

A2 ATTACHMENT J-4- Contractor Labor Hour Pricing for Standard IT Service Labor Categories

- CONTRACTOR WORK SITE -

- CONTRACTOR WORK SITE -

- CONTRACTOR WORK SITE -

- CONTRACTOR WORK SITE -

- CONTRACTOR WORK SITE -

CONTRACT #:
CONTRACTOR NAME:

UPDATED FOR CONTRACT YEARS: **1 to 5**

BLS Cost Index - Years 1 to 5 = **1.0193** Escalation factor

BLS Cost Index - Years 6 to 15 : **TBD** Escalation factor

| Labor ID# | Alliant 2 UNRESTRICTED Labor Category | ORDERING PERIOD | | | | | | | | | | Expired Period (No Ordering) | | | | |
|--|--|---|---|---|---|---|---|---|---|---|--|--|--|--|--|---|
| | | PERFORMING PERIOD | | | | | | | | | | Year 11 Fully Burdened Hourly Labor Rate | Year 12 Fully Burdened Hourly Labor Rate | Year 13 Fully Burdened Hourly Labor Rate | Year 14 Fully Burdened Hourly Labor Rate | Year 15 Loaded Fully Burdened Hourly Labor Rate |
| | | Year 1 Fully Burdened Hourly Labor Rate | Year 2 Fully Burdened Hourly Labor Rate | Year 3 Fully Burdened Hourly Labor Rate | Year 4 Fully Burdened Hourly Labor Rate | Year 5 Fully Burdened Hourly Labor Rate | Year 6 Fully Burdened Hourly Labor Rate | Year 7 Fully Burdened Hourly Labor Rate | Year 8 Fully Burdened Hourly Labor Rate | Year 9 Fully Burdened Hourly Labor Rate | Year 10 Fully Burdened Hourly Labor Rate | | | | | |
| CONTRACT YEAR START DATE | 7/1/2018 | 7/1/2019 | 7/1/2020 | 7/1/2021 | 7/1/2022 | 7/1/2023 | 7/1/2024 | 7/1/2025 | 7/1/2026 | 7/1/2027 | 7/1/2028 | 7/1/2029 | 7/1/2030 | 7/1/2031 | 7/1/2032 | |
| Business Intelligence Analyst | | | | | | | | | | | | | | | | |
| 101 | Junior Business Intelligence Analyst | \$ 82.16 | \$ 83.75 | \$ 85.36 | \$ 87.01 | \$ 88.69 | \$ 90.40 | \$ 92.15 | \$ 93.92 | \$ 95.74 | \$ 97.58 | \$ 99.47 | \$ 101.39 | \$ 103.34 | \$ 105.34 | \$ 107.37 |
| 102 | Journeyman Business Intelligence Analyst | \$ 108.03 | \$ 110.11 | \$ 112.24 | \$ 114.41 | \$ 116.61 | \$ 118.87 | \$ 121.16 | \$ 123.50 | \$ 125.88 | \$ 128.31 | \$ 130.79 | \$ 133.31 | \$ 135.88 | \$ 138.51 | \$ 141.18 |
| 103 | Senior Business Intelligence Analyst | \$ 127.41 | \$ 129.87 | \$ 132.38 | \$ 134.93 | \$ 137.53 | \$ 140.19 | \$ 142.89 | \$ 145.65 | \$ 148.46 | \$ 151.33 | \$ 154.25 | \$ 157.23 | \$ 160.26 | \$ 163.35 | \$ 166.51 |
| 104 | SME - Business Intelligence Analyst | \$ 165.33 | \$ 168.52 | \$ 171.77 | \$ 175.09 | \$ 178.47 | \$ 181.91 | \$ 185.42 | \$ 189.00 | \$ 192.65 | \$ 196.37 | \$ 200.16 | \$ 204.02 | \$ 207.96 | \$ 211.97 | \$ 216.06 |
| Computer and Information Research Scientist | | | | | | | | | | | | | | | | |
| 111 | Junior Computer and Information Research Scientist | \$ 100.17 | \$ 102.10 | \$ 104.07 | \$ 106.08 | \$ 108.13 | \$ 110.22 | \$ 112.34 | \$ 114.51 | \$ 116.72 | \$ 118.98 | \$ 121.27 | \$ 123.61 | \$ 126.00 | \$ 128.43 | \$ 130.91 |
| 112 | Journeyman Computer and Information Research Scientist | \$ 138.20 | \$ 140.87 | \$ 143.59 | \$ 146.36 | \$ 149.18 | \$ 152.06 | \$ 155.00 | \$ 157.99 | \$ 161.04 | \$ 164.14 | \$ 167.31 | \$ 170.54 | \$ 173.83 | \$ 177.19 | \$ 180.61 |
| 113 | Senior Computer and Information Research Scientist | \$ 175.61 | \$ 179.00 | \$ 182.45 | \$ 185.98 | \$ 189.56 | \$ 193.22 | \$ 196.95 | \$ 200.75 | \$ 204.63 | \$ 208.58 | \$ 212.60 | \$ 216.71 | \$ 220.89 | \$ 225.15 | \$ 229.50 |
| 114 | SME - Computer and Information Research Scientist | \$ 214.13 | \$ 218.26 | \$ 222.48 | \$ 226.77 | \$ 231.15 | \$ 235.61 | \$ 240.15 | \$ 244.79 | \$ 249.51 | \$ 254.33 | \$ 259.24 | \$ 264.24 | \$ 269.34 | \$ 274.54 | \$ 279.84 |
| Computer and Information Systems Manager | | | | | | | | | | | | | | | | |
| 121 | Junior Computer and Information Systems Manager | \$ 137.01 | \$ 139.65 | \$ 142.35 | \$ 145.10 | \$ 147.90 | \$ 150.75 | \$ 153.66 | \$ 156.63 | \$ 159.65 | \$ 162.73 | \$ 165.87 | \$ 169.07 | \$ 172.34 | \$ 175.66 | \$ 179.05 |
| 122 | Journeyman Computer and Information Systems Manager | \$ 173.20 | \$ 176.54 | \$ 179.95 | \$ 183.42 | \$ 186.96 | \$ 190.57 | \$ 194.25 | \$ 198.00 | \$ 201.82 | \$ 205.72 | \$ 209.69 | \$ 213.73 | \$ 217.86 | \$ 222.06 | \$ 226.35 |
| 123 | Senior Computer and Information Systems Manager | \$ 215.30 | \$ 219.46 | \$ 223.69 | \$ 228.01 | \$ 232.41 | \$ 236.89 | \$ 241.47 | \$ 246.13 | \$ 250.88 | \$ 255.72 | \$ 260.65 | \$ 265.68 | \$ 270.81 | \$ 276.04 | \$ 281.37 |
| 124 | SME - Computer and Information Systems Manager | \$ 268.25 | \$ 273.43 | \$ 278.70 | \$ 284.08 | \$ 289.57 | \$ 295.15 | \$ 300.85 | \$ 306.66 | \$ 312.58 | \$ 318.61 | \$ 324.76 | \$ 331.03 | \$ 337.41 | \$ 343.93 | \$ 350.56 |
| Computer Hardware Engineer | | | | | | | | | | | | | | | | |
| 131 | Junior Computer Hardware Engineer | \$ 105.33 | \$ 107.36 | \$ 109.43 | \$ 111.55 | \$ 113.70 | \$ 115.89 | \$ 118.13 | \$ 120.41 | \$ 122.73 | \$ 125.10 | \$ 127.52 | \$ 129.98 | \$ 132.49 | \$ 135.04 | \$ 137.65 |
| 132 | Journeyman Computer Hardware Engineer | \$ 135.75 | \$ 138.37 | \$ 141.04 | \$ 143.76 | \$ 146.54 | \$ 149.37 | \$ 152.25 | \$ 155.19 | \$ 158.18 | \$ 161.23 | \$ 164.35 | \$ 167.52 | \$ 170.75 | \$ 174.05 | \$ 177.41 |
| 133 | Senior Computer Hardware Engineer | \$ 164.54 | \$ 167.72 | \$ 170.95 | \$ 174.25 | \$ 177.61 | \$ 181.04 | \$ 184.54 | \$ 188.10 | \$ 191.73 | \$ 195.43 | \$ 199.20 | \$ 203.05 | \$ 206.96 | \$ 210.96 | \$ 215.03 |
| 134 | SME - Computer Hardware Engineer | \$ 204.53 | \$ 208.48 | \$ 212.50 | \$ 216.60 | \$ 220.78 | \$ 225.04 | \$ 229.39 | \$ 233.81 | \$ 238.33 | \$ 242.93 | \$ 247.62 | \$ 252.39 | \$ 257.27 | \$ 262.23 | \$ 267.20 |
| Computer Network Architect | | | | | | | | | | | | | | | | |
| 141 | Junior Computer Network Architect | \$ 89.50 | \$ 91.23 | \$ 92.99 | \$ 94.78 | \$ 96.61 | \$ 98.48 | \$ 100.38 | \$ 102.31 | \$ 104.29 | \$ 106.30 | \$ 108.35 | \$ 110.44 | \$ 112.58 | \$ 114.75 | \$ 116.96 |
| 142 | Journeyman Computer Network Architect | \$ 117.44 | \$ 119.71 | \$ 122.02 | \$ 124.37 | \$ 126.77 | \$ 129.22 | \$ 131.71 | \$ 134.25 | \$ 136.85 | \$ 139.49 | \$ 142.18 | \$ 144.92 | \$ 147.72 | \$ 150.57 | \$ 153.48 |
| 143 | Senior Computer Network Architect | \$ 143.22 | \$ 145.98 | \$ 148.80 | \$ 151.67 | \$ 154.60 | \$ 157.58 | \$ 160.63 | \$ 163.73 | \$ 166.89 | \$ 170.11 | \$ 173.39 | \$ 176.74 | \$ 180.15 | \$ 183.62 | \$ 187.17 |
| 144 | SME - Computer Network Architect | \$ 194.03 | \$ 197.77 | \$ 201.59 | \$ 205.48 | \$ 209.45 | \$ 213.49 | \$ 217.61 | \$ 221.81 | \$ 226.09 | \$ 230.46 | \$ 234.90 | \$ 239.44 | \$ 244.06 | \$ 248.77 | \$ 253.57 |
| Computer Network Support Specialist | | | | | | | | | | | | | | | | |
| 151 | Junior Computer Network Support Specialist | \$ 71.26 | \$ 72.64 | \$ 74.04 | \$ 75.47 | \$ 76.92 | \$ 78.41 | \$ 79.92 | \$ 81.46 | \$ 83.04 | \$ 84.64 | \$ 86.27 | \$ 87.94 | \$ 89.63 | \$ 91.36 | \$ 93.13 |
| 152 | Journeyman Computer Network Support Specialist | \$ 91.76 | \$ 93.53 | \$ 95.34 | \$ 97.18 | \$ 99.05 | \$ 100.96 | \$ 102.91 | \$ 104.90 | \$ 106.92 | \$ 108.99 | \$ 111.09 | \$ 113.23 | \$ 115.42 | \$ 117.65 | \$ 119.92 |
| 153 | Senior Computer Network Support Specialist | \$ 116.42 | \$ 118.67 | \$ 120.96 | \$ 123.29 | \$ 125.67 | \$ 128.10 | \$ 130.57 | \$ 133.09 | \$ 135.66 | \$ 138.28 | \$ 140.94 | \$ 143.66 | \$ 146.44 | \$ 149.26 | \$ 152.14 |
| 154 | SME - Computer Network Support Specialist | \$ 142.75 | \$ 145.51 | \$ 148.31 | \$ 151.18 | \$ 154.09 | \$ 157.07 | \$ 160.10 | \$ 163.19 | \$ 166.34 | \$ 169.55 | \$ 172.82 | \$ 176.16 | \$ 179.56 | \$ 183.02 | \$ 186.55 |
| Computer Operator | | | | | | | | | | | | | | | | |
| 161 | Junior Computer Operator | \$ 45.60 | \$ 46.48 | \$ 47.38 | \$ 48.29 | \$ 49.22 | \$ 50.17 | \$ 51.14 | \$ 52.13 | \$ 53.14 | \$ 54.16 | \$ 55.21 | \$ 56.27 | \$ 57.36 | \$ 58.46 | \$ 59.59 |
| 162 | Journeyman Computer Operator | \$ 57.18 | \$ 58.28 | \$ 59.41 | \$ 60.56 | \$ 61.72 | \$ 62.92 | \$ 64.13 | \$ 65.37 | \$ 66.63 | \$ 67.91 | \$ 69.23 | \$ 70.56 | \$ 71.92 | \$ 73.31 | \$ 74.73 |
| 163 | Senior Computer Operator | \$ 67.94 | \$ 69.25 | \$ 70.59 | \$ 71.95 | \$ 73.34 | \$ 74.75 | \$ 76.20 | \$ 77.67 | \$ 79.17 | \$ 80.69 | \$ 82.25 | \$ 83.84 | \$ 85.46 | \$ 87.11 | \$ 88.79 |
| 164 | SME - Computer Operator | \$ 89.19 | \$ 90.91 | \$ 92.67 | \$ 94.45 | \$ 96.28 | \$ 98.14 | \$ 100.03 | \$ 101.96 | \$ 103.93 | \$ 105.93 | \$ 107.98 | \$ 110.06 | \$ 112.19 | \$ 114.35 | \$ 116.56 |
| Computer Programmer | | | | | | | | | | | | | | | | |
| 171 | Junior Computer Programmer | \$ 98.09 | \$ 99.98 | \$ 101.91 | \$ 103.88 | \$ 105.88 | \$ 107.93 | \$ 110.01 | \$ 112.13 | \$ 114.30 | \$ 116.50 | \$ 118.75 | \$ 121.05 | \$ 123.38 | \$ 125.76 | \$ 128.19 |
| 172 | Journeyman Computer Programmer | \$ 108.20 | \$ 110.29 | \$ 112.42 | \$ 114.59 | \$ 116.80 | \$ 119.05 | \$ 121.35 | \$ 123.69 | \$ 126.08 | \$ 128.51 | \$ 130.99 | \$ 133.52 | \$ 136.10 | \$ 138.72 | \$ 141.40 |
| 173 | Senior Computer Programmer | \$ 154.85 | \$ 157.84 | \$ 160.88 | \$ 163.99 | \$ 167.15 | \$ 170.38 | \$ 173.67 | \$ 177.02 | \$ 180.44 | \$ 183.92 | \$ 187.47 | \$ 191.09 | \$ 194.78 | \$ 198.54 | \$ 202.37 |
| 174 | SME - Computer Programmer | \$ 182.33 | \$ 185.85 | \$ 189.44 | \$ 193.09 | \$ 196.82 | \$ 200.62 | \$ 204.49 | \$ 208.44 | \$ 212.46 | \$ 216.56 | \$ 220.74 | \$ 225.00 | \$ 229.34 | \$ 233.77 | \$ 238.28 |
| Computer Systems Analyst | | | | | | | | | | | | | | | | |
| 181 | Junior Computer Systems Analyst | \$ 87.56 | \$ 89.25 | \$ 90.97 | \$ 92.73 | \$ 94.52 | \$ 96.34 | \$ 98.20 | \$ 100.10 | \$ 102.03 | \$ 104.00 | \$ 106.00 | \$ 108.05 | \$ 110.14 | \$ 112.26 | \$ 114.43 |
| 182 | Journeyman Computer Systems Analyst | \$ 111.51 | \$ 113.66 | \$ 115.86 | \$ 118.09 | \$ 120.37 | \$ 122.69 | \$ 125.06 | \$ 127.48 | \$ 129.94 | \$ 132.44 | \$ 135.00 | \$ 137.61 | \$ 140.26 | \$ 142.97 | \$ 145.73 |
| 183 | Senior Computer Systems Analyst | \$ 138.01 | \$ 140.67 | \$ 143.39 | \$ 146.16 | \$ 148.98 | \$ 151.85 | \$ 154.78 | \$ 157.77 | \$ 160.82 | \$ 163.92 | \$ 167.08 | \$ 170.31 | \$ 173.59 | \$ 176.94 | \$ 180.36 |
| 184 | SME - Computer Systems Analyst | \$ 170.54 | \$ 173.83 | \$ 177.19 | \$ 180.61 | \$ 184.09 | \$ 187.64 | \$ 191.27 | \$ 194.96 | \$ 198.72 | \$ 202.56 | \$ 206.47 | \$ 210.45 | \$ 214.51 | \$ 218.65 | \$ 222.87 |
| Computer Systems Engineer/Architect | | | | | | | | | | | | | | | | |
| 191 | Junior Computer Systems Engineer/Architect | \$ 103.74 | \$ 105.74 | \$ 107.78 | \$ 109.86 | \$ 111.98 | \$ 114.14 | \$ 116.35 | \$ 118.59 | \$ 120.88 | \$ 123.22 | \$ 125.59 | \$ 128.02 | \$ 130.49 | \$ 133.01 | \$ 135.57 |
| 192 | Journeyman Computer Systems Engineer/Architect | \$ 126.01 | \$ 128.44 | \$ 130.92 | \$ 133.45 | \$ 136.02 | \$ 138.65 | \$ 141.32 | \$ 144.05 | \$ 146.83 | \$ 149.67 | \$ 152.55 | \$ 155.50 | \$ 158.50 | \$ 161.56 | \$ 164.68 |
| 193 | Senior Computer Systems Engineer/Architect | \$ 160.43 | \$ 163.53 | \$ 166.68 | \$ 169.90 | \$ 173.18 | \$ 176.52 | \$ 179.93 | \$ 183.40 | \$ 186.94 | \$ 190.55 | \$ 194.23 | \$ 197.97 | \$ 201.79 | \$ 205.69 | \$ 209.66 |
| 194 | SME - Computer Systems Engineer/Architect | \$ 197.67 | \$ 201.49 | \$ 205.37 | \$ 209.34 | \$ 213.38 | \$ 217.50 | \$ 221.69 | \$ 225.97 | \$ 230.33 | \$ 234.78 | \$ 239.31 | \$ 243.93 | \$ 248.64 | \$ 253.44 | \$ 258.33 |
| Computer User Support Specialist | | | | | | | | | | | | | | | | |
| 201 | Junior Computer User Support Specialist | \$ 56.64 | \$ 57.73 | \$ 58.85 | \$ 59.98 | \$ 61.14 | \$ 62.32 | \$ 63.52 | \$ 64.75 | \$ 66.00 | \$ 67.27 | \$ 68.57 | \$ 69.89 | \$ 71.24 | \$ 72.62 | \$ 74.02 |
| 202 | Journeyman Computer User Support Specialist | \$ 72.82 | \$ 74.23 | \$ 75.66 | \$ 77.12 | \$ 78.61 | \$ 80.12 | \$ 81.67 | \$ 83.25 | \$ 84.85 | \$ 86.49 | \$ 88.16 | \$ 89.86 | \$ 91.60 | \$ 93.36 | \$ 95.17 |
| 203 | Senior Computer User Support Specialist | \$ 91.25 | \$ 93.01 | \$ 94.81 | \$ 96.64 | \$ 98.50 | \$ 100.40 | \$ 102.34 | \$ 104.32 | \$ 106.33 | \$ 108.38 | \$ 110.47 | \$ 112.60 | \$ 114.78 | \$ 116.99 | \$ 119.25 |
| 204 | SME - Computer User Support Specialist | \$ 111.63 | \$ 113.78 | \$ 115.98 | \$ 118.22 | \$ 120.50 | \$ 122.83 | \$ 125.20 | \$ 127.61 | \$ 130.08 | \$ 132.59 | \$ 135.15 | \$ 137.75 | \$ 140.41 | \$ 143.12 | \$ 145.88 |
| Data Warehousing Specialist | | | | | | | | | | | | | | | | |
| 211 | Junior Data Warehousing Specialist | \$ 87.60 | \$ 89.29 | \$ 91.01 | \$ 92.77 | \$ 94.56 | \$ 96.39 | \$ 98.25 | \$ 100.14 | \$ 102.08 | \$ 104.05 | \$ 106.05 | \$ 108.10 | \$ 110.19 | \$ 112.31 | \$ 114.48 |
| 212 | Journeyman Data Warehousing Specialist | \$ 110.14 | \$ 112.27 | \$ 114.43 | \$ 116.64 | \$ 118.89 | \$ 121.19 | \$ 123.53 | \$ 125.91 | \$ 128.34 | \$ 130.82 | \$ 133.34 | \$ 135.91 | \$ 138.54 | \$ 141.21 | \$ 143.94 |
| 213 | Senior Data Warehousing Specialist | \$ 131.85 | \$ 134.39 | \$ 136.99 | \$ 139.63 | \$ 142.33 | \$ 145.07 | \$ 147.87 | \$ 150.73 | \$ 153.64 | \$ 156.60 | \$ 159.62 | \$ 162.71 | \$ 165.85 | \$ 169.05 | \$ 172.31 |
| 214 | SME - Data Warehousing Specialist | \$ 169.25 | \$ 172.52 | \$ 175.85 | \$ 179.24 | \$ 182.70 | \$ 186.23 | \$ 189.82 | \$ 193.48 | \$ 197.22 | \$ 201.02 | \$ 204.90 | \$ 208.86 | \$ 212.89 | \$ 217.00 | \$ 221.19 |
| Database Administrator | | | | | | | | | | | | | | | | |
| 221 | Junior Database Administrator | \$ 96.23 | \$ 87.89 | \$ 89.59 | \$ 91.32 | \$ 93.08 | \$ 94.88 | \$ 96.71 | \$ 98.58 | \$ 100.48 | \$ 102.42 | \$ 104.39 | \$ 106.41 | \$ 108.46 | \$ 110.56 | \$ 112.69 |
| 222 | Journeyman Database Administrator | \$ 109.65 | \$ 111.77 | \$ 113.92 | \$ 116.12 | \$ 118.36 | \$ 120.65 | \$ 122.98 | \$ 125.35 | \$ 127.77 | \$ 130.23 | \$ 132.75 | \$ 135.31 | \$ 137.92 | \$ 140.58 | |

| | | | | | | | | | | | | | | | | |
|--|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Database Architect | | | | | | | | | | | | | | | | |
| 231 | Junior Database Architect | \$ 95.87 | \$ 97.72 | \$ 99.61 | \$ 101.53 | \$ 103.49 | \$ 105.49 | \$ 107.52 | \$ 109.60 | \$ 111.71 | \$ 113.87 | \$ 116.07 | \$ 118.31 | \$ 120.59 | \$ 122.92 | \$ 125.29 |
| 232 | Journeyman Database Architect | \$ 114.83 | \$ 117.05 | \$ 119.31 | \$ 121.61 | \$ 123.95 | \$ 126.35 | \$ 128.79 | \$ 131.27 | \$ 133.80 | \$ 136.39 | \$ 139.02 | \$ 141.70 | \$ 144.44 | \$ 147.23 | \$ 150.07 |
| 233 | Senior Database Architect | \$ 150.60 | \$ 153.51 | \$ 156.47 | \$ 159.49 | \$ 162.57 | \$ 165.70 | \$ 168.90 | \$ 172.16 | \$ 175.49 | \$ 178.87 | \$ 182.32 | \$ 185.84 | \$ 189.43 | \$ 193.09 | \$ 196.81 |
| 234 | SME - Database Architect | \$ 185.67 | \$ 189.25 | \$ 192.91 | \$ 196.63 | \$ 200.42 | \$ 204.29 | \$ 208.24 | \$ 212.25 | \$ 216.35 | \$ 220.53 | \$ 224.78 | \$ 229.12 | \$ 233.54 | \$ 238.05 | \$ 242.64 |
| Document Management Specialist | | | | | | | | | | | | | | | | |
| 241 | Junior Document Management Specialist | \$ 72.59 | \$ 73.99 | \$ 75.42 | \$ 76.87 | \$ 78.36 | \$ 79.87 | \$ 81.41 | \$ 82.98 | \$ 84.58 | \$ 86.22 | \$ 87.88 | \$ 89.58 | \$ 91.31 | \$ 93.07 | \$ 94.86 |
| 242 | Journeyman Document Management Specialist | \$ 90.64 | \$ 92.39 | \$ 94.17 | \$ 95.99 | \$ 97.84 | \$ 99.73 | \$ 101.66 | \$ 103.62 | \$ 105.62 | \$ 107.66 | \$ 109.73 | \$ 111.85 | \$ 114.01 | \$ 116.21 | \$ 118.45 |
| 243 | Senior Document Management Specialist | \$ 112.61 | \$ 114.78 | \$ 117.00 | \$ 119.26 | \$ 121.56 | \$ 123.90 | \$ 126.30 | \$ 128.73 | \$ 131.22 | \$ 133.75 | \$ 136.33 | \$ 138.96 | \$ 141.65 | \$ 144.38 | \$ 147.17 |
| 244 | SME - Document Management Specialist | \$ 140.07 | \$ 142.77 | \$ 145.53 | \$ 148.34 | \$ 151.20 | \$ 154.12 | \$ 157.09 | \$ 160.13 | \$ 163.22 | \$ 166.37 | \$ 169.58 | \$ 172.85 | \$ 176.19 | \$ 179.59 | \$ 183.05 |
| Geographic Information Systems Technician | | | | | | | | | | | | | | | | |
| 251 | Junior Geographic Information Systems Technician | \$ 58.84 | \$ 59.98 | \$ 61.13 | \$ 62.31 | \$ 63.52 | \$ 64.74 | \$ 65.99 | \$ 67.26 | \$ 68.56 | \$ 69.89 | \$ 71.23 | \$ 72.61 | \$ 74.01 | \$ 75.44 | \$ 76.90 |
| 252 | Journeyman Geographic Information Systems Technician | \$ 73.03 | \$ 74.44 | \$ 75.88 | \$ 77.34 | \$ 78.83 | \$ 80.35 | \$ 81.91 | \$ 83.49 | \$ 85.10 | \$ 86.74 | \$ 88.41 | \$ 90.12 | \$ 91.86 | \$ 93.63 | \$ 95.44 |
| 253 | Senior Geographic Information Systems Technician | \$ 92.37 | \$ 94.15 | \$ 95.97 | \$ 97.82 | \$ 99.71 | \$ 101.63 | \$ 103.60 | \$ 105.60 | \$ 107.63 | \$ 109.71 | \$ 111.83 | \$ 113.99 | \$ 116.19 | \$ 118.43 | \$ 120.71 |
| 254 | SME - Geographic Information Systems Technician | \$ 110.39 | \$ 112.52 | \$ 114.69 | \$ 116.91 | \$ 119.16 | \$ 121.46 | \$ 123.81 | \$ 126.20 | \$ 128.63 | \$ 131.11 | \$ 133.64 | \$ 136.22 | \$ 138.85 | \$ 141.53 | \$ 144.26 |
| Geospatial Information Scientist and Technologist | | | | | | | | | | | | | | | | |
| 261 | Junior Geospatial Information Scientist and Technologist | \$ 66.29 | \$ 67.57 | \$ 68.87 | \$ 70.20 | \$ 71.56 | \$ 72.94 | \$ 74.35 | \$ 75.78 | \$ 77.24 | \$ 78.73 | \$ 80.25 | \$ 81.80 | \$ 83.38 | \$ 84.99 | \$ 86.63 |
| 262 | Journeyman Geospatial Information Scientist and Technologist | \$ 81.58 | \$ 83.15 | \$ 84.76 | \$ 86.40 | \$ 88.06 | \$ 89.76 | \$ 91.49 | \$ 93.26 | \$ 95.06 | \$ 96.90 | \$ 98.77 | \$ 100.67 | \$ 102.61 | \$ 104.59 | \$ 106.61 |
| 263 | Senior Geospatial Information Scientist and Technologist | \$ 104.11 | \$ 106.12 | \$ 108.17 | \$ 110.26 | \$ 112.38 | \$ 114.55 | \$ 116.76 | \$ 119.02 | \$ 121.31 | \$ 123.65 | \$ 126.04 | \$ 128.47 | \$ 130.95 | \$ 133.48 | \$ 136.06 |
| 264 | SME - Geospatial Information Scientist and Technologist | \$ 129.09 | \$ 131.58 | \$ 134.12 | \$ 136.71 | \$ 139.35 | \$ 142.04 | \$ 144.78 | \$ 147.57 | \$ 150.42 | \$ 153.32 | \$ 156.28 | \$ 159.30 | \$ 162.37 | \$ 165.51 | \$ 168.70 |
| Information Security Analyst | | | | | | | | | | | | | | | | |
| 271 | Junior Information Security Analyst | \$ 100.96 | \$ 102.91 | \$ 104.89 | \$ 106.92 | \$ 108.98 | \$ 111.09 | \$ 113.23 | \$ 115.42 | \$ 117.64 | \$ 119.91 | \$ 122.23 | \$ 124.59 | \$ 126.99 | \$ 129.44 | \$ 131.94 |
| 272 | Journeyman Information Security Analyst | \$ 130.66 | \$ 133.18 | \$ 135.75 | \$ 138.37 | \$ 141.04 | \$ 143.76 | \$ 146.54 | \$ 149.37 | \$ 152.25 | \$ 155.19 | \$ 158.18 | \$ 161.24 | \$ 164.35 | \$ 167.52 | \$ 170.75 |
| 273 | Senior Information Security Analyst | \$ 157.65 | \$ 160.69 | \$ 163.79 | \$ 166.96 | \$ 170.18 | \$ 173.46 | \$ 176.81 | \$ 180.22 | \$ 183.70 | \$ 187.25 | \$ 190.86 | \$ 194.54 | \$ 198.30 | \$ 202.13 | \$ 206.03 |
| 274 | SME - Information Security Analyst | \$ 194.10 | \$ 197.85 | \$ 201.66 | \$ 205.56 | \$ 209.52 | \$ 213.57 | \$ 217.69 | \$ 221.89 | \$ 226.17 | \$ 230.54 | \$ 234.99 | \$ 239.52 | \$ 244.15 | \$ 248.86 | \$ 253.66 |
| Information Technology Project Manager | | | | | | | | | | | | | | | | |
| 281 | Junior Information Technology Project Manager | \$ 100.66 | \$ 102.60 | \$ 104.58 | \$ 106.60 | \$ 108.66 | \$ 110.76 | \$ 112.89 | \$ 115.07 | \$ 117.29 | \$ 119.56 | \$ 121.86 | \$ 124.22 | \$ 126.61 | \$ 129.06 | \$ 131.55 |
| 282 | Journeyman Information Technology Project Manager | \$ 126.13 | \$ 128.56 | \$ 131.05 | \$ 133.57 | \$ 136.15 | \$ 138.78 | \$ 141.46 | \$ 144.19 | \$ 146.97 | \$ 149.81 | \$ 152.70 | \$ 155.65 | \$ 158.65 | \$ 161.71 | \$ 164.83 |
| 283 | Senior Information Technology Project Manager | \$ 157.74 | \$ 160.78 | \$ 163.89 | \$ 167.05 | \$ 170.27 | \$ 173.56 | \$ 176.91 | \$ 180.33 | \$ 183.81 | \$ 187.35 | \$ 190.97 | \$ 194.65 | \$ 198.41 | \$ 202.24 | \$ 206.14 |
| 284 | SME - Information Technology Project Manager | \$ 196.15 | \$ 199.94 | \$ 203.79 | \$ 207.73 | \$ 211.74 | \$ 215.82 | \$ 219.99 | \$ 224.23 | \$ 228.56 | \$ 232.97 | \$ 237.47 | \$ 242.05 | \$ 246.72 | \$ 251.49 | \$ 256.34 |
| Management Analyst | | | | | | | | | | | | | | | | |
| 291 | Junior Management Analyst | \$ 105.72 | \$ 107.76 | \$ 109.84 | \$ 111.96 | \$ 114.12 | \$ 116.32 | \$ 118.57 | \$ 120.86 | \$ 123.19 | \$ 125.57 | \$ 127.99 | \$ 130.46 | \$ 132.98 | \$ 135.54 | \$ 138.16 |
| 292 | Journeyman Management Analyst | \$ 134.28 | \$ 136.87 | \$ 139.51 | \$ 142.21 | \$ 144.95 | \$ 147.75 | \$ 150.60 | \$ 153.51 | \$ 156.47 | \$ 159.49 | \$ 162.57 | \$ 165.70 | \$ 168.90 | \$ 172.16 | \$ 175.49 |
| 293 | Senior Management Analyst | \$ 140.51 | \$ 143.22 | \$ 145.99 | \$ 148.80 | \$ 151.68 | \$ 154.60 | \$ 157.59 | \$ 160.63 | \$ 163.73 | \$ 166.89 | \$ 170.11 | \$ 173.39 | \$ 176.74 | \$ 180.15 | \$ 183.63 |
| 294 | SME - Management Analyst | \$ 173.92 | \$ 177.28 | \$ 180.70 | \$ 184.19 | \$ 187.74 | \$ 191.36 | \$ 195.06 | \$ 198.82 | \$ 202.66 | \$ 206.57 | \$ 210.56 | \$ 214.62 | \$ 218.76 | \$ 222.99 | \$ 227.29 |
| Network and Computer Systems Administrator | | | | | | | | | | | | | | | | |
| 301 | Junior Network and Computer Systems Administrator | \$ 96.03 | \$ 97.88 | \$ 99.77 | \$ 101.70 | \$ 103.66 | \$ 105.66 | \$ 107.70 | \$ 109.78 | \$ 111.90 | \$ 114.06 | \$ 116.26 | \$ 118.50 | \$ 120.79 | \$ 123.12 | \$ 125.50 |
| 302 | Journeyman Network and Computer Systems Administrator | \$ 120.15 | \$ 122.47 | \$ 124.83 | \$ 127.24 | \$ 129.70 | \$ 132.20 | \$ 134.75 | \$ 137.35 | \$ 140.00 | \$ 142.71 | \$ 145.46 | \$ 148.27 | \$ 151.13 | \$ 154.05 | \$ 157.02 |
| 303 | Senior Network and Computer Systems Administrator | \$ 151.70 | \$ 154.63 | \$ 157.61 | \$ 160.65 | \$ 163.75 | \$ 166.92 | \$ 170.14 | \$ 173.42 | \$ 176.77 | \$ 180.18 | \$ 183.66 | \$ 187.20 | \$ 190.81 | \$ 194.50 | \$ 198.25 |
| 304 | SME - Network and Computer Systems Administrator | \$ 184.90 | \$ 188.47 | \$ 192.11 | \$ 195.81 | \$ 199.59 | \$ 203.45 | \$ 207.37 | \$ 211.37 | \$ 215.45 | \$ 219.61 | \$ 223.85 | \$ 228.17 | \$ 232.57 | \$ 237.06 | \$ 241.64 |
| Software Developer, Applications | | | | | | | | | | | | | | | | |
| 311 | Junior Software Developer, Applications | \$ 102.34 | \$ 104.32 | \$ 106.33 | \$ 108.38 | \$ 110.47 | \$ 112.60 | \$ 114.78 | \$ 116.99 | \$ 119.25 | \$ 121.55 | \$ 123.90 | \$ 126.29 | \$ 128.73 | \$ 131.21 | \$ 133.74 |
| 312 | Journeyman Software Developer, Applications | \$ 131.27 | \$ 133.80 | \$ 136.39 | \$ 139.02 | \$ 141.70 | \$ 144.44 | \$ 147.22 | \$ 150.07 | \$ 152.96 | \$ 155.91 | \$ 158.92 | \$ 161.99 | \$ 165.12 | \$ 168.30 | \$ 171.55 |
| 313 | Senior Software Developer, Applications | \$ 162.76 | \$ 165.90 | \$ 169.10 | \$ 172.37 | \$ 175.69 | \$ 179.08 | \$ 182.54 | \$ 186.07 | \$ 189.65 | \$ 193.22 | \$ 196.85 | \$ 200.54 | \$ 204.33 | \$ 208.18 | \$ 212.10 |
| 314 | SME - Software Developer, Applications | \$ 196.76 | \$ 200.56 | \$ 204.43 | \$ 208.37 | \$ 212.40 | \$ 216.49 | \$ 220.67 | \$ 224.93 | \$ 229.27 | \$ 233.70 | \$ 238.21 | \$ 242.81 | \$ 247.49 | \$ 252.27 | \$ 257.14 |
| Software Developer, Systems Software | | | | | | | | | | | | | | | | |
| 321 | Junior Software Developer, Systems Software | \$ 102.34 | \$ 104.32 | \$ 106.33 | \$ 108.38 | \$ 110.47 | \$ 112.60 | \$ 114.78 | \$ 116.99 | \$ 119.25 | \$ 121.55 | \$ 123.90 | \$ 126.29 | \$ 128.73 | \$ 131.21 | \$ 133.74 |
| 322 | Journeyman Software Developer, Systems Software | \$ 133.55 | \$ 136.13 | \$ 138.75 | \$ 141.43 | \$ 144.16 | \$ 146.94 | \$ 149.78 | \$ 152.67 | \$ 155.62 | \$ 158.62 | \$ 161.68 | \$ 164.80 | \$ 167.98 | \$ 171.23 | \$ 174.53 |
| 323 | Senior Software Developer, Systems Software | \$ 165.24 | \$ 168.43 | \$ 171.68 | \$ 174.99 | \$ 178.37 | \$ 181.81 | \$ 185.32 | \$ 188.90 | \$ 192.54 | \$ 196.26 | \$ 200.05 | \$ 203.91 | \$ 207.84 | \$ 211.86 | \$ 215.95 |
| 324 | SME - Software Developer, Systems Software | \$ 196.76 | \$ 200.56 | \$ 204.43 | \$ 208.37 | \$ 212.40 | \$ 216.49 | \$ 220.67 | \$ 224.93 | \$ 229.27 | \$ 233.70 | \$ 238.21 | \$ 242.81 | \$ 247.49 | \$ 252.27 | \$ 257.14 |
| Software Quality Assurance Engineer and Tester | | | | | | | | | | | | | | | | |
| 331 | Junior Software Quality Assurance Engineer and Tester | \$ 68.90 | \$ 70.23 | \$ 71.59 | \$ 72.97 | \$ 74.38 | \$ 75.81 | \$ 77.27 | \$ 78.77 | \$ 80.29 | \$ 81.83 | \$ 83.41 | \$ 85.02 | \$ 86.66 | \$ 88.34 | \$ 90.04 |
| 332 | Journeyman Software Quality Assurance Engineer and Tester | \$ 85.71 | \$ 87.36 | \$ 89.05 | \$ 90.77 | \$ 92.52 | \$ 94.31 | \$ 96.13 | \$ 97.98 | \$ 99.87 | \$ 101.80 | \$ 103.77 | \$ 105.77 | \$ 107.81 | \$ 109.89 | \$ 112.01 |
| 333 | Senior Software Quality Assurance Engineer and Tester | \$ 108.29 | \$ 110.38 | \$ 112.51 | \$ 114.68 | \$ 116.90 | \$ 119.15 | \$ 121.45 | \$ 123.79 | \$ 126.18 | \$ 128.62 | \$ 131.10 | \$ 133.63 | \$ 136.21 | \$ 138.84 | \$ 141.52 |
| 334 | SME - Software Quality Assurance Engineer and Tester | \$ 130.43 | \$ 132.95 | \$ 135.51 | \$ 138.13 | \$ 140.79 | \$ 143.51 | \$ 146.28 | \$ 149.10 | \$ 151.98 | \$ 154.92 | \$ 157.91 | \$ 160.95 | \$ 164.06 | \$ 167.23 | \$ 170.45 |
| Technical Writer | | | | | | | | | | | | | | | | |
| 341 | Junior Technical Writer | \$ 73.03 | \$ 74.44 | \$ 75.88 | \$ 77.34 | \$ 78.83 | \$ 80.35 | \$ 81.91 | \$ 83.49 | \$ 85.10 | \$ 86.74 | \$ 88.41 | \$ 90.12 | \$ 91.86 | \$ 93.63 | \$ 95.44 |
| 342 | Journeyman Technical Writer | \$ 92.32 | \$ 94.10 | \$ 95.92 | \$ 97.77 | \$ 99.66 | \$ 101.58 | \$ 103.54 | \$ 105.54 | \$ 107.58 | \$ 109.65 | \$ 111.77 | \$ 113.92 | \$ 116.12 | \$ 118.36 | \$ 120.65 |
| 343 | Senior Technical Writer | \$ 117.63 | \$ 119.90 | \$ 122.21 | \$ 124.57 | \$ 126.98 | \$ 129.43 | \$ 131.93 | \$ 134.47 | \$ 137.07 | \$ 139.71 | \$ 142.41 | \$ 145.16 | \$ 147.96 | \$ 150.81 | \$ 153.73 |
| 344 | SME - Technical Writer | \$ 144.48 | \$ 147.27 | \$ 150.11 | \$ 153.01 | \$ 155.96 | \$ 158.97 | \$ 162.04 | \$ 165.17 | \$ 168.35 | \$ 171.60 | \$ 174.92 | \$ 178.29 | \$ 181.73 | \$ 185.24 | \$ 188.81 |
| Telecommunications Engineering Specialist | | | | | | | | | | | | | | | | |
| 351 | Junior Telecommunications Engineering Specialist | \$ 90.80 | \$ 92.55 | \$ 94.34 | \$ 96.16 | \$ 98.02 | \$ 99.91 | \$ 101.84 | \$ 103.80 | \$ 105.80 | \$ 107.85 | \$ 109.93 | \$ 112.05 | \$ 114.21 | \$ 116.42 | \$ 118.66 |
| 352 | Journeyman Telecommunications Engineering Specialist | \$ 114.43 | \$ 116.64 | \$ 118.89 | \$ 121.18 | \$ 123.52 | \$ 125.91 | \$ 128.34 | \$ 130.81 | \$ 133.34 | \$ 135.91 | \$ 138.54 | \$ 141.21 | \$ 143.93 | \$ 146.71 | \$ 149.54 |
| 353 | Senior Telecommunications Engineering Specialist | \$ 144.69 | \$ 147.48 | \$ 150.33 | \$ 153.23 | \$ 156.19 | \$ 159.20 | \$ 162.27 | \$ 165.41 | \$ 168.60 | \$ 171.85 | \$ 175.17 | \$ 178.55 | \$ 182.00 | \$ 185.51 | \$ 189.09 |
| 354 | SME - Telecommunications Engineering Specialist | \$ 176.87 | \$ 180.28 | \$ 183.76 | \$ 187.31 | \$ 190.92 | \$ 194.61 | \$ 198.37 | \$ 202.19 | \$ 206.10 | \$ 210.07 | \$ 214.13 | \$ 218.26 | \$ 222.47 | \$ 226.77 | \$ 231.14 |
| Telecommunications Equipment Installer and Repairer | | | | | | | | | | | | | | | | |
| 361 | Junior Telecommunications Equipment Installer and Repairer | \$ 54.59 | \$ 55.64 | \$ 56.72 | \$ 57.81 | \$ 58.93 | \$ 60.07 | \$ 61.22 | \$ 62.41 | \$ 63.61 | \$ 64.84 | \$ 66.09 | \$ 67.37 | \$ 68.67 | \$ 69.99 | \$ 71.34 |
| 362 | Journeyman Telecommunications Equipment Installer and Repairer | \$ 67.13 | \$ 68.43 | \$ 69.75 | \$ 71.09 | \$ 72.46 | \$ 73.86 | \$ 75.29 | \$ 76.74 | \$ 78.22 | \$ 79.73 | \$ 81.27 | \$ 82.84 | \$ 84.44 | \$ 86.07 | \$ 87.73 |
| 363 | Senior Telecommunications Equipment Installer and Repairer | \$ 86.62 | \$ 88.29 | \$ 90.00 | \$ 91.73 | \$ 93.50 | \$ 95.31 | \$ 97.15 | \$ 99.02 | \$ 100.93 | \$ 1 | | | | | |

| Web Developer | | | | | | | | | | | | | | | | |
|---------------|--------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 401 | Junior Web Developer | \$ 78.36 | \$ 79.87 | \$ 81.41 | \$ 82.99 | \$ 84.59 | \$ 86.22 | \$ 87.88 | \$ 89.58 | \$ 91.31 | \$ 93.07 | \$ 94.87 | \$ 96.70 | \$ 98.56 | \$ 100.47 | \$ 102.41 |
| 402 | Journeyman Web Developer | \$ 103.25 | \$ 105.24 | \$ 107.27 | \$ 109.34 | \$ 111.45 | \$ 113.61 | \$ 115.80 | \$ 118.03 | \$ 120.31 | \$ 122.63 | \$ 125.00 | \$ 127.41 | \$ 129.87 | \$ 132.38 | \$ 134.93 |
| 403 | Senior Web Developer | \$ 127.23 | \$ 129.69 | \$ 132.19 | \$ 134.74 | \$ 137.34 | \$ 139.99 | \$ 142.69 | \$ 145.45 | \$ 148.25 | \$ 151.12 | \$ 154.03 | \$ 157.00 | \$ 160.03 | \$ 163.12 | \$ 166.27 |
| 404 | SME - Web Developer | \$ 161.20 | \$ 164.31 | \$ 167.48 | \$ 170.71 | \$ 174.01 | \$ 177.37 | \$ 180.79 | \$ 184.28 | \$ 187.84 | \$ 191.46 | \$ 195.16 | \$ 198.92 | \$ 202.76 | \$ 206.68 | \$ 210.67 |