77.23 | \$ 79.54 | |
| 102C-2 | Applications Developer (Journeyman) | \$ 84.26 | \$ 86.75 | \$ 89.29 | \$ 91.97 | \$ 94.73 | \$ 97.57 | \$100.50 | \$103.51 | \$106.62 | \$109.82 | |
| 102C-3 | Applications Developer (Senior) | \$120.08 | \$123.67 | \$127.38 | \$131.21 | \$135.16 | \$139.20 | \$143.37 | \$147.69 | \$152.12 | \$156.68 | |
| 102C-4 | Applications Developer (Master) | \$143.11 | \$147.41 | \$151.83 | \$156.38 | \$161.06 | \$165.89 | \$170.87 | \$175.99 | \$181.29 | \$186.71 | |
| 103C | Applications Systems Analyst | | | | | | | | | | | |
| 103C-1 | Applications Systems Analyst (Entry Level) | \$ 72.49 | \$ 74.63 | \$ 76.82 | \$ 79.12 | \$ 81.49 | \$ 83.94 | \$ 86.46 | \$ 89.05 | \$ 91.72 | \$ 94.47 | |
| 103C-2 | Applications Systems Analyst (Journeyman) | \$ 85.20 | \$ 87.72 | \$ 90.29 | \$ 93.00 | \$ 95.79 | \$ 98.66 | \$101.62 | \$104.67 | \$107.81 | \$111.04 | |
| 103C-3 | Applications Systems Analyst (Senior) | \$102.25 | \$105.33 | \$108.49 | \$111.74 | \$115.10 | \$118.55 | \$122.12 | \$125.77 | \$129.54 | \$133.42 | |
| 103C-4 | Applications Systems Analyst (Master) | \$129.71 | \$133.60 | \$137.59 | \$141.74 | \$145.98 | \$150.36 | \$154.88 | \$159.54 | \$164.31 | \$169.24 | |
| 104C | Business Process Consultant | \$ 86.58 | \$ 89.19 | \$ 91.85 | \$ 94.59 | \$ 97.45 | \$100.36 | \$103.38 | \$106.49 | \$109.68 | \$112.99 | |
| 105C | Business Systems Analyst | \$ 89.56 | \$ 92.26 | \$ 95.03 | \$ 97.87 | \$100.82 | \$103.84 | \$106.95 | \$110.17 | \$113.47 | \$116.85 | |
| 106C | Chief Information Security Officer | \$153.56 | \$158.10 | \$162.73 | \$167.61 | \$172.64 | \$177.82 | \$183.15 | \$188.65 | \$194.31 | \$200.13 | |
| 107C | Computer Scientist | \$141.25 | \$145.43 | \$149.92 | \$154.11 | \$158.80 | \$163.66 | \$168.78 | \$173.74 | \$178.95 | \$184.32 | |
| 108C | Computer Forensic and Intrusion Analyst | \$ 99.13 | \$102.05 | \$105.04 | \$108.20 | \$111.44 | \$114.78 | \$118.23 | \$121.78 | \$125.43 | \$129.19 | |
| 109C | Configuration Management Specialist | | | | | | | | | | | |
| 109C-1 | Configuration Management Specialist (Journeyman) | \$ 59.32 | \$ 61.07 | | \$ 64.75 | | \$ 68.69 | | | \$ 75.06 | \$ 77.31 | |
| 109C-2 | Configuration Management Specialist (Senior) | \$ 75.97 | \$ 78.22 | | \$ 82.92 | | \$ 87.97 | \$ 90.61 | \$ 93.33 | \$ 96.13 | \$ 99.01 | |
| 109C-3 | Configuration Management Specialist (Master) | \$ 93.26 | \$ 96.01 | \$ 98.82 | \$101.79 | \$104.84 | \$107.99 | \$111.23 | \$114.56 | \$118.00 | \$121.54 | |
| 110C | Data Architect | \$143.84 | \$148.15 | \$152.60 | \$157.19 | \$161.90 | \$166.76 | \$171.77 | \$176.91 | \$182.24 | \$187.70 | |
| 111C | Data Warehousing Specialist | | | | | | | | | | | |
| 111C-1 | Data Warehousing Specialist (Entry Level) | \$ 63.73 | \$ 65.61 | \$ 67.53 | \$ 69.56 | \$ 71.64 | \$ 73.79 | \$ 76.01 | \$ 78.29 | \$ 80.64 | \$ 83.05 | |

| LABOR ID# | LABOR CATEGORY | Loaded Hourly Labor Rates * | | | | | | | | | | |
|--------------|---|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------|--|
| | | Year 1 - 5/1/09 - 4/30/10 | Year 2 - 5/1/10 - 4/30/11 | Year 3 - 5/1/11 - 4/30/12 | Year 4 - 5/1/12 - 4/30/13 | Year 5 - 5/1/13 - 4/30/14 | Year 6 - 5/1/14 - 4/30/15 | Year 7 - 5/1/15 - 4/30/16 | Year 8 - 5/1/16 - 4/30/17 | Year 9 - 5/1/17 - 4/30/18 | Year 10 - 5/1/18 - 4/30/19 | |
| 111C-2 | Data Warehousing Specialist (Journeyman) | \$ 73.15 | \$ 75.31 | \$ 77.52 | \$ 79.84 | \$ 82.24 | \$ 84.71 | \$ 87.25 | \$ 89.86 | \$ 92.56 | \$ 95.34 | |
| 111C-3 | Data Warehousing Specialist (Senior) | \$ 94.35 | \$ 97.13 | \$ 99.98 | \$102.98 | \$106.07 | \$109.25 | \$112.52 | \$115.90 | \$119.38 | \$122.96 | |
| 111C-4 | Data Warehousing Specialist (Master) | \$119.14 | \$122.65 | \$126.25 | \$130.04 | \$133.94 | \$137.96 | \$142.09 | \$146.36 | \$150.75 | \$155.27 | |
| 112C | Database Specialist | | | | | | | | | | | |
| 112C-1 | Database Specialist (Entry Level) | \$ 67.77 | \$ 69.77 | \$ 71.81 | \$ 73.97 | \$ 76.19 | \$ 78.47 | \$ 80.83 | \$ 83.25 | \$ 85.75 | \$ 88.32 | |
| 112C-2 | Database Specialist (Journeyman) | \$ 98.45 | \$101.35 | \$104.32 | \$107.45 | \$110.68 | \$114.00 | \$117.42 | \$120.94 | \$124.57 | \$128.31 | |
| 112C-3 | Database Specialist (Senior) | \$104.40 | \$107.51 | \$110.75 | \$114.07 | \$117.50 | \$121.02 | \$124.65 | \$128.37 | \$132.23 | \$136.19 | |
| 112C-4 | Database Specialist (Master) | \$165.23 | \$170.10 | \$175.09 | \$180.34 | \$185.75 | \$191.32 | \$197.06 | \$202.98 | \$209.06 | \$215.34 | |
| 113C | Disaster Recovery Specialist | | | | | | | | | | | |
| 113C-1 | Disaster Recovery Specialist (Journeyman) | \$ 98.24 | \$101.14 | \$104.11 | \$107.23 | \$110.45 | \$113.76 | \$117.17 | \$120.69 | \$124.31 | \$128.04 | |
| 113C-2 | Disaster Recovery Specialist (Senior) | \$120.43 | \$123.98 | \$127.62 | \$131.45 | \$135.39 | \$139.45 | \$143.63 | \$147.94 | \$152.38 | \$156.95 | |
| 114C | Enterprise Architect | \$180.65 | \$186.05 | \$191.63 | \$197.38 | \$203.31 | \$209.41 | \$215.68 | \$222.16 | \$228.83 | \$235.70 | |
| 115C | ERP Analyst | \$126.15 | \$129.87 | \$133.68 | \$137.69 | \$141.82 | \$146.08 | \$150.46 | \$154.97 | \$159.62 | \$164.41 | |
| 116C | ERP Business/Architectural Specialist | \$148.00 | \$152.37 | \$156.83 | \$161.54 | \$166.39 | \$171.38 | \$176.52 | \$181.81 | \$187.27 | \$192.89 | |
| 117C | Financial Analyst | \$ 75.31 | \$ 77.53 | \$ 79.80 | \$ 82.20 | \$ 84.66 | \$ 87.20 | \$ 89.82 | \$ 92.51 | \$ 95.29 | \$ 98.15 | |
| 118C | GIS Analyst/Programmer | \$ 68.34 | \$ 70.36 | \$ 72.42 | \$ 74.59 | \$ 76.83 | \$ 79.14 | \$ 81.51 | \$ 83.96 | \$ 86.47 | \$ 89.07 | |
| 119C | Graphics Specialist | \$ 70.43 | \$ 72.52 | \$ 74.76 | \$ 76.85 | \$ 79.18 | \$ 81.61 | \$ 84.16 | \$ 86.63 | \$ 89.23 | \$ 91.91 | |
| 120C | Groupware Specialist | \$ 66.22 | \$ 68.17 | \$ 70.17 | \$ 72.27 | \$ 74.44 | \$ 76.68 | \$ 78.98 | \$ 81.35 | \$ 83.79 | \$ 86.30 | |
| 121C | Hardware Engineer | | | | | | | | | | | |
| 121C-1 | Hardware Engineer (Entry Level) | \$ 71.51 | \$ 73.62 | \$ 75.78 | \$ 78.05 | \$ 80.39 | \$ 82.81 | \$ 85.29 | \$ 87.85 | \$ 90.48 | \$ 93.20 | |
| 121C-2 | Hardware Engineer (Journeyman) | \$ 97.43 | \$100.31 | \$103.25 | \$106.35 | \$109.54 | \$112.82 | \$116.21 | \$119.70 | \$123.29 | \$126.98 | |
| 121C-3 | Hardware Engineer (Senior) | \$108.41 | \$111.61 | \$114.88 | \$118.33 | \$121.88 | \$125.53 | \$129.30 | \$133.18 | \$137.17 | \$141.29 | |
| 121C-4 | Hardware Engineer (Master) | \$128.16 | \$131.95 | \$135.81 | \$139.89 | \$144.08 | \$148.41 | \$152.86 | \$157.44 | \$162.17 | \$167.03 | |
| 122C | Helpdesk Specialist | | | | | | | | | | | |
| 122C-1 | Helpdesk Specialist (Entry Level) | \$ 51.06 | \$ 52.57 | \$ 54.11 | \$ 55.73 | \$ 57.40 | \$ 59.12 | \$ 60.90 | \$ 62.72 | \$ 64.61 | \$ 66.54 | |
| 122C-2 | Helpdesk Specialist (Journeyman) | \$ 62.62 | \$ 64.47 | \$ 66.36 | \$ 68.35 | \$ 70.40 | \$ 72.51 | \$ 74.69 | \$ 76.93 | \$ 79.24 | \$ 81.61 | |
| 122C-3 | Helpdesk Specialist (Senior) | \$ 74.15 | \$ 76.33 | \$ 78.57 | \$ 80.93 | \$ 83.36 | \$ 85.86 | \$ 88.43 | \$ 91.09 | \$ 93.82 | \$ 96.63 | |
| 123C | Information Assurance/Security Specialist | | | | | | | | | | | |
| 123C-1 | Information Assurance/Security Specialist (Entry Level) | \$ 63.71 | \$ 65.59 | \$ 67.51 | \$ 69.54 | \$ 71.62 | \$ 73.77 | \$ 75.98 | \$ 78.26 | \$ 80.61 | \$ 83.03 | |
| 123C-2 | Information Assurance/Security Specialist (Journeyman) | \$ 78.99 | \$ 81.32 | \$ 83.70 | \$ 86.21 | \$ 88.80 | \$ 91.46 | \$ 94.21 | \$ 97.03 | \$ 99.94 | \$102.94 | |
| 123C-3 | Information Assurance/Security Specialist (Senior) | \$143.11 | \$147.41 | \$151.83 | \$156.38 | \$161.06 | \$165.89 | \$170.87 | \$175.99 | \$181.29 | \$186.71 | |
| 123C-4 | Information Assurance/Security Specialist (Master) | \$180.65 | \$186.05 | \$191.63 | \$197.38 | \$203.31 | \$209.41 | \$215.68 | \$222.16 | \$228.83 | \$235.70 | |

| LABOR ID# | LABOR CATEGORY | Loaded Hourly Labor Rates * | | | | | | | | | | |
|--------------|--|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------|--|
| | | Year 1 - 5/1/09 - 4/30/10 | Year 2 - 5/1/10 - 4/30/11 | Year 3 - 5/1/11 - 4/30/12 | Year 4 - 5/1/12 - 4/30/13 | Year 5 - 5/1/13 - 4/30/14 | Year 6 - 5/1/14 - 4/30/15 | Year 7 - 5/1/15 - 4/30/16 | Year 8 - 5/1/16 - 4/30/17 | Year 9 - 5/1/17 - 4/30/18 | Year 10 - 5/1/18 - 4/30/19 | |
| 124C | Information Specialist/Knowledge Engineer | \$125.36 | \$129.11 | \$132.99 | \$136.96 | \$141.08 | \$145.31 | \$149.67 | \$154.15 | \$158.79 | \$163.55 | |
| 125C | Modeling and Simulation Specialist | \$117.15 | \$120.61 | \$124.34 | \$127.82 | \$131.70 | \$135.73 | \$139.98 | \$144.10 | \$148.42 | \$152.87 | |
| 126C | Network Specialist | | | | | | | | | | | |
| 126C-1 | Network Specialist (Entry Level) | \$ 67.40 | \$ 69.39 | \$ 71.42 | \$ 73.57 | \$ 75.77 | \$ 78.05 | \$ 80.39 | \$ 82.80 | \$ 85.28 | \$ 87.84 | |
| 126C-2 | Network Specialist (Journeyman) | \$ 75.03 | \$ 77.24 | \$ 79.50 | \$ 81.89 | \$ 84.35 | \$ 86.88 | \$ 89.48 | \$ 92.17 | \$ 94.93 | \$ 97.78 | |
| 126C-3 | Network Specialist (Senior) | \$ 91.29 | \$ 93.99 | \$ 96.74 | \$ 99.64 | \$102.63 | \$105.71 | \$108.88 | \$112.15 | \$115.51 | \$118.98 | |
| 126C-4 | Network Specialist (Master) | \$103.08 | \$106.12 | \$109.23 | \$112.51 | \$115.89 | \$119.36 | \$122.94 | \$126.63 | \$130.43 | \$134.34 | |
| 127C | Program Manager | \$180.33 | \$185.25 | \$191.00 | \$196.33 | \$202.27 | \$208.27 | \$214.35 | \$221.33 | \$227.97 | \$234.81 | |
| 128C | Project Manager | \$165.44 | \$169.95 | \$175.23 | \$180.11 | \$185.56 | \$191.07 | \$196.65 | \$203.06 | \$209.15 | \$215.42 | |
| 129C | Quality Assurance Specialist | | | | | | | | | | | |
| 129C-1 | Quality Assurance Specialist (Entry Level) | \$ 62.07 | \$ 63.90 | \$ 65.77 | \$ 67.74 | \$ 69.78 | \$ 71.87 | \$ 74.03 | \$ 76.25 | \$ 78.53 | \$ 80.89 | |
| 129C-2 | Quality Assurance Specialist (Journeyman) | \$ 85.95 | \$ 88.49 | \$ 91.08 | \$ 93.81 | \$ 96.63 | \$ 99.53 | \$102.51 | \$105.59 | \$108.75 | \$112.02 | |
| 129C-3 | Quality Assurance Specialist (Senior) | \$ 94.92 | \$ 97.72 | \$100.58 | \$103.60 | \$106.71 | \$109.91 | \$113.21 | \$116.60 | \$120.10 | \$123.70 | |
| 129C-4 | Quality Assurance Specialist (Master) | \$140.64 | \$144.47 | \$148.95 | \$153.11 | \$157.74 | \$162.42 | \$167.16 | \$172.61 | \$177.79 | \$183.12 | |
| 130C | Research Analyst | \$ 87.39 | \$ 89.97 | \$ 92.60 | \$ 95.38 | \$ 98.24 | \$101.19 | \$104.23 | \$107.35 | \$110.57 | \$113.89 | |
| 131C | Strategic/Capital Planner | \$152.99 | \$157.58 | \$162.31 | \$167.17 | \$172.16 | \$177.34 | \$182.67 | \$188.16 | \$193.80 | \$199.61 | |
| 132C | Subject Matter Expert | | | | | | | | | | | |
| 132C-1 | Subject Matter Expert (Journeyman) | \$119.64 | \$123.18 | \$126.79 | \$130.59 | \$134.51 | \$138.54 | \$142.70 | \$146.98 | \$151.39 | \$155.93 | |
| 132C-2 | Subject Matter Expert (Senior) | \$180.65 | \$186.05 | \$191.63 | \$197.38 | \$203.31 | \$209.41 | \$215.68 | \$222.16 | \$228.83 | \$235.70 | |
| 132C-3 | Subject Matter Expert (Master) | \$208.18 | \$214.41 | \$220.86 | \$227.48 | \$234.29 | \$241.30 | \$248.56 | \$256.00 | \$263.68 | \$271.59 | |
| 133C | Systems Engineer | \$143.25 | \$147.49 | \$152.05 | \$156.30 | \$161.05 | \$165.98 | \$171.18 | \$176.21 | \$181.50 | \$186.94 | |
| 134C | Technical Editor | \$ 73.59 | \$ 75.77 | \$ 78.11 | \$ 80.29 | \$ 82.73 | \$ 85.27 | \$ 87.93 | \$ 90.52 | \$ 93.24 | \$ 96.03 | |
| 135C | Technical Writer | \$ 76.74 | \$ 79.01 | \$ 81.32 | \$ 83.76 | \$ 86.27 | \$ 88.86 | \$ 91.53 | \$ 94.27 | \$ 97.10 | \$100.01 | |
| 136C | Test Engineer | | | | | | | | | | | |
| 136C-1 | Test Engineer (Entry Level) | \$ 73.59 | \$ 75.77 | \$ 78.11 | \$ 80.29 | \$ 82.73 | \$ 85.27 | \$ 87.93 | \$ 90.52 | \$ 93.24 | \$ 96.03 | |
| 136C-2 | Test Engineer (Journeyman) | \$ 84.61 | \$ 87.12 | \$ 89.81 | \$ 92.32 | \$ 95.13 | \$ 98.04 | \$101.11 | \$104.08 | \$107.20 | \$110.42 | |
| 136C-3 | Test Engineer (Senior) | \$111.56 | \$114.86 | \$118.41 | \$121.72 | \$125.42 | \$129.26 | \$133.30 | \$137.22 | \$141.34 | \$145.58 | |
| 137C | Training Specialist | | | | | | | | | | | |
| 137C-1 | Training Specialist (Entry Level) | \$ 58.47 | \$ 60.20 | \$ 62.06 | \$ 63.80 | \$ 65.74 | \$ 67.75 | \$ 69.87 | \$ 71.92 | \$ 74.08 | \$ 76.30 | |
| 137C-2 | Training Specialist (Journeyman) | \$ 64.60 | \$ 66.52 | \$ 68.57 | \$ 70.49 | \$ 72.63 | \$ 74.85 | \$ 77.20 | \$ 79.47 | \$ 81.85 | \$ 84.31 | |
| 137C-3 | Training Specialist (Senior) | \$ 97.65 | \$100.55 | \$103.65 | \$106.55 | \$109.79 | \$113.15 | \$116.69 | \$120.12 | \$123.72 | \$127.44 | |
| 138C | Voice/Data Communications Engineer | | | | | | | | | | | |

| LABOR ID# | LABOR CATEGORY | Loaded Hourly Labor Rates * | | | | | | | | | |
|--------------|--|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------|
| | | Year 1 - 5/1/09 - 4/30/10 | Year 2 - 5/1/10 - 4/30/11 | Year 3 - 5/1/11 - 4/30/12 | Year 4 - 5/1/12 - 4/30/13 | Year 5 - 5/1/13 - 4/30/14 | Year 6 - 5/1/14 - 4/30/15 | Year 7 - 5/1/15 - 4/30/16 | Year 8 - 5/1/16 - 4/30/17 | Year 9 - 5/1/17 - 4/30/18 | Year 10 - 5/1/18 - 4/30/19 |
| 138C-1 | Voice/Data Communications Engineer (Entry Level) | \$ 75.94 | \$ 78.18 | \$ 80.47 | \$ 82.89 | \$ 85.37 | \$ 87.93 | \$ 90.57 | \$ 93.29 | \$ 96.09 | \$ 98.97 |
| 138C-2 | Voice/Data Communications Engineer (Journeyman) | \$ 88.79 | \$ 91.41 | \$ 94.09 | \$ 96.92 | \$ 99.82 | \$102.82 | \$105.90 | \$109.08 | \$112.35 | \$115.72 |
| 138C-3 | Voice/Data Communications Engineer (Senior) | \$100.39 | \$103.37 | \$106.56 | \$109.54 | \$112.87 | \$116.32 | \$119.96 | \$123.49 | \$127.20 | \$131.01 |
| 138C-4 | Voice/Data Communications Engineer (Master) | \$128.70 | \$132.51 | \$136.61 | \$140.43 | \$144.70 | \$149.12 | \$153.79 | \$158.31 | \$163.06 | \$167.95 |
| 139C | Web Content Analyst | \$ 95.54 | \$ 98.36 | \$101.25 | \$104.28 | \$107.41 | \$110.63 | \$113.95 | \$117.37 | \$120.89 | \$124.52 |
| 140C | Web Designer | \$107.52 | \$110.69 | \$113.93 | \$117.35 | \$120.87 | \$124.50 | \$128.23 | \$132.08 | \$136.04 | \$140.13 |