

ITES-3S Price Matrix

W52P1J-18-D-A041

	Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category										
Program Management										
1	Program Manager – Senior	\$155.91	\$160.59	\$165.40	\$170.37	\$175.48	\$180.74	\$186.16	\$191.75	\$197.50
2	Program Manager – Intermediate	\$118.14	\$121.68	\$125.33	\$129.09	\$132.97	\$136.96	\$141.07	\$145.30	\$149.66
3	Program Manager – Associate	\$92.62	\$95.40	\$98.26	\$101.21	\$104.24	\$107.37	\$110.59	\$113.91	\$117.33
Project Management										
4	Project Manager - Senior	\$127.02	\$130.83	\$134.76	\$138.80	\$142.96	\$147.25	\$151.67	\$156.22	\$160.91
5	Project Manager - Intermediate	\$101.42	\$104.46	\$107.60	\$110.82	\$114.15	\$117.57	\$121.10	\$124.73	\$128.48
6	Project Manager - Associate	\$80.36	\$82.77	\$85.25	\$87.81	\$90.45	\$93.16	\$95.95	\$98.83	\$101.80
7	Enterprise Architect	\$122.89	\$126.58	\$130.37	\$134.29	\$138.31	\$142.46	\$146.74	\$151.14	\$155.67
8	Business Analyst -- Functional	\$75.04	\$77.29	\$79.61	\$82.00	\$84.46	\$86.99	\$89.60	\$92.29	\$95.06
9	Business Analyst -- Technical	\$60.58	\$62.40	\$64.27	\$66.20	\$68.18	\$70.23	\$72.34	\$74.51	\$76.74
10	Project Administrator	\$64.89	\$66.84	\$68.84	\$70.91	\$73.03	\$75.23	\$77.48	\$79.81	\$82.20
11	Project Administrator - Associate	\$47.42	\$48.84	\$50.31	\$51.82	\$53.37	\$54.97	\$56.62	\$58.32	\$60.07
12	Facility Staff Support – Senior	\$74.18	\$76.41	\$78.70	\$81.06	\$83.49	\$85.99	\$88.57	\$91.23	\$93.97
13	Facility Staff Support – Intermediate	\$55.85	\$57.53	\$59.25	\$61.03	\$62.86	\$64.75	\$66.69	\$68.69	\$70.75
14	Facility Staff Support – Associate	\$42.68	\$43.96	\$45.28	\$46.64	\$48.04	\$49.48	\$50.96	\$52.49	\$54.07
Quality Assurance										
15	Quality Assurance Manager– Senior	\$103.18	\$106.28	\$109.46	\$112.75	\$116.13	\$119.61	\$123.20	\$126.90	\$130.71
16	Quality Assurance Analyst – Intermediate	\$87.09	\$89.70	\$92.39	\$95.17	\$98.02	\$100.96	\$103.99	\$107.11	\$110.32
17	Quality Assurance Analyst – Associate	\$69.28	\$71.36	\$73.50	\$75.70	\$77.98	\$80.31	\$82.72	\$85.21	\$87.76
IT Systems Architecture										
18	Chief Enterprise Architect	\$140.10	\$144.30	\$148.63	\$153.09	\$157.68	\$162.41	\$167.29	\$172.31	\$177.47
19	Lead Enterprise Architect	\$131.50	\$135.45	\$139.51	\$143.69	\$148.00	\$152.44	\$157.02	\$161.73	\$166.58
20	Senior IT Systems Solution Architect	\$120.65	\$124.27	\$128.00	\$131.84	\$135.79	\$139.87	\$144.06	\$148.38	\$152.84
21	Client/Server Network Architect	\$111.96	\$115.32	\$118.78	\$122.34	\$126.01	\$129.79	\$133.69	\$137.70	\$141.83
22	Software Architect	\$112.82	\$116.20	\$119.69	\$123.28	\$126.98	\$130.79	\$134.71	\$138.75	\$142.92
23	Systems Engineer - Senior	\$115.32	\$118.78	\$122.34	\$126.01	\$129.79	\$133.69	\$137.70	\$141.83	\$146.08
24	Systems Engineer - Intermediate	\$90.79	\$93.51	\$96.32	\$99.21	\$102.18	\$105.25	\$108.41	\$111.66	\$115.01
25	Systems Engineer - Associate	\$61.27	\$63.11	\$65.00	\$66.95	\$68.96	\$71.03	\$73.16	\$75.35	\$77.62
26	Network Engineer – Senior	\$112.48	\$115.85	\$119.33	\$122.91	\$126.60	\$130.40	\$134.31	\$138.34	\$142.49
27	Network Engineer – Intermediate	\$89.76	\$92.45	\$95.23	\$98.08	\$101.03	\$104.06	\$107.18	\$110.39	\$113.71
28	Network Engineer – Associate	\$59.64	\$61.43	\$63.27	\$65.17	\$67.13	\$69.14	\$71.21	\$73.35	\$75.55
29	Managed System Engineer - Senior	\$107.14	\$110.35	\$113.66	\$117.07	\$120.59	\$124.20	\$127.93	\$131.77	\$135.72
30	Managed Systems Engineer - Intermediate	\$79.17	\$81.55	\$83.99	\$86.51	\$89.11	\$91.78	\$94.53	\$97.37	\$100.29
31	Managed Systems Engineer - Associate	\$57.40	\$59.12	\$60.90	\$62.72	\$64.60	\$66.54	\$68.54	\$70.59	\$72.71
Application Systems										
32	Applications Systems Analyst – Senior	\$84.77	\$87.31	\$89.93	\$92.63	\$95.41	\$98.27	\$101.22	\$104.26	\$107.38
33	Applications Systems Analyst – Intermediate	\$64.29	\$66.22	\$68.21	\$70.25	\$72.36	\$74.53	\$76.77	\$79.07	\$81.44
34	Applications Systems Analyst – Associate	\$52.24	\$53.81	\$55.42	\$57.08	\$58.80	\$60.56	\$62.38	\$64.25	\$66.18
35	Software Engineer – Senior	\$113.17	\$116.57	\$120.06	\$123.66	\$127.37	\$131.20	\$135.13	\$139.18	\$143.36
36	Software Engineer – Intermediate	\$89.24	\$91.92	\$94.67	\$97.51	\$100.44	\$103.45	\$106.56	\$109.75	\$113.05
37	Software Engineer – Associate	\$59.04	\$60.81	\$62.64	\$64.51	\$66.45	\$68.44	\$70.50	\$72.61	\$74.79
38	Applications Programmer – Senior	\$113.17	\$116.57	\$120.06	\$123.66	\$127.37	\$131.20	\$135.13	\$139.18	\$143.36
39	Applications Programmer – Intermediate	\$86.57	\$89.17	\$91.84	\$94.60	\$97.44	\$100.36	\$103.37	\$106.47	\$109.66
40	Applications Programmer – Associate	\$61.27	\$63.11	\$65.00	\$66.95	\$68.96	\$71.03	\$73.16	\$75.35	\$77.62
41	IT Certified Professional – Senior	\$106.71	\$109.91	\$113.21	\$116.60	\$120.10	\$123.71	\$127.42	\$131.24	\$135.18
42	IT Certified Professional –Intermediate	\$82.53	\$85.01	\$87.56	\$90.18	\$92.89	\$95.67	\$98.55	\$101.50	\$104.55
43	IT Certified Professional – Associate	\$65.75	\$67.72	\$69.75	\$71.85	\$74.00	\$76.22	\$78.51	\$80.86	\$83.29

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	Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
	Labor Category									
	Operations and Logistics									
44	Seat Management Administrator.	\$95.01	\$97.86	\$100.80	\$103.82	\$106.93	\$110.14	\$113.45	\$116.85	\$120.36
45	Configuration Management (CM) Specialist - Senior	\$91.65	\$94.40	\$97.23	\$100.15	\$103.15	\$106.25	\$109.43	\$112.72	\$116.10
46	Configuration Management (CM) Specialist - Intermediate	\$73.06	\$75.25	\$77.51	\$79.83	\$82.23	\$84.70	\$87.24	\$89.85	\$92.55
47	Configuration Management (CM) Specialist - Associate	\$58.09	\$59.83	\$61.63	\$63.48	\$65.38	\$67.34	\$69.36	\$71.44	\$73.59
48	Computer Operator – Senior	\$79.60	\$81.99	\$84.45	\$86.98	\$89.59	\$92.28	\$95.05	\$97.90	\$100.83
49	Computer Operator – Intermediate	\$60.33	\$62.14	\$64.00	\$65.92	\$67.90	\$69.94	\$72.04	\$74.20	\$76.42
50	Computer Operator – Associate	\$49.05	\$50.52	\$52.04	\$53.60	\$55.21	\$56.86	\$58.57	\$60.33	\$62.14
51	Distribution Operations Specialist – Senior	\$76.85	\$79.16	\$81.53	\$83.98	\$86.50	\$89.09	\$91.76	\$94.52	\$97.35
52	Distribution Operations Specialist – Intermediate	\$58.26	\$60.01	\$61.81	\$63.66	\$65.57	\$67.54	\$69.57	\$71.65	\$73.80
53	Distribution Operations Specialist - Associate	\$47.33	\$48.75	\$50.21	\$51.72	\$53.27	\$54.87	\$56.51	\$58.21	\$59.96
	Information Assurance									
54	Information Assurance Engineer - Senior	\$125.30	\$129.06	\$132.93	\$136.92	\$141.03	\$145.26	\$149.61	\$154.10	\$158.73
55	Information Assurance Engineer - Intermediate	\$95.78	\$98.65	\$101.61	\$104.66	\$107.80	\$111.04	\$114.37	\$117.80	\$121.33
56	Information Assurance Engineer - Associate	\$76.16	\$78.44	\$80.80	\$83.22	\$85.72	\$88.29	\$90.94	\$93.67	\$96.48
57	Information Systems Auditor – Senior	\$104.30	\$107.43	\$110.65	\$113.97	\$117.39	\$120.91	\$124.54	\$128.28	\$132.12
58	Information Systems Auditor – Intermediate	\$83.73	\$86.24	\$88.83	\$91.49	\$94.24	\$97.07	\$99.98	\$102.98	\$106.07
59	Information Systems Auditor – Associate	\$59.38	\$61.16	\$63.00	\$64.89	\$66.83	\$68.84	\$70.90	\$73.03	\$75.22
60	Data Security Analyst – Senior	\$102.93	\$106.02	\$109.20	\$112.47	\$115.85	\$119.32	\$122.90	\$126.59	\$130.39
61	Data Security Analyst – Intermediate	\$77.11	\$79.42	\$81.81	\$84.26	\$86.79	\$89.39	\$92.07	\$94.84	\$97.68
62	Data Security Analyst – Associate	\$58.52	\$60.28	\$62.08	\$63.95	\$65.86	\$67.84	\$69.88	\$71.97	\$74.13
63	Disaster Recovery/COOP/Contingency Administrator	\$130.64	\$134.56	\$138.60	\$142.75	\$147.04	\$151.45	\$155.99	\$160.67	\$165.49
64	Information Security Specialist - Senior	\$111.10	\$114.43	\$117.87	\$121.40	\$125.04	\$128.80	\$132.66	\$136.64	\$140.74
65	Information Security Specialist - Intermediate	\$92.17	\$94.94	\$97.78	\$100.72	\$103.74	\$106.85	\$110.06	\$113.36	\$116.76
66	Information Security Specialist - Associate	\$72.89	\$75.08	\$77.33	\$79.65	\$82.04	\$84.50	\$87.03	\$89.65	\$92.33
67	IA Policy and Compliance Certified Professional – Senior	\$114.37	\$117.80	\$121.34	\$124.98	\$128.72	\$132.59	\$136.56	\$140.66	\$144.88
	IA Policy and Compliance Certified Professional – Intermediate									
68		\$98.45	\$101.40	\$104.45	\$107.58	\$110.81	\$114.13	\$117.55	\$121.08	\$124.71
69	IA Policy and Compliance Certified Professional – Associate	\$64.54	\$66.48	\$68.47	\$70.52	\$72.64	\$74.82	\$77.06	\$79.38	\$81.76
70	Cyber Operations Research Analyst – Senior	\$103.10	\$106.19	\$109.38	\$112.66	\$116.04	\$119.52	\$123.11	\$126.80	\$130.60
71	Cyber Operations Research Analyst – Intermediate	\$82.27	\$84.74	\$87.28	\$89.90	\$92.60	\$95.37	\$98.23	\$101.18	\$104.22
72	Cyber Operations Research Analyst – Associate	\$65.32	\$67.28	\$69.30	\$71.38	\$73.52	\$75.72	\$78.00	\$80.34	\$82.75
73	Cyber Operations Malware Analyst – Senior	\$103.10	\$106.19	\$109.38	\$112.66	\$116.04	\$119.52	\$123.11	\$126.80	\$130.60
74	Cyber Operations Malware Analyst – Intermediate	\$82.27	\$84.74	\$87.28	\$89.90	\$92.60	\$95.37	\$98.23	\$101.18	\$104.22
75	Cyber Operations Malware Analyst – Associate	\$65.32	\$67.28	\$69.30	\$71.38	\$73.52	\$75.72	\$78.00	\$80.34	\$82.75
76	Cyber Watch Operations Certified Analyst – Senior	\$101.29	\$104.33	\$107.46	\$110.68	\$114.00	\$117.42	\$120.95	\$124.57	\$128.31
77	Cyber Watch Operations Certified Analyst – Intermediate	\$79.43	\$81.81	\$84.27	\$86.80	\$89.40	\$92.08	\$94.84	\$97.69	\$100.62
78	Cyber Watch Operations Certified Analyst – Associate	\$63.17	\$65.07	\$67.02	\$69.03	\$71.10	\$73.23	\$75.43	\$77.69	\$80.02
	System Administration									
79	Systems Administrator – Senior	\$102.06	\$105.12	\$108.28	\$111.52	\$114.87	\$118.32	\$121.86	\$125.52	\$129.29
80	Systems Administrator – Intermediate	\$75.90	\$78.18	\$80.52	\$82.94	\$85.43	\$87.99	\$90.63	\$93.35	\$96.15
81	Systems Administrator -Associate	\$59.81	\$61.60	\$63.45	\$65.36	\$67.32	\$69.34	\$71.42	\$73.56	\$75.77
	Data Administration									
82	Database Administrator	\$126.68	\$130.48	\$134.39	\$138.43	\$142.58	\$146.86	\$151.26	\$155.80	\$160.47
83	Database Analyst/Programmer – Senior	\$111.36	\$114.70	\$118.14	\$121.69	\$125.34	\$129.10	\$132.97	\$136.96	\$141.07
84	Database Analyst/Programmer – Intermediate	\$89.07	\$91.74	\$94.49	\$97.33	\$100.25	\$103.26	\$106.35	\$109.54	\$112.83
85	Database Analyst/Programmer – Associate	\$71.26	\$73.40	\$75.60	\$77.87	\$80.20	\$82.61	\$85.09	\$87.64	\$90.27
86	Advanced Database Analyst/Programmer - Senior	\$112.91	\$116.30	\$119.79	\$123.38	\$127.08	\$130.89	\$134.82	\$138.87	\$143.03
87	Advanced Database Analyst/Programmer - Intermediate	\$90.36	\$93.07	\$95.86	\$98.74	\$101.70	\$104.75	\$107.89	\$111.13	\$114.47
88	Advanced Database Analyst/Programmer – Associate	\$72.29	\$74.46	\$76.69	\$78.99	\$81.36	\$83.80	\$86.32	\$88.91	\$91.57
89	Database Librarian	\$43.46	\$44.76	\$46.11	\$47.49	\$48.91	\$50.38	\$51.89	\$53.45	\$55.05

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Government Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9	
Labor Category										
Data Warehousing										
90	Data Warehousing Project Manager	\$113.60	\$117.01	\$120.52	\$124.13	\$127.86	\$131.69	\$135.64	\$139.71	\$143.91
91	Data Architect	\$111.96	\$115.32	\$118.78	\$122.34	\$126.01	\$129.79	\$133.69	\$137.70	\$141.83
92	Data Warehouse Analyst	\$72.89	\$75.08	\$77.33	\$79.65	\$82.04	\$84.50	\$87.03	\$89.65	\$92.33
93	Data Warehousing Programmer	\$72.89	\$75.08	\$77.33	\$79.65	\$82.04	\$84.50	\$87.03	\$89.65	\$92.33
94	Data Warehousing Administrator	\$112.91	\$116.30	\$119.79	\$123.38	\$127.08	\$130.89	\$134.82	\$138.87	\$143.03
Help Desk/End User Support										
95	Help Desk Coordinator	\$73.75	\$75.96	\$78.24	\$80.59	\$83.01	\$85.50	\$88.06	\$90.70	\$93.42
96	Help Desk Support Service Specialist – Senior	\$78.14	\$80.48	\$82.90	\$85.39	\$87.95	\$90.59	\$93.30	\$96.10	\$98.99
97	Help Desk Support Service Specialist – Intermediate	\$61.96	\$63.82	\$65.73	\$67.71	\$69.74	\$71.83	\$73.98	\$76.20	\$78.49
98	Help Desk Support Service Specialist – Associate	\$45.35	\$46.71	\$48.11	\$49.56	\$51.04	\$52.57	\$54.15	\$55.77	\$57.45
99	PC Support Manager	\$82.27	\$84.74	\$87.28	\$89.90	\$92.60	\$95.37	\$98.23	\$101.18	\$104.22
100	PC Systems Specialist	\$55.34	\$57.00	\$58.71	\$60.47	\$62.29	\$64.15	\$66.08	\$68.06	\$70.10
101	PC Maintenance Technician	\$48.54	\$50.00	\$51.50	\$53.04	\$54.63	\$56.27	\$57.96	\$59.70	\$61.49
Internet/Web Operations										
102	Web Project Manager	\$104.22	\$107.35	\$110.57	\$113.88	\$117.30	\$120.82	\$124.44	\$128.18	\$132.02
103	Web Designer - Senior	\$93.37	\$96.17	\$99.06	\$102.03	\$105.09	\$108.24	\$111.49	\$114.83	\$118.28
104	Web Designer - Intermediate	\$74.70	\$76.94	\$79.25	\$81.63	\$84.08	\$86.60	\$89.20	\$91.87	\$94.63
105	Web Designer - Associate	\$58.00	\$59.74	\$61.53	\$63.38	\$65.28	\$67.24	\$69.26	\$71.33	\$73.47
106	Web software Developer - Senior	\$106.88	\$110.09	\$113.39	\$116.79	\$120.29	\$123.90	\$127.62	\$131.45	\$135.39
107	Web software Developer - Intermediate	\$83.22	\$85.72	\$88.29	\$90.94	\$93.66	\$96.47	\$99.37	\$102.35	\$105.42
108	Web software Developer - Associate	\$67.04	\$69.05	\$71.12	\$73.26	\$75.45	\$77.72	\$80.05	\$82.45	\$84.92
109	Web Technical Administrator	\$94.32	\$97.15	\$100.06	\$103.07	\$106.16	\$109.34	\$112.62	\$116.00	\$119.48
110	Web Content Administrator	\$95.01	\$97.86	\$100.80	\$103.82	\$106.93	\$110.14	\$113.45	\$116.85	\$120.36
Network Administration/Support										
111	Network Administrator – Senior	\$101.63	\$104.68	\$107.82	\$111.05	\$114.39	\$117.82	\$121.35	\$124.99	\$128.74
112	Network Administrator – Intermediate	\$79.78	\$82.17	\$84.64	\$87.18	\$89.79	\$92.49	\$95.26	\$98.12	\$101.06
113	Network Administrator - Associate	\$58.26	\$60.01	\$61.81	\$63.66	\$65.57	\$67.54	\$69.57	\$71.65	\$73.80
114	Network Support Technician – Senior	\$75.04	\$77.29	\$79.61	\$82.00	\$84.46	\$86.99	\$89.60	\$92.29	\$95.06
115	Network Support Technician – Intermediate	\$60.93	\$62.76	\$64.64	\$66.58	\$68.58	\$70.63	\$72.75	\$74.94	\$77.18
116	Network Support Technician – Associate	\$45.78	\$47.15	\$48.57	\$50.03	\$51.53	\$53.07	\$54.66	\$56.30	\$57.99
Documentation										
117	Documentation Specialist – Senior	\$89.59	\$92.28	\$95.05	\$97.90	\$100.83	\$103.86	\$106.98	\$110.18	\$113.49
118	Documentation Specialist – Intermediate	\$50.17	\$51.68	\$53.23	\$54.82	\$56.47	\$58.16	\$59.91	\$61.70	\$63.55
119	Documentation Specialist –Associate	\$41.14	\$42.37	\$43.65	\$44.95	\$46.30	\$47.69	\$49.12	\$50.60	\$52.11
120	Technical Editor	\$78.74	\$81.10	\$83.54	\$86.04	\$88.62	\$91.28	\$94.02	\$96.84	\$99.75
121	CAD Specialist	\$62.13	\$63.99	\$65.91	\$67.89	\$69.93	\$72.03	\$74.19	\$76.41	\$78.70
122	Graphics Specialist	\$53.53	\$55.14	\$56.79	\$58.49	\$60.25	\$62.06	\$63.92	\$65.84	\$67.81
123	Draftsman – Senior	\$82.87	\$85.36	\$87.92	\$90.55	\$93.27	\$96.07	\$98.95	\$101.92	\$104.98
124	Draftsman – Intermediate	\$67.30	\$69.32	\$71.40	\$73.54	\$75.75	\$78.02	\$80.36	\$82.77	\$85.25
125	Draftsman - Associate	\$46.82	\$48.22	\$49.67	\$51.16	\$52.70	\$54.28	\$55.91	\$57.58	\$59.31
Enterprise Resource Planning (ERP)/Business Process Development										
126	ERP Business Analyst – Senior	\$125.30	\$129.06	\$132.93	\$136.92	\$141.03	\$145.26	\$149.61	\$154.10	\$158.73
127	ERP Business Analyst – Intermediate	\$96.81	\$99.71	\$102.71	\$105.79	\$108.96	\$112.23	\$115.60	\$119.06	\$122.64
128	ERP Business Analyst – Associate	\$74.01	\$76.23	\$78.52	\$80.87	\$83.30	\$85.80	\$88.37	\$91.02	\$93.75
129	Business Systems Analyst – Senior	\$95.61	\$98.48	\$101.43	\$104.48	\$107.61	\$110.84	\$114.16	\$117.59	\$121.12
130	Business Systems Analyst – Intermediate	\$76.68	\$78.98	\$81.35	\$83.79	\$86.30	\$88.89	\$91.56	\$94.31	\$97.14
131	Business Systems Analyst – Associate	\$60.41	\$62.22	\$64.09	\$66.01	\$67.99	\$70.03	\$72.13	\$74.30	\$76.53

GOV SITE	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category						
Artificial Intelligence (AI)						
Artificial Intelligence (AI) Engineer - Intermediate	\$100.56	\$103.58	\$106.68	\$109.88	\$113.18	\$116.58
Machine Learning Engineer – Intermediate	\$130.27	\$134.18	\$138.20	\$142.35	\$146.62	\$151.02
Machine Learning (Data) Scientist – Senior	\$143.26	\$147.56	\$151.98	\$156.54	\$161.24	\$166.08
Cloud Services						
Cloud Architect- Intermediate	\$121.27	\$124.91	\$128.66	\$132.52	\$136.49	\$140.59
Cloud Developer - Associate	\$121.23	\$124.87	\$128.61	\$132.47	\$136.45	\$140.54
Cloud DevOps Engineer- Intermediate	\$124.44	\$128.17	\$132.02	\$135.98	\$140.06	\$144.26
Cloud Engineer - Intermediate	\$147.52	\$151.95	\$156.50	\$161.20	\$166.04	\$171.02
Cloud Engineer - Senior	\$165.43	\$170.39	\$175.50	\$180.77	\$186.19	\$191.78
Cloud Network Engineer - Intermediate	\$147.52	\$151.95	\$156.50	\$161.20	\$166.04	\$171.02
Cloud Security Engineer - Intermediate	\$108.21	\$111.46	\$114.80	\$118.24	\$121.79	\$125.45
Platform Engineer - Intermediate	\$121.51	\$125.16	\$128.91	\$132.78	\$136.76	\$140.86
Test Engineer - Intermediate	\$104.00	\$107.12	\$110.33	\$113.64	\$117.05	\$120.56
User Interface, User Experience (UI/UX) Designer - Associate	\$81.06	\$83.49	\$86.00	\$88.58	\$91.23	\$93.97
Cybersecurity Services						
Cyber Security Architect - Intermediate	\$145.32	\$149.68	\$154.17	\$158.80	\$163.56	\$168.47
Data Services						
Data Architect - Senior	\$173.63	\$178.84	\$184.20	\$189.73	\$195.42	\$201.28
Data Engineer - Intermediate	\$133.48	\$137.48	\$141.61	\$145.86	\$150.23	\$154.74
Data Labeler - Intermediate	\$104.45	\$107.58	\$110.81	\$114.14	\$117.56	\$121.09
Data Scientist - Senior	\$141.03	\$145.26	\$149.62	\$154.11	\$158.73	\$163.49
Operations Research and Systems Analyst (ORSA) - Intermediate	\$95.67	\$98.54	\$101.50	\$104.54	\$107.68	\$110.91
Application Systems						
Continuous Integration, Continuous Delivery or Deployment (CI/CD) Engineer - Intermediate	\$118.14	\$121.68	\$125.33	\$129.09	\$132.97	\$136.96
DevOps Engineer - Intermediate	\$124.44	\$128.17	\$132.02	\$135.98	\$140.06	\$144.26
Full Stack Developer - Associate	\$98.18	\$101.13	\$104.16	\$107.28	\$110.50	\$113.82
DevSecOps Engineer - Intermediate	\$124.44	\$128.17	\$132.02	\$135.98	\$140.06	\$144.26
Information Technology Services						
Telecommunications Specialist - Senior	\$118.01	\$121.55	\$125.20	\$128.95	\$132.82	\$136.81
Telecommunications Specialist - Intermediate	\$111.11	\$114.44	\$117.88	\$121.41	\$125.06	\$128.81
Telecommunications Specialist - Associate	\$94.89	\$97.74	\$100.67	\$103.69	\$106.80	\$110.00

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Contractor Site		YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category										
Program Management										
1	Program Manager – Senior	\$170.71	\$175.83	\$181.11	\$186.54	\$192.14	\$197.90	\$203.84	\$209.95	\$216.25
2	Program Manager – Intermediate	\$129.36	\$133.24	\$137.24	\$141.36	\$145.60	\$149.96	\$154.46	\$159.10	\$163.87
3	Program Manager – Associate	\$101.42	\$104.46	\$107.60	\$110.82	\$114.15	\$117.57	\$121.10	\$124.73	\$128.48
Project Management										
4	Project Manager - Senior	\$139.08	\$143.25	\$147.55	\$151.98	\$156.54	\$161.23	\$166.07	\$171.05	\$176.18
5	Project Manager - Intermediate	\$111.06	\$114.39	\$117.82	\$121.36	\$125.00	\$128.75	\$132.61	\$136.59	\$140.69
6	Project Manager - Associate	\$88.00	\$90.64	\$93.36	\$96.16	\$99.04	\$102.02	\$105.08	\$108.23	\$111.48
7	Enterprise Architect	\$134.56	\$138.60	\$142.75	\$147.04	\$151.45	\$155.99	\$160.67	\$165.49	\$170.46
8	Business Analyst -- Functional	\$82.17	\$84.64	\$87.17	\$89.79	\$92.48	\$95.26	\$98.12	\$101.06	\$104.09
9	Business Analyst -- Technical	\$66.34	\$68.33	\$70.38	\$72.49	\$74.67	\$76.91	\$79.21	\$81.59	\$84.04
10	Project Administrator	\$71.05	\$73.18	\$75.38	\$77.64	\$79.97	\$82.37	\$84.84	\$87.38	\$90.00
11	Project Administrator - Associate	\$51.92	\$53.48	\$55.08	\$56.73	\$58.44	\$60.19	\$62.00	\$63.86	\$65.77
12	Facility Staff Support – Senior	\$81.23	\$83.67	\$86.18	\$88.76	\$91.43	\$94.17	\$96.99	\$99.90	\$102.90
13	Facility Staff Support – Intermediate	\$61.16	\$62.99	\$64.88	\$66.83	\$68.84	\$70.90	\$73.03	\$75.22	\$77.48
14	Facility Staff Support – Associate	\$46.74	\$48.14	\$49.59	\$51.07	\$52.61	\$54.18	\$55.81	\$57.48	\$59.21
Quality Assurance										
15	Quality Assurance Manager– Senior	\$112.98	\$116.37	\$119.86	\$123.46	\$127.16	\$130.97	\$134.90	\$138.95	\$143.12
16	Quality Assurance Analyst – Intermediate	\$95.36	\$98.22	\$101.17	\$104.20	\$107.33	\$110.55	\$113.86	\$117.28	\$120.80
17	Quality Assurance Analyst – Associate	\$75.86	\$78.14	\$80.48	\$82.89	\$85.38	\$87.94	\$90.58	\$93.30	\$96.10
IT Systems Architecture										
18	Chief Enterprise Architect	\$153.41	\$158.01	\$162.75	\$167.64	\$172.66	\$177.84	\$183.18	\$188.67	\$194.34
19	Lead Enterprise Architect	\$143.98	\$148.30	\$152.75	\$157.33	\$162.05	\$166.91	\$171.92	\$177.08	\$182.39
20	Senior IT Systems Solution Architect	\$132.11	\$136.07	\$140.16	\$144.36	\$148.69	\$153.15	\$157.75	\$162.48	\$167.35
21	Client/Server Network Architect	\$122.59	\$126.27	\$130.06	\$133.96	\$137.98	\$142.12	\$146.38	\$150.77	\$155.29
22	Software Architect	\$123.54	\$127.25	\$131.06	\$135.00	\$139.05	\$143.22	\$147.51	\$151.94	\$156.50
23	Systems Engineer - Senior	\$126.27	\$130.06	\$133.96	\$137.98	\$142.12	\$146.38	\$150.77	\$155.30	\$159.96
24	Systems Engineer - Intermediate	\$99.41	\$102.39	\$105.46	\$108.63	\$111.89	\$115.24	\$118.70	\$122.26	\$125.93
25	Systems Engineer - Associate	\$67.09	\$69.10	\$71.18	\$73.31	\$75.51	\$77.78	\$80.11	\$82.51	\$84.99
26	Network Engineer – Senior	\$123.16	\$126.85	\$130.66	\$134.58	\$138.62	\$142.78	\$147.06	\$151.47	\$156.02
27	Network Engineer – Intermediate	\$98.28	\$101.23	\$104.27	\$107.39	\$110.62	\$113.93	\$117.35	\$120.87	\$124.50
28	Network Engineer – Associate	\$65.30	\$67.26	\$69.28	\$71.36	\$73.50	\$75.70	\$77.97	\$80.31	\$82.72
29	Managed System Engineer - Senior	\$117.32	\$120.84	\$124.46	\$128.20	\$132.04	\$136.01	\$140.09	\$144.29	\$148.62
30	Managed Systems Engineer - Intermediate	\$86.69	\$89.29	\$91.97	\$94.73	\$97.57	\$100.50	\$103.51	\$106.62	\$109.82
31	Managed Systems Engineer - Associate	\$62.85	\$64.74	\$66.68	\$68.68	\$70.74	\$72.86	\$75.05	\$77.30	\$79.62
Application Systems										
32	Applications Systems Analyst – Senior	\$92.82	\$95.60	\$98.47	\$101.43	\$104.47	\$107.60	\$110.83	\$114.16	\$117.58
33	Applications Systems Analyst – Intermediate	\$70.39	\$72.50	\$74.68	\$76.92	\$79.22	\$81.60	\$84.05	\$86.57	\$89.17
34	Applications Systems Analyst – Associate	\$57.20	\$58.92	\$60.68	\$62.50	\$64.38	\$66.31	\$68.30	\$70.35	\$72.46
35	Software Engineer – Senior	\$123.91	\$127.63	\$131.46	\$135.40	\$139.46	\$143.65	\$147.96	\$152.39	\$156.97
36	Software Engineer – Intermediate	\$97.72	\$100.65	\$103.67	\$106.78	\$109.98	\$113.28	\$116.68	\$120.18	\$123.79
37	Software Engineer – Associate	\$64.64	\$66.58	\$68.58	\$70.63	\$72.75	\$74.94	\$77.18	\$79.50	\$81.88
38	Applications Programmer – Senior	\$123.91	\$127.63	\$131.46	\$135.40	\$139.46	\$143.65	\$147.96	\$152.39	\$156.97
39	Applications Programmer – Intermediate	\$94.80	\$97.64	\$100.57	\$103.59	\$106.70	\$109.90	\$113.20	\$116.59	\$120.09
40	Applications Programmer – Associate	\$67.09	\$69.10	\$71.18	\$73.31	\$75.51	\$77.78	\$80.11	\$82.51	\$84.99
41	IT Certified Professional – Senior	\$116.85	\$120.36	\$123.97	\$127.69	\$131.52	\$135.46	\$139.53	\$143.71	\$148.02
42	IT Certified Professional –Intermediate	\$90.37	\$93.08	\$95.87	\$98.75	\$101.71	\$104.76	\$107.91	\$111.14	\$114.48
43	IT Certified Professional – Associate	\$71.99	\$74.15	\$76.37	\$78.67	\$81.03	\$83.46	\$85.96	\$88.54	\$91.19

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Contractor Site	YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9	
Labor Category										
Operations and Logistics										
44	Seat Management Administrator.	\$104.03	\$107.15	\$110.37	\$113.68	\$117.09	\$120.60	\$124.22	\$127.94	\$131.78
45	Configuration Management (CM) Specialist - Senior	\$100.36	\$103.37	\$106.47	\$109.67	\$112.96	\$116.34	\$119.84	\$123.43	\$127.13
46	Configuration Management (CM) Specialist - Intermediate	\$80.00	\$82.40	\$84.87	\$87.42	\$90.04	\$92.74	\$95.52	\$98.39	\$101.34
47	Configuration Management (CM) Specialist - Associate	\$63.61	\$65.52	\$67.48	\$69.51	\$71.59	\$73.74	\$75.95	\$78.23	\$80.58
48	Computer Operator – Senior	\$87.16	\$89.77	\$92.47	\$95.24	\$98.10	\$101.04	\$104.07	\$107.20	\$110.41
49	Computer Operator – Intermediate	\$66.06	\$68.04	\$70.08	\$72.19	\$74.35	\$76.58	\$78.88	\$81.25	\$83.68
50	Computer Operator – Associate	\$53.71	\$55.32	\$56.98	\$58.69	\$60.45	\$62.26	\$64.13	\$66.06	\$68.04
51	Distribution Operations Specialist – Senior	\$84.15	\$86.67	\$89.27	\$91.95	\$94.71	\$97.55	\$100.48	\$103.49	\$106.60
52	Distribution Operations Specialist – Intermediate	\$63.79	\$65.70	\$67.67	\$69.71	\$71.80	\$73.95	\$76.17	\$78.45	\$80.81
53	Distribution Operations Specialist - Associate	\$51.83	\$53.38	\$54.99	\$56.64	\$58.34	\$60.09	\$61.89	\$63.74	\$65.66
Information Assurance										
54	Information Assurance Engineer - Senior	\$137.20	\$141.32	\$145.56	\$149.92	\$154.42	\$159.05	\$163.82	\$168.74	\$173.80
55	Information Assurance Engineer - Intermediate	\$104.88	\$108.03	\$111.27	\$114.61	\$118.04	\$121.58	\$125.23	\$128.99	\$132.86
56	Information Assurance Engineer - Associate	\$83.39	\$85.89	\$88.47	\$91.12	\$93.86	\$96.67	\$99.57	\$102.56	\$105.64
57	Information Systems Auditor – Senior	\$114.21	\$117.64	\$121.17	\$124.80	\$128.54	\$132.40	\$136.37	\$140.46	\$144.68
58	Information Systems Auditor – Intermediate	\$91.69	\$94.44	\$97.27	\$100.19	\$103.20	\$106.29	\$109.48	\$112.77	\$116.15
59	Information Systems Auditor – Associate	\$65.02	\$66.97	\$68.98	\$71.05	\$73.18	\$75.38	\$77.64	\$79.97	\$82.37
60	Data Security Analyst – Senior	\$112.70	\$116.08	\$119.56	\$123.15	\$126.84	\$130.65	\$134.57	\$138.61	\$142.76
61	Data Security Analyst – Intermediate	\$84.43	\$86.96	\$89.57	\$92.26	\$95.03	\$97.88	\$100.81	\$103.84	\$106.95
62	Data Security Analyst – Associate	\$64.08	\$66.00	\$67.98	\$70.02	\$72.12	\$74.29	\$76.51	\$78.81	\$81.17
63	Disaster Recovery/COOP/Contingency Administrator	\$143.04	\$147.33	\$151.75	\$156.30	\$160.99	\$165.82	\$170.80	\$175.92	\$181.20
64	Information Security Specialist - Senior	\$121.65	\$125.30	\$129.06	\$132.93	\$136.92	\$141.03	\$145.26	\$149.61	\$154.10
65	Information Security Specialist - Intermediate	\$100.92	\$103.95	\$107.07	\$110.28	\$113.59	\$116.99	\$120.50	\$124.12	\$127.84
66	Information Security Specialist - Associate	\$79.81	\$82.20	\$84.67	\$87.21	\$89.83	\$92.52	\$95.30	\$98.16	\$101.10
67	IA Policy and Compliance Certified Professional – Senior	\$125.23	\$128.99	\$132.86	\$136.84	\$140.95	\$145.18	\$149.53	\$154.02	\$158.64
68	IA Policy and Compliance Certified Professional – Intermediate	\$107.80	\$111.03	\$114.37	\$117.80	\$121.33	\$124.97	\$128.72	\$132.58	\$136.56
69	IA Policy and Compliance Certified Professional – Associate	\$70.67	\$72.79	\$74.97	\$77.22	\$79.54	\$81.93	\$84.38	\$86.92	\$89.52
70	Cyber Operations Research Analyst – Senior	\$112.89	\$116.28	\$119.77	\$123.36	\$127.06	\$130.87	\$134.80	\$138.84	\$143.01
71	Cyber Operations Research Analyst – Intermediate	\$90.08	\$92.78	\$95.57	\$98.43	\$101.39	\$104.43	\$107.56	\$110.79	\$114.11
72	Cyber Operations Research Analyst – Associate	\$71.52	\$73.67	\$75.88	\$78.15	\$80.50	\$82.91	\$85.40	\$87.96	\$90.60
73	Cyber Operations Malware Analyst – Senior	\$112.89	\$116.28	\$119.77	\$123.36	\$127.06	\$130.87	\$134.80	\$138.84	\$143.01
74	Cyber Operations Malware Analyst – Intermediate	\$90.08	\$92.78	\$95.57	\$98.43	\$101.39	\$104.43	\$107.56	\$110.79	\$114.11
75	Cyber Operations Malware Analyst – Associate	\$71.52	\$73.67	\$75.88	\$78.15	\$80.50	\$82.91	\$85.40	\$87.96	\$90.60
76	Cyber Watch Operations Certified Analyst – Senior	\$110.91	\$114.24	\$117.66	\$121.19	\$124.83	\$128.58	\$132.43	\$136.41	\$140.50
77	Cyber Watch Operations Certified Analyst – Intermediate	\$86.98	\$89.59	\$92.28	\$95.05	\$97.90	\$100.83	\$103.86	\$106.97	\$110.18
78	Cyber Watch Operations Certified Analyst – Associate	\$69.17	\$71.25	\$73.38	\$75.58	\$77.85	\$80.19	\$82.59	\$85.07	\$87.62
System Administration										
79	Systems Administrator – Senior	\$111.76	\$115.11	\$118.57	\$122.12	\$125.79	\$129.56	\$133.45	\$137.45	\$141.57
80	Systems Administrator – Intermediate	\$83.11	\$85.60	\$88.17	\$90.82	\$93.54	\$96.35	\$99.24	\$102.21	\$105.28
81	Systems Administrator -Associate	\$65.49	\$67.45	\$69.48	\$71.56	\$73.71	\$75.92	\$78.20	\$80.54	\$82.96
Data Administration										
82	Database Administrator	\$138.71	\$142.87	\$147.16	\$151.57	\$156.12	\$160.80	\$165.63	\$170.60	\$175.71
83	Database Analyst/Programmer – Senior	\$121.93	\$125.59	\$129.36	\$133.24	\$137.23	\$141.35	\$145.59	\$149.96	\$154.46
84	Database Analyst/Programmer – Intermediate	\$97.53	\$100.46	\$103.47	\$106.57	\$109.77	\$113.06	\$116.46	\$119.95	\$123.55
85	Database Analyst/Programmer – Associate	\$78.02	\$80.36	\$82.77	\$85.25	\$87.81	\$90.45	\$93.16	\$95.95	\$98.83
86	Advanced Database Analyst/Programmer - Senior	\$123.63	\$127.34	\$131.16	\$135.09	\$139.15	\$143.32	\$147.62	\$152.05	\$156.61
87	Advanced Database Analyst/Programmer - Intermediate	\$98.94	\$101.91	\$104.97	\$108.11	\$111.36	\$114.70	\$118.14	\$121.68	\$125.33
88	Advanced Database Analyst/Programmer – Associate	\$79.15	\$81.52	\$83.97	\$86.49	\$89.08	\$91.76	\$94.51	\$97.34	\$100.26
89	Database Librarian	\$47.59	\$49.02	\$50.49	\$52.00	\$53.56	\$55.17	\$56.82	\$58.53	\$60.29

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Contractor Site		YR 1	YR 2	YR 3	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category										
Data Warehousing										
90	Data Warehousing Project Manager	\$124.38	\$128.11	\$131.95	\$135.91	\$139.99	\$144.19	\$148.52	\$152.97	\$157.56
91	Data Architect	\$122.59	\$126.27	\$130.06	\$133.96	\$137.98	\$142.12	\$146.38	\$150.77	\$155.29
92	Data Warehouse Analyst	\$79.81	\$82.20	\$84.67	\$87.21	\$89.83	\$92.52	\$95.30	\$98.16	\$101.10
93	Data Warehousing Programmer	\$79.81	\$82.20	\$84.67	\$87.21	\$89.83	\$92.52	\$95.30	\$98.16	\$101.10
94	Data Warehousing Administrator	\$123.63	\$127.34	\$131.16	\$135.09	\$139.15	\$143.32	\$147.62	\$152.05	\$156.61
Help Desk/End User Support										
95	Help Desk Coordinator	\$80.76	\$83.18	\$85.68	\$88.25	\$90.90	\$93.62	\$96.43	\$99.32	\$102.30
96	Help Desk Support Service Specialist – Senior	\$85.56	\$88.13	\$90.77	\$93.49	\$96.30	\$99.19	\$102.16	\$105.23	\$108.38
97	Help Desk Support Service Specialist – Intermediate	\$67.85	\$69.89	\$71.98	\$74.14	\$76.37	\$78.66	\$81.02	\$83.45	\$85.95
98	Help Desk Support Service Specialist – Associate	\$49.66	\$51.15	\$52.68	\$54.26	\$55.89	\$57.57	\$59.30	\$61.08	\$62.91
99	PC Support Manager	\$90.08	\$92.78	\$95.57	\$98.43	\$101.39	\$104.43	\$107.56	\$110.79	\$114.11
100	PC Systems Specialist	\$60.59	\$62.41	\$64.28	\$66.21	\$68.19	\$70.24	\$72.35	\$74.52	\$76.75
101	PC Maintenance Technician	\$53.15	\$54.74	\$56.39	\$58.08	\$59.82	\$61.62	\$63.46	\$65.37	\$67.33
Internet/Web Operations										
102	Web Project Manager	\$114.11	\$117.53	\$121.06	\$124.69	\$128.43	\$132.28	\$136.25	\$140.34	\$144.55
103	Web Designer - Senior	\$102.24	\$105.31	\$108.47	\$111.72	\$115.07	\$118.52	\$122.08	\$125.74	\$129.51
104	Web Designer - Intermediate	\$81.79	\$84.24	\$86.77	\$89.37	\$92.06	\$94.82	\$97.66	\$100.59	\$103.61
105	Web Designer - Associate	\$63.51	\$65.42	\$67.38	\$69.40	\$71.48	\$73.63	\$75.83	\$78.11	\$80.45
106	Web software Developer - Senior	\$117.03	\$120.54	\$124.16	\$127.88	\$131.72	\$135.67	\$139.74	\$143.93	\$148.25
107	Web software Developer - Intermediate	\$91.12	\$93.85	\$96.67	\$99.57	\$102.56	\$105.63	\$108.80	\$112.07	\$115.43
108	Web software Developer - Associate	\$73.41	\$75.61	\$77.88	\$80.22	\$82.62	\$85.10	\$87.66	\$90.29	\$92.99
109	Web Technical Administrator	\$103.28	\$106.38	\$109.57	\$112.86	\$116.24	\$119.73	\$123.32	\$127.02	\$130.83
110	Web Content Administrator	\$104.03	\$107.15	\$110.37	\$113.68	\$117.09	\$120.60	\$124.22	\$127.94	\$131.78
Network Administration/Support										
111	Network Administrator – Senior	\$111.29	\$114.63	\$118.07	\$121.61	\$125.26	\$129.02	\$132.89	\$136.87	\$140.98
112	Network Administrator – Intermediate	\$87.35	\$89.97	\$92.67	\$95.45	\$98.31	\$101.26	\$104.30	\$107.43	\$110.65
113	Network Administrator - Associate	\$63.79	\$65.70	\$67.67	\$69.71	\$71.80	\$73.95	\$76.17	\$78.45	\$80.81
114	Network Support Technician – Senior	\$82.17	\$84.64	\$87.17	\$89.79	\$92.48	\$95.26	\$98.12	\$101.06	\$104.09
115	Network Support Technician – Intermediate	\$66.72	\$68.72	\$70.78	\$72.91	\$75.09	\$77.35	\$79.67	\$82.06	\$84.52
116	Network Support Technician – Associate	\$50.13	\$51.63	\$53.18	\$54.78	\$56.42	\$58.11	\$59.86	\$61.65	\$63.50
Documentation										
117	Documentation Specialist – Senior	\$98.09	\$101.03	\$104.06	\$107.19	\$110.40	\$113.71	\$117.12	\$120.64	\$124.26
118	Documentation Specialist – Intermediate	\$54.94	\$56.59	\$58.29	\$60.03	\$61.84	\$63.69	\$65.60	\$67.57	\$69.60
119	Documentation Specialist –Associate	\$45.04	\$46.39	\$47.78	\$49.22	\$50.69	\$52.21	\$53.78	\$55.39	\$57.06
120	Technical Editor	\$86.22	\$88.81	\$91.47	\$94.21	\$97.04	\$99.95	\$102.95	\$106.04	\$109.22
121	CAD Specialist	\$68.03	\$70.07	\$72.17	\$74.34	\$76.57	\$78.87	\$81.23	\$83.67	\$86.18
122	Graphics Specialist	\$58.61	\$60.37	\$62.18	\$64.04	\$65.97	\$67.95	\$69.98	\$72.08	\$74.25
123	Draftsman – Senior	\$90.74	\$93.46	\$96.27	\$99.15	\$102.13	\$105.19	\$108.35	\$111.60	\$114.95
124	Draftsman – Intermediate	\$73.69	\$75.90	\$78.18	\$80.52	\$82.94	\$85.43	\$87.99	\$90.63	\$93.35
125	Draftsman - Associate	\$51.26	\$52.80	\$54.38	\$56.01	\$57.69	\$59.42	\$61.21	\$63.04	\$64.93
Enterprise Resource Planning (ERP)/Business Process Development										
126	ERP Business Analyst – Senior	\$137.20	\$141.32	\$145.56	\$149.92	\$154.42	\$159.05	\$163.82	\$168.74	\$173.80
127	ERP Business Analyst – Intermediate	\$106.01	\$109.19	\$112.47	\$115.84	\$119.32	\$122.89	\$126.58	\$130.38	\$134.29
128	ERP Business Analyst – Associate	\$81.04	\$83.47	\$85.98	\$88.55	\$91.21	\$93.95	\$96.77	\$99.67	\$102.66
129	Business Systems Analyst – Senior	\$104.69	\$107.83	\$111.07	\$114.40	\$117.83	\$121.36	\$125.01	\$128.76	\$132.62
130	Business Systems Analyst – Intermediate	\$83.96	\$86.48	\$89.07	\$91.75	\$94.50	\$97.33	\$100.25	\$103.26	\$106.36
131	Business Systems Analyst – Associate	\$66.15	\$68.13	\$70.18	\$72.28	\$74.45	\$76.69	\$78.99	\$81.36	\$83.80

CONTRACTOR SITE	YR 4	YR 5	YR 6	YR 7	YR 8	YR 9
Labor Category						
Artificial Intelligence (AI)						
Artificial Intelligence (AI) Engineer - Intermediate	\$104.02	\$107.14	\$110.35	\$113.67	\$117.08	\$120.59
Machine Learning Engineer – Intermediate	\$134.74	\$138.78	\$142.95	\$147.23	\$151.65	\$156.20
Machine Learning (Data) Scientist – Senior	\$148.18	\$152.63	\$157.20	\$161.92	\$166.78	\$171.78
Cloud Services						
Cloud Architect- Intermediate	\$125.44	\$129.20	\$133.08	\$137.07	\$141.18	\$145.42
Cloud Developer - Associate	\$125.40	\$129.16	\$133.04	\$137.03	\$141.14	\$145.37
Cloud DevOps Engineer- Intermediate	\$128.71	\$132.57	\$136.55	\$140.64	\$144.86	\$149.21
Cloud Engineer - Intermediate	\$152.59	\$157.17	\$161.88	\$166.74	\$171.74	\$176.89
Cloud Engineer - Senior	\$171.12	\$176.25	\$181.54	\$186.99	\$192.60	\$198.37
Cloud Network Engineer - Intermediate	\$152.59	\$157.17	\$161.88	\$166.74	\$171.74	\$176.89
Cloud Security Engineer - Intermediate	\$111.93	\$115.29	\$118.75	\$122.31	\$125.98	\$129.76
Platform Engineer - Intermediate	\$125.68	\$129.45	\$133.33	\$137.33	\$141.45	\$145.70
Test Engineer - Intermediate	\$107.57	\$110.80	\$114.12	\$117.54	\$121.07	\$124.70
User Interface, User Experience (UI/UX) Designer - Associate	\$83.84	\$86.36	\$88.95	\$91.61	\$94.36	\$97.19
Cybersecurity Services						
Cyber Security Architect - Intermediate	\$150.31	\$154.82	\$159.46	\$164.25	\$169.18	\$174.25
Data Services						
Data Architect - Senior	\$179.58	\$184.97	\$190.52	\$196.23	\$202.12	\$208.18
Data Engineer - Intermediate	\$138.06	\$142.20	\$146.47	\$150.86	\$155.39	\$160.05
Data Labeler - Intermediate	\$108.04	\$111.28	\$114.62	\$118.06	\$121.60	\$125.25
Data Scientist - Senior	\$145.87	\$150.25	\$154.75	\$159.40	\$164.18	\$169.10
Operations Research and Systems Analyst (ORSA) - Intermediate	\$98.96	\$101.93	\$104.99	\$108.14	\$111.38	\$114.72
Application Systems						
Continuous Integration, Continuous Delivery or Deployment (CI/CD) Engineer - Intermediate	\$122.19	\$125.86	\$129.63	\$133.52	\$137.53	\$141.65
DevOps Engineer - Intermediate	\$128.71	\$132.57	\$136.55	\$140.64	\$144.86	\$149.21
Full Stack Developer - Associate	\$101.55	\$104.60	\$107.73	\$110.97	\$114.30	\$117.72
DevSecOps Engineer - Intermediate	\$128.71	\$132.57	\$136.55	\$140.64	\$144.86	\$149.21
Information Technology Services						
Telecommunications Specialist - Senior	\$122.06	\$125.72	\$129.49	\$133.38	\$137.38	\$141.50
Telecommunications Specialist - Intermediate	\$114.93	\$118.38	\$121.93	\$125.59	\$129.35	\$133.24
Telecommunications Specialist - Associate	\$98.15	\$101.09	\$104.13	\$107.25	\$110.47	\$113.78