



Partnering to Achieve Mission Priorities

Commercial Price List

January 15, 2026

Contents

1	<i>Allant Holdings & Allant Federal Description</i>	1
2	<i>Business Information, Terms, & Conditions</i>	1
2.1	Commercial Business Information	1
2.2	Federal Business Information	1
2.3	Commercial Terms, Conditions, & Standards	1
3	<i>Commercial & Federal Service Offerings</i>	2
3.1	Enterprise Service Management	2
3.1.1	Enterprise Service Management Offerings:	2
3.2	Digital Transformation	2
3.2.1	Digital Transformation Offerings:	3
3.3	Application Modernization	3
3.3.1	Application Modernization Offerings:	3
3.4	Management Consulting Services	3
4	<i>Appendix 1 – Labor Rates.....</i>	4
4.1	CLIENT SITE RATES	4
4.2	CONTRACTOR SITE RATES.....	9
5	<i>Appendix 2 – Labor Category (LCAT) Descriptions and Requirements For Education & Experience</i>	14

1 Allant Holdings & Allant Federal Description

Allant Holdings, LLC, a Woman-Owned and Service Disabled Veteran-Owned Small Business, presents our Commercial Price List CPL for our commercial clients needing support in Enterprise Service Management, Digital Transformation, and Application Modernization. Allant Holdings LLC was founded by a group of industry professionals with over 60 years of combined experience leading organizations, programs, and projects serving both commercial as well as Federal Industry partner firms.

This price list also supports our Allant Federal operating unit.

Allant offers innovative, cost-effective information technology services to improve customer satisfaction while delivering operational efficiencies by implementing next-generation tools and best practices. Supporting commercial clients and federal agencies in commercial technology, defense and civilian markets, Allant's primary capabilities include enterprise service management, digital transformation, and application modernization. The company is headquartered in Ashburn, VA.

2 Business Information, Terms, & Conditions

2.1 Commercial Business Information

DUNS: 118905737

Address: 20135 Lakeview Center Plaza, Suite 150, Ashburn, VA 20147

2.2 Federal Business Information

CAGE: 9FVM9

UEI: RGY4JBFXFLL3

NAICS: 541330, 541511, 541512, 541513, 541519, 541611, 541618, 541690, 541990, 541715, 541990

2.3 Commercial Terms, Conditions, & Standards

Term & Termination: Allant engagements require signed agreements with term of support, termination clause/s, proprietary information restrictions, and other industry-standard contract clauses prior to initiation of work.

Payments: Allant accepts payments via all standard & commercially available payables systems, to include ACH, ExoStar, and other ERP solutions.

Payment Terms: Allant bills monthly for services on a N/30 basis. Prompt payment and quantity discounts are not offered at this time.

Export Controls & Performance @ Locations Outside the United States: Allant complies with all ITAR requirements and can support clients within the boundaries of the United States. Support outside the boundaries is limited to Federal Customers only.

Certifications, Licenses and Accreditations: As a commercial practice, Allant may, from time to time, be required to provide support with technicians and consultants who must obtain/possess any variety of certifications, licenses and accreditations for specific FSC/service code classifications offered. All costs associated with obtaining/ possessing such certifications, licenses and accreditations are factored into the price offered in our Commercial Price List.

Insurance: As a commercial practice, Allant provides standard insurance coverage for specific FSC/service code classifications offered. All costs associated with obtaining/possessing such insurance are factored into the price offered in our Commercial Price List.

3 Commercial & Federal Service Offerings

3.1 Enterprise Service Management

Allant provides subject matter expertise using IT Service Management (ITSM) principles and capabilities to improve customer performance, service, and outcomes. Our service management professionals have decades of experience delivering enterprise services and solutions focused on improving end-user experience, including design, strategy, operations, and continuous service improvement. Our SME are skilled in industry best practices, placing end-users at the heart of all our solutions, enabling performance, and delivering operational transparency across the enterprise. In addition, our professionals are experienced in providing proactive and adaptable IT services, aligned to IT Infrastructure Library (ITIL), International Standards Organization (ISO) 20000-1:2018, and Capabilities Maturity Model Institute (CMMI) for Services Level-3 processes, and Scaled Agile Framework. SAFe 6.0, focused on lowering IT costs and increasing scalability and sustainability.

3.1.1 Enterprise Service Management Offerings:

- ITSM Architecture, Design, Strategy, and Operations
- ITSM Solution Implementation
- Knowledge Management
- Service Desk Management
- Reporting, Analytics, and Data Visualization

3.2 Digital Transformation

Allant offers subject matter expertise driving business process change across customer enterprises through adopting technology, processes, and methodologies. Our Digital Transformation SMEs have experience initiating new or modifying existing business processes, streamlining workflows, improving productivity, enhancing the end-user experience, and implementing automation. Our professionals are experienced in delivering operational efficiencies, value, and innovation using Six Sigma Lean standards. In addition, our SMEs are skilled in identifying opportunities to streamline processes, reduce variation, and remove waste, enabling customers to achieve mission priorities efficiently and effectively.

3.2.1 Digital Transformation Offerings:

- Agile Program Management
- Business Process Improvement
- Business Process Reengineering
- Workflow and Runbook Automation

3.3 Application Modernization

Allant provides subject matter expertise in application modernization, updating existing legacy applications by modernizing their platform infrastructure and refactoring application features. Our professionals are experienced in agile development methodologies, focused on improving the velocity of new feature delivery, API development, and migrating to cloud architectures. In addition, our SMEs are skilled in providing application assessments, identifying critical system integration complexities, and ensuring increased ROI will result from modernization efforts.

3.3.1 Application Modernization Offerings:

- Application Assessment
- Application Development and Refactoring
- Architecture and Software Engineering
- Database Management
- Systems Integration
- SaaS Migrations

3.4 Management, Administrative, and Business Development Consulting Services

Allant provides management, administrative, and business development (BD) services that help Federal agencies and industry partners plan initiatives, manage operations, improve organizational performance, and pursue strategic growth objectives. Our professionals bring experience supporting government programs and GovCon organizations across program management, management analysis, strategic planning, administrative operations, business development, capture, and customer engagement. We combine mission knowledge, industry relationships, business analysis, and structured management practices to help clients evaluate opportunities, make informed decisions, improve internal operations, and develop actionable strategies aligned with organizational objectives.

3.4.1 Management, Administrative, and BD Offerings:

- Management Consulting, Strategic Planning, and Organizational Support
- Program, Administrative, and Business Analysis Support
- Financial Analysis, Reporting, and Program Controls
- Records, Information, and Quality Management
- Business Development, Market Assessment, and Growth Strategy
- Capture Management, Opportunity Strategy, and Customer Engagement

4 Appendix 1 – Labor Rates

4.1 CLIENT SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Administrative Analyst 1	\$ 80.09	\$ 82.49	\$ 84.97	\$ 87.52	\$ 90.14	\$ 92.85	\$ 95.63	\$ 98.50
Administrative Analyst 2	\$ 106.84	\$ 110.05	\$ 113.35	\$ 116.75	\$ 120.25	\$ 123.86	\$ 127.57	\$ 131.40
Administrative Analyst 3	\$ 138.33	\$ 142.48	\$ 146.75	\$ 151.16	\$ 155.69	\$ 160.36	\$ 165.17	\$ 170.13
Business Analyst 1	\$ 120.10	\$ 123.70	\$ 127.41	\$ 131.24	\$ 135.17	\$ 139.23	\$ 143.41	\$ 147.71
Business Analyst 2	\$ 139.98	\$ 144.18	\$ 148.50	\$ 152.96	\$ 157.55	\$ 162.28	\$ 167.14	\$ 172.16
Business Analyst 3	\$ 156.69	\$ 161.39	\$ 166.23	\$ 171.22	\$ 176.36	\$ 181.65	\$ 187.10	\$ 192.71
Business Development Consultant Level 1	\$ 100.00	\$ 103.00	\$ 106.09	\$ 109.27	\$ 112.55	\$ 115.93	\$ 119.41	\$ 122.99
Business Development Consultant Level 2	\$ 130.00	\$ 133.90	\$ 137.92	\$ 142.05	\$ 146.32	\$ 150.71	\$ 155.23	\$ 159.88
Business Development Consultant Level 3	\$ 180.00	\$ 185.40	\$ 190.96	\$ 196.69	\$ 202.59	\$ 208.67	\$ 214.93	\$ 221.38
Business Development Consultant Level SME	\$ 250.00	\$ 257.50	\$ 265.23	\$ 273.18	\$ 281.38	\$ 289.82	\$ 298.51	\$ 307.47
Capture Manager Consultant Level 1	\$ 120.00	\$ 123.60	\$ 127.31	\$ 131.13	\$ 135.06	\$ 139.11	\$ 143.29	\$ 147.58
Capture Manager Consultant Level 2	\$ 150.00	\$ 154.50	\$ 159.14	\$ 163.91	\$ 168.83	\$ 173.89	\$ 179.11	\$ 184.48
Capture Manager Consultant Level 3	\$ 180.00	\$ 185.40	\$ 190.96	\$ 196.69	\$ 202.59	\$ 208.67	\$ 214.93	\$ 221.38
Capture Manager Consultant SME	\$ 250.00	\$ 257.50	\$ 265.23	\$ 273.18	\$ 281.38	\$ 289.82	\$ 298.51	\$ 307.47
Cloud Engineer 1	\$ 136.30	\$ 140.39	\$ 144.60	\$ 148.94	\$ 153.41	\$ 158.01	\$ 162.75	\$ 167.63
Cloud Engineer 2	\$ 159.56	\$ 164.35	\$ 169.28	\$ 174.36	\$ 179.59	\$ 184.97	\$ 190.52	\$ 196.24
Cloud Engineer 3	\$ 170.62	\$ 175.74	\$ 181.01	\$ 186.44	\$ 192.03	\$ 197.80	\$ 203.73	\$ 209.84
Computer User Support Specialist 1	\$ 99.77	\$ 102.76	\$ 105.85	\$ 109.02	\$ 112.29	\$ 115.66	\$ 119.13	\$ 122.70
Computer User Support Specialist 2	\$ 103.61	\$ 106.72	\$ 109.92	\$ 113.22	\$ 116.61	\$ 120.11	\$ 123.72	\$ 127.43
Computer User Support Specialist 3	\$ 129.01	\$ 132.88	\$ 136.87	\$ 140.97	\$ 145.20	\$ 149.56	\$ 154.04	\$ 158.67
Computer User Support Specialist 4	\$ 158.77	\$ 163.53	\$ 168.44	\$ 173.49	\$ 178.70	\$ 184.06	\$ 189.58	\$ 195.27
Configuration Management Analyst 1	\$ 119.74	\$ 123.33	\$ 127.03	\$ 130.84	\$ 134.77	\$ 138.81	\$ 142.98	\$ 147.27
Configuration Management Analyst 2	\$ 142.63	\$ 146.91	\$ 151.32	\$ 155.86	\$ 160.53	\$ 165.35	\$ 170.31	\$ 175.42
Configuration Management Analyst 3	\$ 158.39	\$ 163.14	\$ 168.04	\$ 173.08	\$ 178.27	\$ 183.62	\$ 189.13	\$ 194.80
Cybersecurity Specialist 1	\$ 133.72	\$ 137.73	\$ 141.86	\$ 146.12	\$ 150.50	\$ 155.02	\$ 159.67	\$ 164.46
Cybersecurity Specialist 2	\$ 154.24	\$ 158.87	\$ 163.63	\$ 168.54	\$ 173.60	\$ 178.81	\$ 184.17	\$ 189.70
Cybersecurity Specialist 3	\$ 169.56	\$ 174.65	\$ 179.89	\$ 185.28	\$ 190.84	\$ 196.57	\$ 202.46	\$ 208.54
Database Administrator 1	\$ 97.68	\$ 100.61	\$ 103.63	\$ 106.74	\$ 109.94	\$ 113.24	\$ 116.64	\$ 120.13
Database Administrator 2	\$ 116.39	\$ 119.88	\$ 123.48	\$ 127.18	\$ 131.00	\$ 134.93	\$ 138.98	\$ 143.15

4.1 CLIENT SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Database Administrator 3	\$ 130.35	\$ 134.26	\$ 138.29	\$ 142.44	\$ 146.71	\$ 151.11	\$ 155.64	\$ 160.31
Developer 1	\$ 111.33	\$ 114.67	\$ 118.11	\$ 121.65	\$ 125.30	\$ 129.06	\$ 132.93	\$ 136.92
Developer 2	\$ 132.67	\$ 136.65	\$ 140.75	\$ 144.97	\$ 149.32	\$ 153.80	\$ 158.41	\$ 163.17
Developer 3	\$ 154.23	\$ 158.86	\$ 163.62	\$ 168.53	\$ 173.59	\$ 178.79	\$ 184.16	\$ 189.68
Engineer / Scientist 1	\$ 88.38	\$ 91.03	\$ 93.76	\$ 96.58	\$ 99.47	\$ 102.46	\$ 105.53	\$ 108.70
Engineer / Scientist 2	\$ 124.82	\$ 128.56	\$ 132.42	\$ 136.39	\$ 140.49	\$ 144.70	\$ 149.04	\$ 153.51
Engineer / Scientist 3	\$ 148.47	\$ 152.92	\$ 157.51	\$ 162.24	\$ 167.10	\$ 172.12	\$ 177.28	\$ 182.60
Engineer / Scientist 4	\$ 187.42	\$ 193.04	\$ 198.83	\$ 204.80	\$ 210.94	\$ 217.27	\$ 223.79	\$ 230.50
Engineer / Scientist 5	\$ 210.99	\$ 217.32	\$ 223.84	\$ 230.55	\$ 237.47	\$ 244.60	\$ 251.93	\$ 259.49
Engineer / Scientist 6	\$ 219.59	\$ 226.18	\$ 232.96	\$ 239.95	\$ 247.15	\$ 254.56	\$ 262.20	\$ 270.07
Engineer / Scientist 7	\$ 224.32	\$ 231.05	\$ 237.98	\$ 245.12	\$ 252.47	\$ 260.05	\$ 267.85	\$ 275.89
Financial Analyst 1	\$ 78.74	\$ 81.10	\$ 83.54	\$ 86.04	\$ 88.62	\$ 91.28	\$ 94.02	\$ 96.84
Financial Analyst 2	\$ 108.19	\$ 111.44	\$ 114.78	\$ 118.22	\$ 121.77	\$ 125.42	\$ 129.18	\$ 133.06
Financial Analyst 3	\$ 132.31	\$ 136.28	\$ 140.37	\$ 144.58	\$ 148.92	\$ 153.38	\$ 157.99	\$ 162.72
Graphic Artist 1	\$ 107.93	\$ 111.17	\$ 114.50	\$ 117.94	\$ 121.48	\$ 125.12	\$ 128.87	\$ 132.74
Graphic Artist 2	\$ 138.52	\$ 142.68	\$ 146.96	\$ 151.36	\$ 155.91	\$ 160.58	\$ 165.40	\$ 170.36
Graphic Artist 3	\$ 146.17	\$ 150.56	\$ 155.07	\$ 159.72	\$ 164.52	\$ 169.45	\$ 174.53	\$ 179.77
Human Systems Integration Specialist 1				\$ 139.24	\$ 143.42	\$ 147.72	\$ 152.15	\$ 156.71
Human Systems Integration Specialist 2				\$ 173.57	\$ 178.78	\$ 184.14	\$ 189.66	\$ 195.35
Human Systems Integration Specialist 3	\$ 190.89	\$ 196.62	\$ 202.51	\$ 208.59	\$ 214.85	\$ 221.29	\$ 227.93	\$ 234.77
Instructional Systems Designer 1				\$ 98.31	\$ 101.26	\$ 104.30	\$ 107.43	\$ 110.65
Instructional Systems Designer 2				\$ 126.64	\$ 130.44	\$ 134.35	\$ 138.38	\$ 142.53
Instructional Systems Designer 3	\$ 138.52	\$ 142.68	\$ 146.96	\$ 151.36	\$ 155.91	\$ 160.58	\$ 165.40	\$ 170.36
Intelligence Specialist 1				\$ 94.43	\$ 97.26	\$ 100.18	\$ 103.19	\$ 106.29
Intelligence Specialist 2				\$ 148.72	\$ 153.18	\$ 157.78	\$ 162.51	\$ 167.39
Intelligence Specialist 3	\$ 173.33	\$ 178.53	\$ 183.89	\$ 189.40	\$ 195.08	\$ 200.94	\$ 206.97	\$ 213.17
Knowledge Manager 1				\$ 160.70	\$ 165.52	\$ 170.49	\$ 175.60	\$ 180.87
Knowledge Manager 2				\$ 197.92	\$ 203.86	\$ 209.98	\$ 216.28	\$ 222.77
Knowledge Manager 3	\$ 215.67	\$ 222.14	\$ 228.80	\$ 235.67	\$ 242.74	\$ 250.02	\$ 257.52	\$ 265.25
Management Analyst 1	\$ 91.87	\$ 94.63	\$ 97.46	\$ 100.39	\$ 103.40	\$ 106.50	\$ 109.70	\$ 112.99
Management Analyst 2	\$ 104.76	\$ 107.90	\$ 111.14	\$ 114.47	\$ 117.91	\$ 121.45	\$ 125.09	\$ 128.84
Management Analyst 3	\$ 135.06	\$ 139.11	\$ 143.29	\$ 147.58	\$ 152.01	\$ 156.57	\$ 161.27	\$ 166.11

4.1 CLIENT SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Management Consultant 1	\$ 171.57	\$ 176.72	\$ 182.02	\$ 187.48	\$ 193.10	\$ 198.90	\$ 204.86	\$ 211.01
Management Consultant 2	\$ 218.28	\$ 224.83	\$ 231.57	\$ 238.52	\$ 245.68	\$ 253.05	\$ 260.64	\$ 268.46
Management Consultant 3	\$ 251.62	\$ 259.17	\$ 266.94	\$ 274.95	\$ 283.20	\$ 291.70	\$ 300.45	\$ 309.46
Network Architect 1	\$ 118.31	\$ 121.86	\$ 125.52	\$ 129.28	\$ 133.16	\$ 137.15	\$ 141.27	\$ 145.51
Network Architect 2	\$ 141.47	\$ 145.71	\$ 150.09	\$ 154.59	\$ 159.23	\$ 164.00	\$ 168.92	\$ 173.99
Network Architect 3	\$ 159.65	\$ 164.44	\$ 169.37	\$ 174.45	\$ 179.69	\$ 185.08	\$ 190.63	\$ 196.35
Network Engineer 1	\$ 125.60	\$ 129.37	\$ 133.25	\$ 137.25	\$ 141.36	\$ 145.60	\$ 149.97	\$ 154.47
Network Engineer 2	\$ 149.31	\$ 153.79	\$ 158.40	\$ 163.16	\$ 168.05	\$ 173.09	\$ 178.28	\$ 183.63
Network Engineer 3	\$ 166.49	\$ 171.48	\$ 176.63	\$ 181.93	\$ 187.39	\$ 193.01	\$ 198.80	\$ 204.76
Operations Consultant 1	\$ 171.44	\$ 176.58	\$ 181.88	\$ 187.34	\$ 192.96	\$ 198.75	\$ 204.71	\$ 210.85
Operations Consultant 2	\$ 218.28	\$ 224.83	\$ 231.57	\$ 238.52	\$ 245.68	\$ 253.05	\$ 260.64	\$ 268.46
Operations Consultant 3	\$ 251.62	\$ 259.17	\$ 266.94	\$ 274.95	\$ 283.20	\$ 291.70	\$ 300.45	\$ 309.46
Program Analyst 1	\$ 62.87	\$ 64.76	\$ 66.70	\$ 68.70	\$ 70.76	\$ 72.88	\$ 75.07	\$ 77.32
Program Analyst 2	\$ 132.15	\$ 136.11	\$ 140.20	\$ 144.40	\$ 148.74	\$ 153.20	\$ 157.79	\$ 162.53
Program Analyst 3	\$ 160.47	\$ 165.28	\$ 170.24	\$ 175.35	\$ 180.61	\$ 186.03	\$ 191.61	\$ 197.36
Program Manager 1	\$ 216.85	\$ 223.36	\$ 230.06	\$ 236.96	\$ 244.07	\$ 251.39	\$ 258.93	\$ 266.70
Program Manager 2	\$ 251.62	\$ 259.17	\$ 266.94	\$ 274.95	\$ 283.20	\$ 291.70	\$ 300.45	\$ 309.46
Program Manager 3	\$ 280.60	\$ 289.02	\$ 297.69	\$ 306.62	\$ 315.82	\$ 325.29	\$ 335.05	\$ 345.10
Programmer 1	\$ 116.76	\$ 120.26	\$ 123.87	\$ 127.59	\$ 131.41	\$ 135.36	\$ 139.42	\$ 143.60
Programmer 2	\$ 139.43	\$ 143.61	\$ 147.92	\$ 152.36	\$ 156.93	\$ 161.64	\$ 166.49	\$ 171.48
Programmer 3	\$ 167.45	\$ 172.47	\$ 177.65	\$ 182.98	\$ 188.47	\$ 194.12	\$ 199.94	\$ 205.94
Project Manager 1	\$ 111.80	\$ 115.15	\$ 118.61	\$ 122.17	\$ 125.83	\$ 129.61	\$ 133.50	\$ 137.50
Project Manager 2	\$ 139.90	\$ 144.10	\$ 148.42	\$ 152.87	\$ 157.46	\$ 162.18	\$ 167.05	\$ 172.06
Project Manager 3	\$ 169.94	\$ 175.04	\$ 180.29	\$ 185.70	\$ 191.27	\$ 197.01	\$ 202.92	\$ 209.00
Quality Assurance Analyst 1	\$ 102.54	\$ 105.62	\$ 108.78	\$ 112.05	\$ 115.41	\$ 118.87	\$ 122.44	\$ 126.11
Quality Assurance Analyst 2				\$ 134.07	\$ 138.09	\$ 142.23	\$ 146.50	\$ 150.89
Quality Assurance Analyst 3				\$ 150.77	\$ 155.30	\$ 159.96	\$ 164.76	\$ 169.70
Safety Specialist 1	\$ 79.37	\$ 81.75	\$ 84.20	\$ 86.73	\$ 89.33	\$ 92.01	\$ 94.77	\$ 97.62
Safety Specialist 2	\$ 91.56	\$ 94.31	\$ 97.14	\$ 100.05	\$ 103.05	\$ 106.14	\$ 109.33	\$ 112.61
Safety Specialist 3	\$ 116.89	\$ 120.40	\$ 124.01	\$ 127.73	\$ 131.56	\$ 135.51	\$ 139.57	\$ 143.76
Safety Specialist 4	\$ 148.66	\$ 153.12	\$ 157.71	\$ 162.44	\$ 167.32	\$ 172.34	\$ 177.51	\$ 182.83
Scrum Master 1	\$ 126.52	\$ 130.32	\$ 134.23	\$ 138.25	\$ 142.40	\$ 146.67	\$ 151.07	\$ 155.60

4.1 CLIENT SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Scrum Master 2	\$ 146.59	\$ 150.99	\$ 155.52	\$ 160.18	\$ 164.99	\$ 169.94	\$ 175.04	\$ 180.29
Scrum Master 3	\$ 161.07	\$ 165.90	\$ 170.88	\$ 176.01	\$ 181.29	\$ 186.72	\$ 192.33	\$ 198.10
Security Specialist 1	\$ 79.23	\$ 81.61	\$ 84.06	\$ 86.58	\$ 89.17	\$ 91.85	\$ 94.60	\$ 97.44
Security Specialist 2	\$ 98.03	\$ 100.97	\$ 104.00	\$ 107.12	\$ 110.33	\$ 113.64	\$ 117.05	\$ 120.56
Security Specialist 3	\$ 124.47	\$ 128.20	\$ 132.05	\$ 136.01	\$ 140.09	\$ 144.29	\$ 148.62	\$ 153.08
Security Specialist 4	\$ 147.70	\$ 152.13	\$ 156.69	\$ 161.40	\$ 166.24	\$ 171.22	\$ 176.36	\$ 181.65
Software Developer 1	\$ 111.33	\$ 114.67	\$ 118.11	\$ 121.65	\$ 125.30	\$ 129.06	\$ 132.93	\$ 136.92
Software Developer 2	\$ 132.67	\$ 136.65	\$ 140.75	\$ 144.97	\$ 149.32	\$ 153.80	\$ 158.41	\$ 163.17
Software Developer 3	\$ 154.23	\$ 158.86	\$ 163.62	\$ 168.53	\$ 173.59	\$ 178.79	\$ 184.16	\$ 189.68
Software Engineer 1	\$ 138.91	\$ 143.08	\$ 147.37	\$ 151.79	\$ 156.34	\$ 161.03	\$ 165.87	\$ 170.84
Software Engineer 2	\$ 165.98	\$ 170.96	\$ 176.09	\$ 181.37	\$ 186.81	\$ 192.42	\$ 198.19	\$ 204.13
Software Engineer 3	\$ 198.42	\$ 204.37	\$ 210.50	\$ 216.82	\$ 223.32	\$ 230.02	\$ 236.92	\$ 244.03
Strategic Planning Consultant	\$ 252.46	\$ 260.03	\$ 267.83	\$ 275.87	\$ 284.15	\$ 292.67	\$ 301.45	\$ 310.49
Solution Architect Consultant 1	\$ 110.00	\$ 113.30	\$ 116.73	\$ 120.40	\$ 123.81	\$ 127.52	\$ 131.35	\$ 135.29
Solution Architect Consultant 2	\$ 140.00	\$ 142.20	\$ 148.53	\$ 152.98	\$ 157.57	\$ 162.30	\$ 167.17	\$ 172.18
Solution Architect Consultant 3	\$ 170.00	\$ 175.10	\$ 180.35	\$ 185.96	\$ 191.34	\$ 197.08	\$ 202.99	\$ 209.08
Solution Architect Consultant 4 SME	\$ 220.00	\$ 226.60	\$ 233.40	\$ 240.40	\$ 247.61	\$ 255.04	\$ 262.69	\$ 270.57
Subject Matter Expert 1	\$ 155.12	\$ 159.77	\$ 164.57	\$ 169.50	\$ 174.59	\$ 179.83	\$ 185.22	\$ 190.78
Subject Matter Expert 2	\$ 164.97	\$ 169.92	\$ 175.02	\$ 180.27	\$ 185.68	\$ 191.25	\$ 196.98	\$ 202.89
Subject Matter Expert 3	\$ 179.63	\$ 185.02	\$ 190.57	\$ 196.29	\$ 202.18	\$ 208.24	\$ 214.49	\$ 220.92
Subject Matter Expert 4	\$ 202.35	\$ 208.42	\$ 214.67	\$ 221.11	\$ 227.75	\$ 234.58	\$ 241.62	\$ 248.86
Subject Matter Expert 5	\$ 229.29	\$ 236.17	\$ 243.25	\$ 250.55	\$ 258.07	\$ 265.81	\$ 273.78	\$ 282.00
Subject Matter Expert 6	\$ 251.62	\$ 259.17	\$ 266.94	\$ 274.95	\$ 283.20	\$ 291.70	\$ 300.45	\$ 309.46
Subject Matter Expert 7	\$ 280.60	\$ 289.02	\$ 297.69	\$ 306.62	\$ 315.82	\$ 325.29	\$ 335.05	\$ 345.10
System Administrator 1	\$ 116.39	\$ 119.88	\$ 123.48	\$ 127.18	\$ 131.00	\$ 134.93	\$ 138.98	\$ 143.15
System Administrator 2	\$ 136.78	\$ 140.88	\$ 145.11	\$ 149.46	\$ 153.95	\$ 158.57	\$ 163.32	\$ 168.22
System Administrator 3	\$ 154.23	\$ 158.86	\$ 163.62	\$ 168.53	\$ 173.59	\$ 178.79	\$ 184.16	\$ 189.68
System Architect 1	\$ 133.17	\$ 137.17	\$ 141.28	\$ 145.52	\$ 149.88	\$ 154.38	\$ 159.01	\$ 163.78
System Architect 2	\$ 137.98	\$ 142.12	\$ 146.38	\$ 150.77	\$ 155.30	\$ 159.96	\$ 164.76	\$ 169.70
System Architect 3	\$ 157.37	\$ 162.09	\$ 166.95	\$ 171.96	\$ 177.12	\$ 182.43	\$ 187.91	\$ 193.55
Systems/IT Quality Analyst 1	\$ 104.79	\$ 107.93	\$ 111.17	\$ 114.51	\$ 117.94	\$ 121.48	\$ 125.12	\$ 128.88
Systems/IT Quality Analyst 2	\$ 122.69	\$ 126.37	\$ 130.16	\$ 134.07	\$ 138.09	\$ 142.23	\$ 146.50	\$ 150.89

4.1 CLIENT SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Systems/IT Quality Analyst 3	\$ 137.98	\$ 142.12	\$ 146.38	\$ 150.77	\$ 155.30	\$ 159.96	\$ 164.76	\$ 169.70
Technical Analyst 1	\$ 59.53	\$ 61.32	\$ 63.16	\$ 65.05	\$ 67.00	\$ 69.01	\$ 71.08	\$ 73.21
Technical Analyst 2	\$ 70.02	\$ 72.12	\$ 74.28	\$ 76.51	\$ 78.81	\$ 81.17	\$ 83.61	\$ 86.12
Technical Analyst 3	\$ 103.10	\$ 106.19	\$ 109.38	\$ 112.66	\$ 116.04	\$ 119.52	\$ 123.11	\$ 126.80
Technical Analyst 4	\$ 124.56	\$ 128.30	\$ 132.15	\$ 136.11	\$ 140.19	\$ 144.40	\$ 148.73	\$ 153.19
Technical Analyst 5	\$ 155.72	\$ 160.39	\$ 165.20	\$ 170.16	\$ 175.26	\$ 180.52	\$ 185.94	\$ 191.52
Technical Analyst 6	\$ 187.18	\$ 192.80	\$ 198.58	\$ 204.54	\$ 210.67	\$ 216.99	\$ 223.50	\$ 230.21
Technical Trainer 1	\$ 83.99	\$ 86.51	\$ 89.10	\$ 91.78	\$ 94.53	\$ 97.37	\$ 100.29	\$ 103.30
Technical Trainer 2	\$ 99.19	\$ 102.17	\$ 105.23	\$ 108.39	\$ 111.64	\$ 114.99	\$ 118.44	\$ 121.99
Technical Trainer 3	\$ 109.34	\$ 112.62	\$ 116.00	\$ 119.48	\$ 123.06	\$ 126.76	\$ 130.56	\$ 134.47
Technical Writer 1	\$ 100.94	\$ 103.97	\$ 107.09	\$ 110.30	\$ 113.61	\$ 117.02	\$ 120.53	\$ 124.14
Technical Writer 2	\$ 123.90	\$ 127.62	\$ 131.45	\$ 135.39	\$ 139.45	\$ 143.63	\$ 147.94	\$ 152.38
Technical Writer 3	\$ 147.11	\$ 151.52	\$ 156.07	\$ 160.75	\$ 165.57	\$ 170.54	\$ 175.66	\$ 180.93
Technical Writer 4	\$ 173.15	\$ 178.34	\$ 183.69	\$ 189.21	\$ 194.88	\$ 200.73	\$ 206.75	\$ 212.95
Technician 1	\$ 79.13	\$ 81.50	\$ 83.95	\$ 86.47	\$ 89.06	\$ 91.73	\$ 94.49	\$ 97.32
Technician 2	\$ 85.55	\$ 88.12	\$ 90.76	\$ 93.48	\$ 96.29	\$ 99.18	\$ 102.15	\$ 105.22
Technician 3	\$ 91.39	\$ 94.13	\$ 96.96	\$ 99.86	\$ 102.86	\$ 105.95	\$ 109.12	\$ 112.40
Technician 4	\$ 96.48	\$ 99.37	\$ 102.36	\$ 105.43	\$ 108.59	\$ 111.85	\$ 115.20	\$ 118.66
Technician 5	\$ 100.92	\$ 103.95	\$ 107.07	\$ 110.28	\$ 113.59	\$ 116.99	\$ 120.50	\$ 124.12
Technician 6	\$ 108.72	\$ 111.98	\$ 115.34	\$ 118.80	\$ 122.37	\$ 126.04	\$ 129.82	\$ 133.71
Technician 7	\$ 109.93	\$ 113.23	\$ 116.62	\$ 120.12	\$ 123.73	\$ 127.44	\$ 131.26	\$ 135.20
Training Specialist 1	\$ 101.12	\$ 104.15	\$ 107.28	\$ 110.50	\$ 113.81	\$ 117.23	\$ 120.74	\$ 124.36
Training Specialist 2	\$ 123.64	\$ 127.35	\$ 131.17	\$ 135.10	\$ 139.16	\$ 143.33	\$ 147.63	\$ 152.06
Training Specialist 3	\$ 160.17	\$ 164.98	\$ 169.92	\$ 175.02	\$ 180.27	\$ 185.68	\$ 191.25	\$ 196.99
Training Specialist 4	\$ 204.81	\$ 210.95	\$ 217.28	\$ 223.80	\$ 230.52	\$ 237.43	\$ 244.55	\$ 251.89
Web Developer 1	\$ 116.75	\$ 120.25	\$ 123.86	\$ 127.58	\$ 131.40	\$ 135.35	\$ 139.41	\$ 143.59
Web Developer 2	\$ 137.12	\$ 141.23	\$ 145.47	\$ 149.83	\$ 154.33	\$ 158.96	\$ 163.73	\$ 168.64
Web Developer 3	\$ 155.65	\$ 160.32	\$ 165.13	\$ 170.08	\$ 175.19	\$ 180.44	\$ 185.85	\$ 191.43
Website Director	\$ 264.80	\$ 272.74	\$ 280.93	\$ 289.35	\$ 298.03	\$ 306.98	\$ 316.19	\$ 325.67

4.2 CONTRACTOR SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Administrative Analyst 1	\$ 58.68	\$ 60.44	\$ 62.25	\$ 64.12	\$ 66.04	\$ 68.03	\$ 70.07	\$ 72.17
Administrative Analyst 2	\$ 114.29	\$ 117.72	\$ 121.25	\$ 124.89	\$ 128.63	\$ 132.49	\$ 136.47	\$ 140.56
Administrative Analyst 3	\$ 147.99	\$ 152.43	\$ 157.00	\$ 161.71	\$ 166.56	\$ 171.56	\$ 176.71	\$ 182.01
Business Analyst 1	\$ 128.48	\$ 132.33	\$ 136.30	\$ 140.39	\$ 144.61	\$ 148.94	\$ 153.41	\$ 158.01
Business Analyst 2	\$ 149.75	\$ 154.24	\$ 158.87	\$ 163.64	\$ 168.54	\$ 173.60	\$ 178.81	\$ 184.17
Business Analyst 3	\$ 167.62	\$ 172.65	\$ 177.83	\$ 183.16	\$ 188.66	\$ 194.32	\$ 200.15	\$ 206.15
Business Development Consultant Level 1	\$ 100.00	\$ 103.00	\$ 106.09	\$ 109.27	\$ 112.55	\$ 115.93	\$ 119.41	\$ 122.99
Business Development Consultant Level 2	\$ 130.00	\$ 133.90	\$ 137.92	\$ 142.05	\$ 146.32	\$ 150.71	\$ 155.23	\$ 159.88
Business Development Consultant Level 3	\$ 180.00	\$ 185.40	\$ 190.96	\$ 196.69	\$ 202.59	\$ 208.67	\$ 214.93	\$ 221.38
Business Development Consultant SME	\$ 250.00	\$ 257.50	\$ 265.23	\$ 273.18	\$ 281.38	\$ 289.82	\$ 298.51	\$ 307.47
Capture Manager Consultant Level 1	\$ 120.00	\$ 123.60	\$ 127.31	\$ 131.13	\$ 135.06	\$ 139.11	\$ 143.29	\$ 147.58
Capture Manager Consultant Level 2	\$ 150.00	\$ 154.50	\$ 159.14	\$ 163.91	\$ 168.83	\$ 173.89	\$ 179.11	\$ 184.48
Capture Manager Consultant Level 3	\$ 180.00	\$ 185.40	\$ 190.96	\$ 196.69	\$ 202.59	\$ 208.67	\$ 214.93	\$ 221.38
Capture Manager Consultant SME	\$ 250.00	\$ 257.50	\$ 265.23	\$ 273.18	\$ 281.38	\$ 289.82	\$ 298.51	\$ 307.47
Cloud Engineer 1	\$ 145.81	\$ 150.18	\$ 154.69	\$ 159.33	\$ 164.11	\$ 169.03	\$ 174.10	\$ 179.33
Cloud Engineer 2	\$ 170.81	\$ 175.93	\$ 181.21	\$ 186.65	\$ 192.25	\$ 198.02	\$ 203.96	\$ 210.07
Cloud Engineer 3	\$ 182.52	\$ 188.00	\$ 193.64	\$ 199.44	\$ 205.43	\$ 211.59	\$ 217.94	\$ 224.48
Computer User Support Specialist 1	\$ 97.52	\$ 100.45	\$ 103.46	\$ 106.56	\$ 109.76	\$ 113.05	\$ 116.44	\$ 119.94
Computer User Support Specialist 2	\$ 124.48	\$ 128.21	\$ 132.06	\$ 136.02	\$ 140.10	\$ 144.31	\$ 148.64	\$ 153.09
Computer User Support Specialist 3	\$ 144.42	\$ 148.75	\$ 153.22	\$ 157.81	\$ 162.55	\$ 167.42	\$ 172.45	\$ 177.62
Computer User Support Specialist 4	\$ 189.20	\$ 194.88	\$ 200.72	\$ 206.74	\$ 212.95	\$ 219.33	\$ 225.91	\$ 232.69
Configuration Management Analyst 1	\$ 128.10	\$ 131.94	\$ 135.90	\$ 139.98	\$ 144.18	\$ 148.50	\$ 152.96	\$ 157.55
Configuration Management Analyst 2	\$ 152.58	\$ 157.16	\$ 161.87	\$ 166.73	\$ 171.73	\$ 176.88	\$ 182.19	\$ 187.65
Configuration Management Analyst 3	\$ 169.45	\$ 174.53	\$ 179.77	\$ 185.16	\$ 190.72	\$ 196.44	\$ 202.33	\$ 208.40
Cybersecurity Specialist 1	\$ 143.06	\$ 147.35	\$ 151.77	\$ 156.33	\$ 161.02	\$ 165.85	\$ 170.82	\$ 175.95
Cybersecurity Specialist 2	\$ 165.00	\$ 169.95	\$ 175.05	\$ 180.30	\$ 185.71	\$ 191.28	\$ 197.02	\$ 202.93
Cybersecurity Specialist 3	\$ 181.39	\$ 186.83	\$ 192.44	\$ 198.21	\$ 204.16	\$ 210.28	\$ 216.59	\$ 223.09
Database Administrator 1	\$ 104.50	\$ 107.64	\$ 110.86	\$ 114.19	\$ 117.62	\$ 121.14	\$ 124.78	\$ 128.52
Database Administrator 2	\$ 124.51	\$ 128.25	\$ 132.09	\$ 136.06	\$ 140.14	\$ 144.34	\$ 148.67	\$ 153.13
Database Administrator 3	\$ 139.45	\$ 143.63	\$ 147.94	\$ 152.38	\$ 156.95	\$ 161.66	\$ 166.51	\$ 171.51
Developer 1	\$ 119.10	\$ 122.67	\$ 126.35	\$ 130.14	\$ 134.05	\$ 138.07	\$ 142.21	\$ 146.48
Developer 2	\$ 141.93	\$ 146.19	\$ 150.57	\$ 155.09	\$ 159.74	\$ 164.54	\$ 169.47	\$ 174.56

4.2 CONTRACTOR SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Developer 3	\$ 165.00	\$ 169.95	\$ 175.05	\$ 180.30	\$ 185.71	\$ 191.28	\$ 197.02	\$ 202.93
Engineer / Scientist 1	\$ 94.54	\$ 97.38	\$ 100.30	\$ 103.31	\$ 106.41	\$ 109.60	\$ 112.89	\$ 116.27
Engineer / Scientist 2	\$ 133.53	\$ 137.54	\$ 141.66	\$ 145.91	\$ 150.29	\$ 154.80	\$ 159.44	\$ 164.23
Engineer / Scientist 3	\$ 158.94	\$ 163.71	\$ 168.62	\$ 173.68	\$ 178.89	\$ 184.26	\$ 189.78	\$ 195.48
Engineer / Scientist 4	\$ 200.50	\$ 206.52	\$ 212.71	\$ 219.09	\$ 225.66	\$ 232.43	\$ 239.41	\$ 246.59
Engineer / Scientist 5	\$ 225.50	\$ 232.27	\$ 239.23	\$ 246.41	\$ 253.80	\$ 261.42	\$ 269.26	\$ 277.34
Engineer / Scientist 6	\$ 234.92	\$ 241.97	\$ 249.23	\$ 256.70	\$ 264.40	\$ 272.34	\$ 280.51	\$ 288.92
Engineer / Scientist 7	\$ 239.75	\$ 246.94	\$ 254.35	\$ 261.98	\$ 269.84	\$ 277.94	\$ 286.27	\$ 294.86
Financial Analyst 1	\$ 84.23	\$ 86.76	\$ 89.36	\$ 92.04	\$ 94.80	\$ 97.65	\$ 100.58	\$ 103.59
Financial Analyst 2	\$ 115.74	\$ 119.21	\$ 122.79	\$ 126.47	\$ 130.27	\$ 134.17	\$ 138.20	\$ 142.35
Financial Analyst 3	\$ 141.55	\$ 145.80	\$ 150.17	\$ 154.68	\$ 159.32	\$ 164.10	\$ 169.02	\$ 174.09
Graphic Artist 1	\$ 115.47	\$ 118.93	\$ 122.50	\$ 126.18	\$ 129.96	\$ 133.86	\$ 137.88	\$ 142.01
Graphic Artist 2	\$ 148.19	\$ 152.64	\$ 157.21	\$ 161.93	\$ 166.79	\$ 171.79	\$ 176.95	\$ 182.26
Graphic Artist 3	\$ 156.38	\$ 161.07	\$ 165.90	\$ 170.88	\$ 176.01	\$ 181.29	\$ 186.73	\$ 192.33
Human Systems Integration Specialist 1				\$ 148.99	\$ 153.46	\$ 158.06	\$ 162.80	\$ 167.68
Human Systems Integration Specialist 2				\$ 185.72	\$ 191.29	\$ 197.03	\$ 202.94	\$ 209.02
Human Systems Integration Specialist 3	\$ 204.25	\$ 210.38	\$ 216.69	\$ 223.19	\$ 229.89	\$ 236.78	\$ 243.89	\$ 251.20
Instructional Systems Designer 1				\$ 105.19	\$ 108.35	\$ 111.60	\$ 114.95	\$ 118.40
Instructional Systems Designer 2				\$ 135.50	\$ 139.57	\$ 143.75	\$ 148.07	\$ 152.51
Instructional Systems Designer 3	\$ 148.19	\$ 152.64	\$ 157.21	\$ 161.93	\$ 166.79	\$ 171.79	\$ 176.95	\$ 182.26
Intelligence Specialist 1				\$ 101.04	\$ 104.07	\$ 107.19	\$ 110.41	\$ 113.73
Intelligence Specialist 2				\$ 159.13	\$ 163.90	\$ 168.82	\$ 173.89	\$ 179.11
Intelligence Specialist 3	\$ 185.43	\$ 190.99	\$ 196.72	\$ 202.62	\$ 208.70	\$ 214.96	\$ 221.41	\$ 228.06
Knowledge Manager 1				\$ 171.95	\$ 177.11	\$ 182.42	\$ 187.89	\$ 193.53
Knowledge Manager 2				\$ 211.77	\$ 218.13	\$ 224.68	\$ 231.42	\$ 238.36
Knowledge Manager 3	\$ 230.72	\$ 237.64	\$ 244.77	\$ 252.11	\$ 259.68	\$ 267.47	\$ 275.49	\$ 283.76
Management Analyst 1	\$ 98.29	\$ 101.24	\$ 104.28	\$ 107.40	\$ 110.63	\$ 113.95	\$ 117.36	\$ 120.88
Management Analyst 2	\$ 112.07	\$ 115.43	\$ 118.90	\$ 122.46	\$ 126.14	\$ 129.92	\$ 133.82	\$ 137.83
Management Analyst 3	\$ 144.48	\$ 148.81	\$ 153.28	\$ 157.88	\$ 162.61	\$ 167.49	\$ 172.52	\$ 177.69
Management Consultant 1	\$ 183.54	\$ 189.05	\$ 194.72	\$ 200.56	\$ 206.58	\$ 212.77	\$ 219.16	\$ 225.73
Management Consultant 2	\$ 233.51	\$ 240.52	\$ 247.73	\$ 255.16	\$ 262.82	\$ 270.70	\$ 278.82	\$ 287.19
Management Consultant 3	\$ 269.18	\$ 277.26	\$ 285.57	\$ 294.14	\$ 302.96	\$ 312.05	\$ 321.41	\$ 331.06

4.2 CONTRACTOR SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Network Architect 1	\$ 126.57	\$ 130.37	\$ 134.28	\$ 138.31	\$ 142.46	\$ 146.73	\$ 151.13	\$ 155.67
Network Architect 2	\$ 151.35	\$ 155.89	\$ 160.57	\$ 165.38	\$ 170.35	\$ 175.46	\$ 180.72	\$ 186.14
Network Architect 3	\$ 170.79	\$ 175.91	\$ 181.19	\$ 186.63	\$ 192.23	\$ 197.99	\$ 203.93	\$ 210.05
Network Engineer 1	\$ 134.37	\$ 138.40	\$ 142.55	\$ 146.83	\$ 151.23	\$ 155.77	\$ 160.44	\$ 165.26
Network Engineer 2	\$ 159.73	\$ 164.52	\$ 169.46	\$ 174.54	\$ 179.78	\$ 185.17	\$ 190.73	\$ 196.45
Network Engineer 3	\$ 178.11	\$ 183.45	\$ 188.96	\$ 194.63	\$ 200.46	\$ 206.48	\$ 212.67	\$ 219.05
Operations Consultant 1	\$ 183.41	\$ 188.91	\$ 194.58	\$ 200.42	\$ 206.43	\$ 212.62	\$ 219.00	\$ 225.57
Operations Consultant 2	\$ 233.51	\$ 240.52	\$ 247.73	\$ 255.16	\$ 262.82	\$ 270.70	\$ 278.82	\$ 287.19
Operations Consultant 3	\$ 269.18	\$ 277.26	\$ 285.57	\$ 294.14	\$ 302.96	\$ 312.05	\$ 321.41	\$ 331.06
Program Analyst 1	\$ 67.25	\$ 69.27	\$ 71.35	\$ 73.49	\$ 75.69	\$ 77.96	\$ 80.30	\$ 82.71
Program Analyst 2	\$ 141.38	\$ 145.62	\$ 149.99	\$ 154.49	\$ 159.12	\$ 163.90	\$ 168.82	\$ 173.88
Program Analyst 3	\$ 171.66	\$ 176.81	\$ 182.11	\$ 187.58	\$ 193.20	\$ 199.00	\$ 204.97	\$ 211.12
Program Manager 1	\$ 231.98	\$ 238.94	\$ 246.11	\$ 253.49	\$ 261.10	\$ 268.93	\$ 277.00	\$ 285.31
Program Manager 2	\$ 269.18	\$ 277.26	\$ 285.57	\$ 294.14	\$ 302.96	\$ 312.05	\$ 321.41	\$ 331.06
Program Manager 3	\$ 300.18	\$ 309.19	\$ 318.46	\$ 328.01	\$ 337.86	\$ 347.99	\$ 358.43	\$ 369.18
Programmer 1	\$ 124.91	\$ 128.66	\$ 132.52	\$ 136.49	\$ 140.59	\$ 144.80	\$ 149.15	\$ 153.62
Programmer 2	\$ 149.16	\$ 153.63	\$ 158.24	\$ 162.99	\$ 167.88	\$ 172.92	\$ 178.10	\$ 183.45
Programmer 3	\$ 179.13	\$ 184.50	\$ 190.04	\$ 195.74	\$ 201.61	\$ 207.66	\$ 213.89	\$ 220.31
Project Manager 1	\$ 119.60	\$ 123.19	\$ 126.88	\$ 130.69	\$ 134.61	\$ 138.65	\$ 142.81	\$ 147.09
Project Manager 2	\$ 148.80	\$ 153.26	\$ 157.86	\$ 162.60	\$ 167.48	\$ 172.50	\$ 177.67	\$ 183.01
Project Manager 3	\$ 181.80	\$ 187.25	\$ 192.87	\$ 198.66	\$ 204.62	\$ 210.76	\$ 217.08	\$ 223.59
Quality Assurance Analyst 1	\$ 109.70	\$ 112.99	\$ 116.38	\$ 119.87	\$ 123.47	\$ 127.17	\$ 130.99	\$ 134.92
Quality Assurance Analyst 2				\$ 143.42	\$ 147.72	\$ 152.15	\$ 156.72	\$ 161.42
Quality Assurance Analyst 3				\$ 161.30	\$ 166.14	\$ 171.12	\$ 176.25	\$ 181.54
Safety Specialist 1	\$ 84.91	\$ 87.46	\$ 90.08	\$ 92.78	\$ 95.57	\$ 98.43	\$ 101.39	\$ 104.43
Safety Specialist 2	\$ 97.95	\$ 100.89	\$ 103.92	\$ 107.03	\$ 110.24	\$ 113.55	\$ 116.96	\$ 120.47
Safety Specialist 3	\$ 125.05	\$ 128.80	\$ 132.67	\$ 136.65	\$ 140.74	\$ 144.97	\$ 149.32	\$ 153.80
Safety Specialist 4	\$ 159.04	\$ 163.81	\$ 168.73	\$ 173.79	\$ 179.00	\$ 184.37	\$ 189.90	\$ 195.60
Scrum Master 1	\$ 135.35	\$ 139.41	\$ 143.59	\$ 147.90	\$ 152.34	\$ 156.91	\$ 161.61	\$ 166.46
Scrum Master 2	\$ 156.82	\$ 161.52	\$ 166.37	\$ 171.36	\$ 176.50	\$ 181.80	\$ 187.25	\$ 192.87
Scrum Master 3	\$ 172.31	\$ 177.48	\$ 182.80	\$ 188.29	\$ 193.94	\$ 199.75	\$ 205.75	\$ 211.92
Security Specialist 1	\$ 84.76	\$ 87.30	\$ 89.92	\$ 92.62	\$ 95.40	\$ 98.26	\$ 101.21	\$ 104.24

4.2 CONTRACTOR SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Security Specialist 2	\$ 104.87	\$ 108.02	\$ 111.26	\$ 114.59	\$ 118.03	\$ 121.57	\$ 125.22	\$ 128.98
Security Specialist 3	\$ 133.16	\$ 137.15	\$ 141.27	\$ 145.51	\$ 149.87	\$ 154.37	\$ 159.00	\$ 163.77
Security Specialist 4	\$ 158.01	\$ 162.75	\$ 167.63	\$ 172.66	\$ 177.84	\$ 183.18	\$ 188.67	\$ 194.33
Software Developer 1	\$ 199.10	\$ 205.07	\$ 211.23	\$ 217.56	\$ 224.09	\$ 230.81	\$ 237.74	\$ 244.87
Software Developer 2	\$ 141.93	\$ 146.19	\$ 150.57	\$ 155.09	\$ 159.74	\$ 164.54	\$ 169.47	\$ 174.56
Software Developer 3	\$ 165.00	\$ 169.95	\$ 175.05	\$ 180.30	\$ 185.71	\$ 191.28	\$ 197.02	\$ 202.93
Software Engineer 1	\$ 148.60	\$ 153.06	\$ 157.65	\$ 162.38	\$ 167.25	\$ 172.27	\$ 177.44	\$ 182.76
Software Engineer 2	\$ 177.56	\$ 182.89	\$ 188.37	\$ 194.02	\$ 199.85	\$ 205.84	\$ 212.02	\$ 218.38
Software Engineer 3	\$ 212.27	\$ 218.64	\$ 225.20	\$ 231.95	\$ 238.91	\$ 246.08	\$ 253.46	\$ 261.07
Solution Architect Consultant 1	\$ 110.00	\$ 113.30	\$ 116.73	\$ 120.40	\$ 123.81	\$ 127.52	\$ 131.35	\$ 135.29
Solution Architect Consultant 2	\$ 140.00	\$ 142.20	\$ 148.53	\$ 152.98	\$ 157.57	\$ 162.30	\$ 167.17	\$ 172.18
Solution Architect Consultant 3	\$ 170.00	\$ 175.10	\$ 180.35	\$ 185.96	\$ 191.34	\$ 197.08	\$ 202.99	\$ 209.08
Solution Architect Consultant 4 SME	\$ 220.00	\$ 226.60	\$ 233.40	\$ 240.40	\$ 247.61	\$ 255.04	\$ 262.69	\$ 270.57
Strategic Planning Consultant	\$ 270.08	\$ 278.18	\$ 286.53	\$ 295.12	\$ 303.98	\$ 313.10	\$ 322.49	\$ 332.16
Subject Matter Expert 1	\$ 165.95	\$ 170.93	\$ 176.06	\$ 181.34	\$ 186.78	\$ 192.38	\$ 198.15	\$ 204.10
Subject Matter Expert 2	\$ 176.48	\$ 181.77	\$ 187.23	\$ 192.84	\$ 198.63	\$ 204.59	\$ 210.73	\$ 217.05
Subject Matter Expert 3	\$ 192.16	\$ 197.92	\$ 203.86	\$ 209.98	\$ 216.28	\$ 222.77	\$ 229.45	\$ 236.33
Subject Matter Expert 4	\$ 216.48	\$ 222.97	\$ 229.66	\$ 236.55	\$ 243.65	\$ 250.96	\$ 258.49	\$ 266.24
Subject Matter Expert 5	\$ 245.29	\$ 252.65	\$ 260.23	\$ 268.04	\$ 276.08	\$ 284.36	\$ 292.89	\$ 301.68
Subject Matter Expert 6	\$ 269.18	\$ 277.26	\$ 285.57	\$ 294.14	\$ 302.96	\$ 312.05	\$ 321.41	\$ 331.06
Subject Matter Expert 7	\$ 300.18	\$ 309.19	\$ 318.46	\$ 328.01	\$ 337.86	\$ 347.99	\$ 358.43	\$ 369.18
System Administrator 1	\$ 124.51	\$ 128.25	\$ 132.09	\$ 136.06	\$ 140.14	\$ 144.34	\$ 148.67	\$ 153.13
System Administrator 2	\$ 146.33	\$ 150.72	\$ 155.24	\$ 159.90	\$ 164.70	\$ 169.64	\$ 174.73	\$ 179.97
System Administrator 3	\$ 164.99	\$ 169.94	\$ 175.04	\$ 180.29	\$ 185.70	\$ 191.27	\$ 197.01	\$ 202.92
System Architect 1	\$ 142.46	\$ 146.73	\$ 151.14	\$ 155.67	\$ 160.34	\$ 165.15	\$ 170.10	\$ 175.21
System Architect 2	\$ 168.32	\$ 173.37	\$ 178.57	\$ 183.93	\$ 189.45	\$ 195.13	\$ 200.98	\$ 207.01
System Architect 3	\$ 187.28	\$ 192.90	\$ 198.69	\$ 204.65	\$ 210.79	\$ 217.11	\$ 223.62	\$ 230.33
Systems/IT Quality Analyst 1	\$ 112.11	\$ 115.47	\$ 118.94	\$ 122.51	\$ 126.18	\$ 129.97	\$ 133.87	\$ 137.88
Systems/IT Quality Analyst 2	\$ 131.25	\$ 135.19	\$ 139.24	\$ 143.42	\$ 147.72	\$ 152.15	\$ 156.72	\$ 161.42
Systems/IT Quality Analyst 3	\$ 147.61	\$ 152.04	\$ 156.60	\$ 161.30	\$ 166.14	\$ 171.12	\$ 176.25	\$ 181.54
Technical Analyst 1	\$ 63.68	\$ 65.59	\$ 67.56	\$ 69.58	\$ 71.67	\$ 73.82	\$ 76.04	\$ 78.32
Technical Analyst 2	\$ 74.91	\$ 77.16	\$ 79.47	\$ 81.86	\$ 84.31	\$ 86.84	\$ 89.45	\$ 92.13

4.2 CONTRACTOR SITE RATES								
Labor Category	2023	2024	2025	2026	2027	2028	2029	2030
Technical Analyst 3	\$ 110.29	\$ 113.60	\$ 117.01	\$ 120.52	\$ 124.13	\$ 127.86	\$ 131.69	\$ 135.64
Technical Analyst 4	\$ 133.25	\$ 137.25	\$ 141.36	\$ 145.61	\$ 149.97	\$ 154.47	\$ 159.11	\$ 163.88
Technical Analyst 5	\$ 166.59	\$ 171.59	\$ 176.74	\$ 182.04	\$ 187.50	\$ 193.12	\$ 198.92	\$ 204.88
Technical Analyst 6	\$ 200.25	\$ 206.26	\$ 212.45	\$ 218.82	\$ 225.38	\$ 232.14	\$ 239.11	\$ 246.28
Technical Trainer 1	\$ 89.50	\$ 92.19	\$ 94.95	\$ 97.80	\$ 100.73	\$ 103.76	\$ 106.87	\$ 110.07
Technical Trainer 2	\$ 106.11	\$ 109.29	\$ 112.57	\$ 115.95	\$ 119.43	\$ 123.01	\$ 126.70	\$ 130.50
Technical Trainer 3	\$ 116.97	\$ 120.48	\$ 124.09	\$ 127.82	\$ 131.65	\$ 135.60	\$ 139.67	\$ 143.86
Technical Writer 1	\$ 107.99	\$ 111.23	\$ 114.57	\$ 118.00	\$ 121.54	\$ 125.19	\$ 128.95	\$ 132.81
Technical Writer 2	\$ 132.55	\$ 136.53	\$ 140.62	\$ 144.84	\$ 149.19	\$ 153.66	\$ 158.27	\$ 163.02
Technical Writer 3	\$ 157.38	\$ 162.10	\$ 166.96	\$ 171.97	\$ 177.13	\$ 182.45	\$ 187.92	\$ 193.56
Technical Writer 4	\$ 185.88	\$ 191.46	\$ 197.20	\$ 203.12	\$ 209.21	\$ 215.49	\$ 221.95	\$ 228.61
Technician 1	\$ 84.66	\$ 87.20	\$ 89.82	\$ 92.51	\$ 95.29	\$ 98.14	\$ 101.09	\$ 104.12
Technician 2	\$ 91.52	\$ 94.27	\$ 97.09	\$ 100.01	\$ 103.01	\$ 106.10	\$ 109.28	\$ 112.56
Technician 3	\$ 97.76	\$ 100.69	\$ 103.71	\$ 106.82	\$ 110.03	\$ 113.33	\$ 116.73	\$ 120.23
Technician 4	\$ 103.21	\$ 106.31	\$ 109.50	\$ 112.78	\$ 116.16	\$ 119.65	\$ 123.24	\$ 126.94
Technician 5	\$ 107.96	\$ 111.20	\$ 114.53	\$ 117.97	\$ 121.51	\$ 125.16	\$ 128.91	\$ 132.78
Technician 6	\$ 112.25	\$ 115.62	\$ 119.09	\$ 122.66	\$ 126.34	\$ 130.13	\$ 134.03	\$ 138.05
Technician 7	\$ 116.30	\$ 119.79	\$ 123.38	\$ 127.08	\$ 130.90	\$ 134.82	\$ 138.87	\$ 143.03
Training Specialist 1	\$ 108.18	\$ 111.43	\$ 114.77	\$ 118.21	\$ 121.76	\$ 125.41	\$ 129.17	\$ 133.05
Training Specialist 2	\$ 132.27	\$ 136.24	\$ 140.33	\$ 144.54	\$ 148.87	\$ 153.34	\$ 157.94	\$ 162.68
Training Specialist 3	\$ 171.35	\$ 176.49	\$ 181.79	\$ 187.24	\$ 192.86	\$ 198.64	\$ 204.60	\$ 210.74
Training Specialist 4	\$ 219.10	\$ 225.67	\$ 232.44	\$ 239.42	\$ 246.60	\$ 254.00	\$ 261.62	\$ 269.47
Web Developer 1	\$ 124.90	\$ 128.65	\$ 132.51	\$ 136.48	\$ 140.58	\$ 144.79	\$ 149.14	\$ 153.61
Web Developer 2	\$ 146.69	\$ 151.09	\$ 155.62	\$ 160.29	\$ 165.10	\$ 170.05	\$ 175.16	\$ 180.41
Web Developer 3	\$ 166.51	\$ 171.51	\$ 176.65	\$ 181.95	\$ 187.41	\$ 193.03	\$ 198.82	\$ 204.79
Website Director	\$ 283.29	\$ 291.79	\$ 300.54	\$ 309.56	\$ 318.85	\$ 328.41	\$ 338.26	\$ 348.41

5 Appendix 2 – Labor Category (LCAT) Descriptions and Requirements For Education & Experience

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
Administrative Analyst								
Performs clerical, administrative, and general office duties of a highly responsible and confidential nature in support of manager(s) and staff. Uses strong organizational and interpersonal skills to maintain schedules, calendars, correspondence, and filing systems.								
1	2	High School Diploma	N/A	2	1	0	0	0
2	4	High School Diploma	N/A	4	2	0	0	0
3	6	High School Diploma	N/A	6	4	2	1	0
Business Analyst								
Analyzes company functions, processes, and activities to improve computer-based business applications for the most effective use of money, materials, equipment, and people. Utilizes available computer systems resources and personnel to carry out analysis to support management's quest for performance improvement. Reviews and analyzes information, forecasts, methods, schedules, systems, processes, and procedures. Determines most useful business solutions for the company. Recommends alternative solutions to management as to courses of action that best meet the organization's goals.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
Business Development Consultant								
The Business Development Consultant is a key role responsible for identifying new business opportunities, building and maintaining client relationships, and driving revenue growth. Managing key accounts and client relationships at different scales, creating and executing business development and growth strategies. Developing, managing, and executing a robust sales pipeline. Collaborating with technical and non-technical teams to align services and solutions with market demands. Analyzing market trends, customer needs, and competitor activities. Leading or participating in cross-functional teams, depending on the level, to execute business and growth plans. This role varies in its scope based on experience, ranging from junior levels focusing on client engagement and proposal preparation to subject matter experts who offer strategic oversight and specialized industry knowledge.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
SME	12	Bachelor's Degree	N/A	15	12	10	8	5

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
Capture Manager Consultant								
The Capture Manager plays a critical role in securing new business opportunities for the organization. This position spans across various levels of experience and expertise, from junior roles that assist in the planning and research phases to senior roles with comprehensive oversight of capture strategies. Analyzes Requests for Proposals (RFPs), Requests for Information (RFIs), and other client solicitations. Coordinates with various internal and external stakeholders, including proposal teams, technical experts, and subcontractors. Develops competitive positioning strategies, including win themes and differentiators. The Capture Manager works closely with cross-functional teams, including business development, proposal, and technical staff, to develop and execute capture plans aimed at winning new and existing contracts in the government sector.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
SME	12	Bachelor's Degree	N/A	15	12	10	8	5
Cloud Engineer								
Researches, designs, develops, runs tests, and evaluates systems that support cloud implementation and integrates with cloud service providers, applying principles and techniques of computer science, engineering, and mathematical analysis. Plans and conducts technical tasks associated with the implementation and maintenance of internal cloud enterprise-shared virtualization infrastructure. Develops and executes cloud solution roadmaps as they relate to business and executes company strategy to drive the achievement of business objective.								
*Degree in Computer Science, Mathematics, Engineering, Information Systems, or other relevant discipline.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Computer User Support Specialist								
Computer User Support Specialist: 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. Provide technical assistance to computer users. Answer questions or resolve computer problems for client.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
4	12	Bachelor's Degree	N/A	15	12	10	8	5

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
Configuration Management Analyst								
Assesses proposed changes of processes, systems, and or product design using knowledge of engineering, production, systems, and procurement activities to determine overall effect, and coordinates recording of changes and modifications for management control. Talks with user to establish change-reporting procedure and prepares directives for change authorization and documentation by company and/or subcontractor personnel. Examines proposed design/process changes to prepare report of overall effect for management action, using knowledge of engineering, manufacturing, and procurement activities.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Cybersecurity Specialist								
Identifies and resolves highly complex issues to prevent cyber-attacks on information systems and to keep computer information systems secure from interruption of service, intellectual property theft, network viruses, data mining, financial theft, and theft of sensitive customer data, allowing business to continue as normal. Designs, installs, and manages security mechanisms that protect networks and information systems against hackers, breaches, viruses, and spyware. Responds to incidents, investigates violations, and recommends enhancements to plug potential security gaps.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Database Administrator								
Creates and maintains databases compatible with customer needs. Performs design, system analysis, programming, and data manipulation techniques. Oversees database updates, storage, security, and troubleshooting.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	7	Bachelor's Degree	N/A	11	9	7	5	3
Developer								
Develops, plans, and analyzes, designs products, and programs computer software that requires extensive research. Uses advanced knowledge in the field of computer science or software engineering along with advanced knowledge of software development and methodologies.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
Engineer / Scientist								
Performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software, and support facilities, and/or equipment. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Responsible for the technical/engineering portions of projects.								
1	0	Bachelor's Degree	N/A	4	2	0	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
4	10	Bachelor's Degree	N/A	14	12	10	8	6
5	15	Bachelor's Degree	N/A	19	17	15	13	11
6	20	Bachelor's Degree	N/A	24	22	20	18	16
7	25	Bachelor's Degree	N/A	29	27	25	23	21
Financial Analyst								
Performs analysis of financial statements including cost, accounting, budgeting, planning, and forecasting. Conducts cost analysis, scheduling, budget planning, and documentation.								
* Degree in finance, accounting, business, economics, or other relevant discipline								
1	2	Bachelor's Degree*	N/A	6	4	2	0	0
2	5	Bachelor's Degree*	N/A	9	7	5	3	1
3	8	Bachelor's Degree*	N/A	12	10	8	6	4
Graphic Artist								
Creates, designs, and produces graphics using computer software, computer design techniques, and computer-generated media.								
1	1	Bachelor's Degree	N/A	5	3	1	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	7	Bachelor's Degree	N/A	11	9	7	5	3
Human Systems Integration Specialist								
Applies Human Systems Integration principles, methods, and practices across manpower, personnel, training, human factors engineering, safety and occupational health, force protection and survivability, and habitability domains. Analyzes human, organizational, workforce, operational, and system requirements to identify impacts and develop recommendations for implementation. Supports manpower and workforce planning, personnel requirements analysis, organizational assessments, training requirements, human performance, and integration of people, processes, and technology. Applies applicable policies, standards, industry practices, and research to develop solutions that improve workforce effectiveness, system performance, operational efficiency, and organizational outcomes.								

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
1	6	Bachelor's Degree	N/A	10	8	6	4	2
2	10	Bachelor's Degree	N/A	14	12	10	8	6
3	15	Bachelor's Degree	N/A	19	17	15	13	11
Instructional Systems Designer								
Conducts analyses to identify and validate training requirements. Documents analysis results and develops and recommends alternative training strategies for decision-maker consideration. Develops training planning data, including manpower, personnel, training, and resource requirements. Determines follow-on training recommendations and documents supporting justification and impacts. Identifies training considerations that establish functional requirements and characteristics for instructional delivery systems. Develops testing plans, test administrator guides, learning objectives, and related instructional materials. Guides, reviews, and approves the sequencing of learning experiences based on learning psychology, behaviorism, cognition, and information-processing principles.								
1	5	Bachelor's Degree	N/A	9	7	5	3	1
2	7	Bachelor's Degree	N/A	11	9	7	5	3
3	10	Bachelor's Degree	N/A	14	12	10	8	6
Intelligence Specialist								
Collects, records, analyzes, and disseminates tactical, strategic, or technical intelligence information. Segregates and records incoming intelligence data according to type of data to facilitate comparison, study, and accessibility.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	8	Bachelor's Degree	N/A	12	10	8	6	4
Knowledge Manager								
Identifies, collects, synthesizes, organizes, and manages organizational knowledge in support of business units across the enterprise. This includes accumulating, understanding, and leveraging knowledge about business activity on behalf of an organization, its clients, its employees, and partners. Responsible for building and organizing the company's conceptual assets in knowledge bases (that are not text files nor tables in a database).								
1	6	Bachelor's Degree	N/A	10	8	6	4	2
2	9	Bachelor's Degree	N/A	13	11	9	7	5
3	12	Bachelor's Degree	N/A	16	14	12	10	8
Management Analyst								
Collects, reviews, and analyzes organizational and mission related information to make recommendations to the customer. Defines the nature and extent of problems. Analyzes relevant data, which may include annual revenues, employment, or expenditures. Interviews managers and employees while observing their operations. Develops solutions to problems. Prepares recommendations, understands the nature of the organization, the relationship it has with others in the Government, and its internal organization and culture. Prepares and solves mathematical models.								

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
1	5	Bachelor's Degree	N/A	9	7	5	3	1
2	7	Bachelor's Degree	N/A	11	9	7	5	3
3	10	Bachelor's Degree	N/A	14	12	10	8	6
Management Consultant								
Conducts strategic business management to include development of corporate strategic plans, development of organizational performance management plans, development of organization governance structures, guiding significant organizational change management efforts.								
1	10	Bachelor's Degree	N/A	14	12	10	8	6
2	15	Bachelor's Degree	N/A	19	17	15	13	11
3	20	Bachelor's Degree	N/A	24	22	20	18	16
Network Architect								
Analyzes and administers the technical architecture of Local Area Networks and Wide Area Networks. Researches, runs tests, evaluates, and recommends telecommunications and data network systems. Analyzes workload, including traffic and utilization trends. Interfaces with users, consultants, technical teams, and vendors for maximum guidance in determining the most appropriate type of hardware installation. Supports complex PCs and LAN/WAN networks throughout the organization. Requires advanced knowledge and experience in the area of local and wide area networking, communications, and related hardware and software.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
Network Engineer								
Plans, designs, and evaluates new and existing computer network systems and services, including local area networks, wide area networks, intranets, and the Internet, providing analytical, technical, and administrative support. Plans, oversees, develops, and implements network policies and procedures and ensures network integrity as maintenance and modification projects to existing applications are undertaken.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Operations Consultant								
Determines improved methods to coordinate and manage large organizations that require the effective use of money, materials, equipment, and people. Applies analytical methods from mathematics, science, and engineering to diverse issues such as top-level strategy, planning, forecasting, resource allocation, performance measurement, scheduling, the design of production facilities and systems, supply chain management, pricing, transportation and distribution, and the analysis of large databases.								

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
1	10	Bachelor's Degree	N/A	14	12	10	8	6
2	15	Bachelor's Degree	N/A	19	17	15	13	11
3	20	Bachelor's Degree	N/A	24	22	20	18	16
Program Analyst								
Analyzes the effectiveness of organizational programs using qualitative and quantitative methods. Conducts analysis and integration of programs and projects. Assists in defining program objectives and requirements, interfaces with technical, management, and administrative personnel to identify data requirements. Gathers required facts and information. Develops integrated conclusions and insights. Implements actions in support of defined agenda and project objectives. Provides project, financial or technical progress reports, prepares Program Management Reviews and Milestone decision templates. Designs and implements program planning timelines and tracks program execution.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
Program Manager								
Manages large programs and/or multiple complex projects, from inception to deployment. Provides guidance and direction in multiple tasks across several functional areas and including the use of different technologies. Provides expertise in the management and control of funds and resources, demonstrated capability in managing complex multi-task contracts.								
1	8	Bachelor's Degree	N/A	12	10	8	6	4
2	10	Bachelor's Degree	N/A	14	12	10	8	6
3	12	Bachelor's Degree	N/A	16	14	12	10	8
Programmer								
Prepares descriptions that list the input required, the steps the computer must follow to process data, and the desired arrangement of the output. Writes and maintains software programs that list the steps the computer must execute to perform functions. Updates, repairs, and modifies code and routines of existing software programs. Prepares sample data to test all parts of a program; conducts trial runs and tests software programs to ensure instructions are correct and will produce the desired information.								
* Degree in Computer Science, Mathematics, Engineering, Information Systems, or other relevant discipline.								
1	3	Bachelor's Degree*	N/A	7	5	3	1	0
2	6	Bachelor's Degree*	N/A	10	8	6	4	2
3	9	Bachelor's Degree*	N/A	13	11	9	7	5
Project Manager								

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
Coordinates and oversees all aspects of projects. Sets deadlines, assigns responsibilities, monitors, and summarizes progress of projects. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	7	Bachelor's Degree	N/A	11	9	7	5	3
Quality Assurance Analyst								
Performs quality audits. Verifies test procedures, maintains proficiency in statistical methodology, including sampling techniques, procedures and forms. Ensures quality results are recorded accurately. Stays current with applicable technology, concepts, and procedures.								
1	1	Bachelor's Degree	N/A	5	3	1	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
Safety Specialist								
Ensures adherence to safety principles, practices, procedures, and occupational health policies, programs, and practices.								
1	3	High School Diploma	N/A	3	1	0	0	0
2	5	High School Diploma	N/A	5	3	1	0	0
3	7	High School Diploma	N/A	7	5	3	2	0
4	9	High School Diploma	N/A	9	7	5	4	2
Scrum Master								
Facilitates and guides a software development product owner, team, and organization on how to use Agile/Scrum concepts, values, practices, and principles focusing on improving team effectiveness. Facilitates discussions and decision making and assists in mediation of conflict resolution.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Security Specialist								
Analyzes and defines computer security requirements for high-level applications, evaluation of approved security product capabilities, and developing/implementing solutions to multi-level security (MLS) problems. Maintains knowledge of standard industry methodologies and systems.								
1	1	Bachelor's Degree	N/A	5	3	1	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	5	Bachelor's Degree	N/A	9	7	5	3	1

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
4	7	Bachelor's Degree	N/A	11	9	7	5	3
Software Developer								
Writes and maintains software programs that list the steps the computer must execute to perform functions. Updates, repairs, and modifies code and routines of existing software programs. Prepares sample data to test all parts of a program; conducts trial runs and tests software programs to ensure instructions are correct and will produce the desired information.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
Software Engineer								
Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Strategic Planning Consultant								
Develops, implements, maintains, and sunsets cradle-to-grave strategic management or enterprise resource management projects with very large (10,000 person or more) federal or corporate organizations.								
N/A	5	Master's Degree	N/A	11	9	7	5	3
Solutions Architect Consultant								
Solutions Architect: The Solutions Architect Consultant is responsible for spearheading the design and implementation of sophisticated IT solutions, encompassing areas like cloud computing, cybersecurity, data analytics, and software development. This role serves as a critical liaison between business stakeholders and technology teams, ensuring alignment of the architectural framework with business objectives and IT constraints. Solution Architect also evaluates hardware and software options, creates essential documentation, mentors junior team members, and collaborates with vendors and third-party providers. Additionally, they work closely with business developers, capture managers, project managers, proposal managers, and government task managers (GTM) to develop complex IT solution needs.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	9	7	5	3	1
3	9	Bachelor's Degree	N/A	11	9	7	7	5
SME	12	Bachelor's Degree	N/A	13	11	9	7	5

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
Subject Matter Expert								
Provides expertise and insight in single or multiple technical and professional services disciplines and specific areas of science and technology, systems development, and business processes. Guides the development and application of this knowledge to the project. Independently performs various system design and integration tasks requiring subject matter expertise. Plans and performs required research, design evaluation, technical development, system integration planning, business and digital transformation, and other tasks in specific technical and business areas. Responsible for highly complex technical/engineering tasks. May coordinate and guide the activities of engineering staff assigned to specific tasks. Supervise business integration analysts in developing software designs, computer programming, system testing or training curricula. Lead business process redesign teams in the development of new business process architectures.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	7	Bachelor's Degree	N/A	11	9	7	5	3
4	9	Bachelor's Degree	N/A	13	11	9	7	5
5	11	Bachelor's Degree	N/A	15	13	11	9	7
6	13	Bachelor's Degree	N/A	17	15	13	11	9
7	15	Bachelor's Degree	N/A	19	17	15	13	11
System Administrator								
Administers, develops, runs tests on, implements, and maintains operating system and related software. Establishes and implements standards for computer operations for compatibility between hardware and software, according to specifications and parameters. Troubleshoots and resolves software, operating system, and networking problems. Schedules, performs, and monitors system backups and, when necessary, performs data recoveries.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
System Architect								
Designs, validates, and implements scalable system infrastructure such as servers and databases. Evaluates and analyzes complex systems architecture for performance and efficiency improvements.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Systems/IT Quality Analyst								

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
Programs, analyzes, and runs tests on new or modified software programs, including documentation, diagram, and flowchart, and software development procedures used to verify that programs function according to user requirements and conform to establishment guidelines. Conducts compatibility tests with vendor-provided programs. Runs in-depth testing, detects problems, recommends solutions, and determines if program requirements have been met. Recommends program improvements or corrections to programmers.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
Technical Analyst								
Develops technical specifications, conducts process analysis and design, solves technical problems, or performs analytical and logical thinking to resolve problems.								
1	1	Bachelor's Degree	N/A	5	3	1	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	5	Bachelor's Degree	N/A	9	7	5	3	1
4	8	Bachelor's Degree	N/A	12	10	8	6	4
5	10	Bachelor's Degree	N/A	14	12	10	8	6
6	12	Bachelor's Degree	N/A	16	14	12	10	8
Technical Trainer								
Develops and trains employees or customers of industrial or commercial establishment in installation, programming, safety, maintenance, and repair of machinery and equipment, such as robots, programmable controllers, and robot controllers, following manuals, specifications, blueprints, and schematics, and using hand tools, measuring instruments, and testing equipment. Confers with management and staff or technical training coordinator to determine training objectives. Writes training program, including outline, text, handouts, and tests, and designs laboratory exercises, applying knowledge of electronics, mechanics, hydraulics, pneumatics, and programming, and following machine, equipment, and tooling manuals.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Technical Writer								
Prepares and edits technical documentation, procedures, processes, manuals, or guidelines for systems, equipment, or tools related to technical, logistics, or engineering related projects.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
3	10	Bachelor's Degree	N/A	14	12	10	8	6
4	15	Bachelor's Degree	N/A	19	17	15	13	11
Technician								
Installs, tests, and services a variety of computer software, hardware, data network, and telecommunications devices, as well as other peripheral equipment related to information technology. Assesses and corrects problems with computers, peripheral equipment, and communication hardware and software.								
1	1	Bachelor's Degree	N/A	5	3	1	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	5	Bachelor's Degree	N/A	9	7	5	3	1
4	7	Bachelor's Degree	N/A	11	9	7	5	3
5	9	Bachelor's Degree	N/A	13	11	9	7	5
6	11	Bachelor's Degree	N/A	15	13	11	9	7
7	13	Bachelor's Degree	N/A	17	15	13	11	9
Training Specialist								
Prepares and conducts training programs for employees of an organization. Establishes training needs, develops goals and objectives of training programs, develops training programs, applies instructional system development processes.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	8	Bachelor's Degree	N/A	12	10	8	6	4
4	10	Bachelor's Degree	N/A	14	12	10	8	6
Website Director								
Directs the overall quality, innovation, and creative vision of an organization or client's website. Oversees a group of designers in developing and executing unique organization or client website designs, new product designs, email marketing designs, and internal marketing projects. Manages the look and functionality of the website. Integrates business requirements into design strategies, interaction, and visual solutions or designs based on marketing objectives and strategic rationale.								
N/A	10	Bachelor's Degree	N/A	14	12	10	8	6
Web Developer								
Develops and oversees website design and creation. Plans, designs, evaluates, develops, tests, edits, maintains, and documents look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site.								

Labor Category Title								
Functional Description								
LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2