

CIFA1

<u>Labor Category</u>	<u>Washington DC Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 80.31	\$ 81.72	\$ 83.15	\$ 84.60	\$ 86.08	\$ 85.49	\$ 86.99	\$ 88.51	\$ 90.06	\$ 91.63
Applications Systems Analyst/ Programmer – Intermediate	\$ 85.00	\$ 86.49	\$ 88.00	\$ 89.54	\$ 91.11	\$ 90.48	\$ 92.07	\$ 93.68	\$ 95.32	\$ 96.98
Applications Systems Analyst/ Programmer – Senior	\$ 103.42	\$ 105.23	\$ 107.07	\$ 108.95	\$ 110.85	\$ 110.09	\$ 112.02	\$ 113.98	\$ 115.97	\$ 118.00
Business Process Consultant	\$ 106.40	\$ 108.26	\$ 110.16	\$ 112.08	\$ 114.05	\$ 113.26	\$ 115.24	\$ 117.26	\$ 119.31	\$ 121.40
Business Subject Matter Specialist	\$ 124.18	\$ 126.35	\$ 128.56	\$ 130.81	\$ 133.10	\$ 132.19	\$ 134.50	\$ 136.86	\$ 139.25	\$ 141.69
Business Systems Analyst - Intermediate	\$ 83.16	\$ 84.62	\$ 86.10	\$ 87.60	\$ 89.14	\$ 88.52	\$ 90.07	\$ 91.65	\$ 93.25	\$ 94.89
Business Systems Analyst - Senior	\$ 92.99	\$ 94.62	\$ 96.27	\$ 97.96	\$ 99.67	\$ 98.99	\$ 100.72	\$ 102.48	\$ 104.28	\$ 106.10
Business Systems Specialist	\$ 100.09	\$ 101.84	\$ 103.62	\$ 105.44	\$ 107.28	\$ 106.55	\$ 108.41	\$ 110.31	\$ 112.24	\$ 114.20
Chief Information Security Officer	\$ 140.20	\$ 142.65	\$ 145.15	\$ 147.69	\$ 150.27	\$ 149.24	\$ 151.85	\$ 154.51	\$ 157.22	\$ 159.97
Client/Server Database Manager	\$ 102.75	\$ 104.55	\$ 106.38	\$ 108.24	\$ 110.13	\$ 109.38	\$ 111.29	\$ 113.24	\$ 115.22	\$ 117.24
Client/Server Network Architect	\$ 110.01	\$ 111.94	\$ 113.89	\$ 115.89	\$ 117.92	\$ 117.11	\$ 119.15	\$ 121.24	\$ 123.36	\$ 125.52
Client/Server Support Analyst	\$ 79.37	\$ 80.76	\$ 82.17	\$ 83.61	\$ 85.07	\$ 84.49	\$ 85.97	\$ 87.47	\$ 89.00	\$ 90.56
Communications Analyst - Intermediate	\$ 81.74	\$ 83.17	\$ 84.63	\$ 86.11	\$ 87.61	\$ 87.01	\$ 88.53	\$ 90.08	\$ 91.66	\$ 93.26
Communications Analyst - Senior	\$ 92.81	\$ 94.43	\$ 96.09	\$ 97.77	\$ 99.48	\$ 98.80	\$ 100.53	\$ 102.28	\$ 104.07	\$ 105.90
Communications Facility Engineer	\$ 81.06	\$ 82.48	\$ 83.92	\$ 85.39	\$ 86.88	\$ 86.29	\$ 87.80	\$ 89.33	\$ 90.90	\$ 92.49
Communications Installer	\$ 71.65	\$ 72.90	\$ 74.18	\$ 75.48	\$ 76.80	\$ 76.27	\$ 77.61	\$ 78.96	\$ 80.35	\$ 81.75
Communications Transmission Engineer	\$ 90.60	\$ 92.19	\$ 93.80	\$ 95.44	\$ 97.11	\$ 96.44	\$ 98.13	\$ 99.85	\$ 101.60	\$ 103.37
Computer Operations Manager	\$ 92.50	\$ 94.12	\$ 95.77	\$ 97.44	\$ 99.15	\$ 98.47	\$ 100.19	\$ 101.94	\$ 103.73	\$ 105.54
Consultant	\$ 122.10	\$ 124.24	\$ 126.41	\$ 128.62	\$ 130.87	\$ 129.98	\$ 132.25	\$ 134.56	\$ 136.92	\$ 139.32
Data Architect	\$ 108.50	\$ 110.40	\$ 112.33	\$ 114.30	\$ 116.30	\$ 115.50	\$ 117.52	\$ 119.58	\$ 121.67	\$ 123.80
Data Communications Manager - Planning & Implementation	\$ 108.94	\$ 110.85	\$ 112.79	\$ 114.76	\$ 116.77	\$ 115.97	\$ 118.00	\$ 120.06	\$ 122.16	\$ 124.30
Data Entry Supervisor	\$ 50.96	\$ 51.85	\$ 52.76	\$ 53.68	\$ 54.62	\$ 54.25	\$ 55.20	\$ 56.16	\$ 57.15	\$ 58.15
Data Security Administration Manager	\$ 108.91	\$ 110.82	\$ 112.76	\$ 114.73	\$ 116.74	\$ 115.93	\$ 117.96	\$ 120.03	\$ 122.13	\$ 124.27
Data Security Analyst - Intermediate	\$ 80.80	\$ 82.21	\$ 83.65	\$ 85.12	\$ 86.61	\$ 86.01	\$ 87.52	\$ 89.05	\$ 90.61	\$ 92.19
Data Security Analyst - Senior	\$ 95.35	\$ 97.02	\$ 98.72	\$ 100.44	\$ 102.20	\$ 101.50	\$ 103.28	\$ 105.08	\$ 106.92	\$ 108.79
Data Warehousing Administrator	\$ 85.33	\$ 86.82	\$ 88.34	\$ 89.89	\$ 91.46	\$ 90.83	\$ 92.42	\$ 94.04	\$ 95.69	\$ 97.36
Data Warehousing Analyst	\$ 92.15	\$ 93.76	\$ 95.40	\$ 97.07	\$ 98.77	\$ 98.09	\$ 99.81	\$ 101.56	\$ 103.33	\$ 105.14
Data Warehousing Programmer	\$ 101.44	\$ 103.22	\$ 105.02	\$ 106.86	\$ 108.73	\$ 107.98	\$ 109.87	\$ 111.80	\$ 113.75	\$ 115.74

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Data Warehousing Project Manager	\$ 112.95	\$ 114.93	\$ 116.94	\$ 118.98	\$ 121.07	\$ 120.24	\$ 122.34	\$ 124.48	\$ 126.66	\$ 128.88
Data/Configuration Management Specialist	\$ 106.03	\$ 107.89	\$ 109.77	\$ 111.69	\$ 113.65	\$ 112.87	\$ 114.84	\$ 116.85	\$ 118.90	\$ 120.98
Database Administrator	\$ 92.09	\$ 93.70	\$ 95.34	\$ 97.01	\$ 98.71	\$ 98.03	\$ 99.75	\$ 101.49	\$ 103.27	\$ 105.07
Database Analyst/ Programmer - Intermediate	\$ 82.20	\$ 83.64	\$ 85.10	\$ 86.59	\$ 88.11	\$ 87.50	\$ 89.03	\$ 90.59	\$ 92.18	\$ 93.79
Database Analyst/ Programmer – Senior	\$ 99.11	\$ 100.84	\$ 102.61	\$ 104.40	\$ 106.23	\$ 105.50	\$ 107.35	\$ 109.23	\$ 111.14	\$ 113.08
Database Manager	\$ 127.82	\$ 130.06	\$ 132.33	\$ 134.65	\$ 137.01	\$ 136.06	\$ 138.45	\$ 140.87	\$ 143.33	\$ 145.84
Disaster Recovery Administrator	\$ 101.55	\$ 103.33	\$ 105.14	\$ 106.98	\$ 108.85	\$ 108.10	\$ 109.99	\$ 111.92	\$ 113.88	\$ 115.87
Disaster Recovery Analyst	\$ 73.56	\$ 74.85	\$ 76.16	\$ 77.49	\$ 78.85	\$ 78.30	\$ 79.67	\$ 81.07	\$ 82.49	\$ 83.93
Documentation Specialist - Intermediate	\$ 55.77	\$ 56.75	\$ 57.74	\$ 58.75	\$ 59.78	\$ 59.37	\$ 60.41	\$ 61.46	\$ 62.54	\$ 63.63
Documentation Specialist - Senior	\$ 69.51	\$ 70.73	\$ 71.96	\$ 73.22	\$ 74.50	\$ 73.99	\$ 75.29	\$ 76.61	\$ 77.95	\$ 79.31
E-Business Manager	\$ 76.85	\$ 78.19	\$ 79.56	\$ 80.96	\$ 82.37	\$ 81.81	\$ 83.24	\$ 84.70	\$ 86.18	\$ 87.69
Electronic Data Interchange (EDI) Manager	\$ 88.23	\$ 89.77	\$ 91.35	\$ 92.94	\$ 94.57	\$ 93.92	\$ 95.56	\$ 97.24	\$ 98.94	\$ 100.67
Electronic Data Interchange (EDI) Specialist	\$ 63.84	\$ 64.96	\$ 66.09	\$ 67.25	\$ 68.43	\$ 67.96	\$ 69.15	\$ 70.36	\$ 71.59	\$ 72.84
Electronic Mail Coordinator	\$ 67.80	\$ 68.99	\$ 70.19	\$ 71.42	\$ 72.67	\$ 72.17	\$ 73.44	\$ 74.72	\$ 76.03	\$ 77.36
Engineering Subject Matter Specialist	\$ 126.80	\$ 129.02	\$ 131.28	\$ 133.57	\$ 135.91	\$ 134.98	\$ 137.34	\$ 139.74	\$ 142.19	\$ 144.68
ERP Busienss/Architectural Specialist	\$ 131.88	\$ 134.19	\$ 136.54	\$ 138.93	\$ 141.36	\$ 140.39	\$ 142.84	\$ 145.34	\$ 147.89	\$ 150.47
ERP Business Analyst - Intermediate	\$ 112.15	\$ 114.11	\$ 116.11	\$ 118.14	\$ 120.21	\$ 119.38	\$ 121.47	\$ 123.60	\$ 125.76	\$ 127.96
ERP Business Analyst - Senior	\$ 118.92	\$ 121.00	\$ 123.12	\$ 125.27	\$ 127.47	\$ 126.59	\$ 128.81	\$ 131.06	\$ 133.35	\$ 135.69
ERP Programmer	\$ 110.14	\$ 112.07	\$ 114.03	\$ 116.02	\$ 118.05	\$ 117.24	\$ 119.30	\$ 121.38	\$ 123.51	\$ 125.67
Graphics Specialist	\$ 50.72	\$ 51.61	\$ 52.51	\$ 53.43	\$ 54.36	\$ 53.99	\$ 54.94	\$ 55.90	\$ 56.88	\$ 57.87
Groupware Specialist	\$ 81.50	\$ 82.93	\$ 84.38	\$ 85.85	\$ 87.36	\$ 86.76	\$ 88.27	\$ 89.82	\$ 91.39	\$ 92.99
Help Desk Coordinator - Intermediate	\$ 46.85	\$ 47.67	\$ 48.50	\$ 49.35	\$ 50.22	\$ 49.87	\$ 50.74	\$ 51.63	\$ 52.54	\$ 53.46
Help Desk Coordinator - Senior	\$ 65.10	\$ 66.24	\$ 67.40	\$ 68.58	\$ 69.78	\$ 69.30	\$ 70.51	\$ 71.75	\$ 73.00	\$ 74.28
Help Desk Manager	\$ 93.31	\$ 94.94	\$ 96.60	\$ 98.30	\$ 100.02	\$ 99.33	\$ 101.07	\$ 102.84	\$ 104.64	\$ 106.47
Help Desk Specialist	\$ 47.34	\$ 48.17	\$ 49.01	\$ 49.87	\$ 50.74	\$ 50.39	\$ 51.28	\$ 52.17	\$ 53.09	\$ 54.01
Help Desk Support Services Specialist - Intermediate	\$ 63.40	\$ 64.51	\$ 65.64	\$ 66.79	\$ 67.96	\$ 67.49	\$ 68.67	\$ 69.87	\$ 71.09	\$ 72.34
Help Desk Support Services Specialist - Senior	\$ 76.08	\$ 77.41	\$ 78.77	\$ 80.14	\$ 81.55	\$ 80.99	\$ 82.40	\$ 83.85	\$ 85.31	\$ 86.81
Information Assurance Development Engineer	\$ 94.80	\$ 96.46	\$ 98.15	\$ 99.86	\$ 101.61	\$ 100.91	\$ 102.68	\$ 104.48	\$ 106.31	\$ 108.17
Information Assurance Engineer	\$ 92.99	\$ 94.62	\$ 96.27	\$ 97.96	\$ 99.67	\$ 98.99	\$ 100.72	\$ 102.48	\$ 104.28	\$ 106.10

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Information Assurance Network Specialist	\$ 118.77	\$ 120.85	\$ 122.96	\$ 125.12	\$ 127.30	\$ 126.43	\$ 128.64	\$ 130.89	\$ 133.19	\$ 135.52
Information Assurance Systems/Network Speicalist	\$ 122.99	\$ 125.14	\$ 127.33	\$ 129.56	\$ 131.83	\$ 130.92	\$ 133.21	\$ 135.55	\$ 137.92	\$ 140.33
Information Center Consultant	\$ 93.08	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77	\$ 99.08	\$ 100.82	\$ 102.58	\$ 104.38	\$ 106.20
Information Center Specialist	\$ 105.67	\$ 107.52	\$ 109.40	\$ 111.32	\$ 113.26	\$ 112.49	\$ 114.45	\$ 116.46	\$ 118.50	\$ 120.57
Information Security Business Analyst	\$ 84.53	\$ 86.01	\$ 87.51	\$ 89.05	\$ 90.60	\$ 89.98	\$ 91.56	\$ 93.16	\$ 94.79	\$ 96.45
Information Services Consultant	\$ 109.89	\$ 111.81	\$ 113.77	\$ 115.76	\$ 117.79	\$ 116.98	\$ 119.03	\$ 121.11	\$ 123.23	\$ 125.38
Information Systems Auditor - Intermediate	\$ 85.80	\$ 87.30	\$ 88.83	\$ 90.38	\$ 91.97	\$ 91.33	\$ 92.93	\$ 94.56	\$ 96.21	\$ 97.90
Information Systems Auditor - Senior	\$ 98.90	\$ 100.63	\$ 102.39	\$ 104.18	\$ 106.01	\$ 105.28	\$ 107.12	\$ 109.00	\$ 110.90	\$ 112.84
Information Systems Training Specialist - Intermediate	\$ 76.08	\$ 77.41	\$ 78.77	\$ 80.14	\$ 81.55	\$ 80.99	\$ 82.40	\$ 83.85	\$ 85.31	\$ 86.81
Information Systems Training Specialist - Senior	\$ 84.53	\$ 86.01	\$ 87.51	\$ 89.05	\$ 90.60	\$ 89.98	\$ 91.56	\$ 93.16	\$ 94.79	\$ 96.45
Internal Communications Systems Consultant	\$ 120.26	\$ 122.36	\$ 124.51	\$ 126.68	\$ 128.90	\$ 128.02	\$ 130.26	\$ 132.54	\$ 134.86	\$ 137.22
IT Subject Matter Specialist	\$ 135.67	\$ 138.04	\$ 140.46	\$ 142.92	\$ 145.42	\$ 144.42	\$ 146.95	\$ 149.52	\$ 152.14	\$ 154.80
LAN Administrator - Intermediate	\$ 72.08	\$ 73.34	\$ 74.62	\$ 75.93	\$ 77.26	\$ 76.73	\$ 78.07	\$ 79.44	\$ 80.83	\$ 82.24
LAN Administrator - Senior	\$ 90.52	\$ 92.10	\$ 93.72	\$ 95.36	\$ 97.02	\$ 96.36	\$ 98.04	\$ 99.76	\$ 101.51	\$ 103.28
LAN Support Technician - Intermediate	\$ 72.08	\$ 73.34	\$ 74.62	\$ 75.93	\$ 77.26	\$ 76.73	\$ 78.07	\$ 79.44	\$ 80.83	\$ 82.24
LAN Support Technician - Senior	\$ 78.10	\$ 79.47	\$ 80.86	\$ 82.27	\$ 83.71	\$ 83.14	\$ 84.59	\$ 86.07	\$ 87.58	\$ 89.11
LAN/WAN Administrator	\$ 75.89	\$ 77.22	\$ 78.57	\$ 79.94	\$ 81.34	\$ 80.78	\$ 82.20	\$ 83.64	\$ 85.10	\$ 86.59
LAN/WAN Integrator	\$ 100.69	\$ 102.45	\$ 104.24	\$ 106.07	\$ 107.93	\$ 107.18	\$ 109.06	\$ 110.97	\$ 112.91	\$ 114.89
LAN/WAN/MAN Administrator	\$ 75.89	\$ 77.22	\$ 78.57	\$ 79.94	\$ 81.34	\$ 80.78	\$ 82.20	\$ 83.64	\$ 85.10	\$ 86.59
Network Control Technician	\$ 54.91	\$ 55.87	\$ 56.85	\$ 57.84	\$ 58.86	\$ 58.45	\$ 59.47	\$ 60.52	\$ 61.57	\$ 62.65
Network Engineer - Intermediate	\$ 81.85	\$ 83.28	\$ 84.74	\$ 86.22	\$ 87.73	\$ 87.13	\$ 88.65	\$ 90.21	\$ 91.78	\$ 93.39
Network Engineer - Senior	\$ 95.44	\$ 97.11	\$ 98.81	\$ 100.54	\$ 102.30	\$ 101.60	\$ 103.37	\$ 105.18	\$ 107.02	\$ 108.90
Network Operations Supervisor	\$ 98.69	\$ 100.42	\$ 102.17	\$ 103.96	\$ 105.78	\$ 105.06	\$ 106.89	\$ 108.76	\$ 110.67	\$ 112.60
Network Planning Analyst - Intermediate	\$ 77.34	\$ 78.69	\$ 80.07	\$ 81.47	\$ 82.90	\$ 82.33	\$ 83.77	\$ 85.24	\$ 86.73	\$ 88.24
Network Planning Analyst - Senior	\$ 94.60	\$ 96.26	\$ 97.94	\$ 99.65	\$ 101.40	\$ 100.70	\$ 102.46	\$ 104.26	\$ 106.08	\$ 107.94
Network Planning Manager	\$ 106.54	\$ 108.40	\$ 110.30	\$ 112.23	\$ 114.20	\$ 113.41	\$ 115.40	\$ 117.42	\$ 119.47	\$ 121.56
Network Systems Administrator	\$ 73.19	\$ 74.47	\$ 75.77	\$ 77.10	\$ 78.45	\$ 77.91	\$ 79.27	\$ 80.66	\$ 82.07	\$ 83.51
Network Systems Manager	\$ 100.20	\$ 101.95	\$ 103.74	\$ 105.55	\$ 107.40	\$ 106.66	\$ 108.53	\$ 110.43	\$ 112.36	\$ 114.33
Network/Hardware Support Technician	\$ 52.88	\$ 53.81	\$ 54.75	\$ 55.71	\$ 56.68	\$ 56.29	\$ 57.28	\$ 58.28	\$ 59.30	\$ 60.34

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Operations Manager - Data Communications	\$ 98.69	\$ 100.42	\$ 102.17	\$ 103.96	\$ 105.78	\$ 105.06	\$ 106.89	\$ 108.76	\$ 110.67	\$ 112.60
Operations Manager - Voice Communications	\$ 80.51	\$ 81.92	\$ 83.35	\$ 84.81	\$ 86.30	\$ 85.70	\$ 87.20	\$ 88.73	\$ 90.28	\$ 91.86
Operations Systems Manager	\$ 92.99	\$ 94.62	\$ 96.27	\$ 97.96	\$ 99.67	\$ 98.99	\$ 100.72	\$ 102.48	\$ 104.28	\$ 106.10
Operations/ Technical Support Manager	\$ 93.58	\$ 95.22	\$ 96.88	\$ 98.58	\$ 100.30	\$ 99.62	\$ 101.36	\$ 103.13	\$ 104.94	\$ 106.77
Operations/Network LAN Administrator	\$ 70.40	\$ 71.63	\$ 72.89	\$ 74.16	\$ 75.46	\$ 74.94	\$ 76.25	\$ 77.59	\$ 78.94	\$ 80.33
Operations/Technical Support Analyst	\$ 50.98	\$ 51.87	\$ 52.78	\$ 53.70	\$ 54.64	\$ 54.27	\$ 55.22	\$ 56.18	\$ 57.17	\$ 58.17
PC Products Analyst	\$ 63.80	\$ 64.92	\$ 66.05	\$ 67.21	\$ 68.38	\$ 67.92	\$ 69.10	\$ 70.31	\$ 71.54	\$ 72.80
PC Systems Specialist	\$ 70.09	\$ 71.32	\$ 72.56	\$ 73.83	\$ 75.13	\$ 74.61	\$ 75.92	\$ 77.25	\$ 78.60	\$ 79.97
PC/LAN Mgmt Analyst - Intermediate	\$ 65.29	\$ 66.43	\$ 67.60	\$ 68.78	\$ 69.98	\$ 69.50	\$ 70.72	\$ 71.96	\$ 73.21	\$ 74.50
PC/LAN Mgmt Analyst – Senior	\$ 79.37	\$ 80.76	\$ 82.17	\$ 83.61	\$ 85.07	\$ 84.49	\$ 85.97	\$ 87.47	\$ 89.00	\$ 90.56
Project Engineer	\$ 108.43	\$ 110.33	\$ 112.26	\$ 114.22	\$ 116.22	\$ 115.42	\$ 117.44	\$ 119.50	\$ 121.59	\$ 123.72
Project Manager – Senior	\$ 135.25	\$ 137.62	\$ 140.03	\$ 142.48	\$ 144.97	\$ 143.97	\$ 146.49	\$ 149.06	\$ 151.67	\$ 154.32
Quality Assurance Analyst - Intermediate	\$ 77.77	\$ 79.13	\$ 80.52	\$ 81.92	\$ 83.36	\$ 82.79	\$ 84.23	\$ 85.71	\$ 87.21	\$ 88.74
Quality Assurance Analyst - Senior	\$ 93.76	\$ 95.40	\$ 97.07	\$ 98.77	\$ 100.50	\$ 99.81	\$ 101.55	\$ 103.33	\$ 105.14	\$ 106.98
Quality Assurance Specialist	\$ 90.20	\$ 91.78	\$ 93.38	\$ 95.02	\$ 96.68	\$ 96.02	\$ 97.70	\$ 99.41	\$ 101.15	\$ 102.92
Security Coordinator	\$ 71.94	\$ 73.20	\$ 74.48	\$ 75.78	\$ 77.11	\$ 76.58	\$ 77.92	\$ 79.28	\$ 80.67	\$ 82.08
Site Manager	\$ 110.68	\$ 112.62	\$ 114.59	\$ 116.59	\$ 118.63	\$ 117.82	\$ 119.88	\$ 121.98	\$ 124.11	\$ 126.29
Software Architect	\$ 126.80	\$ 129.02	\$ 131.28	\$ 133.57	\$ 135.91	\$ 134.98	\$ 137.34	\$ 139.74	\$ 142.19	\$ 144.68
Software Developer – Intermediate	\$ 102.05	\$ 103.84	\$ 105.65	\$ 107.50	\$ 109.38	\$ 108.63	\$ 110.53	\$ 112.47	\$ 114.44	\$ 116.44
Software Developer – Senior	\$ 114.12	\$ 116.12	\$ 118.15	\$ 120.22	\$ 122.32	\$ 121.48	\$ 123.61	\$ 125.77	\$ 127.97	\$ 130.21
Software Systems Engineer - Intermediate	\$ 101.44	\$ 103.22	\$ 105.02	\$ 106.86	\$ 108.73	\$ 107.98	\$ 109.87	\$ 111.80	\$ 113.75	\$ 115.74
Software Systems Engineer - Senior	\$ 108.67	\$ 110.57	\$ 112.51	\$ 114.48	\$ 116.48	\$ 115.68	\$ 117.70	\$ 119.76	\$ 121.86	\$ 123.99
Strategic Planner	\$ 114.12	\$ 116.12	\$ 118.15	\$ 120.22	\$ 122.32	\$ 121.48	\$ 123.61	\$ 125.77	\$ 127.97	\$ 130.21
Systems Administrator - Intermediate	\$ 69.12	\$ 70.33	\$ 71.56	\$ 72.81	\$ 74.09	\$ 73.58	\$ 74.87	\$ 76.18	\$ 77.51	\$ 78.87
Systems Administrator - Senior	\$ 85.62	\$ 87.12	\$ 88.64	\$ 90.19	\$ 91.77	\$ 91.14	\$ 92.74	\$ 94.36	\$ 96.01	\$ 97.69
Systems Analysis and Programming Director	\$ 135.25	\$ 137.62	\$ 140.03	\$ 142.48	\$ 144.97	\$ 143.97	\$ 146.49	\$ 149.06	\$ 151.67	\$ 154.32
Systems Engineer	\$ 80.31	\$ 81.72	\$ 83.15	\$ 84.60	\$ 86.08	\$ 85.49	\$ 86.99	\$ 88.51	\$ 90.06	\$ 91.63
Systems Management Technologist	\$ 108.98	\$ 110.89	\$ 112.83	\$ 114.80	\$ 116.81	\$ 116.01	\$ 118.04	\$ 120.11	\$ 122.21	\$ 124.35
Technical Editor	\$ 64.59	\$ 65.72	\$ 66.87	\$ 68.04	\$ 69.23	\$ 68.76	\$ 69.96	\$ 71.18	\$ 72.43	\$ 73.70

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Technical Writer	\$ 66.76	\$ 67.93	\$ 69.12	\$ 70.33	\$ 71.56	\$ 71.07	\$ 72.31	\$ 73.58	\$ 74.86	\$ 76.17
Telecommunications Analyst/Technician	\$ 56.20	\$ 57.18	\$ 58.18	\$ 59.20	\$ 60.24	\$ 59.82	\$ 60.87	\$ 61.94	\$ 63.02	\$ 64.12
Telecommunications Engineer/ Analyst – Intermediate	\$ 63.67	\$ 64.78	\$ 65.92	\$ 67.07	\$ 68.25	\$ 67.78	\$ 68.96	\$ 70.17	\$ 71.40	\$ 72.65
Telecommunications Engineer/ Analyst – Senior	\$ 74.81	\$ 76.12	\$ 77.45	\$ 78.81	\$ 80.19	\$ 79.64	\$ 81.03	\$ 82.45	\$ 83.89	\$ 85.36
Telecommunications Manager - Multiple Incumbents	\$ 118.35	\$ 120.42	\$ 122.53	\$ 124.67	\$ 126.85	\$ 125.98	\$ 128.19	\$ 130.43	\$ 132.71	\$ 135.04
Telecommunications Manager - Single Incumbent	\$ 109.61	\$ 111.53	\$ 113.48	\$ 115.47	\$ 117.49	\$ 116.68	\$ 118.72	\$ 120.80	\$ 122.91	\$ 125.06
Telecommunications Network Help Desk	\$ 45.02	\$ 45.81	\$ 46.61	\$ 47.43	\$ 48.26	\$ 47.92	\$ 48.76	\$ 49.62	\$ 50.48	\$ 51.37
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 75.41	\$ 76.73	\$ 78.07	\$ 79.44	\$ 80.83	\$ 80.27	\$ 81.68	\$ 83.11	\$ 84.56	\$ 86.04
Telecommunications Programmer/ Systems Analyst – Senior	\$ 92.99	\$ 94.62	\$ 96.27	\$ 97.96	\$ 99.67	\$ 98.99	\$ 100.72	\$ 102.48	\$ 104.28	\$ 106.10
Telecommunications Technician	\$ 51.52	\$ 52.42	\$ 53.34	\$ 54.27	\$ 55.22	\$ 54.84	\$ 55.80	\$ 56.78	\$ 57.77	\$ 58.78
Telecommunications/Communications Integration Engineer	\$ 83.11	\$ 84.56	\$ 86.04	\$ 87.55	\$ 89.08	\$ 88.47	\$ 90.02	\$ 91.59	\$ 93.20	\$ 94.83
Test Engineer	\$ 84.53	\$ 86.01	\$ 87.51	\$ 89.05	\$ 90.60	\$ 89.98	\$ 91.56	\$ 93.16	\$ 94.79	\$ 96.45
UNIX Systems Administrator	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20	\$ 103.48	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.92
Voice Communications Administrator	\$ 62.99	\$ 64.09	\$ 65.21	\$ 66.36	\$ 67.52	\$ 67.05	\$ 68.23	\$ 69.42	\$ 70.64	\$ 71.87
Voice Communications Manager - Planning & Implementation	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20	\$ 103.48	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.92
Voice Communications Technician	\$ 52.41	\$ 53.33	\$ 54.26	\$ 55.21	\$ 56.18	\$ 55.79	\$ 56.77	\$ 57.76	\$ 58.77	\$ 59.80
Web Content Administrator	\$ 66.32	\$ 67.48	\$ 68.66	\$ 69.86	\$ 71.09	\$ 70.60	\$ 71.83	\$ 73.09	\$ 74.37	\$ 75.67
Web Content Analyst	\$ 63.40	\$ 64.51	\$ 65.64	\$ 66.79	\$ 67.96	\$ 67.49	\$ 68.67	\$ 69.87	\$ 71.09	\$ 72.34
Web Designer	\$ 70.55	\$ 71.78	\$ 73.04	\$ 74.32	\$ 75.62	\$ 75.10	\$ 76.41	\$ 77.75	\$ 79.11	\$ 80.50
Web Marketing Manager	\$ 98.62	\$ 100.35	\$ 102.10	\$ 103.89	\$ 105.71	\$ 104.98	\$ 106.82	\$ 108.69	\$ 110.59	\$ 112.52
Web Operations Manager	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.28	\$ 97.97	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.49	\$ 104.29
Web Project Manager	\$ 108.43	\$ 110.33	\$ 112.26	\$ 114.22	\$ 116.22	\$ 115.42	\$ 117.44	\$ 119.50	\$ 121.59	\$ 123.72
Web Security Administrator	\$ 82.84	\$ 84.29	\$ 85.76	\$ 87.27	\$ 88.79	\$ 88.18	\$ 89.73	\$ 91.30	\$ 92.89	\$ 94.52
Web Security Analyst	\$ 94.60	\$ 96.26	\$ 97.94	\$ 99.65	\$ 101.40	\$ 100.70	\$ 102.46	\$ 104.26	\$ 106.08	\$ 107.94
Web Software Developer	\$ 79.31	\$ 80.70	\$ 82.11	\$ 83.55	\$ 85.01	\$ 84.43	\$ 85.90	\$ 87.41	\$ 88.94	\$ 90.49
Web Technical Administrator	\$ 77.17	\$ 78.52	\$ 79.89	\$ 81.29	\$ 82.72	\$ 82.15	\$ 83.59	\$ 85.05	\$ 86.54	\$ 88.05

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<u>Labor Category</u>	Atlanta Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 77.90	\$ 79.26	\$ 80.65	\$ 82.06	\$ 83.50	\$ 82.92	\$ 84.38	\$ 85.85	\$ 87.35	\$ 88.88
Applications Systems Analyst/ Programmer – Intermediate	\$ 82.45	\$ 83.89	\$ 85.36	\$ 86.85	\$ 88.37	\$ 87.77	\$ 89.30	\$ 90.87	\$ 92.46	\$ 94.07
Applications Systems Analyst/ Programmer – Senior	\$ 100.32	\$ 102.08	\$ 103.86	\$ 105.68	\$ 107.53	\$ 106.79	\$ 108.66	\$ 110.56	\$ 112.50	\$ 114.46
Business Process Consultant	\$ 103.21	\$ 105.02	\$ 106.85	\$ 108.72	\$ 110.63	\$ 109.87	\$ 111.79	\$ 113.75	\$ 115.74	\$ 117.76
Business Subject Matter Specialist	\$ 120.45	\$ 122.56	\$ 124.70	\$ 126.88	\$ 129.11	\$ 128.22	\$ 130.46	\$ 132.75	\$ 135.07	\$ 137.43
Business Systems Analyst - Intermediate	\$ 80.67	\$ 82.08	\$ 83.52	\$ 84.98	\$ 86.47	\$ 85.87	\$ 87.38	\$ 88.91	\$ 90.46	\$ 92.04
Business Systems Analyst - Senior	\$ 90.20	\$ 91.78	\$ 93.38	\$ 95.02	\$ 96.68	\$ 96.02	\$ 97.70	\$ 99.41	\$ 101.15	\$ 102.92
Business Systems Specialist	\$ 97.09	\$ 98.79	\$ 100.52	\$ 102.28	\$ 104.07	\$ 103.35	\$ 105.16	\$ 107.00	\$ 108.87	\$ 110.78
Chief Information Security Officer	\$ 135.99	\$ 138.37	\$ 140.79	\$ 143.26	\$ 145.76	\$ 144.76	\$ 147.29	\$ 149.87	\$ 152.50	\$ 155.16
Client/Server Database Manager	\$ 99.67	\$ 101.41	\$ 103.19	\$ 104.99	\$ 106.83	\$ 106.10	\$ 107.96	\$ 109.84	\$ 111.77	\$ 113.72
Client/Server Network Architect	\$ 106.71	\$ 108.58	\$ 110.48	\$ 112.41	\$ 114.38	\$ 113.59	\$ 115.58	\$ 117.60	\$ 119.66	\$ 121.76
Client/Server Support Analyst	\$ 76.99	\$ 78.34	\$ 79.71	\$ 81.10	\$ 82.52	\$ 81.96	\$ 83.39	\$ 84.85	\$ 86.33	\$ 87.85
Communications Analyst - Intermediate	\$ 79.29	\$ 80.68	\$ 82.09	\$ 83.53	\$ 84.99	\$ 84.40	\$ 85.88	\$ 87.38	\$ 88.91	\$ 90.47
Communications Analyst - Senior	\$ 90.03	\$ 91.61	\$ 93.21	\$ 94.84	\$ 96.50	\$ 95.84	\$ 97.51	\$ 99.22	\$ 100.96	\$ 102.72
Communications Facility Engineer	\$ 78.63	\$ 80.01	\$ 81.41	\$ 82.83	\$ 84.28	\$ 83.70	\$ 85.17	\$ 86.66	\$ 88.17	\$ 89.72
Communications Installer	\$ 69.50	\$ 70.72	\$ 71.95	\$ 73.21	\$ 74.49	\$ 73.98	\$ 75.28	\$ 76.59	\$ 77.94	\$ 79.30
Communications Transmission Engineer	\$ 87.88	\$ 89.42	\$ 90.98	\$ 92.57	\$ 94.19	\$ 93.55	\$ 95.19	\$ 96.85	\$ 98.55	\$ 100.27
Computer Operations Manager	\$ 89.73	\$ 91.30	\$ 92.90	\$ 94.52	\$ 96.18	\$ 95.52	\$ 97.19	\$ 98.89	\$ 100.62	\$ 102.38
Consultant	\$ 118.44	\$ 120.51	\$ 122.62	\$ 124.77	\$ 126.95	\$ 126.08	\$ 128.29	\$ 130.53	\$ 132.82	\$ 135.14
Data Architect	\$ 105.25	\$ 107.09	\$ 108.97	\$ 110.87	\$ 112.81	\$ 112.04	\$ 114.00	\$ 115.99	\$ 118.02	\$ 120.09
Data Communications Manager - Planning & Implementation	\$ 105.67	\$ 107.52	\$ 109.40	\$ 111.32	\$ 113.26	\$ 112.49	\$ 114.45	\$ 116.46	\$ 118.50	\$ 120.57
Data Entry Supervisor	\$ 49.43	\$ 50.30	\$ 51.18	\$ 52.07	\$ 52.98	\$ 52.62	\$ 53.54	\$ 54.48	\$ 55.43	\$ 56.40
Data Security Administration Manager	\$ 105.64	\$ 107.49	\$ 109.37	\$ 111.28	\$ 113.23	\$ 112.45	\$ 114.42	\$ 116.42	\$ 118.46	\$ 120.53
Data Security Analyst - Intermediate	\$ 78.38	\$ 79.75	\$ 81.15	\$ 82.57	\$ 84.01	\$ 83.44	\$ 84.90	\$ 86.38	\$ 87.89	\$ 89.43
Data Security Analyst - Senior	\$ 92.49	\$ 94.11	\$ 95.76	\$ 97.43	\$ 99.14	\$ 98.46	\$ 100.18	\$ 101.93	\$ 103.72	\$ 105.53
Data Warehousing Administrator	\$ 82.77	\$ 84.22	\$ 85.69	\$ 87.19	\$ 88.72	\$ 88.11	\$ 89.65	\$ 91.22	\$ 92.82	\$ 94.44
Data Warehousing Analyst	\$ 89.39	\$ 90.95	\$ 92.55	\$ 94.17	\$ 95.81	\$ 95.16	\$ 96.82	\$ 98.52	\$ 100.24	\$ 101.99
Data Warehousing Programmer	\$ 98.40	\$ 100.12	\$ 101.87	\$ 103.66	\$ 105.47	\$ 104.75	\$ 106.58	\$ 108.45	\$ 110.34	\$ 112.27

<u>Labor Category</u>	Atlanta Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 109.56	\$ 111.48	\$ 113.43	\$ 115.41	\$ 117.43	\$ 116.63	\$ 118.67	\$ 120.74	\$ 122.86	\$ 125.01
Data/Configuration Management Specialist	\$ 102.85	\$ 104.65	\$ 106.48	\$ 108.34	\$ 110.24	\$ 109.48	\$ 111.40	\$ 113.35	\$ 115.33	\$ 117.35
Database Administrator	\$ 89.33	\$ 90.89	\$ 92.48	\$ 94.10	\$ 95.75	\$ 95.09	\$ 96.76	\$ 98.45	\$ 100.17	\$ 101.92
Database Analyst/ Programmer - Intermediate	\$ 79.73	\$ 81.13	\$ 82.54	\$ 83.99	\$ 85.46	\$ 84.87	\$ 86.36	\$ 87.87	\$ 89.41	\$ 90.97
Database Analyst/ Programmer – Senior	\$ 96.14	\$ 97.82	\$ 99.53	\$ 101.28	\$ 103.05	\$ 102.34	\$ 104.13	\$ 105.95	\$ 107.81	\$ 109.70
Database Manager	\$ 123.99	\$ 126.16	\$ 128.37	\$ 130.61	\$ 132.90	\$ 131.99	\$ 134.30	\$ 136.65	\$ 139.04	\$ 141.47
Disaster Recovery Administrator	\$ 98.50	\$ 100.22	\$ 101.98	\$ 103.76	\$ 105.58	\$ 104.85	\$ 106.69	\$ 108.56	\$ 110.45	\$ 112.39
Disaster Recovery Analyst	\$ 71.35	\$ 72.60	\$ 73.87	\$ 75.16	\$ 76.48	\$ 75.95	\$ 77.28	\$ 78.63	\$ 80.01	\$ 81.41
Documentation Specialist - Intermediate	\$ 54.10	\$ 55.05	\$ 56.01	\$ 56.99	\$ 57.99	\$ 57.59	\$ 58.60	\$ 59.62	\$ 60.67	\$ 61.73
Documentation Specialist - Senior	\$ 67.42	\$ 68.60	\$ 69.80	\$ 71.02	\$ 72.26	\$ 71.77	\$ 73.02	\$ 74.30	\$ 75.60	\$ 76.93
E-Business Manager	\$ 74.54	\$ 75.84	\$ 77.17	\$ 78.52	\$ 79.90	\$ 79.35	\$ 80.74	\$ 82.15	\$ 83.59	\$ 85.05
Electronic Data Interchange (EDI) Manager	\$ 85.58	\$ 87.08	\$ 88.60	\$ 90.15	\$ 91.73	\$ 91.10	\$ 92.69	\$ 94.32	\$ 95.97	\$ 97.65
Electronic Data Interchange (EDI) Specialist	\$ 61.92	\$ 63.00	\$ 64.11	\$ 65.23	\$ 66.37	\$ 65.91	\$ 67.07	\$ 68.24	\$ 69.44	\$ 70.65
Electronic Mail Coordinator	\$ 65.77	\$ 66.92	\$ 68.09	\$ 69.28	\$ 70.50	\$ 70.01	\$ 71.24	\$ 72.48	\$ 73.75	\$ 75.04
Engineering Subject Matter Specialist	\$ 123.00	\$ 125.15	\$ 127.34	\$ 129.57	\$ 131.84	\$ 130.93	\$ 133.22	\$ 135.56	\$ 137.93	\$ 140.34
ERP Busienss/Architectural Specialist	\$ 127.92	\$ 130.16	\$ 132.44	\$ 134.75	\$ 137.11	\$ 136.17	\$ 138.55	\$ 140.98	\$ 143.45	\$ 145.96
ERP Business Analyst - Intermediate	\$ 108.79	\$ 110.69	\$ 112.63	\$ 114.60	\$ 116.61	\$ 115.81	\$ 117.83	\$ 119.90	\$ 121.99	\$ 124.13
ERP Business Analyst - Senior	\$ 115.35	\$ 117.37	\$ 119.42	\$ 121.51	\$ 123.64	\$ 122.79	\$ 124.94	\$ 127.13	\$ 129.35	\$ 131.61
ERP Programmer	\$ 106.84	\$ 108.71	\$ 110.61	\$ 112.55	\$ 114.52	\$ 113.73	\$ 115.72	\$ 117.75	\$ 119.81	\$ 121.90
Graphics Specialist	\$ 49.20	\$ 50.06	\$ 50.94	\$ 51.83	\$ 52.74	\$ 52.37	\$ 53.29	\$ 54.22	\$ 55.17	\$ 56.14
Groupware Specialist	\$ 79.06	\$ 80.44	\$ 81.85	\$ 83.28	\$ 84.74	\$ 84.16	\$ 85.63	\$ 87.13	\$ 88.66	\$ 90.21
Help Desk Coordinator - Intermediate	\$ 45.44	\$ 46.24	\$ 47.04	\$ 47.87	\$ 48.71	\$ 48.37	\$ 49.22	\$ 50.08	\$ 50.96	\$ 51.85
Help Desk Coordinator - Senior	\$ 63.15	\$ 64.26	\$ 65.38	\$ 66.52	\$ 67.69	\$ 67.22	\$ 68.40	\$ 69.60	\$ 70.81	\$ 72.05
Help Desk Manager	\$ 90.51	\$ 92.09	\$ 93.71	\$ 95.35	\$ 97.01	\$ 96.35	\$ 98.03	\$ 99.75	\$ 101.50	\$ 103.27
Help Desk Specialist	\$ 45.92	\$ 46.72	\$ 47.54	\$ 48.37	\$ 49.22	\$ 48.88	\$ 49.74	\$ 50.61	\$ 51.49	\$ 52.39
Help Desk Support Services Specialist - Intermediate	\$ 61.50	\$ 62.58	\$ 63.67	\$ 64.79	\$ 65.92	\$ 65.47	\$ 66.61	\$ 67.78	\$ 68.96	\$ 70.17
Help Desk Support Services Specialist - Senior	\$ 73.80	\$ 75.09	\$ 76.41	\$ 77.74	\$ 79.10	\$ 78.56	\$ 79.93	\$ 81.33	\$ 82.76	\$ 84.21
Information Assurance Development Engineer	\$ 91.96	\$ 93.57	\$ 95.21	\$ 96.87	\$ 98.57	\$ 97.89	\$ 99.60	\$ 101.35	\$ 103.12	\$ 104.93
Information Assurance Engineer	\$ 90.20	\$ 91.78	\$ 93.38	\$ 95.02	\$ 96.68	\$ 96.02	\$ 97.70	\$ 99.41	\$ 101.15	\$ 102.92

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<u>Labor Category</u>	Atlanta Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 115.21	\$ 117.23	\$ 119.28	\$ 121.36	\$ 123.49	\$ 122.64	\$ 124.79	\$ 126.97	\$ 129.19	\$ 131.45
Information Assurance Systems/Network Specialist	\$ 119.30	\$ 121.39	\$ 123.51	\$ 125.67	\$ 127.87	\$ 126.99	\$ 129.22	\$ 131.48	\$ 133.78	\$ 136.12
Information Center Consultant	\$ 90.29	\$ 91.87	\$ 93.48	\$ 95.11	\$ 96.78	\$ 96.11	\$ 97.80	\$ 99.51	\$ 101.25	\$ 103.02
Information Center Specialist	\$ 102.50	\$ 104.29	\$ 106.12	\$ 107.98	\$ 109.87	\$ 109.11	\$ 111.02	\$ 112.96	\$ 114.94	\$ 116.95
Information Security Business Analyst	\$ 81.99	\$ 83.42	\$ 84.88	\$ 86.37	\$ 87.88	\$ 87.28	\$ 88.81	\$ 90.36	\$ 91.94	\$ 93.55
Information Services Consultant	\$ 106.59	\$ 108.46	\$ 110.35	\$ 112.28	\$ 114.25	\$ 113.47	\$ 115.45	\$ 117.47	\$ 119.53	\$ 121.62
Information Systems Auditor - Intermediate	\$ 83.23	\$ 84.69	\$ 86.17	\$ 87.68	\$ 89.21	\$ 88.60	\$ 90.15	\$ 91.73	\$ 93.33	\$ 94.96
Information Systems Auditor - Senior	\$ 95.93	\$ 97.61	\$ 99.32	\$ 101.05	\$ 102.82	\$ 102.12	\$ 103.90	\$ 105.72	\$ 107.57	\$ 109.46
Information Systems Training Specialist - Intermediate	\$ 73.80	\$ 75.09	\$ 76.41	\$ 77.74	\$ 79.10	\$ 78.56	\$ 79.93	\$ 81.33	\$ 82.76	\$ 84.21
Information Systems Training Specialist - Senior	\$ 81.99	\$ 83.42	\$ 84.88	\$ 86.37	\$ 87.88	\$ 87.28	\$ 88.81	\$ 90.36	\$ 91.94	\$ 93.55
Internal Communications Systems Consultant	\$ 116.65	\$ 118.69	\$ 120.77	\$ 122.88	\$ 125.03	\$ 124.17	\$ 126.35	\$ 128.56	\$ 130.81	\$ 133.10
IT Subject Matter Specialist	\$ 131.60	\$ 133.90	\$ 136.25	\$ 138.63	\$ 141.06	\$ 140.09	\$ 142.54	\$ 145.03	\$ 147.57	\$ 150.15
LAN Administrator - Intermediate	\$ 69.92	\$ 71.14	\$ 72.39	\$ 73.66	\$ 74.94	\$ 74.43	\$ 75.73	\$ 77.06	\$ 78.41	\$ 79.78
LAN Administrator - Senior	\$ 87.80	\$ 89.34	\$ 90.90	\$ 92.49	\$ 94.11	\$ 93.46	\$ 95.10	\$ 96.76	\$ 98.46	\$ 100.18
LAN Support Technician - Intermediate	\$ 69.92	\$ 71.14	\$ 72.39	\$ 73.66	\$ 74.94	\$ 74.43	\$ 75.73	\$ 77.06	\$ 78.41	\$ 79.78
LAN Support Technician - Senior	\$ 75.76	\$ 77.09	\$ 78.43	\$ 79.81	\$ 81.20	\$ 80.65	\$ 82.06	\$ 83.49	\$ 84.95	\$ 86.44
LAN/WAN Administrator	\$ 73.61	\$ 74.90	\$ 76.21	\$ 77.54	\$ 78.90	\$ 78.36	\$ 79.73	\$ 81.12	\$ 82.54	\$ 83.99
LAN/WAN Integrator	\$ 97.67	\$ 99.38	\$ 101.12	\$ 102.89	\$ 104.69	\$ 103.97	\$ 105.79	\$ 107.64	\$ 109.52	\$ 111.44
LAN/WAN/MAN Administrator	\$ 73.61	\$ 74.90	\$ 76.21	\$ 77.54	\$ 78.90	\$ 78.36	\$ 79.73	\$ 81.12	\$ 82.54	\$ 83.99
Network Control Technician	\$ 53.26	\$ 54.19	\$ 55.14	\$ 56.11	\$ 57.09	\$ 56.70	\$ 57.69	\$ 58.70	\$ 59.72	\$ 60.77
Network Engineer - Intermediate	\$ 79.39	\$ 80.78	\$ 82.19	\$ 83.63	\$ 85.09	\$ 84.51	\$ 85.99	\$ 87.49	\$ 89.03	\$ 90.58
Network Engineer - Senior	\$ 92.58	\$ 94.20	\$ 95.85	\$ 97.53	\$ 99.23	\$ 98.55	\$ 100.28	\$ 102.03	\$ 103.82	\$ 105.63
Network Operations Supervisor	\$ 95.73	\$ 97.41	\$ 99.11	\$ 100.84	\$ 102.61	\$ 101.90	\$ 103.69	\$ 105.50	\$ 107.35	\$ 109.23
Network Planning Analyst - Intermediate	\$ 75.02	\$ 76.33	\$ 77.67	\$ 79.03	\$ 80.41	\$ 79.86	\$ 81.26	\$ 82.68	\$ 84.13	\$ 85.60
Network Planning Analyst - Senior	\$ 91.76	\$ 93.37	\$ 95.00	\$ 96.66	\$ 98.35	\$ 97.68	\$ 99.39	\$ 101.13	\$ 102.90	\$ 104.70
Network Planning Manager	\$ 103.34	\$ 105.15	\$ 106.99	\$ 108.86	\$ 110.77	\$ 110.01	\$ 111.93	\$ 113.89	\$ 115.88	\$ 117.91
Network Systems Administrator	\$ 70.99	\$ 72.23	\$ 73.50	\$ 74.78	\$ 76.09	\$ 75.57	\$ 76.89	\$ 78.24	\$ 79.61	\$ 81.00
Network Systems Manager	\$ 97.19	\$ 98.89	\$ 100.62	\$ 102.38	\$ 104.17	\$ 103.46	\$ 105.27	\$ 107.11	\$ 108.99	\$ 110.89
Network/Hardware Support Technician	\$ 51.29	\$ 52.19	\$ 53.10	\$ 54.03	\$ 54.98	\$ 54.60	\$ 55.55	\$ 56.53	\$ 57.52	\$ 58.52

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<u>Labor Category</u>	Atlanta Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 95.73	\$ 97.41	\$ 99.11	\$ 100.84	\$ 102.61	\$ 101.90	\$ 103.69	\$ 105.50	\$ 107.35	\$ 109.23
Operations Manager - Voice Communications	\$ 78.09	\$ 79.46	\$ 80.85	\$ 82.26	\$ 83.70	\$ 83.13	\$ 84.58	\$ 86.06	\$ 87.57	\$ 89.10
Operations Systems Manager	\$ 90.20	\$ 91.78	\$ 93.38	\$ 95.02	\$ 96.68	\$ 96.02	\$ 97.70	\$ 99.41	\$ 101.15	\$ 102.92
Operations/ Technical Support Manager	\$ 90.77	\$ 92.36	\$ 93.97	\$ 95.62	\$ 97.29	\$ 96.62	\$ 98.32	\$ 100.04	\$ 101.79	\$ 103.57
Operations/Network LAN Administrator	\$ 68.29	\$ 69.49	\$ 70.70	\$ 71.94	\$ 73.20	\$ 72.69	\$ 73.97	\$ 75.26	\$ 76.58	\$ 77.92
Operations/Technical Support Analyst	\$ 49.45	\$ 50.32	\$ 51.20	\$ 52.09	\$ 53.00	\$ 52.64	\$ 53.56	\$ 54.50	\$ 55.45	\$ 56.42
PC Products Analyst	\$ 61.89	\$ 62.97	\$ 64.08	\$ 65.20	\$ 66.34	\$ 65.88	\$ 67.03	\$ 68.21	\$ 69.40	\$ 70.62
PC Systems Specialist	\$ 67.99	\$ 69.18	\$ 70.39	\$ 71.62	\$ 72.88	\$ 72.38	\$ 73.64	\$ 74.93	\$ 76.24	\$ 77.58
PC/LAN Mgmt Analyst - Intermediate	\$ 63.33	\$ 64.44	\$ 65.57	\$ 66.71	\$ 67.88	\$ 67.41	\$ 68.59	\$ 69.79	\$ 71.02	\$ 72.26
PC/LAN Mgmt Analyst – Senior	\$ 76.99	\$ 78.34	\$ 79.71	\$ 81.10	\$ 82.52	\$ 81.96	\$ 83.39	\$ 84.85	\$ 86.33	\$ 87.85
Project Engineer	\$ 105.18	\$ 107.02	\$ 108.89	\$ 110.80	\$ 112.74	\$ 111.96	\$ 113.92	\$ 115.92	\$ 117.95	\$ 120.01
Project Manager – Senior	\$ 131.19	\$ 133.49	\$ 135.82	\$ 138.20	\$ 140.62	\$ 139.65	\$ 142.10	\$ 144.58	\$ 147.11	\$ 149.69
Quality Assurance Analyst - Intermediate	\$ 75.44	\$ 76.76	\$ 78.10	\$ 79.47	\$ 80.86	\$ 80.31	\$ 81.71	\$ 83.14	\$ 84.60	\$ 86.08
Quality Assurance Analyst - Senior	\$ 90.95	\$ 92.54	\$ 94.16	\$ 95.81	\$ 97.49	\$ 96.82	\$ 98.51	\$ 100.23	\$ 101.99	\$ 103.77
Quality Assurance Specialist	\$ 87.49	\$ 89.02	\$ 90.58	\$ 92.16	\$ 93.78	\$ 93.13	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.83
Security Coordinator	\$ 69.78	\$ 71.00	\$ 72.24	\$ 73.51	\$ 74.79	\$ 74.28	\$ 75.58	\$ 76.90	\$ 78.25	\$ 79.62
Site Manager	\$ 107.36	\$ 109.24	\$ 111.15	\$ 113.10	\$ 115.07	\$ 114.28	\$ 116.28	\$ 118.32	\$ 120.39	\$ 122.50
Software Architect	\$ 123.00	\$ 125.15	\$ 127.34	\$ 129.57	\$ 131.84	\$ 130.93	\$ 133.22	\$ 135.56	\$ 137.93	\$ 140.34
Software Developer – Intermediate	\$ 98.99	\$ 100.72	\$ 102.48	\$ 104.28	\$ 106.10	\$ 105.37	\$ 107.22	\$ 109.10	\$ 111.00	\$ 112.95
Software Developer – Senior	\$ 110.70	\$ 112.64	\$ 114.61	\$ 116.61	\$ 118.65	\$ 117.84	\$ 119.90	\$ 122.00	\$ 124.14	\$ 126.31
Software Systems Engineer - Intermediate	\$ 98.40	\$ 100.12	\$ 101.87	\$ 103.66	\$ 105.47	\$ 104.75	\$ 106.58	\$ 108.45	\$ 110.34	\$ 112.27
Software Systems Engineer - Senior	\$ 105.41	\$ 107.25	\$ 109.13	\$ 111.04	\$ 112.98	\$ 112.21	\$ 114.17	\$ 116.17	\$ 118.20	\$ 120.27
Strategic Planner	\$ 110.70	\$ 112.64	\$ 114.61	\$ 116.61	\$ 118.65	\$ 117.84	\$ 119.90	\$ 122.00	\$ 124.14	\$ 126.31
Systems Administrator - Intermediate	\$ 67.05	\$ 68.22	\$ 69.42	\$ 70.63	\$ 71.87	\$ 71.37	\$ 72.62	\$ 73.89	\$ 75.19	\$ 76.50
Systems Administrator - Senior	\$ 83.05	\$ 84.50	\$ 85.98	\$ 87.49	\$ 89.02	\$ 88.41	\$ 89.95	\$ 91.53	\$ 93.13	\$ 94.76
Systems Analysis and Programming Director	\$ 131.19	\$ 133.49	\$ 135.82	\$ 138.20	\$ 140.62	\$ 139.65	\$ 142.10	\$ 144.58	\$ 147.11	\$ 149.69
Systems Engineer	\$ 77.90	\$ 79.26	\$ 80.65	\$ 82.06	\$ 83.50	\$ 82.92	\$ 84.38	\$ 85.85	\$ 87.35	\$ 88.88
Systems Management Technologist	\$ 105.71	\$ 107.56	\$ 109.44	\$ 111.36	\$ 113.31	\$ 112.53	\$ 114.50	\$ 116.50	\$ 118.54	\$ 120.61
Technical Editor	\$ 62.65	\$ 63.75	\$ 64.86	\$ 66.00	\$ 67.15	\$ 66.69	\$ 67.86	\$ 69.05	\$ 70.25	\$ 71.48

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<u>Labor Category</u>	Atlanta Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 64.76	\$ 65.89	\$ 67.05	\$ 68.22	\$ 69.41	\$ 68.94	\$ 70.14	\$ 71.37	\$ 72.62	\$ 73.89
Telecommunications Analyst/Technician	\$ 54.51	\$ 55.46	\$ 56.43	\$ 57.42	\$ 58.43	\$ 58.03	\$ 59.04	\$ 60.07	\$ 61.13	\$ 62.20
Telecommunications Engineer/ Analyst – Intermediate	\$ 61.76	\$ 62.84	\$ 63.94	\$ 65.06	\$ 66.20	\$ 65.74	\$ 66.89	\$ 68.06	\$ 69.26	\$ 70.47
Telecommunications Engineer/ Analyst – Senior	\$ 72.57	\$ 73.84	\$ 75.13	\$ 76.45	\$ 77.78	\$ 77.25	\$ 78.60	\$ 79.98	\$ 81.38	\$ 82.80
Telecommunications Manager - Multiple Incumbents	\$ 114.80	\$ 116.81	\$ 118.85	\$ 120.93	\$ 123.05	\$ 122.20	\$ 124.34	\$ 126.52	\$ 128.73	\$ 130.99
Telecommunications Manager - Single Incumbent	\$ 106.32	\$ 108.18	\$ 110.07	\$ 112.00	\$ 113.96	\$ 113.18	\$ 115.16	\$ 117.17	\$ 119.22	\$ 121.31
Telecommunications Network Help Desk	\$ 43.67	\$ 44.43	\$ 45.21	\$ 46.00	\$ 46.81	\$ 46.49	\$ 47.30	\$ 48.13	\$ 48.97	\$ 49.83
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 73.15	\$ 74.43	\$ 75.73	\$ 77.06	\$ 78.41	\$ 77.87	\$ 79.23	\$ 80.62	\$ 82.03	\$ 83.46
Telecommunications Programmer/ Systems Analyst – Senior	\$ 90.20	\$ 91.78	\$ 93.38	\$ 95.02	\$ 96.68	\$ 96.02	\$ 97.70	\$ 99.41	\$ 101.15	\$ 102.92
Telecommunications Technician	\$ 49.97	\$ 50.84	\$ 51.73	\$ 52.64	\$ 53.56	\$ 53.19	\$ 54.12	\$ 55.07	\$ 56.03	\$ 57.02
Telecommunications/Communications Integration Engineer	\$ 80.62	\$ 82.03	\$ 83.47	\$ 84.93	\$ 86.41	\$ 85.82	\$ 87.32	\$ 88.85	\$ 90.40	\$ 91.99
Test Engineer	\$ 81.99	\$ 83.42	\$ 84.88	\$ 86.37	\$ 87.88	\$ 87.28	\$ 88.81	\$ 90.36	\$ 91.94	\$ 93.55
UNIX Systems Administrator	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.73	\$ 107.58
Voice Communications Administrator	\$ 61.10	\$ 62.17	\$ 63.26	\$ 64.36	\$ 65.49	\$ 65.04	\$ 66.18	\$ 67.34	\$ 68.52	\$ 69.71
Voice Communications Manager - Planning & Implementation	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.73	\$ 107.58
Voice Communications Technician	\$ 50.84	\$ 51.73	\$ 52.63	\$ 53.56	\$ 54.49	\$ 54.12	\$ 55.07	\$ 56.03	\$ 57.01	\$ 58.01
Web Content Administrator	\$ 64.33	\$ 65.46	\$ 66.60	\$ 67.77	\$ 68.95	\$ 68.48	\$ 69.68	\$ 70.90	\$ 72.14	\$ 73.40
Web Content Analyst	\$ 61.50	\$ 62.58	\$ 63.67	\$ 64.79	\$ 65.92	\$ 65.47	\$ 66.61	\$ 67.78	\$ 68.96	\$ 70.17
Web Designer	\$ 68.43	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35	\$ 72.84	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08
Web Marketing Manager	\$ 95.66	\$ 97.33	\$ 99.04	\$ 100.77	\$ 102.53	\$ 101.83	\$ 103.61	\$ 105.43	\$ 107.27	\$ 109.15
Web Operations Manager	\$ 88.66	\$ 90.21	\$ 91.79	\$ 93.40	\$ 95.03	\$ 94.38	\$ 96.03	\$ 97.71	\$ 99.42	\$ 101.16
Web Project Manager	\$ 105.18	\$ 107.02	\$ 108.89	\$ 110.80	\$ 112.74	\$ 111.96	\$ 113.92	\$ 115.92	\$ 117.95	\$ 120.01
Web Security Administrator	\$ 80.35	\$ 81.76	\$ 83.19	\$ 84.64	\$ 86.12	\$ 85.53	\$ 87.03	\$ 88.55	\$ 90.10	\$ 91.68
Web Security Analyst	\$ 91.76	\$ 93.37	\$ 95.00	\$ 96.66	\$ 98.35	\$ 97.68	\$ 99.39	\$ 101.13	\$ 102.90	\$ 104.70
Web Software Developer	\$ 76.93	\$ 78.28	\$ 79.65	\$ 81.04	\$ 82.46	\$ 81.89	\$ 83.33	\$ 84.78	\$ 86.27	\$ 87.78
Web Technical Administrator	\$ 74.85	\$ 76.16	\$ 77.49	\$ 78.85	\$ 80.23	\$ 79.68	\$ 81.07	\$ 82.49	\$ 83.93	\$ 85.40

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<u>Labor Category</u>	Boston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 81.35	\$ 82.77	\$ 84.22	\$ 85.70	\$ 87.20	\$ 86.60	\$ 88.11	\$ 89.65	\$ 91.22	\$ 92.82
Applications Systems Analyst/ Programmer – Intermediate	\$ 86.11	\$ 87.62	\$ 89.15	\$ 90.71	\$ 92.30	\$ 91.66	\$ 93.27	\$ 94.90	\$ 96.56	\$ 98.25
Applications Systems Analyst/ Programmer – Senior	\$ 104.76	\$ 106.59	\$ 108.46	\$ 110.36	\$ 112.29	\$ 111.52	\$ 113.47	\$ 115.45	\$ 117.47	\$ 119.53
Business Process Consultant	\$ 107.78	\$ 109.67	\$ 111.59	\$ 113.54	\$ 115.52	\$ 114.73	\$ 116.74	\$ 118.78	\$ 120.86	\$ 122.98
Business Subject Matter Specialist	\$ 125.79	\$ 127.99	\$ 130.23	\$ 132.51	\$ 134.83	\$ 133.90	\$ 136.25	\$ 138.63	\$ 141.06	\$ 143.53
Business Systems Analyst - Intermediate	\$ 84.24	\$ 85.71	\$ 87.21	\$ 88.74	\$ 90.29	\$ 89.67	\$ 91.24	\$ 92.84	\$ 94.46	\$ 96.12
Business Systems Analyst - Senior	\$ 94.20	\$ 95.85	\$ 97.53	\$ 99.23	\$ 100.97	\$ 100.28	\$ 102.03	\$ 103.82	\$ 105.63	\$ 107.48
Business Systems Specialist	\$ 101.39	\$ 103.16	\$ 104.97	\$ 106.81	\$ 108.68	\$ 107.93	\$ 109.82	\$ 111.74	\$ 113.70	\$ 115.69
Chief Information Security Officer	\$ 142.02	\$ 144.51	\$ 147.03	\$ 149.61	\$ 152.23	\$ 151.18	\$ 153.83	\$ 156.52	\$ 159.26	\$ 162.04
Client/Server Database Manager	\$ 104.09	\$ 105.91	\$ 107.77	\$ 109.65	\$ 111.57	\$ 110.80	\$ 112.74	\$ 114.72	\$ 116.72	\$ 118.77
Client/Server Network Architect	\$ 111.44	\$ 113.39	\$ 115.37	\$ 117.39	\$ 119.45	\$ 118.63	\$ 120.70	\$ 122.82	\$ 124.97	\$ 127.15
Client/Server Support Analyst	\$ 80.40	\$ 81.81	\$ 83.24	\$ 84.70	\$ 86.18	\$ 85.59	\$ 87.08	\$ 88.61	\$ 90.16	\$ 91.74
Communications Analyst - Intermediate	\$ 82.80	\$ 84.25	\$ 85.72	\$ 87.22	\$ 88.75	\$ 88.14	\$ 89.68	\$ 91.25	\$ 92.85	\$ 94.47
Communications Analyst - Senior	\$ 94.02	\$ 95.67	\$ 97.34	\$ 99.04	\$ 100.78	\$ 100.08	\$ 101.84	\$ 103.62	\$ 105.43	\$ 107.28
Communications Facility Engineer	\$ 82.11	\$ 83.55	\$ 85.01	\$ 86.50	\$ 88.01	\$ 87.41	\$ 88.94	\$ 90.49	\$ 92.08	\$ 93.69
Communications Installer	\$ 72.58	\$ 73.85	\$ 75.14	\$ 76.46	\$ 77.80	\$ 77.26	\$ 78.61	\$ 79.99	\$ 81.39	\$ 82.81
Communications Transmission Engineer	\$ 91.78	\$ 93.39	\$ 95.02	\$ 96.68	\$ 98.38	\$ 97.70	\$ 99.41	\$ 101.15	\$ 102.92	\$ 104.72
Computer Operations Manager	\$ 93.70	\$ 95.34	\$ 97.01	\$ 98.71	\$ 100.43	\$ 99.74	\$ 101.49	\$ 103.27	\$ 105.07	\$ 106.91
Consultant	\$ 123.69	\$ 125.85	\$ 128.06	\$ 130.30	\$ 132.58	\$ 131.67	\$ 133.97	\$ 136.32	\$ 138.70	\$ 141.13
Data Architect	\$ 109.91	\$ 111.83	\$ 113.79	\$ 115.78	\$ 117.81	\$ 117.00	\$ 119.05	\$ 121.13	\$ 123.25	\$ 125.41
Data Communications Manager - Planning & Implementation	\$ 110.36	\$ 112.29	\$ 114.26	\$ 116.26	\$ 118.29	\$ 117.48	\$ 119.53	\$ 121.63	\$ 123.75	\$ 125.92
Data Entry Supervisor	\$ 51.62	\$ 52.52	\$ 53.44	\$ 54.38	\$ 55.33	\$ 54.95	\$ 55.91	\$ 56.89	\$ 57.89	\$ 58.90
Data Security Administration Manager	\$ 110.33	\$ 112.26	\$ 114.23	\$ 116.22	\$ 118.26	\$ 117.45	\$ 119.50	\$ 121.59	\$ 123.72	\$ 125.89
Data Security Analyst - Intermediate	\$ 81.85	\$ 83.28	\$ 84.74	\$ 86.22	\$ 87.73	\$ 87.13	\$ 88.65	\$ 90.21	\$ 91.78	\$ 93.39
Data Security Analyst - Senior	\$ 96.59	\$ 98.28	\$ 100.00	\$ 101.75	\$ 103.53	\$ 102.82	\$ 104.62	\$ 106.45	\$ 108.31	\$ 110.21
Data Warehousing Administrator	\$ 86.44	\$ 87.95	\$ 89.49	\$ 91.06	\$ 92.65	\$ 92.02	\$ 93.63	\$ 95.26	\$ 96.93	\$ 98.63
Data Warehousing Analyst	\$ 93.35	\$ 94.98	\$ 96.65	\$ 98.34	\$ 100.06	\$ 99.37	\$ 101.11	\$ 102.88	\$ 104.68	\$ 106.51
Data Warehousing Programmer	\$ 102.76	\$ 104.56	\$ 106.39	\$ 108.25	\$ 110.14	\$ 109.39	\$ 111.30	\$ 113.25	\$ 115.23	\$ 117.25

DigitalSpec, LLC

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<u>Labor Category</u>	Boston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 114.42	\$ 116.42	\$ 118.46	\$ 120.53	\$ 122.64	\$ 121.80	\$ 123.93	\$ 126.10	\$ 128.31	\$ 130.55
Data/Configuration Management Specialist	\$ 107.41	\$ 109.29	\$ 111.20	\$ 113.15	\$ 115.13	\$ 114.34	\$ 116.34	\$ 118.37	\$ 120.45	\$ 122.55
Database Administrator	\$ 93.29	\$ 94.92	\$ 96.58	\$ 98.27	\$ 99.99	\$ 99.31	\$ 101.05	\$ 102.81	\$ 104.61	\$ 106.44
Database Analyst/ Programmer - Intermediate	\$ 83.27	\$ 84.73	\$ 86.21	\$ 87.72	\$ 89.25	\$ 88.64	\$ 90.19	\$ 91.77	\$ 93.38	\$ 95.01
Database Analyst/ Programmer – Senior	\$ 100.40	\$ 102.16	\$ 103.94	\$ 105.76	\$ 107.61	\$ 106.88	\$ 108.75	\$ 110.65	\$ 112.59	\$ 114.56
Database Manager	\$ 129.48	\$ 131.75	\$ 134.05	\$ 136.40	\$ 138.78	\$ 137.83	\$ 140.24	\$ 142.70	\$ 145.19	\$ 147.74
Disaster Recovery Administrator	\$ 102.87	\$ 104.67	\$ 106.50	\$ 108.37	\$ 110.26	\$ 109.51	\$ 111.42	\$ 113.37	\$ 115.36	\$ 117.37
Disaster Recovery Analyst	\$ 74.52	\$ 75.82	\$ 77.15	\$ 78.50	\$ 79.87	\$ 79.33	\$ 80.71	\$ 82.13	\$ 83.56	\$ 85.03
Documentation Specialist - Intermediate	\$ 56.50	\$ 57.49	\$ 58.49	\$ 59.52	\$ 60.56	\$ 60.14	\$ 61.20	\$ 62.27	\$ 63.36	\$ 64.47
Documentation Specialist - Senior	\$ 70.41	\$ 71.64	\$ 72.90	\$ 74.17	\$ 75.47	\$ 74.95	\$ 76.26	\$ 77.60	\$ 78.96	\$ 80.34
E-Business Manager	\$ 77.85	\$ 79.21	\$ 80.60	\$ 82.01	\$ 83.44	\$ 82.87	\$ 84.32	\$ 85.80	\$ 87.30	\$ 88.83
Electronic Data Interchange (EDI) Manager	\$ 89.38	\$ 90.94	\$ 92.54	\$ 94.16	\$ 95.80	\$ 95.15	\$ 96.81	\$ 98.50	\$ 100.23	\$ 101.98
Electronic Data Interchange (EDI) Specialist	\$ 64.67	\$ 65.80	\$ 66.95	\$ 68.12	\$ 69.32	\$ 68.84	\$ 70.05	\$ 71.27	\$ 72.52	\$ 73.79
Electronic Mail Coordinator	\$ 68.68	\$ 69.88	\$ 71.10	\$ 72.35	\$ 73.62	\$ 73.11	\$ 74.39	\$ 75.69	\$ 77.02	\$ 78.36
Engineering Subject Matter Specialist	\$ 128.45	\$ 130.70	\$ 132.99	\$ 135.31	\$ 137.68	\$ 136.74	\$ 139.13	\$ 141.56	\$ 144.04	\$ 146.56
ERP Business/Architectural Specialist	\$ 133.59	\$ 135.93	\$ 138.31	\$ 140.73	\$ 143.19	\$ 142.21	\$ 144.70	\$ 147.23	\$ 149.80	\$ 152.43
ERP Business Analyst - Intermediate	\$ 113.61	\$ 115.60	\$ 117.62	\$ 119.68	\$ 121.77	\$ 120.94	\$ 123.05	\$ 125.21	\$ 127.40	\$ 129.63
ERP Business Analyst - Senior	\$ 120.47	\$ 122.58	\$ 124.72	\$ 126.91	\$ 129.13	\$ 128.24	\$ 130.48	\$ 132.77	\$ 135.09	\$ 137.46
ERP Programmer	\$ 111.57	\$ 113.52	\$ 115.51	\$ 117.53	\$ 119.59	\$ 118.77	\$ 120.84	\$ 122.96	\$ 125.11	\$ 127.30
Graphics Specialist	\$ 51.38	\$ 52.28	\$ 53.19	\$ 54.12	\$ 55.07	\$ 54.69	\$ 55.65	\$ 56.63	\$ 57.62	\$ 58.62
Groupware Specialist	\$ 82.56	\$ 84.00	\$ 85.47	\$ 86.97	\$ 88.49	\$ 87.89	\$ 89.42	\$ 90.99	\$ 92.58	\$ 94.20
Help Desk Coordinator - Intermediate	\$ 47.46	\$ 48.29	\$ 49.14	\$ 50.00	\$ 50.87	\$ 50.52	\$ 51.41	\$ 52.30	\$ 53.22	\$ 54.15
Help Desk Coordinator - Senior	\$ 65.95	\$ 67.10	\$ 68.28	\$ 69.47	\$ 70.69	\$ 70.20	\$ 71.43	\$ 72.68	\$ 73.95	\$ 75.25
Help Desk Manager	\$ 94.52	\$ 96.17	\$ 97.86	\$ 99.57	\$ 101.31	\$ 100.62	\$ 102.38	\$ 104.17	\$ 105.99	\$ 107.85
Help Desk Specialist	\$ 47.96	\$ 48.80	\$ 49.65	\$ 50.52	\$ 51.41	\$ 51.05	\$ 51.95	\$ 52.86	\$ 53.78	\$ 54.72
Help Desk Support Services Specialist - Intermediate	\$ 64.22	\$ 65.34	\$ 66.49	\$ 67.65	\$ 68.83	\$ 68.36	\$ 69.56	\$ 70.78	\$ 72.01	\$ 73.27
Help Desk Support Services Specialist - Senior	\$ 77.07	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61	\$ 82.04	\$ 83.48	\$ 84.94	\$ 86.42	\$ 87.94
Information Assurance Development Engineer	\$ 96.03	\$ 97.71	\$ 99.42	\$ 101.16	\$ 102.93	\$ 102.22	\$ 104.01	\$ 105.83	\$ 107.69	\$ 109.57
Information Assurance Engineer	\$ 94.20	\$ 95.85	\$ 97.53	\$ 99.23	\$ 100.97	\$ 100.28	\$ 102.03	\$ 103.82	\$ 105.63	\$ 107.48

<u>Labor Category</u>	Boston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 120.31	\$ 122.42	\$ 124.56	\$ 126.74	\$ 128.96	\$ 128.07	\$ 130.31	\$ 132.59	\$ 134.91	\$ 137.27
Information Assurance Systems/Network Specialist	\$ 124.59	\$ 126.77	\$ 128.99	\$ 131.25	\$ 133.54	\$ 132.63	\$ 134.95	\$ 137.31	\$ 139.71	\$ 142.16
Information Center Consultant	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.73	\$ 107.58
Information Center Specialist	\$ 107.04	\$ 108.91	\$ 110.82	\$ 112.76	\$ 114.73	\$ 113.94	\$ 115.94	\$ 117.97	\$ 120.03	\$ 122.13
Information Security Business Analyst	\$ 85.63	\$ 87.13	\$ 88.65	\$ 90.20	\$ 91.78	\$ 91.15	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.70
Information Services Consultant	\$ 111.32	\$ 113.27	\$ 115.25	\$ 117.27	\$ 119.32	\$ 118.50	\$ 120.57	\$ 122.68	\$ 124.83	\$ 127.02
Information Systems Auditor - Intermediate	\$ 86.92	\$ 88.44	\$ 89.99	\$ 91.56	\$ 93.17	\$ 92.53	\$ 94.15	\$ 95.79	\$ 97.47	\$ 99.18
Information Systems Auditor - Senior	\$ 100.19	\$ 101.94	\$ 103.73	\$ 105.54	\$ 107.39	\$ 106.65	\$ 108.52	\$ 110.42	\$ 112.35	\$ 114.32
Information Systems Training Specialist - Intermediate	\$ 77.07	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61	\$ 82.04	\$ 83.48	\$ 84.94	\$ 86.42	\$ 87.94
Information Systems Training Specialist - Senior	\$ 85.63	\$ 87.13	\$ 88.65	\$ 90.20	\$ 91.78	\$ 91.15	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.70
Internal Communications Systems Consultant	\$ 121.82	\$ 123.95	\$ 126.12	\$ 128.33	\$ 130.57	\$ 129.68	\$ 131.95	\$ 134.26	\$ 136.61	\$ 139.00
IT Subject Matter Specialist	\$ 137.43	\$ 139.84	\$ 142.28	\$ 144.77	\$ 147.31	\$ 146.29	\$ 148.85	\$ 151.46	\$ 154.11	\$ 156.81
LAN Administrator - Intermediate	\$ 73.02	\$ 74.30	\$ 75.60	\$ 76.92	\$ 78.27	\$ 77.73	\$ 79.09	\$ 80.47	\$ 81.88	\$ 83.32
LAN Administrator - Senior	\$ 91.70	\$ 93.30	\$ 94.94	\$ 96.60	\$ 98.29	\$ 97.61	\$ 99.32	\$ 101.06	\$ 102.83	\$ 104.63
LAN Support Technician - Intermediate	\$ 73.02	\$ 74.30	\$ 75.60	\$ 76.92	\$ 78.27	\$ 77.73	\$ 79.09	\$ 80.47	\$ 81.88	\$ 83.32
LAN Support Technician - Senior	\$ 79.12	\$ 80.50	\$ 81.91	\$ 83.35	\$ 84.81	\$ 84.22	\$ 85.70	\$ 87.20	\$ 88.72	\$ 90.28
LAN/WAN Administrator	\$ 76.88	\$ 78.23	\$ 79.59	\$ 80.99	\$ 82.40	\$ 81.84	\$ 83.27	\$ 84.73	\$ 86.21	\$ 87.72
LAN/WAN Integrator	\$ 102.00	\$ 103.79	\$ 105.60	\$ 107.45	\$ 109.33	\$ 108.58	\$ 110.48	\$ 112.41	\$ 114.38	\$ 116.38
LAN/WAN/MAN Administrator	\$ 76.88	\$ 78.23	\$ 79.59	\$ 80.99	\$ 82.40	\$ 81.84	\$ 83.27	\$ 84.73	\$ 86.21	\$ 87.72
Network Control Technician	\$ 55.62	\$ 56.59	\$ 57.58	\$ 58.59	\$ 59.62	\$ 59.21	\$ 60.24	\$ 61.30	\$ 62.37	\$ 63.46
Network Engineer - Intermediate	\$ 82.91	\$ 84.36	\$ 85.84	\$ 87.34	\$ 88.87	\$ 88.26	\$ 89.80	\$ 91.37	\$ 92.97	\$ 94.60
Network Engineer - Senior	\$ 96.68	\$ 98.37	\$ 100.09	\$ 101.85	\$ 103.63	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.41	\$ 110.31
Network Operations Supervisor	\$ 99.97	\$ 101.72	\$ 103.50	\$ 105.31	\$ 107.15	\$ 106.42	\$ 108.28	\$ 110.18	\$ 112.10	\$ 114.07
Network Planning Analyst - Intermediate	\$ 78.35	\$ 79.72	\$ 81.12	\$ 82.54	\$ 83.98	\$ 83.40	\$ 84.86	\$ 86.35	\$ 87.86	\$ 89.40
Network Planning Analyst - Senior	\$ 95.83	\$ 97.51	\$ 99.21	\$ 100.95	\$ 102.72	\$ 102.01	\$ 103.80	\$ 105.61	\$ 107.46	\$ 109.34
Network Planning Manager	\$ 107.93	\$ 109.82	\$ 111.74	\$ 113.70	\$ 115.69	\$ 114.89	\$ 116.90	\$ 118.95	\$ 121.03	\$ 123.15
Network Systems Administrator	\$ 74.14	\$ 75.44	\$ 76.76	\$ 78.10	\$ 79.47	\$ 78.92	\$ 80.30	\$ 81.71	\$ 83.14	\$ 84.59
Network Systems Manager	\$ 101.50	\$ 103.28	\$ 105.08	\$ 106.92	\$ 108.79	\$ 108.05	\$ 109.94	\$ 111.86	\$ 113.82	\$ 115.81
Network/Hardware Support Technician	\$ 53.57	\$ 54.51	\$ 55.46	\$ 56.43	\$ 57.42	\$ 57.03	\$ 58.02	\$ 59.04	\$ 60.07	\$ 61.12

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<u>Labor Category</u>	Boston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 99.97	\$ 101.72	\$ 103.50	\$ 105.31	\$ 107.15	\$ 106.42	\$ 108.28	\$ 110.18	\$ 112.10	\$ 114.07
Operations Manager - Voice Communications	\$ 81.56	\$ 82.99	\$ 84.44	\$ 85.92	\$ 87.42	\$ 86.82	\$ 88.34	\$ 89.89	\$ 91.46	\$ 93.06
Operations Systems Manager	\$ 94.20	\$ 95.85	\$ 97.53	\$ 99.23	\$ 100.97	\$ 100.28	\$ 102.03	\$ 103.82	\$ 105.63	\$ 107.48
Operations/ Technical Support Manager	\$ 94.80	\$ 96.46	\$ 98.15	\$ 99.86	\$ 101.61	\$ 100.91	\$ 102.68	\$ 104.48	\$ 106.31	\$ 108.17
Operations/Network LAN Administrator	\$ 71.32	\$ 72.57	\$ 73.84	\$ 75.13	\$ 76.44	\$ 75.92	\$ 77.25	\$ 78.60	\$ 79.98	\$ 81.38
Operations/Technical Support Analyst	\$ 51.64	\$ 52.54	\$ 53.46	\$ 54.40	\$ 55.35	\$ 54.97	\$ 55.93	\$ 56.91	\$ 57.91	\$ 58.92
PC Products Analyst	\$ 64.63	\$ 65.76	\$ 66.91	\$ 68.08	\$ 69.27	\$ 68.80	\$ 70.00	\$ 71.23	\$ 72.47	\$ 73.74
PC Systems Specialist	\$ 71.00	\$ 72.24	\$ 73.51	\$ 74.79	\$ 76.10	\$ 75.58	\$ 76.90	\$ 78.25	\$ 79.62	\$ 81.01
PC/LAN Mgmt Analyst - Intermediate	\$ 66.14	\$ 67.30	\$ 68.48	\$ 69.67	\$ 70.89	\$ 70.41	\$ 71.64	\$ 72.89	\$ 74.17	\$ 75.47
PC/LAN Mgmt Analyst – Senior	\$ 80.40	\$ 81.81	\$ 83.24	\$ 84.70	\$ 86.18	\$ 85.59	\$ 87.08	\$ 88.61	\$ 90.16	\$ 91.74
Project Engineer	\$ 109.84	\$ 111.76	\$ 113.72	\$ 115.71	\$ 117.73	\$ 116.92	\$ 118.97	\$ 121.05	\$ 123.17	\$ 125.33
Project Manager – Senior	\$ 137.01	\$ 139.41	\$ 141.85	\$ 144.33	\$ 146.86	\$ 145.85	\$ 148.40	\$ 151.00	\$ 153.64	\$ 156.33
Quality Assurance Analyst - Intermediate	\$ 78.78	\$ 80.16	\$ 81.56	\$ 82.99	\$ 84.44	\$ 83.86	\$ 85.33	\$ 86.82	\$ 88.34	\$ 89.89
Quality Assurance Analyst - Senior	\$ 94.98	\$ 96.64	\$ 98.33	\$ 100.05	\$ 101.81	\$ 101.11	\$ 102.88	\$ 104.68	\$ 106.51	\$ 108.37
Quality Assurance Specialist	\$ 91.37	\$ 92.97	\$ 94.60	\$ 96.25	\$ 97.94	\$ 97.26	\$ 98.97	\$ 100.70	\$ 102.46	\$ 104.25
Security Coordinator	\$ 72.88	\$ 74.16	\$ 75.45	\$ 76.77	\$ 78.12	\$ 77.58	\$ 78.94	\$ 80.32	\$ 81.73	\$ 83.16
Site Manager	\$ 112.12	\$ 114.08	\$ 116.08	\$ 118.11	\$ 120.18	\$ 119.35	\$ 121.44	\$ 123.57	\$ 125.73	\$ 127.93
Software Architect	\$ 128.45	\$ 130.70	\$ 132.99	\$ 135.31	\$ 137.68	\$ 136.74	\$ 139.13	\$ 141.56	\$ 144.04	\$ 146.56
Software Developer – Intermediate	\$ 103.38	\$ 105.19	\$ 107.03	\$ 108.90	\$ 110.81	\$ 110.05	\$ 111.97	\$ 113.93	\$ 115.93	\$ 117.96
Software Developer – Senior	\$ 115.60	\$ 117.62	\$ 119.68	\$ 121.78	\$ 123.91	\$ 123.06	\$ 125.21	\$ 127.40	\$ 129.63	\$ 131.90
Software Systems Engineer - Intermediate	\$ 102.76	\$ 104.56	\$ 106.39	\$ 108.25	\$ 110.14	\$ 109.39	\$ 111.30	\$ 113.25	\$ 115.23	\$ 117.25
Software Systems Engineer - Senior	\$ 110.08	\$ 112.01	\$ 113.97	\$ 115.96	\$ 117.99	\$ 117.18	\$ 119.23	\$ 121.32	\$ 123.44	\$ 125.60
Strategic Planner	\$ 115.60	\$ 117.62	\$ 119.68	\$ 121.78	\$ 123.91	\$ 123.06	\$ 125.21	\$ 127.40	\$ 129.63	\$ 131.90
Systems Administrator - Intermediate	\$ 70.02	\$ 71.25	\$ 72.49	\$ 73.76	\$ 75.05	\$ 74.54	\$ 75.84	\$ 77.17	\$ 78.52	\$ 79.89
Systems Administrator - Senior	\$ 86.73	\$ 88.25	\$ 89.79	\$ 91.36	\$ 92.96	\$ 92.32	\$ 93.94	\$ 95.58	\$ 97.26	\$ 98.96
Systems Analysis and Programming Director	\$ 137.01	\$ 139.41	\$ 141.85	\$ 144.33	\$ 146.86	\$ 145.85	\$ 148.40	\$ 151.00	\$ 153.64	\$ 156.33
Systems Engineer	\$ 81.35	\$ 82.77	\$ 84.22	\$ 85.70	\$ 87.20	\$ 86.60	\$ 88.11	\$ 89.65	\$ 91.22	\$ 92.82
Systems Management Technologist	\$ 110.40	\$ 112.33	\$ 114.30	\$ 116.30	\$ 118.33	\$ 117.52	\$ 119.58	\$ 121.67	\$ 123.80	\$ 125.97
Technical Editor	\$ 65.43	\$ 66.58	\$ 67.74	\$ 68.93	\$ 70.13	\$ 69.65	\$ 70.87	\$ 72.11	\$ 73.37	\$ 74.66

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<u>Labor Category</u>	Boston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 67.63	\$ 68.81	\$ 70.02	\$ 71.24	\$ 72.49	\$ 71.99	\$ 73.25	\$ 74.53	\$ 75.84	\$ 77.17
Telecommunications Analyst/Technician	\$ 56.93	\$ 57.93	\$ 58.94	\$ 59.97	\$ 61.02	\$ 60.60	\$ 61.66	\$ 62.74	\$ 63.84	\$ 64.96
Telecommunications Engineer/ Analyst – Intermediate	\$ 64.50	\$ 65.63	\$ 66.78	\$ 67.95	\$ 69.13	\$ 68.66	\$ 69.86	\$ 71.08	\$ 72.33	\$ 73.59
Telecommunications Engineer/ Analyst – Senior	\$ 75.78	\$ 77.11	\$ 78.46	\$ 79.83	\$ 81.23	\$ 80.67	\$ 82.08	\$ 83.52	\$ 84.98	\$ 86.46
Telecommunications Manager - Multiple Incumbents	\$ 119.89	\$ 121.99	\$ 124.12	\$ 126.30	\$ 128.51	\$ 127.62	\$ 129.86	\$ 132.13	\$ 134.44	\$ 136.79
Telecommunications Manager - Single Incumbent	\$ 111.03	\$ 112.97	\$ 114.95	\$ 116.96	\$ 119.01	\$ 118.19	\$ 120.26	\$ 122.36	\$ 124.51	\$ 126.68
Telecommunications Network Help Desk	\$ 45.61	\$ 46.41	\$ 47.22	\$ 48.05	\$ 48.89	\$ 48.55	\$ 49.40	\$ 50.27	\$ 51.15	\$ 52.04
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 76.39	\$ 77.73	\$ 79.09	\$ 80.47	\$ 81.88	\$ 81.32	\$ 82.74	\$ 84.19	\$ 85.66	\$ 87.16
Telecommunications Programmer/ Systems Analyst – Senior	\$ 94.20	\$ 95.85	\$ 97.53	\$ 99.23	\$ 100.97	\$ 100.28	\$ 102.03	\$ 103.82	\$ 105.63	\$ 107.48
Telecommunications Technician	\$ 52.19	\$ 53.10	\$ 54.03	\$ 54.98	\$ 55.94	\$ 55.56	\$ 56.53	\$ 57.52	\$ 58.52	\$ 59.55
Telecommunications/Communications Integration Engineer	\$ 84.19	\$ 85.66	\$ 87.16	\$ 88.69	\$ 90.24	\$ 89.62	\$ 91.19	\$ 92.78	\$ 94.41	\$ 96.06
Test Engineer	\$ 85.63	\$ 87.13	\$ 88.65	\$ 90.20	\$ 91.78	\$ 91.15	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.70
UNIX Systems Administrator	\$ 98.47	\$ 100.19	\$ 101.95	\$ 103.73	\$ 105.55	\$ 104.82	\$ 106.66	\$ 108.52	\$ 110.42	\$ 112.35
Voice Communications Administrator	\$ 63.81	\$ 64.93	\$ 66.06	\$ 67.22	\$ 68.40	\$ 67.93	\$ 69.11	\$ 70.32	\$ 71.55	\$ 72.81
Voice Communications Manager - Planning & Implementation	\$ 98.47	\$ 100.19	\$ 101.95	\$ 103.73	\$ 105.55	\$ 104.82	\$ 106.66	\$ 108.52	\$ 110.42	\$ 112.35
Voice Communications Technician	\$ 53.09	\$ 54.02	\$ 54.96	\$ 55.93	\$ 56.90	\$ 56.51	\$ 57.50	\$ 58.51	\$ 59.53	\$ 60.58
Web Content Administrator	\$ 67.18	\$ 68.36	\$ 69.55	\$ 70.77	\$ 72.01	\$ 71.51	\$ 72.76	\$ 74.04	\$ 75.33	\$ 76.65
Web Content Analyst	\$ 64.22	\$ 65.34	\$ 66.49	\$ 67.65	\$ 68.83	\$ 68.36	\$ 69.56	\$ 70.78	\$ 72.01	\$ 73.27
Web Designer	\$ 71.47	\$ 72.72	\$ 73.99	\$ 75.29	\$ 76.61	\$ 76.08	\$ 77.41	\$ 78.77	\$ 80.14	\$ 81.55
Web Marketing Manager	\$ 99.90	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08	\$ 106.34	\$ 108.20	\$ 110.10	\$ 112.02	\$ 113.99
Web Operations Manager	\$ 92.59	\$ 94.21	\$ 95.86	\$ 97.54	\$ 99.24	\$ 98.56	\$ 100.29	\$ 102.04	\$ 103.83	\$ 105.64
Web Project Manager	\$ 109.84	\$ 111.76	\$ 113.72	\$ 115.71	\$ 117.73	\$ 116.92	\$ 118.97	\$ 121.05	\$ 123.17	\$ 125.33
Web Security Administrator	\$ 83.92	\$ 85.39	\$ 86.88	\$ 88.40	\$ 89.95	\$ 89.33	\$ 90.90	\$ 92.49	\$ 94.11	\$ 95.75
Web Security Analyst	\$ 95.83	\$ 97.51	\$ 99.21	\$ 100.95	\$ 102.72	\$ 102.01	\$ 103.80	\$ 105.61	\$ 107.46	\$ 109.34
Web Software Developer	\$ 80.34	\$ 81.75	\$ 83.18	\$ 84.63	\$ 86.11	\$ 85.52	\$ 87.02	\$ 88.54	\$ 90.09	\$ 91.67
Web Technical Administrator	\$ 78.17	\$ 79.54	\$ 80.93	\$ 82.35	\$ 83.79	\$ 83.21	\$ 84.67	\$ 86.15	\$ 87.66	\$ 89.19

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<u>Labor Category</u>	Buffalo Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 76.62	\$ 77.96	\$ 79.33	\$ 80.71	\$ 82.13	\$ 81.56	\$ 82.99	\$ 84.44	\$ 85.92	\$ 87.42
Applications Systems Analyst/ Programmer – Intermediate	\$ 81.09	\$ 82.51	\$ 83.95	\$ 85.42	\$ 86.92	\$ 86.32	\$ 87.83	\$ 89.37	\$ 90.93	\$ 92.52
Applications Systems Analyst/ Programmer – Senior	\$ 98.66	\$ 100.39	\$ 102.14	\$ 103.93	\$ 105.75	\$ 105.02	\$ 106.86	\$ 108.73	\$ 110.63	\$ 112.57
Business Process Consultant	\$ 101.51	\$ 103.29	\$ 105.09	\$ 106.93	\$ 108.80	\$ 108.06	\$ 109.95	\$ 111.87	\$ 113.83	\$ 115.82
Business Subject Matter Specialist	\$ 118.47	\$ 120.54	\$ 122.65	\$ 124.80	\$ 126.98	\$ 126.11	\$ 128.32	\$ 130.56	\$ 132.85	\$ 135.17
Business Systems Analyst - Intermediate	\$ 79.33	\$ 80.72	\$ 82.13	\$ 83.57	\$ 85.03	\$ 84.45	\$ 85.92	\$ 87.43	\$ 88.96	\$ 90.52
Business Systems Analyst - Senior	\$ 88.71	\$ 90.26	\$ 91.84	\$ 93.45	\$ 95.08	\$ 94.43	\$ 96.08	\$ 97.77	\$ 99.48	\$ 101.22
Business Systems Specialist	\$ 95.49	\$ 97.16	\$ 98.86	\$ 100.59	\$ 102.35	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08	\$ 108.95
Chief Information Security Officer	\$ 133.75	\$ 136.09	\$ 138.47	\$ 140.90	\$ 143.36	\$ 142.38	\$ 144.87	\$ 147.40	\$ 149.98	\$ 152.61
Client/Server Database Manager	\$ 98.02	\$ 99.74	\$ 101.48	\$ 103.26	\$ 105.06	\$ 104.34	\$ 106.17	\$ 108.03	\$ 109.92	\$ 111.84
Client/Server Network Architect	\$ 104.95	\$ 106.79	\$ 108.66	\$ 110.56	\$ 112.49	\$ 111.72	\$ 113.67	\$ 115.66	\$ 117.69	\$ 119.75
Client/Server Support Analyst	\$ 75.72	\$ 77.05	\$ 78.39	\$ 79.77	\$ 81.16	\$ 80.60	\$ 82.01	\$ 83.45	\$ 84.91	\$ 86.40
Communications Analyst - Intermediate	\$ 77.98	\$ 79.34	\$ 80.73	\$ 82.15	\$ 83.58	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 88.97
Communications Analyst - Senior	\$ 88.54	\$ 90.09	\$ 91.67	\$ 93.27	\$ 94.90	\$ 94.25	\$ 95.90	\$ 97.58	\$ 99.29	\$ 101.02
Communications Facility Engineer	\$ 77.33	\$ 78.68	\$ 80.06	\$ 81.46	\$ 82.89	\$ 82.32	\$ 83.76	\$ 85.22	\$ 86.72	\$ 88.23
Communications Installer	\$ 68.35	\$ 69.55	\$ 70.76	\$ 72.00	\$ 73.26	\$ 72.76	\$ 74.03	\$ 75.33	\$ 76.65	\$ 77.99
Communications Transmission Engineer	\$ 86.43	\$ 87.94	\$ 89.48	\$ 91.05	\$ 92.64	\$ 92.00	\$ 93.61	\$ 95.25	\$ 96.92	\$ 98.62
Computer Operations Manager	\$ 88.25	\$ 89.79	\$ 91.37	\$ 92.96	\$ 94.59	\$ 93.94	\$ 95.59	\$ 97.26	\$ 98.96	\$ 100.69
Consultant	\$ 116.48	\$ 118.52	\$ 120.59	\$ 122.70	\$ 124.85	\$ 123.99	\$ 126.16	\$ 128.37	\$ 130.62	\$ 132.90
Data Architect	\$ 103.51	\$ 105.32	\$ 107.16	\$ 109.04	\$ 110.95	\$ 110.19	\$ 112.11	\$ 114.08	\$ 116.07	\$ 118.10
Data Communications Manager - Planning & Implementation	\$ 103.93	\$ 105.75	\$ 107.60	\$ 109.48	\$ 111.40	\$ 110.63	\$ 112.57	\$ 114.54	\$ 116.54	\$ 118.58
Data Entry Supervisor	\$ 48.62	\$ 49.47	\$ 50.34	\$ 51.22	\$ 52.11	\$ 51.76	\$ 52.66	\$ 53.58	\$ 54.52	\$ 55.48
Data Security Administration Manager	\$ 103.90	\$ 105.72	\$ 107.57	\$ 109.45	\$ 111.37	\$ 110.60	\$ 112.54	\$ 114.51	\$ 116.51	\$ 118.55
Data Security Analyst - Intermediate	\$ 77.08	\$ 78.43	\$ 79.80	\$ 81.20	\$ 82.62	\$ 82.05	\$ 83.49	\$ 84.95	\$ 86.44	\$ 87.95
Data Security Analyst - Senior	\$ 90.96	\$ 92.55	\$ 94.17	\$ 95.82	\$ 97.50	\$ 96.83	\$ 98.52	\$ 100.25	\$ 102.00	\$ 103.78
Data Warehousing Administrator	\$ 81.40	\$ 82.82	\$ 84.27	\$ 85.75	\$ 87.25	\$ 86.65	\$ 88.17	\$ 89.71	\$ 91.28	\$ 92.88
Data Warehousing Analyst	\$ 87.91	\$ 89.45	\$ 91.01	\$ 92.61	\$ 94.23	\$ 93.58	\$ 95.22	\$ 96.88	\$ 98.58	\$ 100.30
Data Warehousing Programmer	\$ 96.77	\$ 98.46	\$ 100.19	\$ 101.94	\$ 103.72	\$ 103.01	\$ 104.81	\$ 106.65	\$ 108.51	\$ 110.41

<u>Labor Category</u>	Buffalo Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 107.75	\$ 109.64	\$ 111.55	\$ 113.51	\$ 115.49	\$ 114.70	\$ 116.71	\$ 118.75	\$ 120.83	\$ 122.94
Data/Configuration Management Specialist	\$ 101.15	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.42	\$ 107.67	\$ 109.56	\$ 111.48	\$ 113.43	\$ 115.41
Database Administrator	\$ 87.85	\$ 89.39	\$ 90.95	\$ 92.54	\$ 94.16	\$ 93.52	\$ 95.15	\$ 96.82	\$ 98.51	\$ 100.24
Database Analyst/ Programmer - Intermediate	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61	\$ 84.06	\$ 83.48	\$ 84.94	\$ 86.43	\$ 87.94	\$ 89.48
Database Analyst/ Programmer – Senior	\$ 94.55	\$ 96.20	\$ 97.89	\$ 99.60	\$ 101.34	\$ 100.65	\$ 102.41	\$ 104.20	\$ 106.03	\$ 107.88
Database Manager	\$ 121.94	\$ 124.07	\$ 126.25	\$ 128.45	\$ 130.70	\$ 129.81	\$ 132.08	\$ 134.39	\$ 136.74	\$ 139.13
Disaster Recovery Administrator	\$ 96.88	\$ 98.58	\$ 100.30	\$ 102.06	\$ 103.84	\$ 103.13	\$ 104.93	\$ 106.77	\$ 108.64	\$ 110.54
Disaster Recovery Analyst	\$ 70.18	\$ 71.41	\$ 72.66	\$ 73.93	\$ 75.22	\$ 74.71	\$ 76.01	\$ 77.34	\$ 78.70	\$ 80.07
Documentation Specialist - Intermediate	\$ 53.20	\$ 54.13	\$ 55.08	\$ 56.04	\$ 57.02	\$ 56.63	\$ 57.62	\$ 58.63	\$ 59.66	\$ 60.70
Documentation Specialist - Senior	\$ 66.31	\$ 67.47	\$ 68.65	\$ 69.85	\$ 71.07	\$ 70.59	\$ 71.82	\$ 73.08	\$ 74.36	\$ 75.66
E-Business Manager	\$ 73.31	\$ 74.59	\$ 75.90	\$ 77.23	\$ 78.58	\$ 78.04	\$ 79.40	\$ 80.79	\$ 82.21	\$ 83.65
Electronic Data Interchange (EDI) Manager	\$ 84.17	\$ 85.64	\$ 87.14	\$ 88.67	\$ 90.22	\$ 89.60	\$ 91.17	\$ 92.76	\$ 94.39	\$ 96.04
Electronic Data Interchange (EDI) Specialist	\$ 60.90	\$ 61.97	\$ 63.05	\$ 64.15	\$ 65.28	\$ 64.83	\$ 65.96	\$ 67.12	\$ 68.29	\$ 69.49
Electronic Mail Coordinator	\$ 64.68	\$ 65.81	\$ 66.96	\$ 68.14	\$ 69.33	\$ 68.85	\$ 70.06	\$ 71.28	\$ 72.53	\$ 73.80
Engineering Subject Matter Specialist	\$ 120.97	\$ 123.09	\$ 125.24	\$ 127.43	\$ 129.66	\$ 128.77	\$ 131.03	\$ 133.32	\$ 135.65	\$ 138.03
ERP Busienss/Architectural Specialist	\$ 125.81	\$ 128.01	\$ 130.25	\$ 132.53	\$ 134.85	\$ 133.92	\$ 136.27	\$ 138.65	\$ 141.08	\$ 143.55
ERP Business Analyst - Intermediate	\$ 106.99	\$ 108.86	\$ 110.77	\$ 112.71	\$ 114.68	\$ 113.89	\$ 115.88	\$ 117.91	\$ 119.98	\$ 122.07
ERP Business Analyst - Senior	\$ 113.45	\$ 115.44	\$ 117.46	\$ 119.51	\$ 121.60	\$ 120.77	\$ 122.88	\$ 125.03	\$ 127.22	\$ 129.45
ERP Programmer	\$ 105.07	\$ 106.91	\$ 108.78	\$ 110.68	\$ 112.62	\$ 111.85	\$ 113.80	\$ 115.80	\$ 117.82	\$ 119.88
Graphics Specialist	\$ 48.39	\$ 49.24	\$ 50.10	\$ 50.98	\$ 51.87	\$ 51.51	\$ 52.41	\$ 53.33	\$ 54.26	\$ 55.21
Groupware Specialist	\$ 77.75	\$ 79.11	\$ 80.50	\$ 81.90	\$ 83.34	\$ 82.76	\$ 84.21	\$ 85.69	\$ 87.19	\$ 88.71
Help Desk Coordinator - Intermediate	\$ 44.69	\$ 45.47	\$ 46.27	\$ 47.08	\$ 47.90	\$ 47.57	\$ 48.41	\$ 49.25	\$ 50.11	\$ 50.99
Help Desk Coordinator - Senior	\$ 62.11	\$ 63.20	\$ 64.30	\$ 65.43	\$ 66.57	\$ 66.12	\$ 67.27	\$ 68.45	\$ 69.65	\$ 70.87
Help Desk Manager	\$ 89.02	\$ 90.58	\$ 92.16	\$ 93.78	\$ 95.42	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57
Help Desk Specialist	\$ 45.16	\$ 45.95	\$ 46.75	\$ 47.57	\$ 48.41	\$ 48.07	\$ 48.91	\$ 49.77	\$ 50.64	\$ 51.53
Help Desk Support Services Specialist - Intermediate	\$ 60.48	\$ 61.54	\$ 62.62	\$ 63.71	\$ 64.83	\$ 64.38	\$ 65.51	\$ 66.65	\$ 67.82	\$ 69.01
Help Desk Support Services Specialist - Senior	\$ 72.58	\$ 73.85	\$ 75.14	\$ 76.46	\$ 77.80	\$ 77.26	\$ 78.61	\$ 79.99	\$ 81.39	\$ 82.81
Information Assurance Development Engineer	\$ 90.44	\$ 92.02	\$ 93.63	\$ 95.27	\$ 96.94	\$ 96.27	\$ 97.96	\$ 99.67	\$ 101.42	\$ 103.19
Information Assurance Engineer	\$ 88.71	\$ 90.26	\$ 91.84	\$ 93.45	\$ 95.08	\$ 94.43	\$ 96.08	\$ 97.77	\$ 99.48	\$ 101.22

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<u>Labor Category</u>	Buffalo Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 113.31	\$ 115.29	\$ 117.31	\$ 119.36	\$ 121.45	\$ 120.62	\$ 122.73	\$ 124.88	\$ 127.06	\$ 129.29
Information Assurance Systems/Network Speicalist	\$ 117.33	\$ 119.38	\$ 121.47	\$ 123.60	\$ 125.76	\$ 124.90	\$ 127.08	\$ 129.31	\$ 131.57	\$ 133.87
Information Center Consultant	\$ 88.80	\$ 90.35	\$ 91.94	\$ 93.54	\$ 95.18	\$ 94.53	\$ 96.18	\$ 97.87	\$ 99.58	\$ 101.32
Information Center Specialist	\$ 100.81	\$ 102.57	\$ 104.37	\$ 106.20	\$ 108.05	\$ 107.31	\$ 109.19	\$ 111.10	\$ 113.05	\$ 115.02
Information Security Business Analyst	\$ 80.64	\$ 82.05	\$ 83.49	\$ 84.95	\$ 86.43	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.43	\$ 92.01
Information Services Consultant	\$ 104.84	\$ 106.67	\$ 108.54	\$ 110.44	\$ 112.37	\$ 111.60	\$ 113.56	\$ 115.54	\$ 117.56	\$ 119.62
Information Systems Auditor - Intermediate	\$ 81.85	\$ 83.28	\$ 84.74	\$ 86.22	\$ 87.73	\$ 87.13	\$ 88.65	\$ 90.21	\$ 91.78	\$ 93.39
Information Systems Auditor - Senior	\$ 94.35	\$ 96.00	\$ 97.68	\$ 99.39	\$ 101.13	\$ 100.44	\$ 102.19	\$ 103.98	\$ 105.80	\$ 107.65
Information Systems Training Specialist - Intermediate	\$ 72.58	\$ 73.85	\$ 75.14	\$ 76.46	\$ 77.80	\$ 77.26	\$ 78.61	\$ 79.99	\$ 81.39	\$ 82.81
Information Systems Training Specialist - Senior	\$ 80.64	\$ 82.05	\$ 83.49	\$ 84.95	\$ 86.43	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.43	\$ 92.01
Internal Communications Systems Consultant	\$ 114.73	\$ 116.74	\$ 118.78	\$ 120.86	\$ 122.97	\$ 122.13	\$ 124.27	\$ 126.44	\$ 128.65	\$ 130.91
IT Subject Matter Specialist	\$ 129.43	\$ 131.70	\$ 134.00	\$ 136.34	\$ 138.73	\$ 137.78	\$ 140.19	\$ 142.64	\$ 145.14	\$ 147.68
LAN Administrator - Intermediate	\$ 68.76	\$ 69.96	\$ 71.19	\$ 72.43	\$ 73.70	\$ 73.20	\$ 74.48	\$ 75.78	\$ 77.11	\$ 78.45
LAN Administrator - Senior	\$ 86.36	\$ 87.87	\$ 89.41	\$ 90.97	\$ 92.57	\$ 91.93	\$ 93.54	\$ 95.18	\$ 96.84	\$ 98.54
LAN Support Technician - Intermediate	\$ 68.76	\$ 69.96	\$ 71.19	\$ 72.43	\$ 73.70	\$ 73.20	\$ 74.48	\$ 75.78	\$ 77.11	\$ 78.45
LAN Support Technician - Senior	\$ 74.51	\$ 75.81	\$ 77.14	\$ 78.49	\$ 79.86	\$ 79.32	\$ 80.70	\$ 82.12	\$ 83.55	\$ 85.02
LAN/WAN Administrator	\$ 72.40	\$ 73.67	\$ 74.96	\$ 76.27	\$ 77.60	\$ 77.07	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61
LAN/WAN Integrator	\$ 96.06	\$ 97.74	\$ 99.45	\$ 101.19	\$ 102.96	\$ 102.26	\$ 104.05	\$ 105.87	\$ 107.72	\$ 109.60
LAN/WAN/MAN Administrator	\$ 72.40	\$ 73.67	\$ 74.96	\$ 76.27	\$ 77.60	\$ 77.07	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61
Network Control Technician	\$ 52.38	\$ 53.30	\$ 54.23	\$ 55.18	\$ 56.14	\$ 55.76	\$ 56.73	\$ 57.73	\$ 58.74	\$ 59.77
Network Engineer - Intermediate	\$ 78.08	\$ 79.45	\$ 80.84	\$ 82.25	\$ 83.69	\$ 83.12	\$ 84.57	\$ 86.05	\$ 87.56	\$ 89.09
Network Engineer - Senior	\$ 91.05	\$ 92.64	\$ 94.26	\$ 95.91	\$ 97.59	\$ 96.92	\$ 98.62	\$ 100.34	\$ 102.10	\$ 103.89
Network Operations Supervisor	\$ 94.15	\$ 95.80	\$ 97.47	\$ 99.18	\$ 100.92	\$ 100.22	\$ 101.98	\$ 103.76	\$ 105.58	\$ 107.42
Network Planning Analyst - Intermediate	\$ 73.78	\$ 75.07	\$ 76.38	\$ 77.72	\$ 79.08	\$ 78.54	\$ 79.91	\$ 81.31	\$ 82.73	\$ 84.18
Network Planning Analyst - Senior	\$ 90.25	\$ 91.83	\$ 93.44	\$ 95.07	\$ 96.74	\$ 96.07	\$ 97.75	\$ 99.46	\$ 101.20	\$ 102.97
Network Planning Manager	\$ 101.64	\$ 103.42	\$ 105.23	\$ 107.07	\$ 108.94	\$ 108.20	\$ 110.09	\$ 112.02	\$ 113.98	\$ 115.97
Network Systems Administrator	\$ 69.82	\$ 71.04	\$ 72.29	\$ 73.55	\$ 74.84	\$ 74.32	\$ 75.62	\$ 76.95	\$ 78.29	\$ 79.66
Network Systems Manager	\$ 95.59	\$ 97.26	\$ 98.96	\$ 100.70	\$ 102.46	\$ 101.76	\$ 103.54	\$ 105.35	\$ 107.19	\$ 109.07
Network/Hardware Support Technician	\$ 50.45	\$ 51.33	\$ 52.23	\$ 53.15	\$ 54.08	\$ 53.70	\$ 54.64	\$ 55.60	\$ 56.57	\$ 57.56

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<u>Labor Category</u>	Buffalo Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 94.15	\$ 95.80	\$ 97.47	\$ 99.18	\$ 100.92	\$ 100.22	\$ 101.98	\$ 103.76	\$ 105.58	\$ 107.42
Operations Manager - Voice Communications	\$ 76.81	\$ 78.15	\$ 79.52	\$ 80.91	\$ 82.33	\$ 81.76	\$ 83.20	\$ 84.65	\$ 86.13	\$ 87.64
Operations Systems Manager	\$ 88.71	\$ 90.26	\$ 91.84	\$ 93.45	\$ 95.08	\$ 94.43	\$ 96.08	\$ 97.77	\$ 99.48	\$ 101.22
Operations/ Technical Support Manager	\$ 89.28	\$ 90.84	\$ 92.43	\$ 94.05	\$ 95.70	\$ 95.04	\$ 96.70	\$ 98.39	\$ 100.12	\$ 101.87
Operations/Network LAN Administrator	\$ 67.16	\$ 68.34	\$ 69.53	\$ 70.75	\$ 71.99	\$ 71.49	\$ 72.74	\$ 74.02	\$ 75.31	\$ 76.63
Operations/Technical Support Analyst	\$ 48.63	\$ 49.48	\$ 50.35	\$ 51.23	\$ 52.12	\$ 51.77	\$ 52.67	\$ 53.59	\$ 54.53	\$ 55.49
PC Products Analyst	\$ 60.87	\$ 61.94	\$ 63.02	\$ 64.12	\$ 65.24	\$ 64.80	\$ 65.93	\$ 67.08	\$ 68.26	\$ 69.45
PC Systems Specialist	\$ 66.87	\$ 68.04	\$ 69.23	\$ 70.44	\$ 71.68	\$ 71.18	\$ 72.43	\$ 73.70	\$ 74.99	\$ 76.30
PC/LAN Mgmt Analyst - Intermediate	\$ 62.29	\$ 63.38	\$ 64.49	\$ 65.62	\$ 66.77	\$ 66.31	\$ 67.47	\$ 68.65	\$ 69.85	\$ 71.07
PC/LAN Mgmt Analyst – Senior	\$ 75.72	\$ 77.05	\$ 78.39	\$ 79.77	\$ 81.16	\$ 80.60	\$ 82.01	\$ 83.45	\$ 84.91	\$ 86.40
Project Engineer	\$ 103.44	\$ 105.25	\$ 107.09	\$ 108.97	\$ 110.87	\$ 110.11	\$ 112.04	\$ 114.00	\$ 115.99	\$ 118.02
Project Manager – Senior	\$ 129.03	\$ 131.29	\$ 133.59	\$ 135.92	\$ 138.30	\$ 137.35	\$ 139.76	\$ 142.20	\$ 144.69	\$ 147.22
Quality Assurance Analyst - Intermediate	\$ 74.19	\$ 75.49	\$ 76.81	\$ 78.15	\$ 79.52	\$ 78.98	\$ 80.36	\$ 81.76	\$ 83.19	\$ 84.65
Quality Assurance Analyst - Senior	\$ 89.45	\$ 91.02	\$ 92.61	\$ 94.23	\$ 95.88	\$ 95.22	\$ 96.89	\$ 98.58	\$ 100.31	\$ 102.06
Quality Assurance Specialist	\$ 86.05	\$ 87.56	\$ 89.09	\$ 90.65	\$ 92.23	\$ 91.60	\$ 93.20	\$ 94.83	\$ 96.49	\$ 98.18
Security Coordinator	\$ 68.63	\$ 69.83	\$ 71.05	\$ 72.30	\$ 73.56	\$ 73.06	\$ 74.34	\$ 75.64	\$ 76.96	\$ 78.31
Site Manager	\$ 105.59	\$ 107.44	\$ 109.32	\$ 111.23	\$ 113.18	\$ 112.40	\$ 114.37	\$ 116.37	\$ 118.41	\$ 120.48
Software Architect	\$ 120.97	\$ 123.09	\$ 125.24	\$ 127.43	\$ 129.66	\$ 128.77	\$ 131.03	\$ 133.32	\$ 135.65	\$ 138.03
Software Developer – Intermediate	\$ 97.36	\$ 99.06	\$ 100.80	\$ 102.56	\$ 104.36	\$ 103.64	\$ 105.45	\$ 107.30	\$ 109.18	\$ 111.09
Software Developer – Senior	\$ 108.87	\$ 110.78	\$ 112.71	\$ 114.69	\$ 116.69	\$ 115.89	\$ 117.92	\$ 119.98	\$ 122.08	\$ 124.22
Software Systems Engineer - Intermediate	\$ 96.77	\$ 98.46	\$ 100.19	\$ 101.94	\$ 103.72	\$ 103.01	\$ 104.81	\$ 106.65	\$ 108.51	\$ 110.41
Software Systems Engineer - Senior	\$ 103.67	\$ 105.48	\$ 107.33	\$ 109.21	\$ 111.12	\$ 110.36	\$ 112.29	\$ 114.25	\$ 116.25	\$ 118.29
Strategic Planner	\$ 108.87	\$ 110.78	\$ 112.71	\$ 114.69	\$ 116.69	\$ 115.89	\$ 117.92	\$ 119.98	\$ 122.08	\$ 124.22
Systems Administrator - Intermediate	\$ 65.94	\$ 67.09	\$ 68.27	\$ 69.46	\$ 70.68	\$ 70.19	\$ 71.42	\$ 72.67	\$ 73.94	\$ 75.24
Systems Administrator - Senior	\$ 81.68	\$ 83.11	\$ 84.56	\$ 86.04	\$ 87.55	\$ 86.95	\$ 88.47	\$ 90.02	\$ 91.59	\$ 93.20
Systems Analysis and Programming Director	\$ 129.03	\$ 131.29	\$ 133.59	\$ 135.92	\$ 138.30	\$ 137.35	\$ 139.76	\$ 142.20	\$ 144.69	\$ 147.22
Systems Engineer	\$ 76.62	\$ 77.96	\$ 79.33	\$ 80.71	\$ 82.13	\$ 81.56	\$ 82.99	\$ 84.44	\$ 85.92	\$ 87.42
Systems Management Technologist	\$ 103.97	\$ 105.79	\$ 107.64	\$ 109.52	\$ 111.44	\$ 110.68	\$ 112.61	\$ 114.58	\$ 116.59	\$ 118.63
Technical Editor	\$ 61.62	\$ 62.70	\$ 63.80	\$ 64.91	\$ 66.05	\$ 65.59	\$ 66.74	\$ 67.91	\$ 69.10	\$ 70.31

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<u>Labor Category</u>	Buffalo Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 63.69	\$ 64.80	\$ 65.94	\$ 67.09	\$ 68.27	\$ 67.80	\$ 68.98	\$ 70.19	\$ 71.42	\$ 72.67
Telecommunications Analyst/Technician	\$ 53.61	\$ 54.55	\$ 55.50	\$ 56.47	\$ 57.46	\$ 57.07	\$ 58.07	\$ 59.08	\$ 60.12	\$ 61.17
Telecommunications Engineer/ Analyst – Intermediate	\$ 60.74	\$ 61.80	\$ 62.88	\$ 63.98	\$ 65.10	\$ 64.66	\$ 65.79	\$ 66.94	\$ 68.11	\$ 69.30
Telecommunications Engineer/ Analyst – Senior	\$ 71.37	\$ 72.62	\$ 73.89	\$ 75.18	\$ 76.50	\$ 75.97	\$ 77.30	\$ 78.66	\$ 80.03	\$ 81.43
Telecommunications Manager - Multiple Incumbents	\$ 112.91	\$ 114.89	\$ 116.90	\$ 118.94	\$ 121.02	\$ 120.19	\$ 122.30	\$ 124.44	\$ 126.61	\$ 128.83
Telecommunications Manager - Single Incumbent	\$ 104.57	\$ 106.40	\$ 108.26	\$ 110.16	\$ 112.08	\$ 111.31	\$ 113.26	\$ 115.24	\$ 117.26	\$ 119.31
Telecommunications Network Help Desk	\$ 42.95	\$ 43.70	\$ 44.47	\$ 45.24	\$ 46.04	\$ 45.72	\$ 46.52	\$ 47.33	\$ 48.16	\$ 49.01
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 71.94	\$ 73.20	\$ 74.48	\$ 75.78	\$ 77.11	\$ 76.58	\$ 77.92	\$ 79.28	\$ 80.67	\$ 82.08
Telecommunications Programmer/ Systems Analyst – Senior	\$ 88.71	\$ 90.26	\$ 91.84	\$ 93.45	\$ 95.08	\$ 94.43	\$ 96.08	\$ 97.77	\$ 99.48	\$ 101.22
Telecommunications Technician	\$ 49.15	\$ 50.01	\$ 50.89	\$ 51.78	\$ 52.68	\$ 52.32	\$ 53.24	\$ 54.17	\$ 55.12	\$ 56.08
Telecommunications/Communications Integration Engineer	\$ 79.29	\$ 80.68	\$ 82.09	\$ 83.53	\$ 84.99	\$ 84.40	\$ 85.88	\$ 87.38	\$ 88.91	\$ 90.47
Test Engineer	\$ 80.64	\$ 82.05	\$ 83.49	\$ 84.95	\$ 86.43	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.43	\$ 92.01
UNIX Systems Administrator	\$ 92.74	\$ 94.36	\$ 96.01	\$ 97.69	\$ 99.40	\$ 98.72	\$ 100.45	\$ 102.21	\$ 104.00	\$ 105.82
Voice Communications Administrator	\$ 60.09	\$ 61.14	\$ 62.21	\$ 63.30	\$ 64.41	\$ 63.97	\$ 65.09	\$ 66.22	\$ 67.38	\$ 68.56
Voice Communications Manager - Planning & Implementation	\$ 92.74	\$ 94.36	\$ 96.01	\$ 97.69	\$ 99.40	\$ 98.72	\$ 100.45	\$ 102.21	\$ 104.00	\$ 105.82
Voice Communications Technician	\$ 50.00	\$ 50.88	\$ 51.77	\$ 52.67	\$ 53.59	\$ 53.23	\$ 54.16	\$ 55.10	\$ 56.07	\$ 57.05
Web Content Administrator	\$ 63.27	\$ 64.38	\$ 65.50	\$ 66.65	\$ 67.82	\$ 67.35	\$ 68.53	\$ 69.73	\$ 70.95	\$ 72.19
Web Content Analyst	\$ 60.48	\$ 61.54	\$ 62.62	\$ 63.71	\$ 64.83	\$ 64.38	\$ 65.51	\$ 66.65	\$ 67.82	\$ 69.01
Web Designer	\$ 67.30	\$ 68.48	\$ 69.68	\$ 70.90	\$ 72.14	\$ 71.64	\$ 72.89	\$ 74.17	\$ 75.47	\$ 76.79
Web Marketing Manager	\$ 94.08	\$ 95.73	\$ 97.40	\$ 99.11	\$ 100.84	\$ 100.15	\$ 101.90	\$ 103.68	\$ 105.50	\$ 107.34
Web Operations Manager	\$ 87.20	\$ 88.73	\$ 90.28	\$ 91.86	\$ 93.47	\$ 92.82	\$ 94.45	\$ 96.10	\$ 97.78	\$ 99.49
Web Project Manager	\$ 103.44	\$ 105.25	\$ 107.09	\$ 108.97	\$ 110.87	\$ 110.11	\$ 112.04	\$ 114.00	\$ 115.99	\$ 118.02
Web Security Administrator	\$ 79.03	\$ 80.41	\$ 81.82	\$ 83.25	\$ 84.71	\$ 84.13	\$ 85.60	\$ 87.10	\$ 88.62	\$ 90.17
Web Security Analyst	\$ 90.25	\$ 91.83	\$ 93.44	\$ 95.07	\$ 96.74	\$ 96.07	\$ 97.75	\$ 99.46	\$ 101.20	\$ 102.97
Web Software Developer	\$ 75.66	\$ 76.98	\$ 78.33	\$ 79.70	\$ 81.10	\$ 80.54	\$ 81.95	\$ 83.38	\$ 84.84	\$ 86.33
Web Technical Administrator	\$ 73.62	\$ 74.91	\$ 76.22	\$ 77.55	\$ 78.91	\$ 78.37	\$ 79.74	\$ 81.14	\$ 82.56	\$ 84.00

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<u>Labor Category</u>	Chicago Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 81.84	\$ 83.27	\$ 84.73	\$ 86.21	\$ 87.72	\$ 87.12	\$ 88.64	\$ 90.19	\$ 91.77	\$ 93.38
Applications Systems Analyst/ Programmer – Intermediate	\$ 86.62	\$ 88.14	\$ 89.68	\$ 91.25	\$ 92.84	\$ 92.21	\$ 93.82	\$ 95.46	\$ 97.13	\$ 98.83
Applications Systems Analyst/ Programmer – Senior	\$ 105.38	\$ 107.22	\$ 109.10	\$ 111.01	\$ 112.95	\$ 112.18	\$ 114.14	\$ 116.14	\$ 118.17	\$ 120.24
Business Process Consultant	\$ 108.42	\$ 110.32	\$ 112.25	\$ 114.21	\$ 116.21	\$ 115.41	\$ 117.43	\$ 119.49	\$ 121.58	\$ 123.71
Business Subject Matter Specialist	\$ 126.54	\$ 128.75	\$ 131.01	\$ 133.30	\$ 135.63	\$ 134.70	\$ 137.06	\$ 139.46	\$ 141.90	\$ 144.38
Business Systems Analyst - Intermediate	\$ 84.74	\$ 86.22	\$ 87.73	\$ 89.27	\$ 90.83	\$ 90.21	\$ 91.78	\$ 93.39	\$ 95.02	\$ 96.69
Business Systems Analyst - Senior	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57	\$ 100.87	\$ 102.64	\$ 104.43	\$ 106.26	\$ 108.12
Business Systems Specialist	\$ 101.99	\$ 103.77	\$ 105.59	\$ 107.44	\$ 109.32	\$ 108.57	\$ 110.47	\$ 112.40	\$ 114.37	\$ 116.37
Chief Information Security Officer	\$ 142.86	\$ 145.36	\$ 147.90	\$ 150.49	\$ 153.13	\$ 152.07	\$ 154.74	\$ 157.44	\$ 160.20	\$ 163.00
Client/Server Database Manager	\$ 104.70	\$ 106.53	\$ 108.40	\$ 110.29	\$ 112.22	\$ 111.45	\$ 113.40	\$ 115.39	\$ 117.41	\$ 119.46
Client/Server Network Architect	\$ 112.10	\$ 114.06	\$ 116.06	\$ 118.09	\$ 120.16	\$ 119.33	\$ 121.42	\$ 123.54	\$ 125.71	\$ 127.91
Client/Server Support Analyst	\$ 80.88	\$ 82.30	\$ 83.74	\$ 85.20	\$ 86.69	\$ 86.10	\$ 87.60	\$ 89.14	\$ 90.70	\$ 92.28
Communications Analyst - Intermediate	\$ 83.29	\$ 84.75	\$ 86.23	\$ 87.74	\$ 89.28	\$ 88.66	\$ 90.21	\$ 91.79	\$ 93.40	\$ 95.03
Communications Analyst - Senior	\$ 94.57	\$ 96.22	\$ 97.91	\$ 99.62	\$ 101.37	\$ 100.67	\$ 102.43	\$ 104.22	\$ 106.05	\$ 107.90
Communications Facility Engineer	\$ 82.60	\$ 84.05	\$ 85.52	\$ 87.01	\$ 88.54	\$ 87.93	\$ 89.47	\$ 91.03	\$ 92.63	\$ 94.25
Communications Installer	\$ 73.01	\$ 74.29	\$ 75.59	\$ 76.91	\$ 78.26	\$ 77.72	\$ 79.08	\$ 80.46	\$ 81.87	\$ 83.30
Communications Transmission Engineer	\$ 92.32	\$ 93.94	\$ 95.58	\$ 97.25	\$ 98.95	\$ 98.27	\$ 99.99	\$ 101.74	\$ 103.52	\$ 105.34
Computer Operations Manager	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.03	\$ 100.34	\$ 102.10	\$ 103.88	\$ 105.70	\$ 107.55
Consultant	\$ 124.42	\$ 126.60	\$ 128.81	\$ 131.07	\$ 133.36	\$ 132.45	\$ 134.76	\$ 137.12	\$ 139.52	\$ 141.96
Data Architect	\$ 110.56	\$ 112.49	\$ 114.46	\$ 116.47	\$ 118.50	\$ 117.69	\$ 119.75	\$ 121.85	\$ 123.98	\$ 126.15
Data Communications Manager - Planning & Implementation	\$ 111.01	\$ 112.95	\$ 114.93	\$ 116.94	\$ 118.99	\$ 118.17	\$ 120.24	\$ 122.34	\$ 124.48	\$ 126.66
Data Entry Supervisor	\$ 51.93	\$ 52.84	\$ 53.76	\$ 54.70	\$ 55.66	\$ 55.28	\$ 56.25	\$ 57.23	\$ 58.23	\$ 59.25
Data Security Administration Manager	\$ 110.98	\$ 112.92	\$ 114.90	\$ 116.91	\$ 118.95	\$ 118.14	\$ 120.21	\$ 122.31	\$ 124.45	\$ 126.63
Data Security Analyst - Intermediate	\$ 82.34	\$ 83.78	\$ 85.25	\$ 86.74	\$ 88.26	\$ 87.65	\$ 89.18	\$ 90.75	\$ 92.33	\$ 93.95
Data Security Analyst - Senior	\$ 97.16	\$ 98.86	\$ 100.59	\$ 102.35	\$ 104.14	\$ 103.43	\$ 105.24	\$ 107.08	\$ 108.95	\$ 110.86
Data Warehousing Administrator	\$ 86.95	\$ 88.47	\$ 90.02	\$ 91.60	\$ 93.20	\$ 92.56	\$ 94.18	\$ 95.83	\$ 97.50	\$ 99.21
Data Warehousing Analyst	\$ 93.90	\$ 95.54	\$ 97.22	\$ 98.92	\$ 100.65	\$ 99.96	\$ 101.71	\$ 103.49	\$ 105.30	\$ 107.14
Data Warehousing Programmer	\$ 103.37	\$ 105.18	\$ 107.02	\$ 108.89	\$ 110.80	\$ 110.04	\$ 111.96	\$ 113.92	\$ 115.92	\$ 117.94

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<u>Labor Category</u>	<u>Chicago Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 115.10	\$ 117.11	\$ 119.16	\$ 121.25	\$ 123.37	\$ 122.52	\$ 124.67	\$ 126.85	\$ 129.07	\$ 131.33
Data/Configuration Management Specialist	\$ 108.04	\$ 109.93	\$ 111.85	\$ 113.81	\$ 115.80	\$ 115.01	\$ 117.02	\$ 119.07	\$ 121.15	\$ 123.27
Database Administrator	\$ 93.84	\$ 95.48	\$ 97.15	\$ 98.85	\$ 100.58	\$ 99.89	\$ 101.64	\$ 103.42	\$ 105.23	\$ 107.07
Database Analyst/ Programmer - Intermediate	\$ 83.76	\$ 85.23	\$ 86.72	\$ 88.23	\$ 89.78	\$ 89.16	\$ 90.72	\$ 92.31	\$ 93.93	\$ 95.57
Database Analyst/ Programmer – Senior	\$ 100.99	\$ 102.76	\$ 104.56	\$ 106.39	\$ 108.25	\$ 107.50	\$ 109.39	\$ 111.30	\$ 113.25	\$ 115.23
Database Manager	\$ 130.25	\$ 132.53	\$ 134.85	\$ 137.21	\$ 139.61	\$ 138.65	\$ 141.08	\$ 143.55	\$ 146.06	\$ 148.61
Disaster Recovery Administrator	\$ 103.48	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.92	\$ 110.15	\$ 112.08	\$ 114.04	\$ 116.04	\$ 118.07
Disaster Recovery Analyst	\$ 74.96	\$ 76.27	\$ 77.61	\$ 78.96	\$ 80.35	\$ 79.79	\$ 81.19	\$ 82.61	\$ 84.06	\$ 85.53
Documentation Specialist - Intermediate	\$ 56.83	\$ 57.82	\$ 58.84	\$ 59.87	\$ 60.91	\$ 60.50	\$ 61.55	\$ 62.63	\$ 63.73	\$ 64.84
Documentation Specialist - Senior	\$ 70.83	\$ 72.07	\$ 73.33	\$ 74.61	\$ 75.92	\$ 75.40	\$ 76.72	\$ 78.06	\$ 79.43	\$ 80.82
E-Business Manager	\$ 78.31	\$ 79.68	\$ 81.07	\$ 82.49	\$ 83.94	\$ 83.36	\$ 84.82	\$ 86.30	\$ 87.81	\$ 89.35
Electronic Data Interchange (EDI) Manager	\$ 89.91	\$ 91.48	\$ 93.08	\$ 94.71	\$ 96.37	\$ 95.71	\$ 97.38	\$ 99.09	\$ 100.82	\$ 102.59
Electronic Data Interchange (EDI) Specialist	\$ 65.05	\$ 66.19	\$ 67.35	\$ 68.53	\$ 69.72	\$ 69.25	\$ 70.46	\$ 71.69	\$ 72.95	\$ 74.22
Electronic Mail Coordinator	\$ 69.09	\$ 70.30	\$ 71.53	\$ 72.78	\$ 74.05	\$ 73.55	\$ 74.83	\$ 76.14	\$ 77.48	\$ 78.83
Engineering Subject Matter Specialist	\$ 129.21	\$ 131.47	\$ 133.77	\$ 136.11	\$ 138.49	\$ 137.54	\$ 139.95	\$ 142.40	\$ 144.89	\$ 147.43
ERP Busienss/Architectural Specialist	\$ 134.39	\$ 136.74	\$ 139.13	\$ 141.57	\$ 144.05	\$ 143.06	\$ 145.56	\$ 148.11	\$ 150.70	\$ 153.34
ERP Business Analyst - Intermediate	\$ 114.28	\$ 116.28	\$ 118.31	\$ 120.39	\$ 122.49	\$ 121.65	\$ 123.78	\$ 125.95	\$ 128.15	\$ 130.39
ERP Business Analyst - Senior	\$ 121.18	\$ 123.30	\$ 125.46	\$ 127.65	\$ 129.89	\$ 129.00	\$ 131.25	\$ 133.55	\$ 135.89	\$ 138.27
ERP Programmer	\$ 112.23	\$ 114.19	\$ 116.19	\$ 118.23	\$ 120.29	\$ 119.47	\$ 121.56	\$ 123.69	\$ 125.85	\$ 128.05
Graphics Specialist	\$ 51.68	\$ 52.58	\$ 53.50	\$ 54.44	\$ 55.39	\$ 55.01	\$ 55.98	\$ 56.96	\$ 57.95	\$ 58.97
Groupware Specialist	\$ 83.05	\$ 84.50	\$ 85.98	\$ 87.49	\$ 89.02	\$ 88.41	\$ 89.95	\$ 91.53	\$ 93.13	\$ 94.76
Help Desk Coordinator - Intermediate	\$ 47.74	\$ 48.58	\$ 49.43	\$ 50.29	\$ 51.17	\$ 50.82	\$ 51.71	\$ 52.61	\$ 53.53	\$ 54.47
Help Desk Coordinator - Senior	\$ 66.34	\$ 67.50	\$ 68.68	\$ 69.88	\$ 71.11	\$ 70.62	\$ 71.85	\$ 73.11	\$ 74.39	\$ 75.69
Help Desk Manager	\$ 95.08	\$ 96.74	\$ 98.44	\$ 100.16	\$ 101.91	\$ 101.21	\$ 102.98	\$ 104.79	\$ 106.62	\$ 108.49
Help Desk Specialist	\$ 48.24	\$ 49.08	\$ 49.94	\$ 50.82	\$ 51.71	\$ 51.35	\$ 52.25	\$ 53.16	\$ 54.09	\$ 55.04
Help Desk Support Services Specialist - Intermediate	\$ 64.60	\$ 65.73	\$ 66.88	\$ 68.05	\$ 69.24	\$ 68.77	\$ 69.97	\$ 71.19	\$ 72.44	\$ 73.71
Help Desk Support Services Specialist - Senior	\$ 77.53	\$ 78.89	\$ 80.27	\$ 81.67	\$ 83.10	\$ 82.53	\$ 83.97	\$ 85.44	\$ 86.94	\$ 88.46
Information Assurance Development Engineer	\$ 96.60	\$ 98.29	\$ 100.01	\$ 101.76	\$ 103.54	\$ 102.83	\$ 104.63	\$ 106.46	\$ 108.32	\$ 110.22
Information Assurance Engineer	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57	\$ 100.87	\$ 102.64	\$ 104.43	\$ 106.26	\$ 108.12

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<u>Labor Category</u>	Chicago Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 121.03	\$ 123.15	\$ 125.30	\$ 127.50	\$ 129.73	\$ 128.84	\$ 131.09	\$ 133.39	\$ 135.72	\$ 138.09
Information Assurance Systems/Network Specialist	\$ 125.33	\$ 127.52	\$ 129.75	\$ 132.03	\$ 134.34	\$ 133.41	\$ 135.75	\$ 138.12	\$ 140.54	\$ 143.00
Information Center Consultant	\$ 94.85	\$ 96.51	\$ 98.20	\$ 99.92	\$ 101.67	\$ 100.97	\$ 102.73	\$ 104.53	\$ 106.36	\$ 108.22
Information Center Specialist	\$ 107.68	\$ 109.56	\$ 111.48	\$ 113.43	\$ 115.42	\$ 114.63	\$ 116.63	\$ 118.67	\$ 120.75	\$ 122.86
Information Security Business Analyst	\$ 86.14	\$ 87.65	\$ 89.18	\$ 90.74	\$ 92.33	\$ 91.70	\$ 93.30	\$ 94.93	\$ 96.59	\$ 98.29
Information Services Consultant	\$ 111.98	\$ 113.94	\$ 115.93	\$ 117.96	\$ 120.03	\$ 119.20	\$ 121.29	\$ 123.41	\$ 125.57	\$ 127.77
Information Systems Auditor - Intermediate	\$ 87.43	\$ 88.96	\$ 90.52	\$ 92.10	\$ 93.71	\$ 93.07	\$ 94.70	\$ 96.36	\$ 98.04	\$ 99.76
Information Systems Auditor - Senior	\$ 100.78	\$ 102.54	\$ 104.34	\$ 106.16	\$ 108.02	\$ 107.28	\$ 109.16	\$ 111.07	\$ 113.01	\$ 114.99
Information Systems Training Specialist - Intermediate	\$ 77.53	\$ 78.89	\$ 80.27	\$ 81.67	\$ 83.10	\$ 82.53	\$ 83.97	\$ 85.44	\$ 86.94	\$ 88.46
Information Systems Training Specialist - Senior	\$ 86.14	\$ 87.65	\$ 89.18	\$ 90.74	\$ 92.33	\$ 91.70	\$ 93.30	\$ 94.93	\$ 96.59	\$ 98.29
Internal Communications Systems Consultant	\$ 122.54	\$ 124.68	\$ 126.87	\$ 129.09	\$ 131.35	\$ 130.44	\$ 132.73	\$ 135.05	\$ 137.41	\$ 139.82
IT Subject Matter Specialist	\$ 138.25	\$ 140.67	\$ 143.13	\$ 145.64	\$ 148.18	\$ 147.17	\$ 149.74	\$ 152.36	\$ 155.03	\$ 157.74
LAN Administrator - Intermediate	\$ 73.45	\$ 74.74	\$ 76.04	\$ 77.37	\$ 78.73	\$ 78.19	\$ 79.56	\$ 80.95	\$ 82.36	\$ 83.81
LAN Administrator - Senior	\$ 92.24	\$ 93.85	\$ 95.50	\$ 97.17	\$ 98.87	\$ 98.19	\$ 99.91	\$ 101.66	\$ 103.44	\$ 105.25
LAN Support Technician - Intermediate	\$ 73.45	\$ 74.74	\$ 76.04	\$ 77.37	\$ 78.73	\$ 78.19	\$ 79.56	\$ 80.95	\$ 82.36	\$ 83.81
LAN Support Technician - Senior	\$ 79.58	\$ 80.97	\$ 82.39	\$ 83.83	\$ 85.30	\$ 84.71	\$ 86.20	\$ 87.70	\$ 89.24	\$ 90.80
LAN/WAN Administrator	\$ 77.33	\$ 78.68	\$ 80.06	\$ 81.46	\$ 82.89	\$ 82.32	\$ 83.76	\$ 85.22	\$ 86.72	\$ 88.23
LAN/WAN Integrator	\$ 102.60	\$ 104.40	\$ 106.22	\$ 108.08	\$ 109.97	\$ 109.22	\$ 111.13	\$ 113.07	\$ 115.05	\$ 117.07
LAN/WAN/MAN Administrator	\$ 77.33	\$ 78.68	\$ 80.06	\$ 81.46	\$ 82.89	\$ 82.32	\$ 83.76	\$ 85.22	\$ 86.72	\$ 117.07
Network Control Technician	\$ 55.95	\$ 56.93	\$ 57.93	\$ 58.94	\$ 59.97	\$ 59.56	\$ 60.60	\$ 61.66	\$ 62.74	\$ 117.07
Network Engineer - Intermediate	\$ 83.41	\$ 84.87	\$ 86.35	\$ 87.87	\$ 89.40	\$ 88.79	\$ 90.34	\$ 91.92	\$ 93.53	\$ 117.07
Network Engineer - Senior	\$ 97.25	\$ 98.95	\$ 100.68	\$ 102.45	\$ 104.24	\$ 103.52	\$ 105.33	\$ 107.18	\$ 109.05	\$ 117.07
Network Operations Supervisor	\$ 100.57	\$ 102.33	\$ 104.12	\$ 105.94	\$ 107.80	\$ 107.06	\$ 108.93	\$ 110.84	\$ 112.78	\$ 117.07
Network Planning Analyst - Intermediate	\$ 78.81	\$ 80.19	\$ 81.59	\$ 83.02	\$ 84.47	\$ 83.89	\$ 85.36	\$ 86.86	\$ 88.38	\$ 117.07
Network Planning Analyst - Senior	\$ 96.40	\$ 98.09	\$ 99.80	\$ 101.55	\$ 103.33	\$ 102.62	\$ 104.41	\$ 106.24	\$ 108.10	\$ 117.07
Network Planning Manager	\$ 108.56	\$ 110.46	\$ 112.39	\$ 114.36	\$ 116.36	\$ 115.56	\$ 117.58	\$ 119.64	\$ 121.74	\$ 117.07
Network Systems Administrator	\$ 74.58	\$ 75.89	\$ 77.21	\$ 78.56	\$ 79.94	\$ 79.39	\$ 80.78	\$ 82.19	\$ 83.63	\$ 117.07
Network Systems Manager	\$ 102.10	\$ 103.89	\$ 105.70	\$ 107.55	\$ 109.44	\$ 108.69	\$ 110.59	\$ 112.52	\$ 114.49	\$ 117.07
Network/Hardware Support Technician	\$ 53.88	\$ 54.82	\$ 55.78	\$ 56.76	\$ 57.75	\$ 57.36	\$ 58.36	\$ 59.38	\$ 60.42	\$ 117.07

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Chicago Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 100.57	\$ 102.33	\$ 104.12	\$ 105.94	\$ 107.80	\$ 107.06	\$ 108.93	\$ 110.84	\$ 112.78	\$ 117.07
Operations Manager - Voice Communications	\$ 82.04	\$ 83.48	\$ 84.94	\$ 86.42	\$ 87.94	\$ 87.33	\$ 88.86	\$ 90.41	\$ 92.00	\$ 117.07
Operations Systems Manager	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57	\$ 100.87	\$ 102.64	\$ 104.43	\$ 106.26	\$ 117.07
Operations/ Technical Support Manager	\$ 95.36	\$ 97.03	\$ 98.73	\$ 100.45	\$ 102.21	\$ 101.51	\$ 103.29	\$ 105.09	\$ 106.93	\$ 117.07
Operations/Network LAN Administrator	\$ 71.74	\$ 73.00	\$ 74.27	\$ 75.57	\$ 76.90	\$ 76.37	\$ 77.70	\$ 79.06	\$ 80.45	\$ 117.07
Operations/Technical Support Analyst	\$ 51.95	\$ 52.86	\$ 53.78	\$ 54.73	\$ 55.68	\$ 55.30	\$ 56.27	\$ 57.25	\$ 58.26	\$ 117.07
PC Products Analyst	\$ 65.01	\$ 66.15	\$ 67.31	\$ 68.48	\$ 69.68	\$ 69.20	\$ 70.41	\$ 71.65	\$ 72.90	\$ 117.07
PC Systems Specialist	\$ 71.42	\$ 72.67	\$ 73.94	\$ 75.24	\$ 76.55	\$ 76.03	\$ 77.36	\$ 78.71	\$ 80.09	\$ 117.07
PC/LAN Mgmt Analyst - Intermediate	\$ 66.53	\$ 67.69	\$ 68.88	\$ 70.08	\$ 71.31	\$ 70.82	\$ 72.06	\$ 73.32	\$ 74.60	\$ 117.07
PC/LAN Mgmt Analyst – Senior	\$ 80.88	\$ 82.30	\$ 83.74	\$ 85.20	\$ 86.69	\$ 86.10	\$ 87.60	\$ 89.14	\$ 90.70	\$ 117.07
Project Engineer	\$ 110.49	\$ 112.42	\$ 114.39	\$ 116.39	\$ 118.43	\$ 117.62	\$ 119.67	\$ 121.77	\$ 123.90	\$ 117.07
Project Manager – Senior	\$ 137.82	\$ 140.23	\$ 142.69	\$ 145.18	\$ 147.72	\$ 146.71	\$ 149.28	\$ 151.89	\$ 154.55	\$ 117.07
Quality Assurance Analyst - Intermediate	\$ 79.25	\$ 80.64	\$ 82.05	\$ 83.48	\$ 84.94	\$ 84.36	\$ 85.84	\$ 87.34	\$ 88.87	\$ 117.07
Quality Assurance Analyst - Senior	\$ 95.54	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.41	\$ 101.70	\$ 103.48	\$ 105.29	\$ 107.14	\$ 117.07
Quality Assurance Specialist	\$ 91.91	\$ 93.52	\$ 95.15	\$ 96.82	\$ 98.51	\$ 97.84	\$ 99.55	\$ 101.29	\$ 103.07	\$ 117.07
Security Coordinator	\$ 73.31	\$ 74.59	\$ 75.90	\$ 77.23	\$ 78.58	\$ 78.04	\$ 79.40	\$ 80.79	\$ 82.21	\$ 117.07
Site Manager	\$ 112.78	\$ 114.75	\$ 116.76	\$ 118.81	\$ 120.88	\$ 120.05	\$ 122.16	\$ 124.29	\$ 126.47	\$ 117.07
Software Architect	\$ 129.21	\$ 131.47	\$ 133.77	\$ 136.11	\$ 138.49	\$ 137.54	\$ 139.95	\$ 142.40	\$ 144.89	\$ 117.07
Software Developer – Intermediate	\$ 103.99	\$ 105.81	\$ 107.66	\$ 109.55	\$ 111.46	\$ 110.70	\$ 112.63	\$ 114.61	\$ 116.61	\$ 117.07
Software Developer – Senior	\$ 116.29	\$ 118.33	\$ 120.40	\$ 122.50	\$ 124.65	\$ 123.79	\$ 125.96	\$ 128.16	\$ 130.40	\$ 117.07
Software Systems Engineer - Intermediate	\$ 103.37	\$ 105.18	\$ 107.02	\$ 108.89	\$ 110.80	\$ 110.04	\$ 111.96	\$ 113.92	\$ 115.92	\$ 117.07
Software Systems Engineer - Senior	\$ 110.73	\$ 112.67	\$ 114.64	\$ 116.65	\$ 118.69	\$ 117.87	\$ 119.93	\$ 122.03	\$ 124.17	\$ 117.07
Strategic Planner	\$ 116.29	\$ 118.33	\$ 120.40	\$ 122.50	\$ 124.65	\$ 123.79	\$ 125.96	\$ 128.16	\$ 130.40	\$ 117.07
Systems Administrator - Intermediate	\$ 70.43	\$ 71.66	\$ 72.92	\$ 74.19	\$ 75.49	\$ 74.97	\$ 76.28	\$ 77.62	\$ 78.98	\$ 117.07
Systems Administrator - Senior	\$ 87.25	\$ 88.78	\$ 90.33	\$ 91.91	\$ 93.52	\$ 92.88	\$ 94.50	\$ 96.16	\$ 97.84	\$ 117.07
Systems Analysis and Programming Director	\$ 137.82	\$ 140.23	\$ 142.69	\$ 145.18	\$ 147.72	\$ 146.71	\$ 149.28	\$ 151.89	\$ 154.55	\$ 117.07
Systems Engineer	\$ 81.84	\$ 83.27	\$ 84.73	\$ 86.21	\$ 87.72	\$ 87.12	\$ 88.64	\$ 90.19	\$ 91.77	\$ 117.07
Systems Management Technologist	\$ 111.05	\$ 112.99	\$ 114.97	\$ 116.98	\$ 119.03	\$ 118.21	\$ 120.28	\$ 122.39	\$ 124.53	\$ 117.07
Technical Editor	\$ 65.82	\$ 66.97	\$ 68.14	\$ 69.34	\$ 70.55	\$ 70.07	\$ 71.29	\$ 72.54	\$ 73.81	\$ 117.07

Digitalspec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	Chicago Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 68.03	\$ 69.22	\$ 70.43	\$ 71.66	\$ 72.92	\$ 72.42	\$ 73.69	\$ 74.97	\$ 76.29	\$ 117.07
Telecommunications Analyst/Technician	\$ 57.27	\$ 58.27	\$ 59.29	\$ 60.33	\$ 61.39	\$ 60.96	\$ 62.03	\$ 63.12	\$ 64.22	\$ 117.07
Telecommunications Engineer/ Analyst – Intermediate	\$ 64.88	\$ 66.02	\$ 67.17	\$ 68.35	\$ 69.54	\$ 69.06	\$ 70.27	\$ 71.50	\$ 72.75	\$ 117.07
Telecommunications Engineer/ Analyst – Senior	\$ 76.23	\$ 77.56	\$ 78.92	\$ 80.30	\$ 81.71	\$ 81.15	\$ 82.57	\$ 84.01	\$ 85.48	\$ 117.07
Telecommunications Manager - Multiple Incumbents	\$ 120.60	\$ 122.71	\$ 124.86	\$ 127.04	\$ 129.27	\$ 128.38	\$ 130.63	\$ 132.91	\$ 135.24	\$ 117.07
Telecommunications Manager - Single Incumbent	\$ 111.69	\$ 113.64	\$ 115.63	\$ 117.66	\$ 119.72	\$ 118.89	\$ 120.97	\$ 123.09	\$ 125.25	\$ 117.07
Telecommunications Network Help Desk	\$ 45.88	\$ 46.68	\$ 47.50	\$ 48.33	\$ 49.18	\$ 48.84	\$ 49.69	\$ 50.56	\$ 51.45	\$ 117.07
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 76.84	\$ 78.18	\$ 79.55	\$ 80.95	\$ 82.36	\$ 81.80	\$ 83.23	\$ 84.68	\$ 86.17	\$ 117.07
Telecommunications Programmer/ Systems Analyst – Senior	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57	\$ 100.87	\$ 102.64	\$ 104.43	\$ 106.26	\$ 117.07
Telecommunications Technician	\$ 52.50	\$ 53.42	\$ 54.35	\$ 55.30	\$ 56.27	\$ 55.89	\$ 56.86	\$ 57.86	\$ 58.87	\$ 117.07
Telecommunications/Communications Integration Engineer	\$ 84.69	\$ 86.17	\$ 87.68	\$ 89.21	\$ 90.78	\$ 90.15	\$ 91.73	\$ 93.34	\$ 94.97	\$ 117.07
Test Engineer	\$ 86.14	\$ 87.65	\$ 89.18	\$ 90.74	\$ 92.33	\$ 91.70	\$ 93.30	\$ 94.93	\$ 96.59	\$ 117.07
UNIX Systems Administrator	\$ 99.06	\$ 100.79	\$ 102.56	\$ 104.35	\$ 106.18	\$ 105.45	\$ 107.29	\$ 109.17	\$ 111.08	\$ 117.07
Voice Communications Administrator	\$ 64.19	\$ 65.31	\$ 66.46	\$ 67.62	\$ 68.80	\$ 68.33	\$ 69.53	\$ 70.74	\$ 71.98	\$ 117.07
Voice Communications Manager - Planning & Implementation	\$ 99.06	\$ 100.79	\$ 102.56	\$ 104.35	\$ 106.18	\$ 105.45	\$ 107.29	\$ 109.17	\$ 111.08	\$ 117.07
Voice Communications Technician	\$ 53.41	\$ 54.34	\$ 55.30	\$ 56.26	\$ 57.25	\$ 56.85	\$ 57.85	\$ 58.86	\$ 59.89	\$ 117.07
Web Content Administrator	\$ 67.58	\$ 68.76	\$ 69.97	\$ 71.19	\$ 72.44	\$ 71.94	\$ 73.20	\$ 74.48	\$ 75.78	\$ 117.07
Web Content Analyst	\$ 64.60	\$ 65.73	\$ 66.88	\$ 68.05	\$ 69.24	\$ 68.77	\$ 69.97	\$ 71.19	\$ 72.44	\$ 117.07
Web Designer	\$ 71.89	\$ 73.15	\$ 74.43	\$ 75.73	\$ 77.06	\$ 76.53	\$ 77.87	\$ 79.23	\$ 80.62	\$ 117.07
Web Marketing Manager	\$ 100.49	\$ 102.25	\$ 104.04	\$ 105.86	\$ 107.71	\$ 106.97	\$ 108.84	\$ 110.75	\$ 112.69	\$ 117.07
Web Operations Manager	\$ 93.14	\$ 94.77	\$ 96.43	\$ 98.12	\$ 99.83	\$ 99.15	\$ 100.88	\$ 102.65	\$ 104.44	\$ 117.07
Web Project Manager	\$ 110.49	\$ 112.42	\$ 114.39	\$ 116.39	\$ 118.43	\$ 117.62	\$ 119.67	\$ 121.77	\$ 123.90	\$ 117.07
Web Security Administrator	\$ 84.41	\$ 85.89	\$ 87.39	\$ 88.92	\$ 90.48	\$ 89.85	\$ 91.43	\$ 93.03	\$ 94.65	\$ 117.07
Web Security Analyst	\$ 96.40	\$ 98.09	\$ 99.80	\$ 101.55	\$ 103.33	\$ 102.62	\$ 104.41	\$ 106.24	\$ 108.10	\$ 117.07
Web Software Developer	\$ 80.82	\$ 82.23	\$ 83.67	\$ 85.14	\$ 86.63	\$ 86.03	\$ 87.54	\$ 89.07	\$ 90.63	\$ 117.07
Web Technical Administrator	\$ 78.64	\$ 80.02	\$ 81.42	\$ 82.84	\$ 84.29	\$ 83.71	\$ 85.18	\$ 86.67	\$ 88.18	\$ 117.07

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Cincinnati Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 78.22	\$ 79.59	\$ 80.98	\$ 82.40	\$ 83.84	\$ 83.27	\$ 84.72	\$ 86.20	\$ 87.71	\$ 89.25
Applications Systems Analyst/ Programmer – Intermediate	\$ 82.79	\$ 84.24	\$ 85.71	\$ 87.21	\$ 88.74	\$ 88.13	\$ 89.67	\$ 91.24	\$ 92.84	\$ 94.46
Applications Systems Analyst/ Programmer – Senior	\$ 100.73	\$ 102.49	\$ 104.29	\$ 106.11	\$ 107.97	\$ 107.23	\$ 109.10	\$ 111.01	\$ 112.96	\$ 114.93
Business Process Consultant	\$ 103.63	\$ 105.44	\$ 107.29	\$ 109.17	\$ 111.08	\$ 110.31	\$ 112.24	\$ 114.21	\$ 116.21	\$ 118.24
Business Subject Matter Specialist	\$ 120.95	\$ 123.07	\$ 125.22	\$ 127.41	\$ 129.64	\$ 128.75	\$ 131.00	\$ 133.30	\$ 135.63	\$ 138.00
Business Systems Analyst - Intermediate	\$ 81.00	\$ 82.42	\$ 83.86	\$ 85.33	\$ 86.82	\$ 86.22	\$ 87.73	\$ 89.27	\$ 90.83	\$ 92.42
Business Systems Analyst - Senior	\$ 90.57	\$ 92.15	\$ 93.77	\$ 95.41	\$ 97.08	\$ 96.41	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34
Business Systems Specialist	\$ 97.49	\$ 99.20	\$ 100.93	\$ 102.70	\$ 104.50	\$ 103.78	\$ 105.59	\$ 107.44	\$ 109.32	\$ 111.24
Chief Information Security Officer	\$ 136.55	\$ 138.94	\$ 141.37	\$ 143.85	\$ 146.36	\$ 145.36	\$ 147.90	\$ 150.49	\$ 153.12	\$ 155.80
Client/Server Database Manager	\$ 100.08	\$ 101.83	\$ 103.61	\$ 105.43	\$ 107.27	\$ 106.54	\$ 108.40	\$ 110.30	\$ 112.23	\$ 114.19
Client/Server Network Architect	\$ 107.15	\$ 109.03	\$ 110.93	\$ 112.87	\$ 114.85	\$ 114.06	\$ 116.06	\$ 118.09	\$ 120.15	\$ 122.26
Client/Server Support Analyst	\$ 77.31	\$ 78.66	\$ 80.04	\$ 81.44	\$ 82.87	\$ 82.30	\$ 83.74	\$ 85.20	\$ 86.69	\$ 88.21
Communications Analyst - Intermediate	\$ 79.61	\$ 81.00	\$ 82.42	\$ 83.86	\$ 85.33	\$ 84.74	\$ 86.23	\$ 87.74	\$ 89.27	\$ 90.83
Communications Analyst - Senior	\$ 90.40	\$ 91.98	\$ 93.59	\$ 95.23	\$ 96.90	\$ 96.23	\$ 97.91	\$ 99.63	\$ 101.37	\$ 103.15
Communications Facility Engineer	\$ 78.95	\$ 80.33	\$ 81.74	\$ 83.17	\$ 84.62	\$ 84.04	\$ 85.51	\$ 87.01	\$ 88.53	\$ 90.08
Communications Installer	\$ 69.79	\$ 71.01	\$ 72.25	\$ 73.52	\$ 74.81	\$ 74.29	\$ 75.59	\$ 76.91	\$ 78.26	\$ 79.63
Communications Transmission Engineer	\$ 88.24	\$ 89.78	\$ 91.36	\$ 92.95	\$ 94.58	\$ 93.93	\$ 95.58	\$ 97.25	\$ 98.95	\$ 100.68
Computer Operations Manager	\$ 90.10	\$ 91.68	\$ 93.28	\$ 94.91	\$ 96.57	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.04	\$ 102.80
Consultant	\$ 118.93	\$ 121.01	\$ 123.13	\$ 125.28	\$ 127.48	\$ 126.60	\$ 128.82	\$ 131.07	\$ 133.36	\$ 135.70
Data Architect	\$ 105.68	\$ 107.53	\$ 109.41	\$ 111.33	\$ 113.27	\$ 112.50	\$ 114.47	\$ 116.47	\$ 118.51	\$ 120.58
Data Communications Manager - Planning & Implementation	\$ 106.11	\$ 107.97	\$ 109.86	\$ 111.78	\$ 113.73	\$ 112.95	\$ 114.93	\$ 116.94	\$ 118.99	\$ 121.07
Data Entry Supervisor	\$ 49.64	\$ 50.51	\$ 51.39	\$ 52.29	\$ 53.21	\$ 52.84	\$ 53.77	\$ 54.71	\$ 55.66	\$ 56.64
Data Security Administration Manager	\$ 106.08	\$ 107.94	\$ 109.83	\$ 111.75	\$ 113.70	\$ 112.92	\$ 114.90	\$ 116.91	\$ 118.95	\$ 121.04
Data Security Analyst - Intermediate	\$ 78.70	\$ 80.08	\$ 81.48	\$ 82.90	\$ 84.36	\$ 83.78	\$ 85.24	\$ 86.73	\$ 88.25	\$ 89.80
Data Security Analyst - Senior	\$ 92.87	\$ 94.50	\$ 96.15	\$ 97.83	\$ 99.54	\$ 98.86	\$ 100.59	\$ 102.35	\$ 104.14	\$ 105.96
Data Warehousing Administrator	\$ 83.11	\$ 84.56	\$ 86.04	\$ 87.55	\$ 89.08	\$ 88.47	\$ 90.02	\$ 91.59	\$ 93.20	\$ 94.83
Data Warehousing Analyst	\$ 89.75	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 95.54	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40
Data Warehousing Programmer	\$ 98.80	\$ 100.53	\$ 102.29	\$ 104.08	\$ 105.90	\$ 105.17	\$ 107.01	\$ 108.89	\$ 110.79	\$ 112.73

<u>Labor Category</u>	<u>Cincinnati Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 110.01	\$ 111.94	\$ 113.89	\$ 115.89	\$ 117.92	\$ 117.11	\$ 119.15	\$ 121.24	\$ 123.36	\$ 125.52
Data/Configuration Management Specialist	\$ 103.27	\$ 105.08	\$ 106.92	\$ 108.79	\$ 110.69	\$ 109.93	\$ 111.85	\$ 113.81	\$ 115.80	\$ 117.83
Database Administrator	\$ 89.70	\$ 91.27	\$ 92.87	\$ 94.49	\$ 96.15	\$ 95.49	\$ 97.16	\$ 98.86	\$ 100.59	\$ 102.35
Database Analyst/ Programmer - Intermediate	\$ 80.06	\$ 81.46	\$ 82.89	\$ 84.34	\$ 85.81	\$ 85.22	\$ 86.72	\$ 88.23	\$ 89.78	\$ 91.35
Database Analyst/ Programmer – Senior	\$ 96.53	\$ 98.22	\$ 99.94	\$ 101.69	\$ 103.47	\$ 102.76	\$ 104.55	\$ 106.38	\$ 108.25	\$ 110.14
Database Manager	\$ 124.50	\$ 126.68	\$ 128.90	\$ 131.15	\$ 133.45	\$ 132.53	\$ 134.85	\$ 137.21	\$ 139.61	\$ 142.05
Disaster Recovery Administrator	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.19	\$ 106.02	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.91	\$ 112.86
Disaster Recovery Analyst	\$ 71.65	\$ 72.90	\$ 74.18	\$ 75.48	\$ 76.80	\$ 76.27	\$ 77.61	\$ 78.96	\$ 80.35	\$ 81.75
Documentation Specialist - Intermediate	\$ 54.32	\$ 55.27	\$ 56.24	\$ 57.22	\$ 58.22	\$ 57.82	\$ 58.84	\$ 59.87	\$ 60.91	\$ 61.98
Documentation Specialist - Senior	\$ 67.70	\$ 68.88	\$ 70.09	\$ 71.32	\$ 72.56	\$ 72.07	\$ 73.33	\$ 74.61	\$ 75.92	\$ 77.25
E-Business Manager	\$ 74.85	\$ 76.16	\$ 77.49	\$ 78.85	\$ 80.23	\$ 79.68	\$ 81.07	\$ 82.49	\$ 83.93	\$ 85.40
Electronic Data Interchange (EDI) Manager	\$ 85.94	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.12	\$ 91.48	\$ 93.08	\$ 94.71	\$ 96.37	\$ 98.06
Electronic Data Interchange (EDI) Specialist	\$ 62.18	\$ 63.27	\$ 64.38	\$ 65.50	\$ 66.65	\$ 66.19	\$ 67.35	\$ 68.53	\$ 69.73	\$ 70.95
Electronic Mail Coordinator	\$ 66.04	\$ 67.20	\$ 68.37	\$ 69.57	\$ 70.79	\$ 70.30	\$ 71.53	\$ 72.78	\$ 74.06	\$ 75.35
Engineering Subject Matter Specialist	\$ 123.50	\$ 125.66	\$ 127.86	\$ 130.10	\$ 132.37	\$ 131.47	\$ 133.77	\$ 136.11	\$ 138.49	\$ 140.91
ERP Business/Architectural Specialist	\$ 128.45	\$ 130.70	\$ 132.99	\$ 135.31	\$ 137.68	\$ 136.74	\$ 139.13	\$ 141.56	\$ 144.04	\$ 146.56
ERP Business Analyst - Intermediate	\$ 109.23	\$ 111.14	\$ 113.09	\$ 115.07	\$ 117.08	\$ 116.28	\$ 118.31	\$ 120.38	\$ 122.49	\$ 124.63
ERP Business Analyst - Senior	\$ 115.83	\$ 117.86	\$ 119.92	\$ 122.02	\$ 124.15	\$ 123.30	\$ 125.46	\$ 127.65	\$ 129.89	\$ 132.16
ERP Programmer	\$ 107.28	\$ 109.16	\$ 111.07	\$ 113.01	\$ 114.99	\$ 114.20	\$ 116.20	\$ 118.23	\$ 120.30	\$ 122.41
Graphics Specialist	\$ 49.40	\$ 50.26	\$ 51.14	\$ 52.04	\$ 52.95	\$ 52.59	\$ 53.51	\$ 54.44	\$ 55.40	\$ 56.37
Groupware Specialist	\$ 79.38	\$ 80.77	\$ 82.18	\$ 83.62	\$ 85.08	\$ 84.50	\$ 85.98	\$ 87.48	\$ 89.01	\$ 90.57
Help Desk Coordinator - Intermediate	\$ 45.63	\$ 46.43	\$ 47.24	\$ 48.07	\$ 48.91	\$ 48.57	\$ 49.42	\$ 50.29	\$ 51.17	\$ 52.06
Help Desk Coordinator - Senior	\$ 63.41	\$ 64.52	\$ 65.65	\$ 66.80	\$ 67.97	\$ 67.50	\$ 68.68	\$ 69.88	\$ 71.11	\$ 72.35
Help Desk Manager	\$ 90.88	\$ 92.47	\$ 94.09	\$ 95.74	\$ 97.41	\$ 96.74	\$ 98.43	\$ 100.16	\$ 101.91	\$ 103.69
Help Desk Specialist	\$ 46.11	\$ 46.92	\$ 47.74	\$ 48.57	\$ 49.42	\$ 49.08	\$ 49.94	\$ 50.82	\$ 51.71	\$ 52.61
Help Desk Support Services Specialist - Intermediate	\$ 61.75	\$ 62.83	\$ 63.93	\$ 65.05	\$ 66.19	\$ 65.73	\$ 66.88	\$ 68.05	\$ 69.24	\$ 70.46
Help Desk Support Services Specialist - Senior	\$ 74.10	\$ 75.40	\$ 76.72	\$ 78.06	\$ 79.42	\$ 78.88	\$ 80.26	\$ 81.66	\$ 83.09	\$ 84.55
Information Assurance Development Engineer	\$ 92.34	\$ 93.96	\$ 95.60	\$ 97.27	\$ 98.98	\$ 98.30	\$ 100.02	\$ 101.77	\$ 103.55	\$ 105.36
Information Assurance Engineer	\$ 90.57	\$ 92.15	\$ 93.77	\$ 95.41	\$ 97.08	\$ 96.41	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Cincinnati Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Information Assurance Network Specialist	\$ 115.68	\$ 117.70	\$ 119.76	\$ 121.86	\$ 123.99	\$ 123.14	\$ 125.30	\$ 127.49	\$ 129.72	\$ 131.99
Information Assurance Systems/Network Specialist	\$ 119.79	\$ 121.89	\$ 124.02	\$ 126.19	\$ 128.40	\$ 127.52	\$ 129.75	\$ 132.02	\$ 134.33	\$ 136.68
Information Center Consultant	\$ 90.66	\$ 92.25	\$ 93.86	\$ 95.50	\$ 97.17	\$ 96.51	\$ 98.20	\$ 99.91	\$ 101.66	\$ 103.44
Information Center Specialist	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.42	\$ 110.32	\$ 109.56	\$ 111.48	\$ 113.43	\$ 115.41	\$ 117.43
Information Security Business Analyst	\$ 82.33	\$ 83.77	\$ 85.24	\$ 86.73	\$ 88.25	\$ 87.64	\$ 89.17	\$ 90.73	\$ 92.32	\$ 93.94
Information Services Consultant	\$ 107.03	\$ 108.90	\$ 110.81	\$ 112.75	\$ 114.72	\$ 113.93	\$ 115.93	\$ 117.96	\$ 120.02	\$ 122.12
Information Systems Auditor - Intermediate	\$ 83.57	\$ 85.03	\$ 86.52	\$ 88.03	\$ 89.58	\$ 88.96	\$ 90.52	\$ 92.10	\$ 93.71	\$ 95.35
Information Systems Auditor - Senior	\$ 96.33	\$ 98.02	\$ 99.73	\$ 101.48	\$ 103.25	\$ 102.54	\$ 104.34	\$ 106.16	\$ 108.02	\$ 109.91
Information Systems Training Specialist - Intermediate	\$ 74.10	\$ 75.40	\$ 76.72	\$ 78.06	\$ 79.42	\$ 78.88	\$ 80.26	\$ 81.66	\$ 83.09	\$ 84.55
Information Systems Training Specialist - Senior	\$ 82.33	\$ 83.77	\$ 85.24	\$ 86.73	\$ 88.25	\$ 87.64	\$ 89.17	\$ 90.73	\$ 92.32	\$ 93.94
Internal Communications Systems Consultant	\$ 117.13	\$ 119.18	\$ 121.27	\$ 123.39	\$ 125.55	\$ 124.68	\$ 126.87	\$ 129.09	\$ 131.35	\$ 133.64
IT Subject Matter Specialist	\$ 132.14	\$ 134.45	\$ 136.81	\$ 139.20	\$ 141.64	\$ 140.66	\$ 143.12	\$ 145.63	\$ 148.18	\$ 150.77
LAN Administrator - Intermediate	\$ 70.21	\$ 71.44	\$ 72.69	\$ 73.96	\$ 75.26	\$ 74.74	\$ 76.05	\$ 77.38	\$ 78.73	\$ 80.11
LAN Administrator - Senior	\$ 88.17	\$ 89.71	\$ 91.28	\$ 92.88	\$ 94.51	\$ 93.86	\$ 95.50	\$ 97.17	\$ 98.87	\$ 100.60
LAN Support Technician - Intermediate	\$ 70.21	\$ 71.44	\$ 72.69	\$ 73.96	\$ 75.26	\$ 74.74	\$ 76.05	\$ 77.38	\$ 78.73	\$ 80.11
LAN Support Technician - Senior	\$ 76.07	\$ 77.40	\$ 78.76	\$ 80.13	\$ 81.54	\$ 80.98	\$ 82.39	\$ 83.84	\$ 85.30	\$ 86.80
LAN/WAN Administrator	\$ 73.92	\$ 75.21	\$ 76.53	\$ 77.87	\$ 79.23	\$ 78.69	\$ 80.06	\$ 81.47	\$ 82.89	\$ 84.34
LAN/WAN Integrator	\$ 98.07	\$ 99.79	\$ 101.53	\$ 103.31	\$ 105.12	\$ 104.40	\$ 106.22	\$ 108.08	\$ 109.97	\$ 111.90
LAN/WAN/MAN Administrator	\$ 73.92	\$ 75.21	\$ 76.53	\$ 77.87	\$ 79.23	\$ 78.69	\$ 80.06	\$ 81.47	\$ 82.89	\$ 84.34
Network Control Technician	\$ 53.48	\$ 54.42	\$ 55.37	\$ 56.34	\$ 57.32	\$ 56.93	\$ 57.93	\$ 58.94	\$ 59.97	\$ 61.02
Network Engineer - Intermediate	\$ 79.72	\$ 81.12	\$ 82.53	\$ 83.98	\$ 85.45	\$ 84.86	\$ 86.35	\$ 87.86	\$ 89.40	\$ 90.96
Network Engineer - Senior	\$ 92.96	\$ 94.59	\$ 96.24	\$ 97.93	\$ 99.64	\$ 98.96	\$ 100.69	\$ 102.45	\$ 104.24	\$ 106.07
Network Operations Supervisor	\$ 96.12	\$ 97.80	\$ 99.51	\$ 101.26	\$ 103.03	\$ 102.32	\$ 104.11	\$ 105.93	\$ 107.79	\$ 109.67
Network Planning Analyst - Intermediate	\$ 75.33	\$ 76.65	\$ 77.99	\$ 79.35	\$ 80.74	\$ 80.19	\$ 81.59	\$ 83.02	\$ 84.47	\$ 85.95
Network Planning Analyst - Senior	\$ 92.14	\$ 93.75	\$ 95.39	\$ 97.06	\$ 98.76	\$ 98.08	\$ 99.80	\$ 101.55	\$ 103.32	\$ 105.13
Network Planning Manager	\$ 103.77	\$ 105.59	\$ 107.43	\$ 109.31	\$ 111.23	\$ 110.46	\$ 112.40	\$ 114.36	\$ 116.36	\$ 118.40
Network Systems Administrator	\$ 71.29	\$ 72.54	\$ 73.81	\$ 75.10	\$ 76.41	\$ 75.89	\$ 77.22	\$ 78.57	\$ 79.94	\$ 81.34
Network Systems Manager	\$ 97.59	\$ 99.30	\$ 101.04	\$ 102.80	\$ 104.60	\$ 103.88	\$ 105.70	\$ 107.55	\$ 109.43	\$ 111.35
Network/Hardware Support Technician	\$ 51.51	\$ 52.41	\$ 53.33	\$ 54.26	\$ 55.21	\$ 54.83	\$ 55.79	\$ 56.77	\$ 57.76	\$ 58.77

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Cincinnati Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 96.12	\$ 97.80	\$ 99.51	\$ 101.26	\$ 103.03	\$ 102.32	\$ 104.11	\$ 105.93	\$ 107.79	\$ 109.67
Operations Manager - Voice Communications	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61	\$ 84.06	\$ 83.48	\$ 84.94	\$ 86.43	\$ 87.94	\$ 89.48
Operations Systems Manager	\$ 90.57	\$ 92.15	\$ 93.77	\$ 95.41	\$ 97.08	\$ 96.41	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34
Operations/ Technical Support Manager	\$ 91.15	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.70	\$ 97.03	\$ 98.73	\$ 100.45	\$ 102.21	\$ 104.00
Operations/Network LAN Administrator	\$ 68.57	\$ 69.77	\$ 70.99	\$ 72.23	\$ 73.50	\$ 72.99	\$ 74.27	\$ 75.57	\$ 76.89	\$ 78.24
Operations/Technical Support Analyst	\$ 49.65	\$ 50.52	\$ 51.40	\$ 52.30	\$ 53.22	\$ 52.85	\$ 53.78	\$ 54.72	\$ 55.68	\$ 56.65
PC Products Analyst	\$ 62.14	\$ 63.23	\$ 64.33	\$ 65.46	\$ 66.61	\$ 66.15	\$ 67.31	\$ 68.48	\$ 69.68	\$ 70.90
PC Systems Specialist	\$ 68.27	\$ 69.46	\$ 70.68	\$ 71.92	\$ 73.18	\$ 72.67	\$ 73.95	\$ 75.24	\$ 76.56	\$ 77.90
PC/LAN Mgmt Analyst - Intermediate	\$ 63.59	\$ 64.70	\$ 65.84	\$ 66.99	\$ 68.16	\$ 67.69	\$ 68.88	\$ 70.08	\$ 71.31	\$ 72.56
PC/LAN Mgmt Analyst – Senior	\$ 77.31	\$ 78.66	\$ 80.04	\$ 81.44	\$ 82.87	\$ 82.30	\$ 83.74	\$ 85.20	\$ 86.69	\$ 88.21
Project Engineer	\$ 105.61	\$ 107.46	\$ 109.34	\$ 111.25	\$ 113.20	\$ 112.42	\$ 114.39	\$ 116.39	\$ 118.43	\$ 120.50
Project Manager – Senior	\$ 131.73	\$ 134.04	\$ 136.38	\$ 138.77	\$ 141.20	\$ 140.23	\$ 142.68	\$ 145.18	\$ 147.72	\$ 150.30
Quality Assurance Analyst - Intermediate	\$ 75.75	\$ 77.08	\$ 78.42	\$ 79.80	\$ 81.19	\$ 80.64	\$ 82.05	\$ 83.48	\$ 84.94	\$ 86.43
Quality Assurance Analyst - Senior	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20
Quality Assurance Specialist	\$ 87.85	\$ 89.39	\$ 90.95	\$ 92.54	\$ 94.16	\$ 93.52	\$ 95.15	\$ 96.82	\$ 98.51	\$ 100.24
Security Coordinator	\$ 70.07	\$ 71.30	\$ 72.54	\$ 73.81	\$ 75.11	\$ 74.59	\$ 75.89	\$ 77.22	\$ 78.57	\$ 79.95
Site Manager	\$ 107.80	\$ 109.69	\$ 111.61	\$ 113.56	\$ 115.55	\$ 114.75	\$ 116.76	\$ 118.80	\$ 120.88	\$ 123.00
Software Architect	\$ 123.50	\$ 125.66	\$ 127.86	\$ 130.10	\$ 132.37	\$ 131.47	\$ 133.77	\$ 136.11	\$ 138.49	\$ 140.91
Software Developer – Intermediate	\$ 99.40	\$ 101.14	\$ 102.91	\$ 104.71	\$ 106.54	\$ 105.81	\$ 107.66	\$ 109.55	\$ 111.46	\$ 113.41
Software Developer – Senior	\$ 111.15	\$ 113.10	\$ 115.07	\$ 117.09	\$ 119.14	\$ 118.32	\$ 120.39	\$ 122.50	\$ 124.64	\$ 126.82
Software Systems Engineer - Intermediate	\$ 98.80	\$ 100.53	\$ 102.29	\$ 104.08	\$ 105.90	\$ 105.17	\$ 107.01	\$ 108.89	\$ 110.79	\$ 112.73
Software Systems Engineer - Senior	\$ 105.84	\$ 107.69	\$ 109.58	\$ 111.49	\$ 113.45	\$ 112.67	\$ 114.64	\$ 116.64	\$ 118.69	\$ 120.76
Strategic Planner	\$ 111.15	\$ 113.10	\$ 115.07	\$ 117.09	\$ 119.14	\$ 118.32	\$ 120.39	\$ 122.50	\$ 124.64	\$ 126.82
Systems Administrator - Intermediate	\$ 67.32	\$ 68.50	\$ 69.70	\$ 70.92	\$ 72.16	\$ 71.66	\$ 72.92	\$ 74.19	\$ 75.49	\$ 76.81
Systems Administrator - Senior	\$ 83.39	\$ 84.85	\$ 86.33	\$ 87.85	\$ 89.38	\$ 88.77	\$ 90.32	\$ 91.90	\$ 93.51	\$ 95.15
Systems Analysis and Programming Director	\$ 131.73	\$ 134.04	\$ 136.38	\$ 138.77	\$ 141.20	\$ 140.23	\$ 142.68	\$ 145.18	\$ 147.72	\$ 150.30
Systems Engineer	\$ 78.22	\$ 79.59	\$ 80.98	\$ 82.40	\$ 83.84	\$ 83.27	\$ 84.72	\$ 86.20	\$ 87.71	\$ 89.25
Systems Management Technologist	\$ 106.15	\$ 108.01	\$ 109.90	\$ 111.82	\$ 113.78	\$ 113.00	\$ 114.97	\$ 116.99	\$ 119.03	\$ 121.12
Technical Editor	\$ 62.91	\$ 64.01	\$ 65.13	\$ 66.27	\$ 67.43	\$ 66.97	\$ 68.14	\$ 69.33	\$ 70.55	\$ 71.78

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>Cincinnati Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Technical Writer	\$ 65.02	\$ 66.16	\$ 67.32	\$ 68.49	\$ 69.69	\$ 69.21	\$ 70.43	\$ 71.66	\$ 72.91	\$ 74.19
Telecommunications Analyst/Technician	\$ 54.74	\$ 55.70	\$ 56.67	\$ 57.66	\$ 58.67	\$ 58.27	\$ 59.29	\$ 60.33	\$ 61.38	\$ 62.46
Telecommunications Engineer/ Analyst – Intermediate	\$ 62.01	\$ 63.10	\$ 64.20	\$ 65.32	\$ 66.47	\$ 66.01	\$ 67.16	\$ 68.34	\$ 69.54	\$ 70.75
Telecommunications Engineer/ Analyst – Senior	\$ 72.86	\$ 74.14	\$ 75.43	\$ 76.75	\$ 78.10	\$ 77.56	\$ 78.92	\$ 80.30	\$ 81.70	\$ 83.13
Telecommunications Manager - Multiple Incumbents	\$ 115.27	\$ 117.29	\$ 119.34	\$ 121.43	\$ 123.55	\$ 122.70	\$ 124.85	\$ 127.04	\$ 129.26	\$ 131.52
Telecommunications Manager - Single Incumbent	\$ 106.76	\$ 108.63	\$ 110.53	\$ 112.46	\$ 114.43	\$ 113.65	\$ 115.63	\$ 117.66	\$ 119.72	\$ 121.81
Telecommunications Network Help Desk	\$ 43.85	\$ 44.62	\$ 45.40	\$ 46.19	\$ 47.00	\$ 46.68	\$ 47.50	\$ 48.33	\$ 49.17	\$ 50.03
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 73.45	\$ 74.74	\$ 76.04	\$ 77.37	\$ 78.73	\$ 78.19	\$ 79.56	\$ 80.95	\$ 82.36	\$ 83.81
Telecommunications Programmer/ Systems Analyst – Senior	\$ 90.57	\$ 92.15	\$ 93.77	\$ 95.41	\$ 97.08	\$ 96.41	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34
Telecommunications Technician	\$ 50.18	\$ 51.06	\$ 51.95	\$ 52.86	\$ 53.79	\$ 53.42	\$ 54.35	\$ 55.30	\$ 56.27	\$ 57.26
Telecommunications/Communications Integration Engineer	\$ 80.95	\$ 82.37	\$ 83.81	\$ 85.27	\$ 86.77	\$ 86.17	\$ 87.68	\$ 89.21	\$ 90.77	\$ 92.36
Test Engineer	\$ 82.33	\$ 83.77	\$ 85.24	\$ 86.73	\$ 88.25	\$ 87.64	\$ 89.17	\$ 90.73	\$ 92.32	\$ 93.94
UNIX Systems Administrator	\$ 94.68	\$ 96.34	\$ 98.02	\$ 99.74	\$ 101.48	\$ 100.79	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03
Voice Communications Administrator	\$ 61.35	\$ 62.42	\$ 63.52	\$ 64.63	\$ 65.76	\$ 65.31	\$ 66.45	\$ 67.61	\$ 68.80	\$ 70.00
Voice Communications Manager - Planning & Implementation	\$ 94.68	\$ 96.34	\$ 98.02	\$ 99.74	\$ 101.48	\$ 100.79	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03
Voice Communications Technician	\$ 51.05	\$ 51.94	\$ 52.85	\$ 53.78	\$ 54.72	\$ 54.34	\$ 55.29	\$ 56.26	\$ 57.25	\$ 58.25
Web Content Administrator	\$ 64.60	\$ 65.73	\$ 66.88	\$ 68.05	\$ 69.24	\$ 68.77	\$ 69.97	\$ 71.19	\$ 72.44	\$ 73.71
Web Content Analyst	\$ 61.75	\$ 62.83	\$ 63.93	\$ 65.05	\$ 66.19	\$ 65.73	\$ 66.88	\$ 68.05	\$ 69.24	\$ 70.46
Web Designer	\$ 68.72	\$ 69.92	\$ 71.15	\$ 72.39	\$ 73.66	\$ 73.15	\$ 74.43	\$ 75.74	\$ 77.06	\$ 78.41
Web Marketing Manager	\$ 96.06	\$ 97.74	\$ 99.45	\$ 101.19	\$ 102.96	\$ 102.26	\$ 104.05	\$ 105.87	\$ 107.72	\$ 109.60
Web Operations Manager	\$ 89.02	\$ 90.58	\$ 92.16	\$ 93.78	\$ 95.42	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57
Web Project Manager	\$ 105.61	\$ 107.46	\$ 109.34	\$ 111.25	\$ 113.20	\$ 112.42	\$ 114.39	\$ 116.39	\$ 118.43	\$ 120.50
Web Security Administrator	\$ 80.69	\$ 82.10	\$ 83.54	\$ 85.00	\$ 86.49	\$ 85.89	\$ 87.40	\$ 88.93	\$ 90.48	\$ 92.07
Web Security Analyst	\$ 92.14	\$ 93.75	\$ 95.39	\$ 97.06	\$ 98.76	\$ 98.08	\$ 99.80	\$ 101.55	\$ 103.32	\$ 105.13
Web Software Developer	\$ 77.25	\$ 78.60	\$ 79.98	\$ 81.38	\$ 82.80	\$ 82.23	\$ 83.67	\$ 85.14	\$ 86.63	\$ 88.14
Web Technical Administrator	\$ 75.16	\$ 76.48	\$ 77.81	\$ 79.18	\$ 80.56	\$ 80.01	\$ 81.41	\$ 82.83	\$ 84.28	\$ 85.76

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Cleveland Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 77.82	\$ 79.18	\$ 80.57	\$ 81.98	\$ 83.41	\$ 82.84	\$ 84.29	\$ 85.76	\$ 87.27	\$ 88.79
Applications Systems Analyst/ Programmer – Intermediate	\$ 82.37	\$ 83.81	\$ 85.28	\$ 86.77	\$ 88.29	\$ 87.68	\$ 89.22	\$ 90.78	\$ 92.37	\$ 93.98
Applications Systems Analyst/ Programmer – Senior	\$ 100.21	\$ 101.96	\$ 103.75	\$ 105.56	\$ 107.41	\$ 106.67	\$ 108.54	\$ 110.44	\$ 112.37	\$ 114.34
Business Process Consultant	\$ 103.10	\$ 104.90	\$ 106.74	\$ 108.61	\$ 110.51	\$ 109.75	\$ 111.67	\$ 113.62	\$ 115.61	\$ 117.64
Business Subject Matter Specialist	\$ 120.33	\$ 122.44	\$ 124.58	\$ 126.76	\$ 128.98	\$ 128.09	\$ 130.33	\$ 132.61	\$ 134.93	\$ 137.30
Business Systems Analyst - Intermediate	\$ 80.58	\$ 81.99	\$ 83.42	\$ 84.88	\$ 86.37	\$ 85.78	\$ 87.28	\$ 88.81	\$ 90.36	\$ 91.94
Business Systems Analyst - Senior	\$ 90.11	\$ 91.69	\$ 93.29	\$ 94.92	\$ 96.59	\$ 95.92	\$ 97.60	\$ 99.31	\$ 101.05	\$ 102.81
Business Systems Specialist	\$ 96.99	\$ 98.69	\$ 100.41	\$ 102.17	\$ 103.96	\$ 103.25	\$ 105.05	\$ 106.89	\$ 108.76	\$ 110.67
Chief Information Security Officer	\$ 135.85	\$ 138.23	\$ 140.65	\$ 143.11	\$ 145.61	\$ 144.61	\$ 147.14	\$ 149.72	\$ 152.34	\$ 155.00
Client/Server Database Manager	\$ 99.56	\$ 101.30	\$ 103.08	\$ 104.88	\$ 106.71	\$ 105.98	\$ 107.84	\$ 109.72	\$ 111.64	\$ 113.60
Client/Server Network Architect	\$ 106.60	\$ 108.47	\$ 110.36	\$ 112.30	\$ 114.26	\$ 113.48	\$ 115.46	\$ 117.48	\$ 119.54	\$ 121.63
Client/Server Support Analyst	\$ 76.91	\$ 78.26	\$ 79.63	\$ 81.02	\$ 82.44	\$ 81.87	\$ 83.30	\$ 84.76	\$ 86.24	\$ 87.75
Communications Analyst - Intermediate	\$ 79.21	\$ 80.60	\$ 82.01	\$ 83.44	\$ 84.90	\$ 84.32	\$ 85.79	\$ 87.30	\$ 88.82	\$ 90.38
Communications Analyst - Senior	\$ 89.93	\$ 91.50	\$ 93.11	\$ 94.73	\$ 96.39	\$ 95.73	\$ 97.41	\$ 99.11	\$ 100.84	\$ 102.61
Communications Facility Engineer	\$ 78.55	\$ 79.92	\$ 81.32	\$ 82.75	\$ 84.19	\$ 83.62	\$ 85.08	\$ 86.57	\$ 88.08	\$ 89.63
Communications Installer	\$ 69.43	\$ 70.65	\$ 71.88	\$ 73.14	\$ 74.42	\$ 73.91	\$ 75.20	\$ 76.52	\$ 77.86	\$ 79.22
Communications Transmission Engineer	\$ 87.79	\$ 89.33	\$ 90.89	\$ 92.48	\$ 94.10	\$ 93.45	\$ 95.09	\$ 96.75	\$ 98.45	\$ 100.17
Computer Operations Manager	\$ 89.63	\$ 91.20	\$ 92.79	\$ 94.42	\$ 96.07	\$ 95.41	\$ 97.08	\$ 98.78	\$ 100.51	\$ 102.27
Consultant	\$ 118.31	\$ 120.38	\$ 122.49	\$ 124.63	\$ 126.81	\$ 125.94	\$ 128.14	\$ 130.39	\$ 132.67	\$ 134.99
Data Architect	\$ 105.14	\$ 106.98	\$ 108.85	\$ 110.76	\$ 112.70	\$ 111.92	\$ 113.88	\$ 115.87	\$ 117.90	\$ 119.96
Data Communications Manager - Planning & Implementation	\$ 105.56	\$ 107.41	\$ 109.29	\$ 111.20	\$ 113.15	\$ 112.37	\$ 114.34	\$ 116.34	\$ 118.37	\$ 120.44
Data Entry Supervisor	\$ 49.38	\$ 50.24	\$ 51.12	\$ 52.02	\$ 52.93	\$ 52.57	\$ 53.48	\$ 54.42	\$ 55.37	\$ 56.34
Data Security Administration Manager	\$ 105.53	\$ 107.38	\$ 109.26	\$ 111.17	\$ 113.11	\$ 112.34	\$ 114.30	\$ 116.30	\$ 118.34	\$ 120.41
Data Security Analyst - Intermediate	\$ 78.30	\$ 79.67	\$ 81.06	\$ 82.48	\$ 83.93	\$ 83.35	\$ 84.81	\$ 86.29	\$ 87.80	\$ 89.34
Data Security Analyst - Senior	\$ 92.39	\$ 94.01	\$ 95.65	\$ 97.33	\$ 99.03	\$ 98.35	\$ 100.07	\$ 101.82	\$ 103.60	\$ 105.42
Data Warehousing Administrator	\$ 82.68	\$ 84.13	\$ 85.60	\$ 87.10	\$ 88.62	\$ 88.01	\$ 89.55	\$ 91.12	\$ 92.71	\$ 94.34
Data Warehousing Analyst	\$ 89.29	\$ 90.85	\$ 92.44	\$ 94.06	\$ 95.71	\$ 95.05	\$ 96.71	\$ 98.41	\$ 100.13	\$ 101.88
Data Warehousing Programmer	\$ 98.30	\$ 100.02	\$ 101.77	\$ 103.55	\$ 105.36	\$ 104.64	\$ 106.47	\$ 108.33	\$ 110.23	\$ 112.16

Digitalspec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Cleveland Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 109.45	\$ 111.37	\$ 113.31	\$ 115.30	\$ 117.31	\$ 116.51	\$ 118.55	\$ 120.62	\$ 122.73	\$ 124.88
Data/Configuration Management Specialist	\$ 102.74	\$ 104.54	\$ 106.37	\$ 108.23	\$ 110.12	\$ 109.37	\$ 111.28	\$ 113.23	\$ 115.21	\$ 117.23
Database Administrator	\$ 89.24	\$ 90.80	\$ 92.39	\$ 94.01	\$ 95.65	\$ 95.00	\$ 96.66	\$ 98.35	\$ 100.07	\$ 101.82
Database Analyst/ Programmer - Intermediate	\$ 79.65	\$ 81.04	\$ 82.46	\$ 83.91	\$ 85.37	\$ 84.79	\$ 86.27	\$ 87.78	\$ 89.32	\$ 90.88
Database Analyst/ Programmer – Senior	\$ 96.04	\$ 97.72	\$ 99.43	\$ 101.17	\$ 102.94	\$ 102.23	\$ 104.02	\$ 105.84	\$ 107.70	\$ 109.58
Database Manager	\$ 123.86	\$ 126.03	\$ 128.23	\$ 130.48	\$ 132.76	\$ 131.85	\$ 134.16	\$ 136.50	\$ 138.89	\$ 141.32
Disaster Recovery Administrator	\$ 98.40	\$ 100.12	\$ 101.87	\$ 103.66	\$ 105.47	\$ 104.75	\$ 106.58	\$ 108.45	\$ 110.34	\$ 112.27
Disaster Recovery Analyst	\$ 71.28	\$ 72.53	\$ 73.80	\$ 75.09	\$ 76.40	\$ 75.88	\$ 77.21	\$ 78.56	\$ 79.93	\$ 81.33
Documentation Specialist - Intermediate	\$ 54.04	\$ 54.99	\$ 55.95	\$ 56.93	\$ 57.92	\$ 57.53	\$ 58.53	\$ 59.56	\$ 60.60	\$ 61.66
Documentation Specialist - Senior	\$ 67.36	\$ 68.54	\$ 69.74	\$ 70.96	\$ 72.20	\$ 71.70	\$ 72.96	\$ 74.24	\$ 75.54	\$ 76.86
E-Business Manager	\$ 74.47	\$ 75.77	\$ 77.10	\$ 78.45	\$ 79.82	\$ 79.27	\$ 80.66	\$ 82.07	\$ 83.51	\$ 84.97
Electronic Data Interchange (EDI) Manager	\$ 85.49	\$ 86.99	\$ 88.51	\$ 90.06	\$ 91.63	\$ 91.00	\$ 92.60	\$ 94.22	\$ 95.87	\$ 97.54
Electronic Data Interchange (EDI) Specialist	\$ 61.86	\$ 62.94	\$ 64.04	\$ 65.16	\$ 66.31	\$ 65.85	\$ 67.00	\$ 68.17	\$ 69.37	\$ 70.58
Electronic Mail Coordinator	\$ 65.70	\$ 66.85	\$ 68.02	\$ 69.21	\$ 70.42	\$ 69.94	\$ 71.16	\$ 72.41	\$ 73.67	\$ 74.96
Engineering Subject Matter Specialist	\$ 122.87	\$ 125.02	\$ 127.21	\$ 129.43	\$ 131.70	\$ 130.80	\$ 133.08	\$ 135.41	\$ 137.78	\$ 140.19
ERP Busienss/Architectural Specialist	\$ 127.79	\$ 130.03	\$ 132.30	\$ 134.62	\$ 136.97	\$ 136.03	\$ 138.41	\$ 140.84	\$ 143.30	\$ 145.81
ERP Business Analyst - Intermediate	\$ 108.67	\$ 110.57	\$ 112.51	\$ 114.48	\$ 116.48	\$ 115.68	\$ 117.70	\$ 119.76	\$ 121.86	\$ 123.99
ERP Business Analyst - Senior	\$ 115.23	\$ 117.25	\$ 119.30	\$ 121.39	\$ 123.51	\$ 122.66	\$ 124.81	\$ 126.99	\$ 129.22	\$ 131.48
ERP Programmer	\$ 106.73	\$ 108.60	\$ 110.50	\$ 112.43	\$ 114.40	\$ 113.61	\$ 115.60	\$ 117.63	\$ 119.68	\$ 121.78
Graphics Specialist	\$ 49.15	\$ 50.01	\$ 50.89	\$ 51.78	\$ 52.68	\$ 52.32	\$ 53.24	\$ 54.17	\$ 55.12	\$ 56.08
Groupware Specialist	\$ 78.97	\$ 80.35	\$ 81.76	\$ 83.19	\$ 84.64	\$ 84.06	\$ 85.53	\$ 87.03	\$ 88.55	\$ 90.10
Help Desk Coordinator - Intermediate	\$ 45.40	\$ 46.19	\$ 47.00	\$ 47.83	\$ 48.66	\$ 48.33	\$ 49.17	\$ 50.03	\$ 50.91	\$ 51.80
Help Desk Coordinator - Senior	\$ 63.08	\$ 64.18	\$ 65.31	\$ 66.45	\$ 67.61	\$ 67.15	\$ 68.32	\$ 69.52	\$ 70.74	\$ 71.97
Help Desk Manager	\$ 90.42	\$ 92.00	\$ 93.61	\$ 95.25	\$ 96.92	\$ 96.25	\$ 97.94	\$ 99.65	\$ 101.39	\$ 103.17
Help Desk Specialist	\$ 45.87	\$ 46.67	\$ 47.49	\$ 48.32	\$ 49.17	\$ 48.83	\$ 49.68	\$ 50.55	\$ 51.44	\$ 52.34
Help Desk Support Services Specialist - Intermediate	\$ 61.43	\$ 62.51	\$ 63.60	\$ 64.71	\$ 65.84	\$ 65.39	\$ 66.54	\$ 67.70	\$ 68.89	\$ 70.09
Help Desk Support Services Specialist - Senior	\$ 73.72	\$ 75.01	\$ 76.32	\$ 77.66	\$ 79.02	\$ 78.47	\$ 79.85	\$ 81.25	\$ 82.67	\$ 84.11
Information Assurance Development Engineer	\$ 91.86	\$ 93.47	\$ 95.10	\$ 96.77	\$ 98.46	\$ 97.78	\$ 99.50	\$ 101.24	\$ 103.01	\$ 104.81
Information Assurance Engineer	\$ 90.11	\$ 91.69	\$ 93.29	\$ 94.92	\$ 96.59	\$ 95.92	\$ 97.60	\$ 99.31	\$ 101.05	\$ 102.81

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Cleveland Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Information Assurance Network Specialist	\$ 115.09	\$ 117.10	\$ 119.15	\$ 121.24	\$ 123.36	\$ 122.51	\$ 124.66	\$ 126.84	\$ 129.06	\$ 131.32
Information Assurance Systems/Network Specialist	\$ 119.18	\$ 121.27	\$ 123.39	\$ 125.55	\$ 127.74	\$ 126.87	\$ 129.09	\$ 131.35	\$ 133.64	\$ 135.98
Information Center Consultant	\$ 90.19	\$ 91.77	\$ 93.37	\$ 95.01	\$ 96.67	\$ 96.01	\$ 97.69	\$ 99.40	\$ 101.14	\$ 102.91
Information Center Specialist	\$ 102.39	\$ 104.18	\$ 106.01	\$ 107.86	\$ 109.75	\$ 108.99	\$ 110.90	\$ 112.84	\$ 114.82	\$ 116.83
Information Security Business Analyst	\$ 81.91	\$ 83.34	\$ 84.80	\$ 86.29	\$ 87.80	\$ 87.19	\$ 88.72	\$ 90.27	\$ 91.85	\$ 93.46
Information Services Consultant	\$ 106.48	\$ 108.34	\$ 110.24	\$ 112.17	\$ 114.13	\$ 113.35	\$ 115.33	\$ 117.35	\$ 119.40	\$ 121.49
Information Systems Auditor - Intermediate	\$ 83.14	\$ 84.59	\$ 86.08	\$ 87.58	\$ 89.11	\$ 88.50	\$ 90.05	\$ 91.63	\$ 93.23	\$ 94.86
Information Systems Auditor - Senior	\$ 95.83	\$ 97.51	\$ 99.21	\$ 100.95	\$ 102.72	\$ 102.01	\$ 103.80	\$ 105.61	\$ 107.46	\$ 109.34
Information Systems Training Specialist - Intermediate	\$ 73.72	\$ 75.01	\$ 76.32	\$ 77.66	\$ 79.02	\$ 78.47	\$ 79.85	\$ 81.25	\$ 82.67	\$ 84.11
Information Systems Training Specialist - Senior	\$ 81.91	\$ 83.34	\$ 84.80	\$ 86.29	\$ 87.80	\$ 87.19	\$ 88.72	\$ 90.27	\$ 91.85	\$ 93.46
Internal Communications Systems Consultant	\$ 116.53	\$ 118.57	\$ 120.64	\$ 122.76	\$ 124.90	\$ 124.05	\$ 126.22	\$ 128.43	\$ 130.67	\$ 132.96
IT Subject Matter Specialist	\$ 131.46	\$ 133.76	\$ 136.10	\$ 138.48	\$ 140.91	\$ 139.94	\$ 142.39	\$ 144.88	\$ 147.42	\$ 150.00
LAN Administrator - Intermediate	\$ 69.85	\$ 71.07	\$ 72.32	\$ 73.58	\$ 74.87	\$ 74.36	\$ 75.66	\$ 76.98	\$ 78.33	\$ 79.70
LAN Administrator - Senior	\$ 87.71	\$ 89.24	\$ 90.81	\$ 92.40	\$ 94.01	\$ 93.37	\$ 95.00	\$ 96.66	\$ 98.36	\$ 100.08
LAN Support Technician - Intermediate	\$ 69.85	\$ 71.07	\$ 72.32	\$ 73.58	\$ 74.87	\$ 74.36	\$ 75.66	\$ 76.98	\$ 78.33	\$ 79.70
LAN Support Technician - Senior	\$ 75.68	\$ 77.00	\$ 78.35	\$ 79.72	\$ 81.12	\$ 80.56	\$ 81.97	\$ 83.41	\$ 84.87	\$ 86.35
LAN/WAN Administrator	\$ 73.54	\$ 74.83	\$ 76.14	\$ 77.47	\$ 78.82	\$ 78.28	\$ 79.65	\$ 81.05	\$ 82.47	\$ 83.91
LAN/WAN Integrator	\$ 97.57	\$ 99.28	\$ 101.01	\$ 102.78	\$ 104.58	\$ 103.86	\$ 105.68	\$ 107.53	\$ 109.41	\$ 111.33
LAN/WAN/MAN Administrator	\$ 73.54	\$ 74.83	\$ 76.14	\$ 77.47	\$ 78.82	\$ 78.28	\$ 79.65	\$ 81.05	\$ 82.47	\$ 83.91
Network Control Technician	\$ 53.21	\$ 54.14	\$ 55.09	\$ 56.05	\$ 57.03	\$ 56.64	\$ 57.63	\$ 58.64	\$ 59.67	\$ 60.71
Network Engineer - Intermediate	\$ 79.31	\$ 80.70	\$ 82.11	\$ 83.55	\$ 85.01	\$ 84.43	\$ 85.90	\$ 87.41	\$ 88.94	\$ 90.49
Network Engineer - Senior	\$ 92.48	\$ 94.10	\$ 95.75	\$ 97.42	\$ 99.13	\$ 98.44	\$ 100.17	\$ 101.92	\$ 103.70	\$ 105.52
Network Operations Supervisor	\$ 95.63	\$ 97.30	\$ 99.01	\$ 100.74	\$ 102.50	\$ 101.80	\$ 103.58	\$ 105.39	\$ 107.24	\$ 109.11
Network Planning Analyst - Intermediate	\$ 74.94	\$ 76.25	\$ 77.59	\$ 78.94	\$ 80.33	\$ 79.77	\$ 81.17	\$ 82.59	\$ 84.04	\$ 85.51
Network Planning Analyst - Senior	\$ 91.67	\$ 93.27	\$ 94.91	\$ 96.57	\$ 98.26	\$ 97.58	\$ 99.29	\$ 101.03	\$ 102.80	\$ 104.59
Network Planning Manager	\$ 103.24	\$ 105.05	\$ 106.89	\$ 108.76	\$ 110.66	\$ 109.90	\$ 111.82	\$ 113.78	\$ 115.77	\$ 117.80
Network Systems Administrator	\$ 70.92	\$ 72.16	\$ 73.42	\$ 74.71	\$ 76.02	\$ 75.49	\$ 76.82	\$ 78.16	\$ 79.53	\$ 80.92
Network Systems Manager	\$ 97.09	\$ 98.79	\$ 100.52	\$ 102.28	\$ 104.07	\$ 103.35	\$ 105.16	\$ 107.00	\$ 108.87	\$ 110.78
Network/Hardware Support Technician	\$ 51.24	\$ 52.14	\$ 53.05	\$ 53.98	\$ 54.92	\$ 54.54	\$ 55.50	\$ 56.47	\$ 57.46	\$ 58.46

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Cleveland Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 95.63	\$ 97.30	\$ 99.01	\$ 100.74	\$ 102.50	\$ 101.80	\$ 103.58	\$ 105.39	\$ 107.24	\$ 109.11
Operations Manager - Voice Communications	\$ 78.01	\$ 79.38	\$ 80.76	\$ 82.18	\$ 83.62	\$ 83.04	\$ 84.49	\$ 85.97	\$ 87.48	\$ 89.01
Operations Systems Manager	\$ 90.11	\$ 91.69	\$ 93.29	\$ 94.92	\$ 96.59	\$ 95.92	\$ 97.60	\$ 99.31	\$ 101.05	\$ 102.81
Operations/ Technical Support Manager	\$ 90.68	\$ 92.27	\$ 93.88	\$ 95.52	\$ 97.20	\$ 96.53	\$ 98.22	\$ 99.94	\$ 101.69	\$ 103.47
Operations/Network LAN Administrator	\$ 68.22	\$ 69.41	\$ 70.63	\$ 71.86	\$ 73.12	\$ 72.62	\$ 73.89	\$ 75.18	\$ 76.50	\$ 77.84
Operations/Technical Support Analyst	\$ 49.40	\$ 50.26	\$ 51.14	\$ 52.04	\$ 52.95	\$ 52.59	\$ 53.51	\$ 54.44	\$ 55.40	\$ 56.37
PC Products Analyst	\$ 61.82	\$ 62.90	\$ 64.00	\$ 65.12	\$ 66.26	\$ 65.81	\$ 66.96	\$ 68.13	\$ 69.32	\$ 70.54
PC Systems Specialist	\$ 67.92	\$ 69.11	\$ 70.32	\$ 71.55	\$ 72.80	\$ 72.30	\$ 73.57	\$ 74.85	\$ 76.16	\$ 77.50
PC/LAN Mgmt Analyst - Intermediate	\$ 63.27	\$ 64.38	\$ 65.50	\$ 66.65	\$ 67.82	\$ 67.35	\$ 68.53	\$ 69.73	\$ 70.95	\$ 72.19
PC/LAN Mgmt Analyst – Senior	\$ 76.91	\$ 78.26	\$ 79.63	\$ 81.02	\$ 82.44	\$ 81.87	\$ 83.30	\$ 84.76	\$ 86.24	\$ 87.75
Project Engineer	\$ 105.07	\$ 106.91	\$ 108.78	\$ 110.68	\$ 112.62	\$ 111.85	\$ 113.80	\$ 115.80	\$ 117.82	\$ 119.88
Project Manager – Senior	\$ 131.06	\$ 133.35	\$ 135.69	\$ 138.06	\$ 140.48	\$ 139.51	\$ 141.95	\$ 144.44	\$ 146.97	\$ 149.54
Quality Assurance Analyst - Intermediate	\$ 75.36	\$ 76.68	\$ 78.02	\$ 79.39	\$ 80.78	\$ 80.22	\$ 81.62	\$ 83.05	\$ 84.51	\$ 85.99
Quality Assurance Analyst - Senior	\$ 90.85	\$ 92.44	\$ 94.06	\$ 95.70	\$ 97.38	\$ 96.71	\$ 98.40	\$ 100.12	\$ 101.88	\$ 103.66
Quality Assurance Specialist	\$ 87.40	\$ 88.93	\$ 90.49	\$ 92.07	\$ 93.68	\$ 93.04	\$ 94.67	\$ 96.32	\$ 98.01	\$ 99.72
Security Coordinator	\$ 69.71	\$ 70.93	\$ 72.17	\$ 73.43	\$ 74.72	\$ 74.21	\$ 75.50	\$ 76.83	\$ 78.17	\$ 79.54
Site Manager	\$ 107.25	\$ 109.13	\$ 111.04	\$ 112.98	\$ 114.96	\$ 114.17	\$ 116.17	\$ 118.20	\$ 120.27	\$ 122.37
Software Architect	\$ 122.87	\$ 125.02	\$ 127.21	\$ 129.43	\$ 131.70	\$ 130.80	\$ 133.08	\$ 135.41	\$ 137.78	\$ 140.19
Software Developer – Intermediate	\$ 98.89	\$ 100.62	\$ 102.38	\$ 104.17	\$ 106.00	\$ 105.27	\$ 107.11	\$ 108.99	\$ 110.89	\$ 112.83
Software Developer – Senior	\$ 110.58	\$ 112.52	\$ 114.48	\$ 116.49	\$ 118.53	\$ 117.71	\$ 119.77	\$ 121.87	\$ 124.00	\$ 126.17
Software Systems Engineer - Intermediate	\$ 98.30	\$ 100.02	\$ 101.77	\$ 103.55	\$ 105.36	\$ 104.64	\$ 106.47	\$ 108.33	\$ 110.23	\$ 112.16
Software Systems Engineer - Senior	\$ 105.30	\$ 107.14	\$ 109.02	\$ 110.93	\$ 112.87	\$ 112.09	\$ 114.05	\$ 116.05	\$ 118.08	\$ 120.15
Strategic Planner	\$ 110.58	\$ 112.52	\$ 114.48	\$ 116.49	\$ 118.53	\$ 117.71	\$ 119.77	\$ 121.87	\$ 124.00	\$ 126.17
Systems Administrator - Intermediate	\$ 66.98	\$ 68.15	\$ 69.34	\$ 70.56	\$ 71.79	\$ 71.30	\$ 72.55	\$ 73.82	\$ 75.11	\$ 76.42
Systems Administrator - Senior	\$ 82.97	\$ 84.42	\$ 85.90	\$ 87.40	\$ 88.93	\$ 88.32	\$ 89.87	\$ 91.44	\$ 93.04	\$ 94.67
Systems Analysis and Programming Director	\$ 131.06	\$ 133.35	\$ 135.69	\$ 138.06	\$ 140.48	\$ 139.51	\$ 141.95	\$ 144.44	\$ 146.97	\$ 149.54
Systems Engineer	\$ 77.82	\$ 79.18	\$ 80.57	\$ 81.98	\$ 83.41	\$ 82.84	\$ 84.29	\$ 85.76	\$ 87.27	\$ 88.79
Systems Management Technologist	\$ 105.60	\$ 107.45	\$ 109.33	\$ 111.24	\$ 113.19	\$ 112.41	\$ 114.38	\$ 116.38	\$ 118.42	\$ 120.49
Technical Editor	\$ 62.59	\$ 63.69	\$ 64.80	\$ 65.93	\$ 67.09	\$ 66.63	\$ 67.79	\$ 68.98	\$ 70.19	\$ 71.41

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>Cleveland Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Technical Writer	\$ 64.69	\$ 65.82	\$ 66.97	\$ 68.15	\$ 69.34	\$ 68.86	\$ 70.07	\$ 71.29	\$ 72.54	\$ 73.81
Telecommunications Analyst/Technician	\$ 54.46	\$ 55.41	\$ 56.38	\$ 57.37	\$ 58.37	\$ 57.97	\$ 58.99	\$ 60.02	\$ 61.07	\$ 62.14
Telecommunications Engineer/ Analyst – Intermediate	\$ 61.70	\$ 62.78	\$ 63.88	\$ 65.00	\$ 66.13	\$ 65.68	\$ 66.83	\$ 68.00	\$ 69.19	\$ 70.40
Telecommunications Engineer/ Analyst – Senior	\$ 72.49	\$ 73.76	\$ 75.05	\$ 76.36	\$ 77.70	\$ 77.17	\$ 78.52	\$ 79.89	\$ 81.29	\$ 82.71
Telecommunications Manager - Multiple Incumbents	\$ 114.68	\$ 116.69	\$ 118.73	\$ 120.81	\$ 122.92	\$ 122.08	\$ 124.21	\$ 126.39	\$ 128.60	\$ 130.85
Telecommunications Manager - Single Incumbent	\$ 106.21	\$ 108.07	\$ 109.96	\$ 111.88	\$ 113.84	\$ 113.06	\$ 115.04	\$ 117.05	\$ 119.10	\$ 121.18
Telecommunications Network Help Desk	\$ 43.62	\$ 44.38	\$ 45.16	\$ 45.95	\$ 46.75	\$ 46.43	\$ 47.25	\$ 48.07	\$ 48.91	\$ 49.77
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 73.07	\$ 74.35	\$ 75.65	\$ 76.97	\$ 78.32	\$ 77.78	\$ 79.14	\$ 80.53	\$ 81.94	\$ 83.37
Telecommunications Programmer/ Systems Analyst – Senior	\$ 90.11	\$ 91.69	\$ 93.29	\$ 94.92	\$ 96.59	\$ 95.92	\$ 97.60	\$ 99.31	\$ 101.05	\$ 102.81
Telecommunications Technician	\$ 49.92	\$ 50.79	\$ 51.68	\$ 52.59	\$ 53.51	\$ 53.14	\$ 54.07	\$ 55.02	\$ 55.98	\$ 56.96
Telecommunications/Communications Integration Engineer	\$ 80.53	\$ 81.94	\$ 83.37	\$ 84.83	\$ 86.32	\$ 85.72	\$ 87.22	\$ 88.75	\$ 90.30	\$ 91.88
Test Engineer	\$ 81.91	\$ 83.34	\$ 84.80	\$ 86.29	\$ 87.80	\$ 87.19	\$ 88.72	\$ 90.27	\$ 91.85	\$ 93.46
UNIX Systems Administrator	\$ 94.20	\$ 95.85	\$ 97.53	\$ 99.23	\$ 100.97	\$ 100.28	\$ 102.03	\$ 103.82	\$ 105.63	\$ 107.48
Voice Communications Administrator	\$ 61.04	\$ 62.11	\$ 63.20	\$ 64.30	\$ 65.43	\$ 64.98	\$ 66.11	\$ 67.27	\$ 68.45	\$ 69.65
Voice Communications Manager - Planning & Implementation	\$ 94.20	\$ 95.85	\$ 97.53	\$ 99.23	\$ 100.97	\$ 100.28	\$ 102.03	\$ 103.82	\$ 105.63	\$ 107.48
Voice Communications Technician	\$ 50.79	\$ 51.68	\$ 52.58	\$ 53.50	\$ 54.44	\$ 54.07	\$ 55.01	\$ 55.97	\$ 56.95	\$ 57.95
Web Content Administrator	\$ 64.26	\$ 65.38	\$ 66.53	\$ 67.69	\$ 68.88	\$ 68.40	\$ 69.60	\$ 70.82	\$ 72.06	\$ 73.32
Web Content Analyst	\$ 61.43	\$ 62.51	\$ 63.60	\$ 64.71	\$ 65.84	\$ 65.39	\$ 66.54	\$ 67.70	\$ 68.89	\$ 70.09
Web Designer	\$ 68.36	\$ 69.56	\$ 70.77	\$ 72.01	\$ 73.27	\$ 72.77	\$ 74.04	\$ 75.34	\$ 76.66	\$ 78.00
Web Marketing Manager	\$ 95.56	\$ 97.23	\$ 98.93	\$ 100.67	\$ 102.43	\$ 101.72	\$ 103.50	\$ 105.32	\$ 107.16	\$ 109.03
Web Operations Manager	\$ 88.57	\$ 90.12	\$ 91.70	\$ 93.30	\$ 94.93	\$ 94.28	\$ 95.93	\$ 97.61	\$ 99.32	\$ 101.06
Web Project Manager	\$ 105.07	\$ 106.91	\$ 108.78	\$ 110.68	\$ 112.62	\$ 111.85	\$ 113.80	\$ 115.80	\$ 117.82	\$ 119.88
Web Security Administrator	\$ 80.27	\$ 81.67	\$ 83.10	\$ 84.56	\$ 86.04	\$ 85.45	\$ 86.94	\$ 88.46	\$ 90.01	\$ 91.59
Web Security Analyst	\$ 91.67	\$ 93.27	\$ 94.91	\$ 96.57	\$ 98.26	\$ 97.58	\$ 99.29	\$ 101.03	\$ 102.80	\$ 104.59
Web Software Developer	\$ 76.85	\$ 78.19	\$ 79.56	\$ 80.96	\$ 82.37	\$ 81.81	\$ 83.24	\$ 84.70	\$ 86.18	\$ 87.69
Web Technical Administrator	\$ 74.78	\$ 76.09	\$ 77.42	\$ 78.78	\$ 80.15	\$ 79.60	\$ 81.00	\$ 82.41	\$ 83.86	\$ 85.32

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Columbus Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 76.94	\$ 78.29	\$ 79.66	\$ 81.05	\$ 82.47	\$ 81.90	\$ 83.34	\$ 84.79	\$ 86.28	\$ 87.79
Applications Systems Analyst/ Programmer – Intermediate	\$ 81.43	\$ 82.86	\$ 84.30	\$ 85.78	\$ 87.28	\$ 86.68	\$ 88.20	\$ 89.74	\$ 91.31	\$ 92.91
Applications Systems Analyst/ Programmer – Senior	\$ 99.08	\$ 100.81	\$ 102.58	\$ 104.37	\$ 106.20	\$ 105.47	\$ 107.32	\$ 109.19	\$ 111.11	\$ 113.05
Business Process Consultant	\$ 101.93	\$ 103.71	\$ 105.53	\$ 107.38	\$ 109.25	\$ 108.50	\$ 110.40	\$ 112.34	\$ 114.30	\$ 116.30
Business Subject Matter Specialist	\$ 118.96	\$ 121.04	\$ 123.16	\$ 125.32	\$ 127.51	\$ 126.63	\$ 128.85	\$ 131.10	\$ 133.40	\$ 135.73
Business Systems Analyst - Intermediate	\$ 79.67	\$ 81.06	\$ 82.48	\$ 83.93	\$ 85.40	\$ 84.81	\$ 86.29	\$ 87.80	\$ 89.34	\$ 90.90
Business Systems Analyst - Senior	\$ 89.08	\$ 90.64	\$ 92.23	\$ 93.84	\$ 95.48	\$ 94.83	\$ 96.49	\$ 98.17	\$ 99.89	\$ 101.64
Business Systems Specialist	\$ 95.89	\$ 97.57	\$ 99.28	\$ 101.01	\$ 102.78	\$ 102.07	\$ 103.86	\$ 105.68	\$ 107.53	\$ 109.41
Chief Information Security Officer	\$ 134.31	\$ 136.66	\$ 139.05	\$ 141.49	\$ 143.96	\$ 142.97	\$ 145.48	\$ 148.02	\$ 150.61	\$ 153.25
Client/Server Database Manager	\$ 98.43	\$ 100.15	\$ 101.91	\$ 103.69	\$ 105.50	\$ 104.78	\$ 106.61	\$ 108.48	\$ 110.38	\$ 112.31
Client/Server Network Architect	\$ 105.39	\$ 107.23	\$ 109.11	\$ 111.02	\$ 112.96	\$ 112.19	\$ 114.15	\$ 116.15	\$ 118.18	\$ 120.25
Client/Server Support Analyst	\$ 76.04	\$ 77.37	\$ 78.72	\$ 80.10	\$ 81.50	\$ 80.94	\$ 82.36	\$ 83.80	\$ 85.27	\$ 86.76
Communications Analyst - Intermediate	\$ 78.31	\$ 79.68	\$ 81.07	\$ 82.49	\$ 83.94	\$ 83.36	\$ 84.82	\$ 86.30	\$ 87.81	\$ 89.35
Communications Analyst - Senior	\$ 88.91	\$ 90.47	\$ 92.05	\$ 93.66	\$ 95.30	\$ 94.64	\$ 96.30	\$ 97.99	\$ 99.70	\$ 101.45
Communications Facility Engineer	\$ 77.66	\$ 79.02	\$ 80.40	\$ 81.81	\$ 83.24	\$ 82.67	\$ 84.12	\$ 85.59	\$ 87.09	\$ 88.61
Communications Installer	\$ 68.64	\$ 69.84	\$ 71.06	\$ 72.31	\$ 73.57	\$ 73.07	\$ 74.35	\$ 75.65	\$ 76.97	\$ 78.32
Communications Transmission Engineer	\$ 86.79	\$ 88.31	\$ 89.85	\$ 91.43	\$ 93.03	\$ 92.39	\$ 94.00	\$ 95.65	\$ 97.32	\$ 99.03
Computer Operations Manager	\$ 88.62	\$ 90.17	\$ 91.75	\$ 93.35	\$ 94.99	\$ 94.34	\$ 95.99	\$ 97.67	\$ 99.38	\$ 101.11
Consultant	\$ 116.97	\$ 119.02	\$ 121.10	\$ 123.22	\$ 125.38	\$ 124.51	\$ 126.69	\$ 128.91	\$ 131.17	\$ 133.46
Data Architect	\$ 103.94	\$ 105.76	\$ 107.61	\$ 109.49	\$ 111.41	\$ 110.64	\$ 112.58	\$ 114.55	\$ 116.56	\$ 118.59
Data Communications Manager - Planning & Implementation	\$ 104.36	\$ 106.19	\$ 108.04	\$ 109.94	\$ 111.86	\$ 111.09	\$ 113.04	\$ 115.01	\$ 117.03	\$ 119.07
Data Entry Supervisor	\$ 48.82	\$ 49.67	\$ 50.54	\$ 51.43	\$ 52.33	\$ 51.97	\$ 52.88	\$ 53.80	\$ 54.75	\$ 55.70
Data Security Administration Manager	\$ 104.34	\$ 106.17	\$ 108.02	\$ 109.91	\$ 111.84	\$ 111.07	\$ 113.01	\$ 114.99	\$ 117.00	\$ 119.05
Data Security Analyst - Intermediate	\$ 77.41	\$ 78.76	\$ 80.14	\$ 81.55	\$ 82.97	\$ 82.40	\$ 83.84	\$ 85.31	\$ 86.81	\$ 88.32
Data Security Analyst - Senior	\$ 91.35	\$ 92.95	\$ 94.58	\$ 96.23	\$ 97.91	\$ 97.24	\$ 98.94	\$ 100.68	\$ 102.44	\$ 104.23
Data Warehousing Administrator	\$ 81.75	\$ 83.18	\$ 84.64	\$ 86.12	\$ 87.62	\$ 87.02	\$ 88.55	\$ 90.10	\$ 91.67	\$ 93.28
Data Warehousing Analyst	\$ 88.28	\$ 89.82	\$ 91.40	\$ 93.00	\$ 94.62	\$ 93.97	\$ 95.62	\$ 97.29	\$ 98.99	\$ 100.73
Data Warehousing Programmer	\$ 97.18	\$ 98.88	\$ 100.61	\$ 102.37	\$ 104.16	\$ 103.45	\$ 105.26	\$ 107.10	\$ 108.97	\$ 110.88

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<u>Labor Category</u>	Columbus Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 108.21	\$ 110.10	\$ 112.03	\$ 113.99	\$ 115.99	\$ 115.19	\$ 117.21	\$ 119.26	\$ 121.34	\$ 123.47
Data/Configuration Management Specialist	\$ 101.58	\$ 103.36	\$ 105.17	\$ 107.01	\$ 108.88	\$ 108.13	\$ 110.02	\$ 111.95	\$ 113.91	\$ 115.90
Database Administrator	\$ 88.22	\$ 89.76	\$ 91.33	\$ 92.93	\$ 94.56	\$ 93.91	\$ 95.55	\$ 97.23	\$ 98.93	\$ 100.66
Database Analyst/ Programmer - Intermediate	\$ 78.75	\$ 80.13	\$ 81.53	\$ 82.96	\$ 84.41	\$ 83.83	\$ 85.30	\$ 86.79	\$ 88.31	\$ 89.85
Database Analyst/ Programmer – Senior	\$ 94.95	\$ 96.61	\$ 98.30	\$ 100.02	\$ 101.77	\$ 101.07	\$ 102.84	\$ 104.64	\$ 106.47	\$ 108.34
Database Manager	\$ 122.45	\$ 124.59	\$ 126.77	\$ 128.99	\$ 131.25	\$ 130.35	\$ 132.63	\$ 134.95	\$ 137.31	\$ 139.71
Disaster Recovery Administrator	\$ 97.28	\$ 98.98	\$ 100.71	\$ 102.48	\$ 104.27	\$ 103.55	\$ 105.37	\$ 107.21	\$ 109.09	\$ 111.00
Disaster Recovery Analyst	\$ 70.47	\$ 71.70	\$ 72.96	\$ 74.23	\$ 75.53	\$ 75.02	\$ 76.33	\$ 77.66	\$ 79.02	\$ 80.41
Documentation Specialist - Intermediate	\$ 53.43	\$ 54.37	\$ 55.32	\$ 56.28	\$ 57.27	\$ 56.88	\$ 57.87	\$ 58.88	\$ 59.91	\$ 60.96
Documentation Specialist - Senior	\$ 66.59	\$ 67.76	\$ 68.94	\$ 70.15	\$ 71.38	\$ 70.89	\$ 72.13	\$ 73.39	\$ 74.67	\$ 75.98
E-Business Manager	\$ 73.62	\$ 74.91	\$ 76.22	\$ 77.55	\$ 78.91	\$ 78.37	\$ 79.74	\$ 81.14	\$ 82.56	\$ 84.00
Electronic Data Interchange (EDI) Manager	\$ 84.52	\$ 86.00	\$ 87.50	\$ 89.04	\$ 90.59	\$ 89.97	\$ 91.55	\$ 93.15	\$ 94.78	\$ 96.44
Electronic Data Interchange (EDI) Specialist	\$ 61.16	\$ 62.23	\$ 63.32	\$ 64.43	\$ 65.55	\$ 65.10	\$ 66.24	\$ 67.40	\$ 68.58	\$ 69.78
Electronic Mail Coordinator	\$ 64.95	\$ 66.09	\$ 67.24	\$ 68.42	\$ 69.62	\$ 69.14	\$ 70.35	\$ 71.58	\$ 72.83	\$ 74.11
Engineering Subject Matter Specialist	\$ 121.47	\$ 123.60	\$ 125.76	\$ 127.96	\$ 130.20	\$ 129.30	\$ 131.57	\$ 133.87	\$ 136.21	\$ 138.60
ERP Busienss/Architectural Specialist	\$ 126.34	\$ 128.55	\$ 130.80	\$ 133.09	\$ 135.42	\$ 134.49	\$ 136.84	\$ 139.24	\$ 141.67	\$ 144.15
ERP Business Analyst - Intermediate	\$ 107.44	\$ 109.32	\$ 111.23	\$ 113.18	\$ 115.16	\$ 114.37	\$ 116.37	\$ 118.41	\$ 120.48	\$ 122.59
ERP Business Analyst - Senior	\$ 113.93	\$ 115.92	\$ 117.95	\$ 120.02	\$ 122.12	\$ 121.28	\$ 123.40	\$ 125.56	\$ 127.76	\$ 129.99
ERP Programmer	\$ 105.51	\$ 107.36	\$ 109.24	\$ 111.15	\$ 113.09	\$ 112.32	\$ 114.28	\$ 116.28	\$ 118.32	\$ 120.39
Graphics Specialist	\$ 48.59	\$ 49.44	\$ 50.31	\$ 51.19	\$ 52.08	\$ 51.72	\$ 52.63	\$ 53.55	\$ 54.49	\$ 55.44
Groupware Specialist	\$ 78.08	\$ 79.45	\$ 80.84	\$ 82.25	\$ 83.69	\$ 83.12	\$ 84.57	\$ 86.05	\$ 87.56	\$ 89.09
Help Desk Coordinator - Intermediate	\$ 44.88	\$ 45.67	\$ 46.46	\$ 47.28	\$ 48.11	\$ 47.77	\$ 48.61	\$ 49.46	\$ 50.33	\$ 51.21
Help Desk Coordinator - Senior	\$ 62.37	\$ 63.46	\$ 64.57	\$ 65.70	\$ 66.85	\$ 66.39	\$ 67.55	\$ 68.74	\$ 69.94	\$ 71.16
Help Desk Manager	\$ 89.39	\$ 90.95	\$ 92.55	\$ 94.17	\$ 95.81	\$ 95.16	\$ 96.82	\$ 98.52	\$ 100.24	\$ 101.99
Help Desk Specialist	\$ 45.35	\$ 46.14	\$ 46.95	\$ 47.77	\$ 48.61	\$ 48.28	\$ 49.12	\$ 49.98	\$ 50.85	\$ 51.74
Help Desk Support Services Specialist - Intermediate	\$ 60.74	\$ 61.80	\$ 62.88	\$ 63.98	\$ 65.10	\$ 64.66	\$ 65.79	\$ 66.94	\$ 68.11	\$ 69.30
Help Desk Support Services Specialist - Senior	\$ 72.88	\$ 74.16	\$ 75.45	\$ 76.77	\$ 78.12	\$ 77.58	\$ 78.94	\$ 80.32	\$ 81.73	\$ 83.16
Information Assurance Development Engineer	\$ 90.82	\$ 92.41	\$ 94.03	\$ 95.67	\$ 97.35	\$ 96.68	\$ 98.37	\$ 100.09	\$ 101.84	\$ 103.63
Information Assurance Engineer	\$ 89.08	\$ 90.64	\$ 92.23	\$ 93.84	\$ 95.48	\$ 94.83	\$ 96.49	\$ 98.17	\$ 99.89	\$ 101.64

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<u>Labor Category</u>	Columbus Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 113.78	\$ 115.77	\$ 117.80	\$ 119.86	\$ 121.96	\$ 121.12	\$ 123.24	\$ 125.40	\$ 127.59	\$ 129.82
Information Assurance Systems/Network Specialist	\$ 117.82	\$ 119.88	\$ 121.98	\$ 124.11	\$ 126.29	\$ 125.42	\$ 127.61	\$ 129.85	\$ 132.12	\$ 134.43
Information Center Consultant	\$ 89.17	\$ 90.73	\$ 92.32	\$ 93.93	\$ 95.58	\$ 94.92	\$ 96.58	\$ 98.27	\$ 99.99	\$ 101.74
Information Center Specialist	\$ 101.23	\$ 103.00	\$ 104.80	\$ 106.64	\$ 108.50	\$ 107.76	\$ 109.65	\$ 111.56	\$ 113.52	\$ 115.50
Information Security Business Analyst	\$ 80.98	\$ 82.40	\$ 83.84	\$ 85.31	\$ 86.80	\$ 86.20	\$ 87.71	\$ 89.25	\$ 90.81	\$ 92.40
Information Services Consultant	\$ 105.27	\$ 107.11	\$ 108.99	\$ 110.89	\$ 112.83	\$ 112.06	\$ 114.02	\$ 116.02	\$ 118.05	\$ 120.11
Information Systems Auditor - Intermediate	\$ 82.20	\$ 83.64	\$ 85.10	\$ 86.59	\$ 88.11	\$ 87.50	\$ 89.03	\$ 90.59	\$ 92.18	\$ 93.79
Information Systems Auditor - Senior	\$ 94.75	\$ 96.41	\$ 98.10	\$ 99.81	\$ 101.56	\$ 100.86	\$ 102.63	\$ 104.42	\$ 106.25	\$ 108.11
Information Systems Training Specialist - Intermediate	\$ 72.88	\$ 74.16	\$ 75.45	\$ 76.77	\$ 78.12	\$ 77.58	\$ 78.94	\$ 80.32	\$ 81.73	\$ 83.16
Information Systems Training Specialist - Senior	\$ 80.98	\$ 82.40	\$ 83.84	\$ 85.31	\$ 86.80	\$ 86.20	\$ 87.71	\$ 89.25	\$ 90.81	\$ 92.40
Internal Communications Systems Consultant	\$ 115.21	\$ 117.23	\$ 119.28	\$ 121.36	\$ 123.49	\$ 122.64	\$ 124.79	\$ 126.97	\$ 129.19	\$ 131.45
IT Subject Matter Specialist	\$ 129.97	\$ 132.24	\$ 134.56	\$ 136.91	\$ 139.31	\$ 138.35	\$ 140.77	\$ 143.24	\$ 145.74	\$ 148.29
LAN Administrator - Intermediate	\$ 69.05	\$ 70.26	\$ 71.49	\$ 72.74	\$ 74.01	\$ 73.50	\$ 74.79	\$ 76.10	\$ 77.43	\$ 78.79
LAN Administrator - Senior	\$ 86.72	\$ 88.24	\$ 89.78	\$ 91.35	\$ 92.95	\$ 92.31	\$ 93.93	\$ 95.57	\$ 97.25	\$ 98.95
LAN Support Technician - Intermediate	\$ 69.05	\$ 70.26	\$ 71.49	\$ 72.74	\$ 74.01	\$ 73.50	\$ 74.79	\$ 76.10	\$ 77.43	\$ 78.79
LAN Support Technician - Senior	\$ 74.82	\$ 76.13	\$ 77.46	\$ 78.82	\$ 80.20	\$ 79.65	\$ 81.04	\$ 82.46	\$ 83.90	\$ 85.37
LAN/WAN Administrator	\$ 72.70	\$ 73.97	\$ 75.27	\$ 76.58	\$ 77.92	\$ 77.39	\$ 78.74	\$ 80.12	\$ 81.52	\$ 82.95
LAN/WAN Integrator	\$ 96.46	\$ 98.15	\$ 99.87	\$ 101.61	\$ 103.39	\$ 102.68	\$ 104.48	\$ 106.31	\$ 108.17	\$ 110.06
LAN/WAN/MAN Administrator	\$ 72.70	\$ 73.97	\$ 75.27	\$ 76.58	\$ 77.92	\$ 77.39	\$ 78.74	\$ 80.12	\$ 81.52	\$ 82.95
Network Control Technician	\$ 52.60	\$ 53.52	\$ 54.46	\$ 55.41	\$ 56.38	\$ 55.99	\$ 56.97	\$ 57.97	\$ 58.98	\$ 60.02
Network Engineer - Intermediate	\$ 78.41	\$ 79.78	\$ 81.18	\$ 82.60	\$ 84.04	\$ 83.47	\$ 84.93	\$ 86.41	\$ 87.93	\$ 89.47
Network Engineer - Senior	\$ 91.43	\$ 93.03	\$ 94.66	\$ 96.31	\$ 98.00	\$ 97.33	\$ 99.03	\$ 100.76	\$ 102.53	\$ 104.32
Network Operations Supervisor	\$ 94.55	\$ 96.20	\$ 97.89	\$ 99.60	\$ 101.34	\$ 100.65	\$ 102.41	\$ 104.20	\$ 106.03	\$ 107.88
Network Planning Analyst - Intermediate	\$ 74.09	\$ 75.39	\$ 76.71	\$ 78.05	\$ 79.41	\$ 78.87	\$ 80.25	\$ 81.65	\$ 83.08	\$ 84.54
Network Planning Analyst - Senior	\$ 90.63	\$ 92.22	\$ 93.83	\$ 95.47	\$ 97.14	\$ 96.48	\$ 98.16	\$ 99.88	\$ 101.63	\$ 103.41
Network Planning Manager	\$ 102.07	\$ 103.86	\$ 105.67	\$ 107.52	\$ 109.40	\$ 108.65	\$ 110.55	\$ 112.49	\$ 114.46	\$ 116.46
Network Systems Administrator	\$ 70.12	\$ 71.35	\$ 72.60	\$ 73.87	\$ 75.16	\$ 74.64	\$ 75.95	\$ 77.28	\$ 78.63	\$ 80.01
Network Systems Manager	\$ 95.99	\$ 97.67	\$ 99.38	\$ 101.12	\$ 102.89	\$ 102.18	\$ 103.97	\$ 105.79	\$ 107.64	\$ 109.52
Network/Hardware Support Technician	\$ 50.66	\$ 51.55	\$ 52.45	\$ 53.37	\$ 54.30	\$ 53.93	\$ 54.87	\$ 55.83	\$ 56.81	\$ 57.80

DigitalSpec, LLC

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<u>Labor Category</u>	<u>Columbus Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 94.55	\$ 96.20	\$ 97.89	\$ 99.60	\$ 101.34	\$ 100.65	\$ 102.41	\$ 104.20	\$ 106.03	\$ 107.88
Operations Manager - Voice Communications	\$ 77.13	\$ 78.48	\$ 79.85	\$ 81.25	\$ 82.67	\$ 82.10	\$ 83.54	\$ 85.00	\$ 86.49	\$ 88.00
Operations Systems Manager	\$ 89.08	\$ 90.64	\$ 92.23	\$ 93.84	\$ 95.48	\$ 94.83	\$ 96.49	\$ 98.17	\$ 99.89	\$ 101.64
Operations/ Technical Support Manager	\$ 89.65	\$ 91.22	\$ 92.82	\$ 94.44	\$ 96.09	\$ 95.43	\$ 97.10	\$ 98.80	\$ 100.53	\$ 102.29
Operations/Network LAN Administrator	\$ 67.44	\$ 68.62	\$ 69.82	\$ 71.04	\$ 72.29	\$ 71.79	\$ 73.05	\$ 74.32	\$ 75.63	\$ 76.95
Operations/Technical Support Analyst	\$ 48.84	\$ 49.69	\$ 50.56	\$ 51.45	\$ 52.35	\$ 51.99	\$ 52.90	\$ 53.83	\$ 54.77	\$ 55.73
PC Products Analyst	\$ 61.12	\$ 62.19	\$ 63.28	\$ 64.39	\$ 65.51	\$ 65.06	\$ 66.20	\$ 67.36	\$ 68.54	\$ 69.74
PC Systems Specialist	\$ 67.15	\$ 68.33	\$ 69.52	\$ 70.74	\$ 71.98	\$ 71.48	\$ 72.73	\$ 74.00	\$ 75.30	\$ 76.62
PC/LAN Mgmt Analyst - Intermediate	\$ 62.55	\$ 63.64	\$ 64.76	\$ 65.89	\$ 67.04	\$ 66.58	\$ 67.75	\$ 68.94	\$ 70.14	\$ 71.37
PC/LAN Mgmt Analyst – Senior	\$ 76.04	\$ 77.37	\$ 78.72	\$ 80.10	\$ 81.50	\$ 80.94	\$ 82.36	\$ 83.80	\$ 85.27	\$ 86.76
Project Engineer	\$ 103.88	\$ 105.70	\$ 107.55	\$ 109.43	\$ 111.34	\$ 110.58	\$ 112.52	\$ 114.48	\$ 116.49	\$ 118.53
Project Manager – Senior	\$ 129.57	\$ 131.84	\$ 134.14	\$ 136.49	\$ 138.88	\$ 137.93	\$ 140.34	\$ 142.80	\$ 145.30	\$ 147.84
Quality Assurance Analyst - Intermediate	\$ 74.50	\$ 75.80	\$ 77.13	\$ 78.48	\$ 79.85	\$ 79.31	\$ 80.69	\$ 82.11	\$ 83.54	\$ 85.00
Quality Assurance Analyst - Senior	\$ 89.82	\$ 91.39	\$ 92.99	\$ 94.62	\$ 96.27	\$ 95.61	\$ 97.29	\$ 98.99	\$ 100.72	\$ 102.48
Quality Assurance Specialist	\$ 86.41	\$ 87.92	\$ 89.46	\$ 91.03	\$ 92.62	\$ 91.98	\$ 93.59	\$ 95.23	\$ 96.90	\$ 98.59
Security Coordinator	\$ 68.92	\$ 70.13	\$ 71.35	\$ 72.60	\$ 73.87	\$ 73.37	\$ 74.65	\$ 75.96	\$ 77.28	\$ 78.64
Site Manager	\$ 106.03	\$ 107.89	\$ 109.77	\$ 111.69	\$ 113.65	\$ 112.87	\$ 114.84	\$ 116.85	\$ 118.90	\$ 120.98
Software Architect	\$ 121.47	\$ 123.60	\$ 125.76	\$ 127.96	\$ 130.20	\$ 129.30	\$ 131.57	\$ 133.87	\$ 136.21	\$ 138.60
Software Developer – Intermediate	\$ 97.76	\$ 99.47	\$ 101.21	\$ 102.98	\$ 104.78	\$ 104.07	\$ 105.89	\$ 107.74	\$ 109.63	\$ 111.54
Software Developer – Senior	\$ 109.33	\$ 111.24	\$ 113.19	\$ 115.17	\$ 117.19	\$ 116.38	\$ 118.42	\$ 120.49	\$ 122.60	\$ 124.74
Software Systems Engineer - Intermediate	\$ 97.18	\$ 98.88	\$ 100.61	\$ 102.37	\$ 104.16	\$ 103.45	\$ 105.26	\$ 107.10	\$ 108.97	\$ 110.88
Software Systems Engineer - Senior	\$ 104.11	\$ 105.93	\$ 107.79	\$ 109.67	\$ 111.59	\$ 110.83	\$ 112.76	\$ 114.74	\$ 116.75	\$ 118.79
Strategic Planner	\$ 109.33	\$ 111.24	\$ 113.19	\$ 115.17	\$ 117.19	\$ 116.38	\$ 118.42	\$ 120.49	\$ 122.60	\$ 124.74
Systems Administrator - Intermediate	\$ 66.22	\$ 67.38	\$ 68.56	\$ 69.76	\$ 70.98	\$ 70.49	\$ 71.72	\$ 72.98	\$ 74.26	\$ 75.56
Systems Administrator - Senior	\$ 82.02	\$ 83.46	\$ 84.92	\$ 86.40	\$ 87.91	\$ 87.31	\$ 88.84	\$ 90.39	\$ 91.97	\$ 93.58
Systems Analysis and Programming Director	\$ 129.57	\$ 131.84	\$ 134.14	\$ 136.49	\$ 138.88	\$ 137.93	\$ 140.34	\$ 142.80	\$ 145.30	\$ 147.84
Systems Engineer	\$ 76.94	\$ 78.29	\$ 79.66	\$ 81.05	\$ 82.47	\$ 81.90	\$ 83.34	\$ 84.79	\$ 86.28	\$ 87.79
Systems Management Technologist	\$ 104.40	\$ 106.23	\$ 108.09	\$ 109.98	\$ 111.90	\$ 111.13	\$ 113.08	\$ 115.06	\$ 117.07	\$ 119.12
Technical Editor	\$ 61.88	\$ 62.96	\$ 64.06	\$ 65.19	\$ 66.33	\$ 65.87	\$ 67.02	\$ 68.20	\$ 69.39	\$ 70.60

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<u>Labor Category</u>	Columbus Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 63.96	\$ 65.08	\$ 66.22	\$ 67.38	\$ 68.56	\$ 68.09	\$ 69.28	\$ 70.49	\$ 71.72	\$ 72.98
Telecommunications Analyst/Technician	\$ 53.84	\$ 54.78	\$ 55.74	\$ 56.72	\$ 57.71	\$ 57.31	\$ 58.32	\$ 59.34	\$ 60.37	\$ 61.43
Telecommunications Engineer/ Analyst – Intermediate	\$ 61.00	\$ 62.07	\$ 63.15	\$ 64.26	\$ 65.38	\$ 64.93	\$ 66.07	\$ 67.23	\$ 68.40	\$ 69.60
Telecommunications Engineer/ Analyst – Senior	\$ 71.67	\$ 72.92	\$ 74.20	\$ 75.50	\$ 76.82	\$ 76.29	\$ 77.63	\$ 78.99	\$ 80.37	\$ 81.78
Telecommunications Manager - Multiple Incumbents	\$ 113.38	\$ 115.36	\$ 117.38	\$ 119.44	\$ 121.53	\$ 120.69	\$ 122.81	\$ 124.95	\$ 127.14	\$ 129.37
Telecommunications Manager - Single Incumbent	\$ 105.01	\$ 106.85	\$ 108.72	\$ 110.62	\$ 112.56	\$ 111.78	\$ 113.74	\$ 115.73	\$ 117.76	\$ 119.82
Telecommunications Network Help Desk	\$ 43.13	\$ 43.88	\$ 44.65	\$ 45.43	\$ 46.23	\$ 45.91	\$ 46.72	\$ 47.53	\$ 48.36	\$ 49.21
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 72.24	\$ 73.50	\$ 74.79	\$ 76.10	\$ 77.43	\$ 76.90	\$ 78.25	\$ 79.61	\$ 81.01	\$ 82.43
Telecommunications Programmer/ Systems Analyst – Senior	\$ 89.08	\$ 90.64	\$ 92.23	\$ 93.84	\$ 95.48	\$ 94.83	\$ 96.49	\$ 98.17	\$ 99.89	\$ 101.64
Telecommunications Technician	\$ 49.36	\$ 50.22	\$ 51.10	\$ 52.00	\$ 52.91	\$ 52.54	\$ 53.46	\$ 54.40	\$ 55.35	\$ 56.32
Telecommunications/Communications Integration Engineer	\$ 79.62	\$ 81.01	\$ 82.43	\$ 83.87	\$ 85.34	\$ 84.76	\$ 86.24	\$ 87.75	\$ 89.28	\$ 90.85
Test Engineer	\$ 80.98	\$ 82.40	\$ 83.84	\$ 85.31	\$ 86.80	\$ 86.20	\$ 87.71	\$ 89.25	\$ 90.81	\$ 92.40
UNIX Systems Administrator	\$ 93.13	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 99.14	\$ 100.87	\$ 102.64	\$ 104.43	\$ 106.26
Voice Communications Administrator	\$ 60.34	\$ 61.40	\$ 62.47	\$ 63.56	\$ 64.68	\$ 64.23	\$ 65.36	\$ 66.50	\$ 67.66	\$ 68.85
Voice Communications Manager - Planning & Implementation	\$ 93.13	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 99.14	\$ 100.87	\$ 102.64	\$ 104.43	\$ 106.26
Voice Communications Technician	\$ 50.21	\$ 51.09	\$ 51.98	\$ 52.89	\$ 53.82	\$ 53.45	\$ 54.38	\$ 55.34	\$ 56.30	\$ 57.29
Web Content Administrator	\$ 63.53	\$ 64.64	\$ 65.77	\$ 66.92	\$ 68.10	\$ 67.63	\$ 68.81	\$ 70.02	\$ 71.24	\$ 72.49
Web Content Analyst	\$ 60.74	\$ 61.80	\$ 62.88	\$ 63.98	\$ 65.10	\$ 64.66	\$ 65.79	\$ 66.94	\$ 68.11	\$ 69.30
Web Designer	\$ 67.59	\$ 68.77	\$ 69.98	\$ 71.20	\$ 72.45	\$ 71.95	\$ 73.21	\$ 74.49	\$ 75.79	\$ 77.12
Web Marketing Manager	\$ 94.48	\$ 96.13	\$ 97.82	\$ 99.53	\$ 101.27	\$ 100.57	\$ 102.33	\$ 104.12	\$ 105.95	\$ 107.80
Web Operations Manager	\$ 87.56	\$ 89.09	\$ 90.65	\$ 92.24	\$ 93.85	\$ 93.21	\$ 94.84	\$ 96.50	\$ 98.19	\$ 99.91
Web Project Manager	\$ 103.88	\$ 105.70	\$ 107.55	\$ 109.43	\$ 111.34	\$ 110.58	\$ 112.52	\$ 114.48	\$ 116.49	\$ 118.53
Web Security Administrator	\$ 79.36	\$ 80.75	\$ 82.16	\$ 83.60	\$ 85.06	\$ 84.48	\$ 85.96	\$ 87.46	\$ 88.99	\$ 90.55
Web Security Analyst	\$ 90.63	\$ 92.22	\$ 93.83	\$ 95.47	\$ 97.14	\$ 96.48	\$ 98.16	\$ 99.88	\$ 101.63	\$ 103.41
Web Software Developer	\$ 75.98	\$ 77.31	\$ 78.66	\$ 80.04	\$ 81.44	\$ 80.88	\$ 82.30	\$ 83.74	\$ 85.20	\$ 86.69
Web Technical Administrator	\$ 73.93	\$ 75.22	\$ 76.54	\$ 77.88	\$ 79.24	\$ 78.70	\$ 80.08	\$ 81.48	\$ 82.90	\$ 84.35

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Dallas Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 78.86	\$ 80.24	\$ 81.64	\$ 83.07	\$ 84.53	\$ 83.95	\$ 85.42	\$ 86.91	\$ 88.43	\$ 89.98
Applications Systems Analyst/ Programmer – Intermediate	\$ 83.47	\$ 84.93	\$ 86.42	\$ 87.93	\$ 89.47	\$ 88.85	\$ 90.41	\$ 91.99	\$ 93.60	\$ 95.24
Applications Systems Analyst/ Programmer – Senior	\$ 101.56	\$ 103.34	\$ 105.15	\$ 106.99	\$ 108.86	\$ 108.11	\$ 110.00	\$ 111.93	\$ 113.89	\$ 115.88
Business Process Consultant	\$ 104.48	\$ 106.31	\$ 108.17	\$ 110.06	\$ 111.99	\$ 111.22	\$ 113.17	\$ 115.15	\$ 117.16	\$ 119.21
Business Subject Matter Specialist	\$ 121.94	\$ 124.07	\$ 126.25	\$ 128.45	\$ 130.70	\$ 129.81	\$ 132.08	\$ 134.39	\$ 136.74	\$ 139.13
Business Systems Analyst - Intermediate	\$ 81.66	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53	\$ 86.93	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.17
Business Systems Analyst - Senior	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20
Business Systems Specialist	\$ 98.29	\$ 100.01	\$ 101.76	\$ 103.54	\$ 105.35	\$ 104.63	\$ 106.46	\$ 108.32	\$ 110.22	\$ 112.15
Chief Information Security Officer	\$ 137.68	\$ 140.09	\$ 142.54	\$ 145.04	\$ 147.57	\$ 146.56	\$ 149.13	\$ 151.73	\$ 154.39	\$ 157.09
Client/Server Database Manager	\$ 100.90	\$ 102.67	\$ 104.46	\$ 106.29	\$ 108.15	\$ 107.41	\$ 109.29	\$ 111.20	\$ 113.15	\$ 115.13
Client/Server Network Architect	\$ 108.03	\$ 109.92	\$ 111.84	\$ 113.80	\$ 115.79	\$ 115.00	\$ 117.01	\$ 119.06	\$ 121.14	\$ 123.26
Client/Server Support Analyst	\$ 77.94	\$ 79.30	\$ 80.69	\$ 82.10	\$ 83.54	\$ 82.97	\$ 84.42	\$ 85.90	\$ 87.40	\$ 88.93
Communications Analyst - Intermediate	\$ 80.27	\$ 81.67	\$ 83.10	\$ 84.56	\$ 86.04	\$ 85.45	\$ 86.94	\$ 88.46	\$ 90.01	\$ 91.59
Communications Analyst - Senior	\$ 91.14	\$ 92.73	\$ 94.36	\$ 96.01	\$ 97.69	\$ 97.02	\$ 98.72	\$ 100.44	\$ 102.20	\$ 103.99
Communications Facility Engineer	\$ 79.60	\$ 80.99	\$ 82.41	\$ 83.85	\$ 85.32	\$ 84.73	\$ 86.22	\$ 87.73	\$ 89.26	\$ 90.82
Communications Installer	\$ 70.36	\$ 71.59	\$ 72.84	\$ 74.12	\$ 75.42	\$ 74.90	\$ 76.21	\$ 77.54	\$ 78.90	\$ 80.28
Communications Transmission Engineer	\$ 88.97	\$ 90.53	\$ 92.11	\$ 93.72	\$ 95.36	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77	\$ 101.51
Computer Operations Manager	\$ 90.84	\$ 92.43	\$ 94.05	\$ 95.69	\$ 97.37	\$ 96.70	\$ 98.39	\$ 100.11	\$ 101.87	\$ 103.65
Consultant	\$ 119.90	\$ 122.00	\$ 124.13	\$ 126.31	\$ 128.52	\$ 127.63	\$ 129.87	\$ 132.14	\$ 134.45	\$ 136.81
Data Architect	\$ 106.55	\$ 108.41	\$ 110.31	\$ 112.24	\$ 114.21	\$ 113.42	\$ 115.41	\$ 117.43	\$ 119.48	\$ 121.57
Data Communications Manager - Planning & Implementation	\$ 106.98	\$ 108.85	\$ 110.76	\$ 112.70	\$ 114.67	\$ 113.88	\$ 115.87	\$ 117.90	\$ 119.96	\$ 122.06
Data Entry Supervisor	\$ 50.04	\$ 50.92	\$ 51.81	\$ 52.71	\$ 53.64	\$ 53.27	\$ 54.20	\$ 55.15	\$ 56.11	\$ 57.10
Data Security Administration Manager	\$ 106.95	\$ 108.82	\$ 110.73	\$ 112.66	\$ 114.64	\$ 113.85	\$ 115.84	\$ 117.87	\$ 119.93	\$ 122.03
Data Security Analyst - Intermediate	\$ 79.35	\$ 80.74	\$ 82.15	\$ 83.59	\$ 85.05	\$ 84.47	\$ 85.95	\$ 87.45	\$ 88.98	\$ 90.54
Data Security Analyst - Senior	\$ 93.63	\$ 95.27	\$ 96.94	\$ 98.63	\$ 100.36	\$ 99.67	\$ 101.41	\$ 103.19	\$ 104.99	\$ 106.83
Data Warehousing Administrator	\$ 83.79	\$ 85.26	\$ 86.75	\$ 88.27	\$ 89.81	\$ 89.19	\$ 90.76	\$ 92.34	\$ 93.96	\$ 95.60
Data Warehousing Analyst	\$ 90.49	\$ 92.07	\$ 93.68	\$ 95.32	\$ 96.99	\$ 96.33	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25
Data Warehousing Programmer	\$ 99.61	\$ 101.35	\$ 103.13	\$ 104.93	\$ 106.77	\$ 106.03	\$ 107.89	\$ 109.78	\$ 111.70	\$ 113.65

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>Dallas Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 110.92	\$ 112.86	\$ 114.84	\$ 116.85	\$ 118.89	\$ 118.07	\$ 120.14	\$ 122.24	\$ 124.38	\$ 126.56
Data/Configuration Management Specialist	\$ 104.12	\$ 105.94	\$ 107.80	\$ 109.68	\$ 111.60	\$ 110.84	\$ 112.78	\$ 114.75	\$ 116.76	\$ 118.80
Database Administrator	\$ 90.43	\$ 92.01	\$ 93.62	\$ 95.26	\$ 96.93	\$ 96.26	\$ 97.95	\$ 99.66	\$ 101.41	\$ 103.18
Database Analyst/ Programmer - Intermediate	\$ 80.72	\$ 82.13	\$ 83.57	\$ 85.03	\$ 86.52	\$ 85.93	\$ 87.43	\$ 88.96	\$ 90.52	\$ 92.10
Database Analyst/ Programmer – Senior	\$ 97.33	\$ 99.03	\$ 100.77	\$ 102.53	\$ 104.32	\$ 103.61	\$ 105.42	\$ 107.27	\$ 109.14	\$ 111.05
Database Manager	\$ 125.52	\$ 127.72	\$ 129.95	\$ 132.23	\$ 134.54	\$ 133.62	\$ 135.95	\$ 138.33	\$ 140.75	\$ 143.22
Disaster Recovery Administrator	\$ 99.72	\$ 101.47	\$ 103.24	\$ 105.05	\$ 106.89	\$ 106.15	\$ 108.01	\$ 109.90	\$ 111.82	\$ 113.78
Disaster Recovery Analyst	\$ 72.24	\$ 73.50	\$ 74.79	\$ 76.10	\$ 77.43	\$ 76.90	\$ 78.25	\$ 79.61	\$ 81.01	\$ 82.43
Documentation Specialist - Intermediate	\$ 54.77	\$ 55.73	\$ 56.70	\$ 57.70	\$ 58.71	\$ 58.30	\$ 59.32	\$ 60.36	\$ 61.42	\$ 62.49
Documentation Specialist - Senior	\$ 68.26	\$ 69.45	\$ 70.67	\$ 71.91	\$ 73.17	\$ 72.66	\$ 73.93	\$ 75.23	\$ 76.54	\$ 77.88
E-Business Manager	\$ 75.47	\$ 76.79	\$ 78.13	\$ 79.50	\$ 80.89	\$ 80.34	\$ 81.74	\$ 83.17	\$ 84.63	\$ 86.11
Electronic Data Interchange (EDI) Manager	\$ 86.64	\$ 88.16	\$ 89.70	\$ 91.27	\$ 92.87	\$ 92.23	\$ 93.84	\$ 95.48	\$ 97.16	\$ 98.86
Electronic Data Interchange (EDI) Specialist	\$ 62.69	\$ 63.79	\$ 64.90	\$ 66.04	\$ 67.19	\$ 66.73	\$ 67.90	\$ 69.09	\$ 70.30	\$ 71.53
Electronic Mail Coordinator	\$ 66.58	\$ 67.75	\$ 68.93	\$ 70.14	\$ 71.36	\$ 70.87	\$ 72.11	\$ 73.38	\$ 74.66	\$ 75.97
Engineering Subject Matter Specialist	\$ 124.52	\$ 126.70	\$ 128.92	\$ 131.17	\$ 133.47	\$ 132.55	\$ 134.87	\$ 137.23	\$ 139.63	\$ 142.08
ERP Busienss/Architectural Specialist	\$ 129.51	\$ 131.78	\$ 134.08	\$ 136.43	\$ 138.82	\$ 137.86	\$ 140.28	\$ 142.73	\$ 145.23	\$ 147.77
ERP Business Analyst - Intermediate	\$ 110.13	\$ 112.06	\$ 114.02	\$ 116.01	\$ 118.04	\$ 117.23	\$ 119.28	\$ 121.37	\$ 123.50	\$ 125.66
ERP Business Analyst - Senior	\$ 116.78	\$ 118.82	\$ 120.90	\$ 123.02	\$ 125.17	\$ 124.31	\$ 126.49	\$ 128.70	\$ 130.95	\$ 133.25
ERP Programmer	\$ 108.16	\$ 110.05	\$ 111.98	\$ 113.94	\$ 115.93	\$ 115.14	\$ 117.15	\$ 119.20	\$ 121.29	\$ 123.41
Graphics Specialist	\$ 49.81	\$ 50.68	\$ 51.57	\$ 52.47	\$ 53.39	\$ 53.02	\$ 53.95	\$ 54.89	\$ 55.86	\$ 56.83
Groupware Specialist	\$ 80.03	\$ 81.43	\$ 82.86	\$ 84.31	\$ 85.78	\$ 85.19	\$ 86.68	\$ 88.20	\$ 89.74	\$ 91.31
Help Desk Coordinator - Intermediate	\$ 46.01	\$ 46.82	\$ 47.63	\$ 48.47	\$ 49.32	\$ 48.98	\$ 49.83	\$ 50.71	\$ 51.59	\$ 52.50
Help Desk Coordinator - Senior	\$ 63.93	\$ 65.05	\$ 66.19	\$ 67.35	\$ 68.52	\$ 68.05	\$ 69.24	\$ 70.46	\$ 71.69	\$ 72.94
Help Desk Manager	\$ 91.63	\$ 93.23	\$ 94.87	\$ 96.53	\$ 98.21	\$ 97.54	\$ 99.25	\$ 100.98	\$ 102.75	\$ 104.55
Help Desk Specialist	\$ 46.49	\$ 47.30	\$ 48.13	\$ 48.97	\$ 49.83	\$ 49.49	\$ 50.35	\$ 51.24	\$ 52.13	\$ 53.04
Help Desk Support Services Specialist - Intermediate	\$ 62.26	\$ 63.35	\$ 64.46	\$ 65.59	\$ 66.73	\$ 66.28	\$ 67.44	\$ 68.62	\$ 69.82	\$ 71.04
Help Desk Support Services Specialist - Senior	\$ 74.71	\$ 76.02	\$ 77.35	\$ 78.70	\$ 80.08	\$ 79.53	\$ 80.92	\$ 82.34	\$ 83.78	\$ 85.24
Information Assurance Development Engineer	\$ 93.09	\$ 94.72	\$ 96.38	\$ 98.06	\$ 99.78	\$ 99.09	\$ 100.83	\$ 102.59	\$ 104.39	\$ 106.22
Information Assurance Engineer	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Dallas Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Information Assurance Network Specialist	\$ 116.63	\$ 118.67	\$ 120.75	\$ 122.86	\$ 125.01	\$ 124.15	\$ 126.33	\$ 128.54	\$ 130.79	\$ 133.07
Information Assurance Systems/Network Specialist	\$ 120.78	\$ 122.89	\$ 125.04	\$ 127.23	\$ 129.46	\$ 128.57	\$ 130.82	\$ 133.11	\$ 135.44	\$ 137.81
Information Center Consultant	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.28	\$ 97.97	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.49	\$ 104.29
Information Center Specialist	\$ 103.77	\$ 105.59	\$ 107.43	\$ 109.31	\$ 111.23	\$ 110.46	\$ 112.40	\$ 114.36	\$ 116.36	\$ 118.40
Information Security Business Analyst	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 88.98	\$ 88.36	\$ 89.91	\$ 91.48	\$ 93.08	\$ 94.71
Information Services Consultant	\$ 107.91	\$ 109.80	\$ 111.72	\$ 113.67	\$ 115.66	\$ 114.87	\$ 116.88	\$ 118.93	\$ 121.01	\$ 123.12
Information Systems Auditor - Intermediate	\$ 84.26	\$ 85.73	\$ 87.23	\$ 88.76	\$ 90.31	\$ 89.69	\$ 91.26	\$ 92.86	\$ 94.49	\$ 96.14
Information Systems Auditor - Senior	\$ 97.12	\$ 98.82	\$ 100.55	\$ 102.31	\$ 104.10	\$ 103.38	\$ 105.19	\$ 107.03	\$ 108.91	\$ 110.81
Information Systems Training Specialist - Intermediate	\$ 74.71	\$ 76.02	\$ 77.35	\$ 78.70	\$ 80.08	\$ 79.53	\$ 80.92	\$ 82.34	\$ 83.78	\$ 85.24
Information Systems Training Specialist - Senior	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 88.98	\$ 88.36	\$ 89.91	\$ 91.48	\$ 93.08	\$ 94.71
Internal Communications Systems Consultant	\$ 118.10	\$ 120.17	\$ 122.27	\$ 124.41	\$ 126.59	\$ 125.72	\$ 127.92	\$ 130.16	\$ 132.43	\$ 134.75
IT Subject Matter Specialist	\$ 133.23	\$ 135.56	\$ 137.93	\$ 140.35	\$ 142.80	\$ 141.82	\$ 144.31	\$ 146.83	\$ 149.40	\$ 152.01
LAN Administrator - Intermediate	\$ 70.78	\$ 72.02	\$ 73.28	\$ 74.56	\$ 75.87	\$ 75.35	\$ 76.66	\$ 78.01	\$ 79.37	\$ 80.76
LAN Administrator - Senior	\$ 88.89	\$ 90.45	\$ 92.03	\$ 93.64	\$ 95.28	\$ 94.62	\$ 96.28	\$ 97.96	\$ 99.68	\$ 101.42
LAN Support Technician - Intermediate	\$ 70.78	\$ 72.02	\$ 73.28	\$ 74.56	\$ 75.87	\$ 75.35	\$ 76.66	\$ 78.01	\$ 79.37	\$ 80.76
LAN Support Technician - Senior	\$ 76.69	\$ 78.03	\$ 79.40	\$ 80.79	\$ 82.20	\$ 81.64	\$ 83.07	\$ 84.52	\$ 86.00	\$ 87.50
LAN/WAN Administrator	\$ 74.52	\$ 75.82	\$ 77.15	\$ 78.50	\$ 79.87	\$ 79.33	\$ 80.71	\$ 82.13	\$ 83.56	\$ 85.03
LAN/WAN Integrator	\$ 98.88	\$ 100.61	\$ 102.37	\$ 104.16	\$ 105.99	\$ 105.26	\$ 107.10	\$ 108.97	\$ 110.88	\$ 112.82
LAN/WAN/MAN Administrator	\$ 74.52	\$ 75.82	\$ 77.15	\$ 78.50	\$ 79.87	\$ 79.33	\$ 80.71	\$ 82.13	\$ 83.56	\$ 85.03
Network Control Technician	\$ 53.92	\$ 54.86	\$ 55.82	\$ 56.80	\$ 57.79	\$ 57.40	\$ 58.40	\$ 59.42	\$ 60.46	\$ 61.52
Network Engineer - Intermediate	\$ 80.38	\$ 81.79	\$ 83.22	\$ 84.67	\$ 86.16	\$ 85.56	\$ 87.06	\$ 88.59	\$ 90.14	\$ 91.71
Network Engineer - Senior	\$ 93.72	\$ 95.36	\$ 97.03	\$ 98.73	\$ 100.45	\$ 99.76	\$ 101.51	\$ 103.29	\$ 105.09	\$ 106.93
Network Operations Supervisor	\$ 96.91	\$ 98.61	\$ 100.33	\$ 102.09	\$ 103.87	\$ 103.16	\$ 104.97	\$ 106.80	\$ 108.67	\$ 110.57
Network Planning Analyst - Intermediate	\$ 75.95	\$ 77.28	\$ 78.63	\$ 80.01	\$ 81.41	\$ 80.85	\$ 82.26	\$ 83.70	\$ 85.17	\$ 86.66
Network Planning Analyst - Senior	\$ 92.90	\$ 94.53	\$ 96.18	\$ 97.86	\$ 99.58	\$ 98.89	\$ 100.62	\$ 102.38	\$ 104.18	\$ 106.00
Network Planning Manager	\$ 104.62	\$ 106.45	\$ 108.31	\$ 110.21	\$ 112.14	\$ 111.37	\$ 113.32	\$ 115.30	\$ 117.32	\$ 119.37
Network Systems Administrator	\$ 71.87	\$ 73.13	\$ 74.41	\$ 75.71	\$ 77.03	\$ 76.51	\$ 77.84	\$ 79.21	\$ 80.59	\$ 82.00
Network Systems Manager	\$ 98.40	\$ 100.12	\$ 101.87	\$ 103.66	\$ 105.47	\$ 104.75	\$ 106.58	\$ 108.45	\$ 110.34	\$ 112.27
Network/Hardware Support Technician	\$ 51.93	\$ 52.84	\$ 53.76	\$ 54.70	\$ 55.66	\$ 55.28	\$ 56.25	\$ 57.23	\$ 58.23	\$ 59.25

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Dallas Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>
Operations Manager - Data Communications	\$ 96.91	\$ 98.61	\$ 100.33	\$ 102.09	\$ 103.87	\$ 103.16	\$ 104.97	\$ 106.80	\$ 108.67	\$ 110.57
Operations Manager - Voice Communications	\$ 79.06	\$ 80.44	\$ 81.85	\$ 83.28	\$ 84.74	\$ 84.16	\$ 85.63	\$ 87.13	\$ 88.66	\$ 90.21
Operations Systems Manager	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20
Operations/ Technical Support Manager	\$ 91.90	\$ 93.51	\$ 95.14	\$ 96.81	\$ 98.50	\$ 97.83	\$ 99.54	\$ 101.28	\$ 103.05	\$ 104.86
Operations/Network LAN Administrator	\$ 69.13	\$ 70.34	\$ 71.57	\$ 72.82	\$ 74.10	\$ 73.59	\$ 74.88	\$ 76.19	\$ 77.52	\$ 78.88
Operations/Technical Support Analyst	\$ 50.06	\$ 50.94	\$ 51.83	\$ 52.73	\$ 53.66	\$ 53.29	\$ 54.22	\$ 55.17	\$ 56.14	\$ 57.12
PC Products Analyst	\$ 62.65	\$ 63.75	\$ 64.86	\$ 66.00	\$ 67.15	\$ 66.69	\$ 67.86	\$ 69.05	\$ 70.25	\$ 71.48
PC Systems Specialist	\$ 68.83	\$ 70.03	\$ 71.26	\$ 72.51	\$ 73.78	\$ 73.27	\$ 74.55	\$ 75.86	\$ 77.18	\$ 78.53
PC/LAN Mgmt Analyst - Intermediate	\$ 64.11	\$ 65.23	\$ 66.37	\$ 67.54	\$ 68.72	\$ 68.25	\$ 69.44	\$ 70.65	\$ 71.89	\$ 73.15
PC/LAN Mgmt Analyst – Senior	\$ 77.94	\$ 79.30	\$ 80.69	\$ 82.10	\$ 83.54	\$ 82.97	\$ 84.42	\$ 85.90	\$ 87.40	\$ 88.93
Project Engineer	\$ 106.48	\$ 108.34	\$ 110.24	\$ 112.17	\$ 114.13	\$ 113.35	\$ 115.33	\$ 117.35	\$ 119.40	\$ 121.49
Project Manager – Senior	\$ 132.82	\$ 135.14	\$ 137.51	\$ 139.92	\$ 142.36	\$ 141.39	\$ 143.86	\$ 146.38	\$ 148.94	\$ 151.55
Quality Assurance Analyst - Intermediate	\$ 76.37	\$ 77.71	\$ 79.07	\$ 80.45	\$ 81.86	\$ 81.30	\$ 82.72	\$ 84.17	\$ 85.64	\$ 87.14
Quality Assurance Analyst - Senior	\$ 92.07	\$ 93.68	\$ 95.32	\$ 96.99	\$ 98.69	\$ 98.01	\$ 99.72	\$ 101.47	\$ 103.24	\$ 105.05
Quality Assurance Specialist	\$ 88.58	\$ 90.13	\$ 91.71	\$ 93.31	\$ 94.95	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07
Security Coordinator	\$ 70.65	\$ 71.89	\$ 73.14	\$ 74.42	\$ 75.73	\$ 75.21	\$ 76.52	\$ 77.86	\$ 79.22	\$ 80.61
Site Manager	\$ 108.69	\$ 110.59	\$ 112.53	\$ 114.50	\$ 116.50	\$ 115.70	\$ 117.73	\$ 119.79	\$ 121.88	\$ 124.01
Software Architect	\$ 124.52	\$ 126.70	\$ 128.92	\$ 131.17	\$ 133.47	\$ 132.55	\$ 134.87	\$ 137.23	\$ 139.63	\$ 142.08
Software Developer – Intermediate	\$ 100.21	\$ 101.96	\$ 103.75	\$ 105.56	\$ 107.41	\$ 106.67	\$ 108.54	\$ 110.44	\$ 112.37	\$ 114.34
Software Developer – Senior	\$ 112.07	\$ 114.03	\$ 116.03	\$ 118.06	\$ 120.12	\$ 119.30	\$ 121.39	\$ 123.51	\$ 125.67	\$ 127.87
Software Systems Engineer - Intermediate	\$ 99.61	\$ 101.35	\$ 103.13	\$ 104.93	\$ 106.77	\$ 106.03	\$ 107.89	\$ 109.78	\$ 111.70	\$ 113.65
Software Systems Engineer - Senior	\$ 106.71	\$ 108.58	\$ 110.48	\$ 112.41	\$ 114.38	\$ 113.59	\$ 115.58	\$ 117.60	\$ 119.66	\$ 121.76
Strategic Planner	\$ 112.07	\$ 114.03	\$ 116.03	\$ 118.06	\$ 120.12	\$ 119.30	\$ 121.39	\$ 123.51	\$ 125.67	\$ 127.87
Systems Administrator - Intermediate	\$ 67.88	\$ 69.07	\$ 70.28	\$ 71.51	\$ 72.76	\$ 72.26	\$ 73.52	\$ 74.81	\$ 76.12	\$ 77.45
Systems Administrator - Senior	\$ 84.08	\$ 85.55	\$ 87.05	\$ 88.57	\$ 90.12	\$ 89.50	\$ 91.07	\$ 92.66	\$ 94.28	\$ 95.93
Systems Analysis and Programming Director	\$ 132.82	\$ 135.14	\$ 137.51	\$ 139.92	\$ 142.36	\$ 141.39	\$ 143.86	\$ 146.38	\$ 148.94	\$ 151.55
Systems Engineer	\$ 78.86	\$ 80.24	\$ 81.64	\$ 83.07	\$ 84.53	\$ 83.95	\$ 85.42	\$ 86.91	\$ 88.43	\$ 89.98
Systems Management Technologist	\$ 107.02	\$ 108.89	\$ 110.80	\$ 112.74	\$ 114.71	\$ 113.92	\$ 115.92	\$ 117.94	\$ 120.01	\$ 122.11
Technical Editor	\$ 63.43	\$ 64.54	\$ 65.67	\$ 66.82	\$ 67.99	\$ 67.52	\$ 68.70	\$ 69.91	\$ 71.13	\$ 72.37

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Dallas Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Technical Writer	\$ 65.56	\$ 66.71	\$ 67.87	\$ 69.06	\$ 70.27	\$ 69.79	\$ 71.01	\$ 72.25	\$ 73.52	\$ 74.80
Telecommunications Analyst/Technician	\$ 55.19	\$ 56.16	\$ 57.14	\$ 58.14	\$ 59.16	\$ 58.75	\$ 59.78	\$ 60.82	\$ 61.89	\$ 62.97
Telecommunications Engineer/ Analyst – Intermediate	\$ 62.52	\$ 63.61	\$ 64.73	\$ 65.86	\$ 67.01	\$ 66.55	\$ 67.72	\$ 68.90	\$ 70.11	\$ 71.33
Telecommunications Engineer/ Analyst – Senior	\$ 73.46	\$ 74.75	\$ 76.05	\$ 77.38	\$ 78.74	\$ 78.20	\$ 79.57	\$ 80.96	\$ 82.38	\$ 83.82
Telecommunications Manager - Multiple Incumbents	\$ 116.22	\$ 118.25	\$ 120.32	\$ 122.43	\$ 124.57	\$ 123.72	\$ 125.88	\$ 128.08	\$ 130.33	\$ 132.61
Telecommunications Manager - Single Incumbent	\$ 107.64	\$ 109.52	\$ 111.44	\$ 113.39	\$ 115.37	\$ 114.58	\$ 116.59	\$ 118.63	\$ 120.70	\$ 122.82
Telecommunications Network Help Desk	\$ 44.21	\$ 44.98	\$ 45.77	\$ 46.57	\$ 47.39	\$ 47.06	\$ 47.89	\$ 48.72	\$ 49.58	\$ 50.44
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 74.05	\$ 75.35	\$ 76.66	\$ 78.01	\$ 79.37	\$ 78.83	\$ 80.21	\$ 81.61	\$ 83.04	\$ 84.49
Telecommunications Programmer/ Systems Analyst – Senior	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20
Telecommunications Technician	\$ 50.59	\$ 51.48	\$ 52.38	\$ 53.29	\$ 54.23	\$ 53.85	\$ 54.80	\$ 55.75	\$ 56.73	\$ 57.72
Telecommunications/Communications Integration Engineer	\$ 81.61	\$ 83.04	\$ 84.49	\$ 85.97	\$ 87.47	\$ 86.87	\$ 88.39	\$ 89.94	\$ 91.52	\$ 93.12
Test Engineer	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 88.98	\$ 88.36	\$ 89.91	\$ 91.48	\$ 93.08	\$ 94.71
UNIX Systems Administrator	\$ 95.46	\$ 97.13	\$ 98.83	\$ 100.56	\$ 102.32	\$ 101.62	\$ 103.40	\$ 105.20	\$ 107.05	\$ 108.92
Voice Communications Administrator	\$ 61.86	\$ 62.94	\$ 64.04	\$ 65.16	\$ 66.31	\$ 65.85	\$ 67.00	\$ 68.17	\$ 69.37	\$ 70.58
Voice Communications Manager - Planning & Implementation	\$ 95.46	\$ 97.13	\$ 98.83	\$ 100.56	\$ 102.32	\$ 101.62	\$ 103.40	\$ 105.20	\$ 107.05	\$ 108.92
Voice Communications Technician	\$ 51.47	\$ 52.37	\$ 53.29	\$ 54.22	\$ 55.17	\$ 54.79	\$ 55.75	\$ 56.72	\$ 57.72	\$ 58.73
Web Content Administrator	\$ 65.13	\$ 66.27	\$ 67.43	\$ 68.61	\$ 69.81	\$ 69.33	\$ 70.54	\$ 71.78	\$ 73.03	\$ 74.31
Web Content Analyst	\$ 62.26	\$ 63.35	\$ 64.46	\$ 65.59	\$ 66.73	\$ 66.28	\$ 67.44	\$ 68.62	\$ 69.82	\$ 71.04
Web Designer	\$ 69.28	\$ 70.49	\$ 71.73	\$ 72.98	\$ 74.26	\$ 73.75	\$ 75.04	\$ 76.35	\$ 77.69	\$ 79.05
Web Marketing Manager	\$ 96.84	\$ 98.53	\$ 100.26	\$ 102.01	\$ 103.80	\$ 103.09	\$ 104.89	\$ 106.73	\$ 108.59	\$ 110.49
Web Operations Manager	\$ 89.75	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 95.54	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40
Web Project Manager	\$ 106.48	\$ 108.34	\$ 110.24	\$ 112.17	\$ 114.13	\$ 113.35	\$ 115.33	\$ 117.35	\$ 119.40	\$ 121.49
Web Security Administrator	\$ 81.35	\$ 82.77	\$ 84.22	\$ 85.70	\$ 87.20	\$ 86.60	\$ 88.11	\$ 89.65	\$ 91.22	\$ 92.82
Web Security Analyst	\$ 92.90	\$ 94.53	\$ 96.18	\$ 97.86	\$ 99.58	\$ 98.89	\$ 100.62	\$ 102.38	\$ 104.18	\$ 106.00
Web Software Developer	\$ 77.88	\$ 79.24	\$ 80.63	\$ 82.04	\$ 83.48	\$ 82.90	\$ 84.35	\$ 85.83	\$ 87.33	\$ 88.86
Web Technical Administrator	\$ 75.78	\$ 77.11	\$ 78.46	\$ 79.83	\$ 81.23	\$ 80.67	\$ 82.08	\$ 83.52	\$ 84.98	\$ 86.46

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<u>Labor Category</u>	Dayton Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 76.54	\$ 77.88	\$ 79.24	\$ 80.63	\$ 82.04	\$ 81.48	\$ 82.90	\$ 84.35	\$ 85.83	\$ 87.33
Applications Systems Analyst/ Programmer – Intermediate	\$ 81.01	\$ 82.43	\$ 83.87	\$ 85.34	\$ 86.83	\$ 86.24	\$ 87.74	\$ 89.28	\$ 90.84	\$ 92.43
Applications Systems Analyst/ Programmer – Senior	\$ 98.56	\$ 100.28	\$ 102.04	\$ 103.83	\$ 105.64	\$ 104.92	\$ 106.75	\$ 108.62	\$ 110.52	\$ 112.46
Business Process Consultant	\$ 101.40	\$ 103.17	\$ 104.98	\$ 106.82	\$ 108.69	\$ 107.94	\$ 109.83	\$ 111.75	\$ 113.71	\$ 115.70
Business Subject Matter Specialist	\$ 118.34	\$ 120.41	\$ 122.52	\$ 124.66	\$ 126.84	\$ 125.97	\$ 128.18	\$ 130.42	\$ 132.70	\$ 135.03
Business Systems Analyst - Intermediate	\$ 79.25	\$ 80.64	\$ 82.05	\$ 83.48	\$ 84.94	\$ 84.36	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.42
Business Systems Analyst - Senior	\$ 88.62	\$ 90.17	\$ 91.75	\$ 93.35	\$ 94.99	\$ 94.34	\$ 95.99	\$ 97.67	\$ 99.38	\$ 101.11
Business Systems Specialist	\$ 95.39	\$ 97.06	\$ 98.76	\$ 100.49	\$ 102.24	\$ 101.54	\$ 103.32	\$ 105.13	\$ 106.97	\$ 108.84
Chief Information Security Officer	\$ 133.61	\$ 135.95	\$ 138.33	\$ 140.75	\$ 143.21	\$ 142.23	\$ 144.72	\$ 147.25	\$ 149.83	\$ 152.45
Client/Server Database Manager	\$ 97.92	\$ 99.63	\$ 101.38	\$ 103.15	\$ 104.96	\$ 104.24	\$ 106.06	\$ 107.92	\$ 109.80	\$ 111.73
Client/Server Network Architect	\$ 104.84	\$ 106.67	\$ 108.54	\$ 110.44	\$ 112.37	\$ 111.60	\$ 113.56	\$ 115.54	\$ 117.56	\$ 119.62
Client/Server Support Analyst	\$ 75.64	\$ 76.96	\$ 78.31	\$ 79.68	\$ 81.08	\$ 80.52	\$ 81.93	\$ 83.36	\$ 84.82	\$ 86.30
Communications Analyst - Intermediate	\$ 77.90	\$ 79.26	\$ 80.65	\$ 82.06	\$ 83.50	\$ 82.92	\$ 84.38	\$ 85.85	\$ 87.35	\$ 88.88
Communications Analyst - Senior	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.18	\$ 94.81	\$ 94.16	\$ 95.80	\$ 97.48	\$ 99.19	\$ 100.92
Communications Facility Engineer	\$ 77.25	\$ 78.60	\$ 79.98	\$ 81.38	\$ 82.80	\$ 82.23	\$ 83.67	\$ 85.14	\$ 86.63	\$ 88.14
Communications Installer	\$ 68.28	\$ 69.47	\$ 70.69	\$ 71.93	\$ 73.19	\$ 72.68	\$ 73.96	\$ 75.25	\$ 76.57	\$ 77.91
Communications Transmission Engineer	\$ 86.34	\$ 87.85	\$ 89.39	\$ 90.95	\$ 92.54	\$ 91.91	\$ 93.52	\$ 95.15	\$ 96.82	\$ 98.51
Computer Operations Manager	\$ 88.15	\$ 89.69	\$ 91.26	\$ 92.86	\$ 94.48	\$ 93.84	\$ 95.48	\$ 97.15	\$ 98.85	\$ 100.58
Consultant	\$ 116.36	\$ 118.40	\$ 120.47	\$ 122.58	\$ 124.72	\$ 123.87	\$ 126.03	\$ 128.24	\$ 130.48	\$ 132.77
Data Architect	\$ 103.40	\$ 105.21	\$ 107.05	\$ 108.92	\$ 110.83	\$ 110.07	\$ 112.00	\$ 113.96	\$ 115.95	\$ 117.98
Data Communications Manager - Planning & Implementation	\$ 103.82	\$ 105.64	\$ 107.49	\$ 109.37	\$ 111.28	\$ 110.52	\$ 112.45	\$ 114.42	\$ 116.42	\$ 118.46
Data Entry Supervisor	\$ 48.56	\$ 49.41	\$ 50.27	\$ 51.15	\$ 52.05	\$ 51.69	\$ 52.60	\$ 53.52	\$ 54.45	\$ 55.41
Data Security Administration Manager	\$ 103.79	\$ 105.61	\$ 107.45	\$ 109.33	\$ 111.25	\$ 110.48	\$ 112.42	\$ 114.39	\$ 116.39	\$ 118.42
Data Security Analyst - Intermediate	\$ 77.00	\$ 78.35	\$ 79.72	\$ 81.11	\$ 82.53	\$ 81.97	\$ 83.40	\$ 84.86	\$ 86.35	\$ 87.86
Data Security Analyst - Senior	\$ 90.87	\$ 92.46	\$ 94.08	\$ 95.72	\$ 97.40	\$ 96.73	\$ 98.42	\$ 100.15	\$ 101.90	\$ 103.68
Data Warehousing Administrator	\$ 81.32	\$ 82.74	\$ 84.19	\$ 85.66	\$ 87.16	\$ 86.57	\$ 88.08	\$ 89.62	\$ 91.19	\$ 92.79
Data Warehousing Analyst	\$ 87.82	\$ 89.36	\$ 90.92	\$ 92.51	\$ 94.13	\$ 93.48	\$ 95.12	\$ 96.78	\$ 98.48	\$ 100.20
Data Warehousing Programmer	\$ 96.67	\$ 98.36	\$ 100.08	\$ 101.83	\$ 103.62	\$ 102.91	\$ 104.71	\$ 106.54	\$ 108.40	\$ 110.30

DigitalSpec, LLC

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<u>Labor Category</u>	<u>Dayton Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 107.64	\$ 109.52	\$ 111.44	\$ 113.39	\$ 115.37	\$ 114.58	\$ 116.59	\$ 118.63	\$ 120.70	\$ 122.82
Data/Configuration Management Specialist	\$ 101.05	\$ 102.82	\$ 104.62	\$ 106.45	\$ 108.31	\$ 107.57	\$ 109.45	\$ 111.37	\$ 113.31	\$ 115.30
Database Administrator	\$ 87.76	\$ 89.30	\$ 90.86	\$ 92.45	\$ 94.07	\$ 93.42	\$ 95.06	\$ 96.72	\$ 98.41	\$ 100.13
Database Analyst/ Programmer - Intermediate	\$ 78.34	\$ 79.71	\$ 81.11	\$ 82.53	\$ 83.97	\$ 83.39	\$ 84.85	\$ 86.34	\$ 87.85	\$ 89.39
Database Analyst/ Programmer – Senior	\$ 94.45	\$ 96.10	\$ 97.78	\$ 99.50	\$ 101.24	\$ 100.54	\$ 102.30	\$ 104.09	\$ 105.91	\$ 107.77
Database Manager	\$ 121.81	\$ 123.94	\$ 126.11	\$ 128.32	\$ 130.56	\$ 129.67	\$ 131.94	\$ 134.24	\$ 136.59	\$ 138.98
Disaster Recovery Administrator	\$ 96.78	\$ 98.47	\$ 100.20	\$ 101.95	\$ 103.73	\$ 103.02	\$ 104.83	\$ 106.66	\$ 108.53	\$ 110.43
Disaster Recovery Analyst	\$ 70.10	\$ 71.33	\$ 72.57	\$ 73.85	\$ 75.14	\$ 74.62	\$ 75.93	\$ 77.26	\$ 78.61	\$ 79.98
Documentation Specialist - Intermediate	\$ 53.15	\$ 54.08	\$ 55.03	\$ 55.99	\$ 56.97	\$ 56.58	\$ 57.57	\$ 58.58	\$ 59.60	\$ 60.64
Documentation Specialist - Senior	\$ 66.24	\$ 67.40	\$ 68.58	\$ 69.78	\$ 71.00	\$ 70.51	\$ 71.75	\$ 73.00	\$ 74.28	\$ 75.58
E-Business Manager	\$ 73.24	\$ 74.52	\$ 75.83	\$ 77.15	\$ 78.50	\$ 77.96	\$ 79.33	\$ 80.72	\$ 82.13	\$ 83.57
Electronic Data Interchange (EDI) Manager	\$ 84.08	\$ 85.55	\$ 87.05	\$ 88.57	\$ 90.12	\$ 89.50	\$ 91.07	\$ 92.66	\$ 94.28	\$ 95.93
Electronic Data Interchange (EDI) Specialist	\$ 60.84	\$ 61.90	\$ 62.99	\$ 64.09	\$ 65.21	\$ 64.76	\$ 65.90	\$ 67.05	\$ 68.22	\$ 69.42
Electronic Mail Coordinator	\$ 64.61	\$ 65.74	\$ 66.89	\$ 68.06	\$ 69.25	\$ 68.78	\$ 69.98	\$ 71.21	\$ 72.45	\$ 73.72
Engineering Subject Matter Specialist	\$ 120.84	\$ 122.95	\$ 125.11	\$ 127.30	\$ 129.52	\$ 128.63	\$ 130.89	\$ 133.18	\$ 135.51	\$ 137.88
ERP Busienss/Architectural Specialist	\$ 125.68	\$ 127.88	\$ 130.12	\$ 132.39	\$ 134.71	\$ 133.79	\$ 136.13	\$ 138.51	\$ 140.93	\$ 143.40
ERP Business Analyst - Intermediate	\$ 106.88	\$ 108.75	\$ 110.65	\$ 112.59	\$ 114.56	\$ 113.77	\$ 115.76	\$ 117.79	\$ 119.85	\$ 121.95
ERP Business Analyst - Senior	\$ 113.33	\$ 115.31	\$ 117.33	\$ 119.38	\$ 121.47	\$ 120.64	\$ 122.75	\$ 124.90	\$ 127.08	\$ 129.31
ERP Programmer	\$ 104.96	\$ 106.80	\$ 108.67	\$ 110.57	\$ 112.50	\$ 111.73	\$ 113.69	\$ 115.67	\$ 117.70	\$ 119.76
Graphics Specialist	\$ 48.34	\$ 49.19	\$ 50.05	\$ 50.92	\$ 51.81	\$ 51.46	\$ 52.36	\$ 53.27	\$ 54.21	\$ 55.16
Groupware Specialist	\$ 77.67	\$ 79.03	\$ 80.41	\$ 81.82	\$ 83.25	\$ 82.68	\$ 84.13	\$ 85.60	\$ 87.10	\$ 88.62
Help Desk Coordinator - Intermediate	\$ 44.65	\$ 45.43	\$ 46.23	\$ 47.04	\$ 47.86	\$ 47.53	\$ 48.36	\$ 49.21	\$ 50.07	\$ 50.95
Help Desk Coordinator - Senior	\$ 62.04	\$ 63.13	\$ 64.23	\$ 65.35	\$ 66.50	\$ 66.04	\$ 67.20	\$ 68.37	\$ 69.57	\$ 70.79
Help Desk Manager	\$ 88.92	\$ 90.48	\$ 92.06	\$ 93.67	\$ 95.31	\$ 94.66	\$ 96.31	\$ 98.00	\$ 99.71	\$ 101.46
Help Desk Specialist	\$ 45.12	\$ 45.91	\$ 46.71	\$ 47.53	\$ 48.36	\$ 48.03	\$ 48.87	\$ 49.73	\$ 50.60	\$ 51.48
Help Desk Support Services Specialist - Intermediate	\$ 60.42	\$ 61.48	\$ 62.55	\$ 63.65	\$ 64.76	\$ 64.32	\$ 65.44	\$ 66.59	\$ 67.75	\$ 68.94
Help Desk Support Services Specialist - Senior	\$ 72.50	\$ 73.77	\$ 75.06	\$ 76.37	\$ 77.71	\$ 77.18	\$ 78.53	\$ 79.90	\$ 81.30	\$ 82.72
Information Assurance Development Engineer	\$ 90.34	\$ 91.92	\$ 93.53	\$ 95.17	\$ 96.83	\$ 96.17	\$ 97.85	\$ 99.56	\$ 101.30	\$ 103.08
Information Assurance Engineer	\$ 88.62	\$ 90.17	\$ 91.75	\$ 93.35	\$ 94.99	\$ 94.34	\$ 95.99	\$ 97.67	\$ 99.38	\$ 101.11

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<u>Labor Category</u>	Dayton Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 113.19	\$ 115.17	\$ 117.19	\$ 119.24	\$ 121.32	\$ 120.49	\$ 122.60	\$ 124.74	\$ 126.93	\$ 129.15
Information Assurance Systems/Network Speicalist	\$ 117.21	\$ 119.26	\$ 121.35	\$ 123.47	\$ 125.63	\$ 124.77	\$ 126.95	\$ 129.18	\$ 131.44	\$ 133.74
Information Center Consultant	\$ 88.71	\$ 90.26	\$ 91.84	\$ 93.45	\$ 95.08	\$ 94.43	\$ 96.08	\$ 97.77	\$ 99.48	\$ 101.22
Information Center Specialist	\$ 100.70	\$ 102.46	\$ 104.26	\$ 106.08	\$ 107.94	\$ 107.20	\$ 109.07	\$ 110.98	\$ 112.92	\$ 114.90
Information Security Business Analyst	\$ 80.56	\$ 81.97	\$ 83.40	\$ 84.86	\$ 86.35	\$ 85.76	\$ 87.26	\$ 88.78	\$ 90.34	\$ 91.92
Information Services Consultant	\$ 104.73	\$ 106.56	\$ 108.43	\$ 110.33	\$ 112.26	\$ 111.49	\$ 113.44	\$ 115.42	\$ 117.44	\$ 119.50
Information Systems Auditor - Intermediate	\$ 81.77	\$ 83.20	\$ 84.66	\$ 86.14	\$ 87.65	\$ 87.04	\$ 88.57	\$ 90.12	\$ 91.69	\$ 93.30
Information Systems Auditor - Senior	\$ 94.25	\$ 95.90	\$ 97.58	\$ 99.29	\$ 101.02	\$ 100.33	\$ 102.08	\$ 103.87	\$ 105.69	\$ 107.54
Information Systems Training Specialist - Intermediate	\$ 72.50	\$ 73.77	\$ 75.06	\$ 76.37	\$ 77.71	\$ 77.18	\$ 78.53	\$ 79.90	\$ 81.30	\$ 82.72
Information Systems Training Specialist - Senior	\$ 80.56	\$ 81.97	\$ 83.40	\$ 84.86	\$ 86.35	\$ 85.76	\$ 87.26	\$ 88.78	\$ 90.34	\$ 91.92
Internal Communications Systems Consultant	\$ 114.61	\$ 116.62	\$ 118.66	\$ 120.73	\$ 122.85	\$ 122.00	\$ 124.14	\$ 126.31	\$ 128.52	\$ 130.77
IT Subject Matter Specialist	\$ 129.29	\$ 131.55	\$ 133.85	\$ 136.20	\$ 138.58	\$ 137.63	\$ 140.04	\$ 142.49	\$ 144.98	\$ 147.52
LAN Administrator - Intermediate	\$ 68.69	\$ 69.89	\$ 71.12	\$ 72.36	\$ 73.63	\$ 73.12	\$ 74.40	\$ 75.70	\$ 77.03	\$ 78.37
LAN Administrator - Senior	\$ 86.27	\$ 87.78	\$ 89.32	\$ 90.88	\$ 92.47	\$ 91.83	\$ 93.44	\$ 95.08	\$ 96.74	\$ 98.43
LAN Support Technician - Intermediate	\$ 68.69	\$ 69.89	\$ 71.12	\$ 72.36	\$ 73.63	\$ 73.12	\$ 74.40	\$ 75.70	\$ 77.03	\$ 78.37
LAN Support Technician - Senior	\$ 74.43	\$ 75.73	\$ 77.06	\$ 78.41	\$ 79.78	\$ 79.23	\$ 80.62	\$ 82.03	\$ 83.46	\$ 84.92
LAN/WAN Administrator	\$ 72.32	\$ 73.59	\$ 74.87	\$ 76.18	\$ 77.52	\$ 76.98	\$ 78.33	\$ 79.70	\$ 81.10	\$ 82.52
LAN/WAN Integrator	\$ 95.96	\$ 97.64	\$ 99.35	\$ 101.09	\$ 102.86	\$ 102.15	\$ 103.94	\$ 105.76	\$ 107.61	\$ 109.49
LAN/WAN/MAN Administrator	\$ 72.32	\$ 73.59	\$ 74.87	\$ 76.18	\$ 77.52	\$ 76.98	\$ 78.33	\$ 79.70	\$ 81.10	\$ 82.52
Network Control Technician	\$ 52.33	\$ 53.25	\$ 54.18	\$ 55.13	\$ 56.09	\$ 55.71	\$ 56.68	\$ 57.67	\$ 58.68	\$ 59.71
Network Engineer - Intermediate	\$ 78.00	\$ 79.37	\$ 80.75	\$ 82.17	\$ 83.61	\$ 83.03	\$ 84.48	\$ 85.96	\$ 87.47	\$ 89.00
Network Engineer - Senior	\$ 90.95	\$ 92.54	\$ 94.16	\$ 95.81	\$ 97.49	\$ 96.82	\$ 98.51	\$ 100.23	\$ 101.99	\$ 103.77
Network Operations Supervisor	\$ 94.05	\$ 95.70	\$ 97.37	\$ 99.07	\$ 100.81	\$ 100.12	\$ 101.87	\$ 103.65	\$ 105.46	\$ 107.31
Network Planning Analyst - Intermediate	\$ 73.71	\$ 75.00	\$ 76.31	\$ 77.65	\$ 79.01	\$ 78.46	\$ 79.84	\$ 81.23	\$ 82.66	\$ 84.10
Network Planning Analyst - Senior	\$ 90.15	\$ 91.73	\$ 93.33	\$ 94.97	\$ 96.63	\$ 95.96	\$ 97.64	\$ 99.35	\$ 101.09	\$ 102.86
Network Planning Manager	\$ 101.53	\$ 103.31	\$ 105.11	\$ 106.95	\$ 108.83	\$ 108.08	\$ 109.97	\$ 111.89	\$ 113.85	\$ 115.85
Network Systems Administrator	\$ 69.75	\$ 70.97	\$ 72.21	\$ 73.48	\$ 74.76	\$ 74.25	\$ 75.55	\$ 76.87	\$ 78.22	\$ 79.58
Network Systems Manager	\$ 95.49	\$ 97.16	\$ 98.86	\$ 100.59	\$ 102.35	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08	\$ 108.95
Network/Hardware Support Technician	\$ 50.39	\$ 51.27	\$ 52.17	\$ 53.08	\$ 54.01	\$ 53.64	\$ 54.58	\$ 55.53	\$ 56.51	\$ 57.49

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<u>Labor Category</u>	<u>Dayton Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>
Operations Manager - Data Communications	\$ 94.05	\$ 95.70	\$ 97.37	\$ 99.07	\$ 100.81	\$ 100.12	\$ 101.87	\$ 103.65	\$ 105.46	\$ 107.31
Operations Manager - Voice Communications	\$ 76.73	\$ 78.07	\$ 79.44	\$ 80.83	\$ 82.24	\$ 81.68	\$ 83.11	\$ 84.56	\$ 86.04	\$ 87.55
Operations Systems Manager	\$ 88.62	\$ 90.17	\$ 91.75	\$ 93.35	\$ 94.99	\$ 94.34	\$ 95.99	\$ 97.67	\$ 99.38	\$ 101.11
Operations/ Technical Support Manager	\$ 89.18	\$ 90.74	\$ 92.33	\$ 93.94	\$ 95.59	\$ 94.93	\$ 96.59	\$ 98.28	\$ 100.00	\$ 101.75
Operations/Network LAN Administrator	\$ 67.09	\$ 68.26	\$ 69.46	\$ 70.67	\$ 71.91	\$ 71.42	\$ 72.67	\$ 73.94	\$ 75.23	\$ 76.55
Operations/Technical Support Analyst	\$ 48.58	\$ 49.43	\$ 50.30	\$ 51.18	\$ 52.07	\$ 51.71	\$ 52.62	\$ 53.54	\$ 54.48	\$ 55.43
PC Products Analyst	\$ 60.80	\$ 61.86	\$ 62.95	\$ 64.05	\$ 65.17	\$ 64.72	\$ 65.85	\$ 67.01	\$ 68.18	\$ 69.37
PC Systems Specialist	\$ 66.80	\$ 67.97	\$ 69.16	\$ 70.37	\$ 71.60	\$ 71.11	\$ 72.35	\$ 73.62	\$ 74.91	\$ 76.22
PC/LAN Mgmt Analyst - Intermediate	\$ 62.22	\$ 63.31	\$ 64.42	\$ 65.54	\$ 66.69	\$ 66.23	\$ 67.39	\$ 68.57	\$ 69.77	\$ 70.99
PC/LAN Mgmt Analyst – Senior	\$ 75.64	\$ 76.96	\$ 78.31	\$ 79.68	\$ 81.08	\$ 80.52	\$ 81.93	\$ 83.36	\$ 84.82	\$ 86.30
Project Engineer	\$ 103.33	\$ 105.14	\$ 106.98	\$ 108.85	\$ 110.76	\$ 109.99	\$ 111.92	\$ 113.88	\$ 115.87	\$ 117.90
Project Manager – Senior	\$ 128.89	\$ 131.15	\$ 133.44	\$ 135.78	\$ 138.15	\$ 137.20	\$ 139.60	\$ 142.05	\$ 144.53	\$ 147.06
Quality Assurance Analyst - Intermediate	\$ 74.11	\$ 75.41	\$ 76.73	\$ 78.07	\$ 79.44	\$ 78.89	\$ 80.27	\$ 81.68	\$ 83.10	\$ 84.56
Quality Assurance Analyst - Senior	\$ 89.35	\$ 90.91	\$ 92.50	\$ 94.12	\$ 95.77	\$ 95.11	\$ 96.78	\$ 98.47	\$ 100.19	\$ 101.95
Quality Assurance Specialist	\$ 85.96	\$ 87.46	\$ 88.99	\$ 90.55	\$ 92.14	\$ 91.50	\$ 93.11	\$ 94.74	\$ 96.39	\$ 98.08
Security Coordinator	\$ 68.56	\$ 69.76	\$ 70.98	\$ 72.22	\$ 73.49	\$ 72.98	\$ 74.26	\$ 75.56	\$ 76.88	\$ 78.23
Site Manager	\$ 105.48	\$ 107.33	\$ 109.20	\$ 111.12	\$ 113.06	\$ 112.28	\$ 114.25	\$ 116.25	\$ 118.28	\$ 120.35
Software Architect	\$ 120.84	\$ 122.95	\$ 125.11	\$ 127.30	\$ 129.52	\$ 128.63	\$ 130.89	\$ 133.18	\$ 135.51	\$ 137.88
Software Developer – Intermediate	\$ 97.25	\$ 98.95	\$ 100.68	\$ 102.45	\$ 104.24	\$ 103.52	\$ 105.33	\$ 107.18	\$ 109.05	\$ 110.96
Software Developer – Senior	\$ 108.76	\$ 110.66	\$ 112.60	\$ 114.57	\$ 116.58	\$ 115.78	\$ 117.80	\$ 119.86	\$ 121.96	\$ 124.09
Software Systems Engineer - Intermediate	\$ 96.67	\$ 98.36	\$ 100.08	\$ 101.83	\$ 103.62	\$ 102.91	\$ 104.71	\$ 106.54	\$ 108.40	\$ 110.30
Software Systems Engineer - Senior	\$ 103.56	\$ 105.37	\$ 107.22	\$ 109.09	\$ 111.00	\$ 110.24	\$ 112.17	\$ 114.13	\$ 116.13	\$ 118.16
Strategic Planner	\$ 108.76	\$ 110.66	\$ 112.60	\$ 114.57	\$ 116.58	\$ 115.78	\$ 117.80	\$ 119.86	\$ 121.96	\$ 124.09
Systems Administrator - Intermediate	\$ 65.87	\$ 67.02	\$ 68.20	\$ 69.39	\$ 70.60	\$ 70.12	\$ 71.35	\$ 72.59	\$ 73.86	\$ 75.16
Systems Administrator - Senior	\$ 81.60	\$ 83.03	\$ 84.48	\$ 85.96	\$ 87.46	\$ 86.86	\$ 88.38	\$ 89.93	\$ 91.50	\$ 93.11
Systems Analysis and Programming Director	\$ 128.89	\$ 131.15	\$ 133.44	\$ 135.78	\$ 138.15	\$ 137.20	\$ 139.60	\$ 142.05	\$ 144.53	\$ 147.06
Systems Engineer	\$ 76.54	\$ 77.88	\$ 79.24	\$ 80.63	\$ 82.04	\$ 81.48	\$ 82.90	\$ 84.35	\$ 85.83	\$ 87.33
Systems Management Technologist	\$ 103.86	\$ 105.68	\$ 107.53	\$ 109.41	\$ 111.32	\$ 110.56	\$ 112.49	\$ 114.46	\$ 116.47	\$ 118.50
Technical Editor	\$ 61.55	\$ 62.63	\$ 63.72	\$ 64.84	\$ 65.97	\$ 65.52	\$ 66.67	\$ 67.83	\$ 69.02	\$ 70.23

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<u>Labor Category</u>	Dayton Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 63.62	\$ 64.73	\$ 65.87	\$ 67.02	\$ 68.19	\$ 67.72	\$ 68.91	\$ 70.11	\$ 71.34	\$ 72.59
Telecommunications Analyst/Technician	\$ 53.56	\$ 54.50	\$ 55.45	\$ 56.42	\$ 57.41	\$ 57.01	\$ 58.01	\$ 59.03	\$ 60.06	\$ 61.11
Telecommunications Engineer/ Analyst – Intermediate	\$ 60.68	\$ 61.74	\$ 62.82	\$ 63.92	\$ 65.04	\$ 64.59	\$ 65.72	\$ 66.87	\$ 68.04	\$ 69.24
Telecommunications Engineer/ Analyst – Senior	\$ 71.29	\$ 72.54	\$ 73.81	\$ 75.10	\$ 76.41	\$ 75.89	\$ 77.22	\$ 78.57	\$ 79.94	\$ 81.34
Telecommunications Manager - Multiple Incumbents	\$ 112.79	\$ 114.76	\$ 116.77	\$ 118.82	\$ 120.89	\$ 120.06	\$ 122.17	\$ 124.30	\$ 126.48	\$ 128.69
Telecommunications Manager - Single Incumbent	\$ 104.46	\$ 106.29	\$ 108.15	\$ 110.04	\$ 111.97	\$ 111.20	\$ 113.14	\$ 115.12	\$ 117.14	\$ 119.19
Telecommunications Network Help Desk	\$ 42.90	\$ 43.65	\$ 44.41	\$ 45.19	\$ 45.98	\$ 45.67	\$ 46.47	\$ 47.28	\$ 48.11	\$ 48.95
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 71.87	\$ 73.13	\$ 74.41	\$ 75.71	\$ 77.03	\$ 76.51	\$ 77.84	\$ 79.21	\$ 80.59	\$ 82.00
Telecommunications Programmer/ Systems Analyst – Senior	\$ 88.62	\$ 90.17	\$ 91.75	\$ 93.35	\$ 94.99	\$ 94.34	\$ 95.99	\$ 97.67	\$ 99.38	\$ 101.11
Telecommunications Technician	\$ 49.10	\$ 49.96	\$ 50.83	\$ 51.72	\$ 52.63	\$ 52.27	\$ 53.18	\$ 54.11	\$ 55.06	\$ 56.02
Telecommunications/Communications Integration Engineer	\$ 79.20	\$ 80.59	\$ 82.00	\$ 83.43	\$ 84.89	\$ 84.31	\$ 85.78	\$ 87.29	\$ 88.81	\$ 90.37
Test Engineer	\$ 80.56	\$ 81.97	\$ 83.40	\$ 84.86	\$ 86.35	\$ 85.76	\$ 87.26	\$ 88.78	\$ 90.34	\$ 91.92
UNIX Systems Administrator	\$ 92.64	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 98.62	\$ 100.34	\$ 102.10	\$ 103.88	\$ 105.70
Voice Communications Administrator	\$ 60.03	\$ 61.08	\$ 62.15	\$ 63.24	\$ 64.34	\$ 63.90	\$ 65.02	\$ 66.16	\$ 67.32	\$ 68.49
Voice Communications Manager - Planning & Implementation	\$ 92.64	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 98.62	\$ 100.34	\$ 102.10	\$ 103.88	\$ 105.70
Voice Communications Technician	\$ 49.95	\$ 50.82	\$ 51.71	\$ 52.62	\$ 53.54	\$ 53.17	\$ 54.10	\$ 55.05	\$ 56.01	\$ 56.99
Web Content Administrator	\$ 63.20	\$ 64.31	\$ 65.43	\$ 66.58	\$ 67.74	\$ 67.28	\$ 68.45	\$ 69.65	\$ 70.87	\$ 72.11
Web Content Analyst	\$ 60.42	\$ 61.48	\$ 62.55	\$ 63.65	\$ 64.76	\$ 64.32	\$ 65.44	\$ 66.59	\$ 67.75	\$ 68.94
Web Designer	\$ 67.23	\$ 68.41	\$ 69.60	\$ 70.82	\$ 72.06	\$ 71.57	\$ 72.82	\$ 74.09	\$ 75.39	\$ 76.71
Web Marketing Manager	\$ 93.98	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 100.04	\$ 101.79	\$ 103.57	\$ 105.39	\$ 107.23
Web Operations Manager	\$ 87.10	\$ 88.62	\$ 90.18	\$ 91.75	\$ 93.36	\$ 92.72	\$ 94.34	\$ 95.99	\$ 97.67	\$ 99.38
Web Project Manager	\$ 103.33	\$ 105.14	\$ 106.98	\$ 108.85	\$ 110.76	\$ 109.99	\$ 111.92	\$ 113.88	\$ 115.87	\$ 117.90
Web Security Administrator	\$ 78.95	\$ 80.33	\$ 81.74	\$ 83.17	\$ 84.62	\$ 84.04	\$ 85.51	\$ 87.01	\$ 88.53	\$ 90.08
Web Security Analyst	\$ 90.15	\$ 91.73	\$ 93.33	\$ 94.97	\$ 96.63	\$ 95.96	\$ 97.64	\$ 99.35	\$ 101.09	\$ 102.86
Web Software Developer	\$ 75.58	\$ 76.90	\$ 78.25	\$ 79.62	\$ 81.01	\$ 80.45	\$ 81.86	\$ 83.30	\$ 84.75	\$ 86.24
Web Technical Administrator	\$ 73.54	\$ 74.83	\$ 76.14	\$ 77.47	\$ 78.82	\$ 78.28	\$ 79.65	\$ 81.05	\$ 82.47	\$ 83.91

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Denver Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 80.39	\$ 81.80	\$ 83.23	\$ 84.68	\$ 86.17	\$ 85.58	\$ 87.07	\$ 88.60	\$ 90.15	\$ 91.72
Applications Systems Analyst/ Programmer – Intermediate	\$ 85.09	\$ 86.58	\$ 88.09	\$ 89.64	\$ 91.20	\$ 90.58	\$ 92.16	\$ 93.78	\$ 95.42	\$ 97.09
Applications Systems Analyst/ Programmer – Senior	\$ 103.52	\$ 105.33	\$ 107.17	\$ 109.05	\$ 110.96	\$ 110.20	\$ 112.13	\$ 114.09	\$ 116.08	\$ 118.12
Business Process Consultant	\$ 106.51	\$ 108.37	\$ 110.27	\$ 112.20	\$ 114.16	\$ 113.38	\$ 115.36	\$ 117.38	\$ 119.44	\$ 121.53
Business Subject Matter Specialist	\$ 124.30	\$ 126.48	\$ 128.69	\$ 130.94	\$ 133.23	\$ 132.32	\$ 134.63	\$ 136.99	\$ 139.39	\$ 141.83
Business Systems Analyst - Intermediate	\$ 83.24	\$ 84.70	\$ 86.18	\$ 87.69	\$ 89.22	\$ 88.61	\$ 90.16	\$ 91.74	\$ 93.34	\$ 94.98
Business Systems Analyst - Senior	\$ 93.08	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77	\$ 99.08	\$ 100.82	\$ 102.58	\$ 104.38	\$ 106.20
Business Systems Specialist	\$ 100.19	\$ 101.94	\$ 103.73	\$ 105.54	\$ 107.39	\$ 106.65	\$ 108.52	\$ 110.42	\$ 112.35	\$ 114.32
Chief Information Security Officer	\$ 140.34	\$ 142.80	\$ 145.29	\$ 147.84	\$ 150.42	\$ 149.39	\$ 152.01	\$ 154.67	\$ 157.37	\$ 160.13
Client/Server Database Manager	\$ 102.85	\$ 104.65	\$ 106.48	\$ 108.34	\$ 110.24	\$ 109.48	\$ 111.40	\$ 113.35	\$ 115.33	\$ 117.35
Client/Server Network Architect	\$ 110.12	\$ 112.05	\$ 114.01	\$ 116.00	\$ 118.03	\$ 117.22	\$ 119.27	\$ 121.36	\$ 123.49	\$ 125.65
Client/Server Support Analyst	\$ 79.45	\$ 80.84	\$ 82.26	\$ 83.69	\$ 85.16	\$ 84.57	\$ 86.05	\$ 87.56	\$ 89.09	\$ 90.65
Communications Analyst - Intermediate	\$ 81.82	\$ 83.25	\$ 84.71	\$ 86.19	\$ 87.70	\$ 87.10	\$ 88.62	\$ 90.17	\$ 91.75	\$ 93.36
Communications Analyst - Senior	\$ 92.90	\$ 94.53	\$ 96.18	\$ 97.86	\$ 99.58	\$ 98.89	\$ 100.62	\$ 102.38	\$ 104.18	\$ 106.00
Communications Facility Engineer	\$ 81.14	\$ 82.56	\$ 84.00	\$ 85.47	\$ 86.97	\$ 86.37	\$ 87.89	\$ 89.42	\$ 90.99	\$ 92.58
Communications Installer	\$ 71.72	\$ 72.98	\$ 74.25	\$ 75.55	\$ 76.87	\$ 76.35	\$ 77.68	\$ 79.04	\$ 80.42	\$ 81.83
Communications Transmission Engineer	\$ 90.69	\$ 92.28	\$ 93.89	\$ 95.54	\$ 97.21	\$ 96.54	\$ 98.23	\$ 99.95	\$ 101.70	\$ 103.48
Computer Operations Manager	\$ 92.59	\$ 94.21	\$ 95.86	\$ 97.54	\$ 99.24	\$ 98.56	\$ 100.29	\$ 102.04	\$ 103.83	\$ 105.64
Consultant	\$ 122.22	\$ 124.36	\$ 126.54	\$ 128.75	\$ 131.00	\$ 130.10	\$ 132.38	\$ 134.70	\$ 137.05	\$ 139.45
Data Architect	\$ 108.61	\$ 110.51	\$ 112.44	\$ 114.41	\$ 116.41	\$ 115.62	\$ 117.64	\$ 119.70	\$ 121.79	\$ 123.92
Data Communications Manager - Planning & Implementation	\$ 109.05	\$ 110.96	\$ 112.90	\$ 114.88	\$ 116.89	\$ 116.08	\$ 118.12	\$ 120.18	\$ 122.29	\$ 124.43
Data Entry Supervisor	\$ 51.01	\$ 51.90	\$ 52.81	\$ 53.74	\$ 54.68	\$ 54.30	\$ 55.25	\$ 56.22	\$ 57.20	\$ 58.20
Data Security Administration Manager	\$ 109.02	\$ 110.93	\$ 112.87	\$ 114.84	\$ 116.85	\$ 116.05	\$ 118.08	\$ 120.15	\$ 122.25	\$ 124.39
Data Security Analyst - Intermediate	\$ 80.88	\$ 82.30	\$ 83.74	\$ 85.20	\$ 86.69	\$ 86.10	\$ 87.60	\$ 89.14	\$ 90.70	\$ 92.28
Data Security Analyst - Senior	\$ 95.45	\$ 97.12	\$ 98.82	\$ 100.55	\$ 102.31	\$ 101.61	\$ 103.38	\$ 105.19	\$ 107.03	\$ 108.91
Data Warehousing Administrator	\$ 85.42	\$ 86.91	\$ 88.44	\$ 89.98	\$ 91.56	\$ 90.93	\$ 92.52	\$ 94.14	\$ 95.79	\$ 97.46
Data Warehousing Analyst	\$ 92.24	\$ 93.85	\$ 95.50	\$ 97.17	\$ 98.87	\$ 98.19	\$ 99.91	\$ 101.66	\$ 103.44	\$ 105.25
Data Warehousing Programmer	\$ 101.54	\$ 103.32	\$ 105.12	\$ 106.96	\$ 108.84	\$ 108.09	\$ 109.98	\$ 111.91	\$ 113.86	\$ 115.86

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>Denver Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 113.06	\$ 115.04	\$ 117.05	\$ 119.10	\$ 121.18	\$ 120.35	\$ 122.46	\$ 124.60	\$ 126.78	\$ 129.00
Data/Configuration Management Specialist	\$ 106.14	\$ 108.00	\$ 109.89	\$ 111.81	\$ 113.77	\$ 112.99	\$ 114.96	\$ 116.98	\$ 119.02	\$ 121.11
Database Administrator	\$ 92.18	\$ 93.79	\$ 95.43	\$ 97.10	\$ 98.80	\$ 98.13	\$ 99.84	\$ 101.59	\$ 103.37	\$ 105.18
Database Analyst/ Programmer - Intermediate	\$ 82.28	\$ 83.72	\$ 85.18	\$ 86.68	\$ 88.19	\$ 87.59	\$ 89.12	\$ 90.68	\$ 92.27	\$ 93.88
Database Analyst/ Programmer – Senior	\$ 99.21	\$ 100.95	\$ 102.71	\$ 104.51	\$ 106.34	\$ 105.61	\$ 107.46	\$ 109.34	\$ 111.25	\$ 113.20
Database Manager	\$ 127.95	\$ 130.19	\$ 132.47	\$ 134.79	\$ 137.14	\$ 136.20	\$ 138.59	\$ 141.01	\$ 143.48	\$ 145.99
Disaster Recovery Administrator	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08	\$ 108.95	\$ 108.21	\$ 110.10	\$ 112.03	\$ 113.99	\$ 115.98
Disaster Recovery Analyst	\$ 73.63	\$ 74.92	\$ 76.23	\$ 77.56	\$ 78.92	\$ 78.38	\$ 79.75	\$ 81.15	\$ 82.57	\$ 84.01
Documentation Specialist - Intermediate	\$ 55.83	\$ 56.81	\$ 57.80	\$ 58.81	\$ 59.84	\$ 59.43	\$ 60.47	\$ 61.53	\$ 62.61	\$ 63.70
Documentation Specialist - Senior	\$ 69.58	\$ 70.80	\$ 72.04	\$ 73.30	\$ 74.58	\$ 74.07	\$ 75.36	\$ 76.68	\$ 78.02	\$ 79.39
E-Business Manager	\$ 76.93	\$ 78.28	\$ 79.65	\$ 81.04	\$ 82.46	\$ 81.89	\$ 83.33	\$ 84.78	\$ 86.27	\$ 87.78
Electronic Data Interchange (EDI) Manager	\$ 88.32	\$ 89.87	\$ 91.44	\$ 93.04	\$ 94.67	\$ 94.02	\$ 95.66	\$ 97.34	\$ 99.04	\$ 100.77
Electronic Data Interchange (EDI) Specialist	\$ 63.90	\$ 65.02	\$ 66.16	\$ 67.31	\$ 68.49	\$ 68.02	\$ 69.21	\$ 70.42	\$ 71.66	\$ 72.91
Electronic Mail Coordinator	\$ 67.87	\$ 69.06	\$ 70.27	\$ 71.50	\$ 72.75	\$ 72.25	\$ 73.51	\$ 74.80	\$ 76.11	\$ 77.44
Engineering Subject Matter Specialist	\$ 126.93	\$ 129.15	\$ 131.41	\$ 133.71	\$ 136.05	\$ 135.12	\$ 137.48	\$ 139.89	\$ 142.34	\$ 144.83
ERP Busienss/Architectural Specialist	\$ 132.01	\$ 134.32	\$ 136.67	\$ 139.06	\$ 141.50	\$ 140.52	\$ 142.98	\$ 145.49	\$ 148.03	\$ 150.62
ERP Business Analyst - Intermediate	\$ 112.26	\$ 114.22	\$ 116.22	\$ 118.26	\$ 120.33	\$ 119.50	\$ 121.59	\$ 123.72	\$ 125.88	\$ 128.09
ERP Business Analyst - Senior	\$ 119.04	\$ 121.12	\$ 123.24	\$ 125.40	\$ 127.59	\$ 126.72	\$ 128.94	\$ 131.19	\$ 133.49	\$ 135.82
ERP Programmer	\$ 110.25	\$ 112.18	\$ 114.14	\$ 116.14	\$ 118.17	\$ 117.36	\$ 119.41	\$ 121.50	\$ 123.63	\$ 125.79
Graphics Specialist	\$ 50.77	\$ 51.66	\$ 52.56	\$ 53.48	\$ 54.42	\$ 54.04	\$ 54.99	\$ 55.95	\$ 56.93	\$ 57.93
Groupware Specialist	\$ 81.58	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 86.84	\$ 88.36	\$ 89.91	\$ 91.48	\$ 93.08
Help Desk Coordinator - Intermediate	\$ 46.90	\$ 47.72	\$ 48.56	\$ 49.41	\$ 50.27	\$ 49.93	\$ 50.80	\$ 51.69	\$ 52.59	\$ 53.51
Help Desk Coordinator - Senior	\$ 65.17	\$ 66.31	\$ 67.47	\$ 68.65	\$ 69.85	\$ 69.37	\$ 70.59	\$ 71.82	\$ 73.08	\$ 74.36
Help Desk Manager	\$ 93.40	\$ 95.03	\$ 96.70	\$ 98.39	\$ 100.11	\$ 99.42	\$ 101.16	\$ 102.93	\$ 104.74	\$ 106.57
Help Desk Specialist	\$ 47.39	\$ 48.22	\$ 49.06	\$ 49.92	\$ 50.80	\$ 50.45	\$ 51.33	\$ 52.23	\$ 53.14	\$ 54.07
Help Desk Support Services Specialist - Intermediate	\$ 63.46	\$ 64.57	\$ 65.70	\$ 66.85	\$ 68.02	\$ 67.55	\$ 68.74	\$ 69.94	\$ 71.16	\$ 72.41
Help Desk Support Services Specialist - Senior	\$ 76.16	\$ 77.49	\$ 78.85	\$ 80.23	\$ 81.63	\$ 81.07	\$ 82.49	\$ 83.93	\$ 85.40	\$ 86.90
Information Assurance Development Engineer	\$ 94.89	\$ 96.55	\$ 98.24	\$ 99.96	\$ 101.71	\$ 101.01	\$ 102.78	\$ 104.58	\$ 106.41	\$ 108.27
Information Assurance Engineer	\$ 93.08	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77	\$ 99.08	\$ 100.82	\$ 102.58	\$ 104.38	\$ 106.20

DigitalSpec, LLC

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<u>Labor Category</u>	Denver Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 118.89	\$ 120.97	\$ 123.09	\$ 125.24	\$ 127.43	\$ 126.56	\$ 128.77	\$ 131.03	\$ 133.32	\$ 135.65
Information Assurance Systems/Network Specialist	\$ 123.11	\$ 125.26	\$ 127.46	\$ 129.69	\$ 131.96	\$ 131.05	\$ 133.34	\$ 135.68	\$ 138.05	\$ 140.47
Information Center Consultant	\$ 93.17	\$ 94.80	\$ 96.46	\$ 98.15	\$ 99.87	\$ 99.18	\$ 100.92	\$ 102.68	\$ 104.48	\$ 106.31
Information Center Specialist	\$ 105.78	\$ 107.63	\$ 109.51	\$ 111.43	\$ 113.38	\$ 112.60	\$ 114.57	\$ 116.58	\$ 118.62	\$ 120.69
Information Security Business Analyst	\$ 84.61	\$ 86.09	\$ 87.60	\$ 89.13	\$ 90.69	\$ 90.07	\$ 91.64	\$ 93.25	\$ 94.88	\$ 96.54
Information Services Consultant	\$ 110.00	\$ 111.93	\$ 113.88	\$ 115.88	\$ 117.90	\$ 117.10	\$ 119.14	\$ 121.23	\$ 123.35	\$ 125.51
Information Systems Auditor - Intermediate	\$ 85.89	\$ 87.39	\$ 88.92	\$ 90.48	\$ 92.06	\$ 91.43	\$ 93.03	\$ 94.66	\$ 96.31	\$ 98.00
Information Systems Auditor - Senior	\$ 99.00	\$ 100.73	\$ 102.50	\$ 104.29	\$ 106.11	\$ 105.39	\$ 107.23	\$ 109.11	\$ 111.02	\$ 112.96
Information Systems Training Specialist - Intermediate	\$ 76.16	\$ 77.49	\$ 78.85	\$ 80.23	\$ 81.63	\$ 81.07	\$ 82.49	\$ 83.93	\$ 85.40	\$ 86.90
Information Systems Training Specialist - Senior	\$ 84.61	\$ 86.09	\$ 87.60	\$ 89.13	\$ 90.69	\$ 90.07	\$ 91.64	\$ 93.25	\$ 94.88	\$ 96.54
Internal Communications Systems Consultant	\$ 120.38	\$ 122.49	\$ 124.63	\$ 126.81	\$ 129.03	\$ 128.14	\$ 130.39	\$ 132.67	\$ 134.99	\$ 137.35
IT Subject Matter Specialist	\$ 135.81	\$ 138.19	\$ 140.60	\$ 143.07	\$ 145.57	\$ 144.57	\$ 147.10	\$ 149.67	\$ 152.29	\$ 154.96
LAN Administrator - Intermediate	\$ 72.15	\$ 73.41	\$ 74.70	\$ 76.00	\$ 77.33	\$ 76.80	\$ 78.15	\$ 79.52	\$ 80.91	\$ 82.32
LAN Administrator - Senior	\$ 90.61	\$ 92.20	\$ 93.81	\$ 95.45	\$ 97.12	\$ 96.45	\$ 98.14	\$ 99.86	\$ 101.61	\$ 103.39
LAN Support Technician - Intermediate	\$ 72.15	\$ 73.41	\$ 74.70	\$ 76.00	\$ 77.33	\$ 76.80	\$ 78.15	\$ 79.52	\$ 80.91	\$ 82.32
LAN Support Technician - Senior	\$ 78.18	\$ 79.55	\$ 80.94	\$ 82.36	\$ 83.80	\$ 83.22	\$ 84.68	\$ 86.16	\$ 87.67	\$ 89.20
LAN/WAN Administrator	\$ 75.97	\$ 77.30	\$ 78.65	\$ 80.03	\$ 81.43	\$ 80.87	\$ 82.29	\$ 83.73	\$ 85.19	\$ 86.68
LAN/WAN Integrator	\$ 100.79	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03	\$ 107.29	\$ 109.17	\$ 111.08	\$ 113.02	\$ 115.00
LAN/WAN/MAN Administrator	\$ 75.97	\$ 77.30	\$ 78.65	\$ 80.03	\$ 81.43	\$ 80.87	\$ 82.29	\$ 83.73	\$ 85.19	\$ 86.68
Network Control Technician	\$ 54.96	\$ 55.92	\$ 56.90	\$ 57.90	\$ 58.91	\$ 58.50	\$ 59.53	\$ 60.57	\$ 61.63	\$ 62.71
Network Engineer - Intermediate	\$ 81.93	\$ 83.36	\$ 84.82	\$ 86.31	\$ 87.82	\$ 87.21	\$ 88.74	\$ 90.29	\$ 91.87	\$ 93.48
Network Engineer - Senior	\$ 95.54	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.41	\$ 101.70	\$ 103.48	\$ 105.29	\$ 107.14	\$ 109.01
Network Operations Supervisor	\$ 98.79	\$ 100.52	\$ 102.28	\$ 104.07	\$ 105.89	\$ 105.16	\$ 107.00	\$ 108.87	\$ 110.78	\$ 112.72
Network Planning Analyst - Intermediate	\$ 77.42	\$ 78.77	\$ 80.15	\$ 81.56	\$ 82.98	\$ 82.41	\$ 83.86	\$ 85.32	\$ 86.82	\$ 88.34
Network Planning Analyst - Senior	\$ 94.69	\$ 96.35	\$ 98.03	\$ 99.75	\$ 101.49	\$ 100.80	\$ 102.56	\$ 104.36	\$ 106.18	\$ 108.04
Network Planning Manager	\$ 106.65	\$ 108.52	\$ 110.42	\$ 112.35	\$ 114.31	\$ 113.53	\$ 115.52	\$ 117.54	\$ 119.59	\$ 121.69
Network Systems Administrator	\$ 73.26	\$ 74.54	\$ 75.85	\$ 77.17	\$ 78.52	\$ 77.99	\$ 79.35	\$ 80.74	\$ 82.15	\$ 83.59
Network Systems Manager	\$ 100.30	\$ 102.06	\$ 103.84	\$ 105.66	\$ 107.51	\$ 106.77	\$ 108.64	\$ 110.54	\$ 112.47	\$ 114.44
Network/Hardware Support Technician	\$ 52.93	\$ 53.86	\$ 54.80	\$ 55.76	\$ 56.73	\$ 56.34	\$ 57.33	\$ 58.33	\$ 59.35	\$ 60.39

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Denver Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 98.79	\$ 100.52	\$ 102.28	\$ 104.07	\$ 105.89	\$ 105.16	\$ 107.00	\$ 108.87	\$ 110.78	\$ 112.72
Operations Manager - Voice Communications	\$ 80.59	\$ 82.00	\$ 83.44	\$ 84.90	\$ 86.38	\$ 85.79	\$ 87.29	\$ 88.82	\$ 90.37	\$ 91.95
Operations Systems Manager	\$ 93.08	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77	\$ 99.08	\$ 100.82	\$ 102.58	\$ 104.38	\$ 106.20
Operations/ Technical Support Manager	\$ 93.67	\$ 95.31	\$ 96.98	\$ 98.67	\$ 100.40	\$ 99.71	\$ 101.46	\$ 103.23	\$ 105.04	\$ 106.88
Operations/Network LAN Administrator	\$ 70.47	\$ 71.70	\$ 72.96	\$ 74.23	\$ 75.53	\$ 75.02	\$ 76.33	\$ 77.66	\$ 79.02	\$ 80.41
Operations/Technical Support Analyst	\$ 51.03	\$ 51.92	\$ 52.83	\$ 53.76	\$ 54.70	\$ 54.32	\$ 55.27	\$ 56.24	\$ 57.22	\$ 58.22
PC Products Analyst	\$ 63.86	\$ 64.98	\$ 66.11	\$ 67.27	\$ 68.45	\$ 67.98	\$ 69.17	\$ 70.38	\$ 71.61	\$ 72.86
PC Systems Specialist	\$ 70.16	\$ 71.39	\$ 72.64	\$ 73.91	\$ 75.20	\$ 74.69	\$ 75.99	\$ 77.32	\$ 78.68	\$ 80.05
PC/LAN Mgmt Analyst - Intermediate	\$ 65.36	\$ 66.50	\$ 67.67	\$ 68.85	\$ 70.06	\$ 69.58	\$ 70.79	\$ 72.03	\$ 73.29	\$ 74.58
PC/LAN Mgmt Analyst – Senior	\$ 79.45	\$ 80.84	\$ 82.26	\$ 83.69	\$ 85.16	\$ 84.57	\$ 86.05	\$ 87.56	\$ 89.09	\$ 90.65
Project Engineer	\$ 108.54	\$ 110.44	\$ 112.37	\$ 114.34	\$ 116.34	\$ 115.54	\$ 117.56	\$ 119.62	\$ 121.71	\$ 123.84
Project Manager – Senior	\$ 135.39	\$ 137.76	\$ 140.17	\$ 142.62	\$ 145.12	\$ 144.12	\$ 146.64	\$ 149.21	\$ 151.82	\$ 154.48
Quality Assurance Analyst - Intermediate	\$ 77.85	\$ 79.21	\$ 80.60	\$ 82.01	\$ 83.44	\$ 82.87	\$ 84.32	\$ 85.80	\$ 87.30	\$ 88.83
Quality Assurance Analyst - Senior	\$ 93.85	\$ 95.49	\$ 97.16	\$ 98.86	\$ 100.59	\$ 99.90	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08
Quality Assurance Specialist	\$ 90.29	\$ 91.87	\$ 93.48	\$ 95.11	\$ 96.78	\$ 96.11	\$ 97.80	\$ 99.51	\$ 101.25	\$ 103.02
Security Coordinator	\$ 72.01	\$ 73.27	\$ 74.55	\$ 75.86	\$ 77.18	\$ 76.65	\$ 78.00	\$ 79.36	\$ 80.75	\$ 82.16
Site Manager	\$ 110.79	\$ 112.73	\$ 114.70	\$ 116.71	\$ 118.75	\$ 117.94	\$ 120.00	\$ 122.10	\$ 124.24	\$ 126.41
Software Architect	\$ 126.93	\$ 129.15	\$ 131.41	\$ 133.71	\$ 136.05	\$ 135.12	\$ 137.48	\$ 139.89	\$ 142.34	\$ 144.83
Software Developer – Intermediate	\$ 102.15	\$ 103.94	\$ 105.76	\$ 107.61	\$ 109.49	\$ 108.74	\$ 110.64	\$ 112.58	\$ 114.55	\$ 116.55
Software Developer – Senior	\$ 114.23	\$ 116.23	\$ 118.26	\$ 120.33	\$ 122.44	\$ 121.60	\$ 123.73	\$ 125.89	\$ 128.09	\$ 130.34
Software Systems Engineer - Intermediate	\$ 101.54	\$ 103.32	\$ 105.12	\$ 106.96	\$ 108.84	\$ 108.09	\$ 109.98	\$ 111.91	\$ 113.86	\$ 115.86
Software Systems Engineer - Senior	\$ 108.78	\$ 110.68	\$ 112.62	\$ 114.59	\$ 116.60	\$ 115.80	\$ 117.82	\$ 119.88	\$ 121.98	\$ 124.12
Strategic Planner	\$ 114.23	\$ 116.23	\$ 118.26	\$ 120.33	\$ 122.44	\$ 121.60	\$ 123.73	\$ 125.89	\$ 128.09	\$ 130.34
Systems Administrator - Intermediate	\$ 69.19	\$ 70.40	\$ 71.63	\$ 72.89	\$ 74.16	\$ 73.65	\$ 74.94	\$ 76.25	\$ 77.59	\$ 78.95
Systems Administrator - Senior	\$ 85.71	\$ 87.21	\$ 88.74	\$ 90.29	\$ 91.87	\$ 91.24	\$ 92.83	\$ 94.46	\$ 96.11	\$ 97.79
Systems Analysis and Programming Director	\$ 135.39	\$ 137.76	\$ 140.17	\$ 142.62	\$ 145.12	\$ 144.12	\$ 146.64	\$ 149.21	\$ 151.82	\$ 154.48
Systems Engineer	\$ 80.39	\$ 81.80	\$ 83.23	\$ 84.68	\$ 86.17	\$ 85.58	\$ 87.07	\$ 88.60	\$ 90.15	\$ 91.72
Systems Management Technologist	\$ 109.09	\$ 111.00	\$ 112.94	\$ 114.92	\$ 116.93	\$ 116.13	\$ 118.16	\$ 120.23	\$ 122.33	\$ 124.47
Technical Editor	\$ 64.65	\$ 65.78	\$ 66.93	\$ 68.10	\$ 69.30	\$ 68.82	\$ 70.02	\$ 71.25	\$ 72.50	\$ 73.77

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>Denver Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Technical Writer	\$ 66.83	\$ 68.00	\$ 69.19	\$ 70.40	\$ 71.63	\$ 71.14	\$ 72.39	\$ 73.65	\$ 74.94	\$ 76.25
Telecommunications Analyst/Technician	\$ 56.26	\$ 57.24	\$ 58.25	\$ 59.27	\$ 60.30	\$ 59.89	\$ 60.94	\$ 62.00	\$ 63.09	\$ 64.19
Telecommunications Engineer/ Analyst – Intermediate	\$ 63.73	\$ 64.85	\$ 65.98	\$ 67.13	\$ 68.31	\$ 67.84	\$ 69.03	\$ 70.24	\$ 71.46	\$ 72.72
Telecommunications Engineer/ Analyst – Senior	\$ 74.88	\$ 76.19	\$ 77.52	\$ 78.88	\$ 80.26	\$ 79.71	\$ 81.10	\$ 82.52	\$ 83.97	\$ 85.44
Telecommunications Manager - Multiple Incumbents	\$ 118.47	\$ 120.54	\$ 122.65	\$ 124.80	\$ 126.98	\$ 126.11	\$ 128.32	\$ 130.56	\$ 132.85	\$ 135.17
Telecommunications Manager - Single Incumbent	\$ 109.72	\$ 111.64	\$ 113.59	\$ 115.58	\$ 117.60	\$ 116.80	\$ 118.84	\$ 120.92	\$ 123.04	\$ 125.19
Telecommunications Network Help Desk	\$ 45.07	\$ 45.86	\$ 46.66	\$ 47.48	\$ 48.31	\$ 47.98	\$ 48.82	\$ 49.67	\$ 50.54	\$ 51.42
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 75.49	\$ 76.81	\$ 78.16	\$ 79.52	\$ 80.91	\$ 80.36	\$ 81.77	\$ 83.20	\$ 84.65	\$ 86.13
Telecommunications Programmer/ Systems Analyst – Senior	\$ 93.08	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77	\$ 99.08	\$ 100.82	\$ 102.58	\$ 104.38	\$ 106.20
Telecommunications Technician	\$ 51.57	\$ 52.47	\$ 53.39	\$ 54.33	\$ 55.28	\$ 54.90	\$ 55.86	\$ 56.83	\$ 57.83	\$ 58.84
Telecommunications/Communications Integration Engineer	\$ 83.19	\$ 84.65	\$ 86.13	\$ 87.63	\$ 89.17	\$ 88.56	\$ 90.11	\$ 91.68	\$ 93.29	\$ 94.92
Test Engineer	\$ 84.61	\$ 86.09	\$ 87.60	\$ 89.13	\$ 90.69	\$ 90.07	\$ 91.64	\$ 93.25	\$ 94.88	\$ 96.54
UNIX Systems Administrator	\$ 97.31	\$ 99.01	\$ 100.75	\$ 102.51	\$ 104.30	\$ 103.59	\$ 105.40	\$ 107.24	\$ 109.12	\$ 111.03
Voice Communications Administrator	\$ 63.05	\$ 64.15	\$ 65.28	\$ 66.42	\$ 67.58	\$ 67.12	\$ 68.29	\$ 69.49	\$ 70.70	\$ 71.94
Voice Communications Manager - Planning & Implementation	\$ 97.31	\$ 99.01	\$ 100.75	\$ 102.51	\$ 104.30	\$ 103.59	\$ 105.40	\$ 107.24	\$ 109.12	\$ 111.03
Voice Communications Technician	\$ 52.46	\$ 53.38	\$ 54.31	\$ 55.26	\$ 56.23	\$ 55.84	\$ 56.82	\$ 57.82	\$ 58.83	\$ 59.86
Web Content Administrator	\$ 66.39	\$ 67.55	\$ 68.73	\$ 69.94	\$ 71.16	\$ 70.67	\$ 71.91	\$ 73.17	\$ 74.45	\$ 75.75
Web Content Analyst	\$ 63.46	\$ 64.57	\$ 65.70	\$ 66.85	\$ 68.02	\$ 67.55	\$ 68.74	\$ 69.94	\$ 71.16	\$ 72.41
Web Designer	\$ 70.62	\$ 71.86	\$ 73.11	\$ 74.39	\$ 75.69	\$ 75.17	\$ 76.49	\$ 77.83	\$ 79.19	\$ 80.58
Web Marketing Manager	\$ 98.72	\$ 100.45	\$ 102.21	\$ 103.99	\$ 105.81	\$ 105.09	\$ 106.93	\$ 108.80	\$ 110.70	\$ 112.64
Web Operations Manager	\$ 91.49	\$ 93.09	\$ 94.72	\$ 96.38	\$ 98.06	\$ 97.39	\$ 99.10	\$ 100.83	\$ 102.59	\$ 104.39
Web Project Manager	\$ 108.54	\$ 110.44	\$ 112.37	\$ 114.34	\$ 116.34	\$ 115.54	\$ 117.56	\$ 119.62	\$ 121.71	\$ 123.84
Web Security Administrator	\$ 82.92	\$ 84.37	\$ 85.85	\$ 87.35	\$ 88.88	\$ 88.27	\$ 89.81	\$ 91.38	\$ 92.98	\$ 94.61
Web Security Analyst	\$ 94.69	\$ 96.35	\$ 98.03	\$ 99.75	\$ 101.49	\$ 100.80	\$ 102.56	\$ 104.36	\$ 106.18	\$ 108.04
Web Software Developer	\$ 79.39	\$ 80.78	\$ 82.19	\$ 83.63	\$ 85.09	\$ 84.51	\$ 85.99	\$ 87.49	\$ 89.03	\$ 90.58
Web Technical Administrator	\$ 77.25	\$ 78.60	\$ 79.98	\$ 81.38	\$ 82.80	\$ 82.23	\$ 83.67	\$ 85.14	\$ 86.63	\$ 88.14

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Detroit Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 81.43	\$ 82.86	\$ 84.30	\$ 85.78	\$ 87.28	\$ 86.68	\$ 88.20	\$ 89.74	\$ 91.31	\$ 92.91
Applications Systems Analyst/ Programmer – Intermediate	\$ 86.19	\$ 87.70	\$ 89.23	\$ 90.79	\$ 92.38	\$ 91.75	\$ 93.35	\$ 94.99	\$ 96.65	\$ 98.34
Applications Systems Analyst/ Programmer – Senior	\$ 104.87	\$ 106.71	\$ 108.57	\$ 110.47	\$ 112.41	\$ 111.63	\$ 113.59	\$ 115.58	\$ 117.60	\$ 119.66
Business Process Consultant	\$ 107.89	\$ 109.78	\$ 111.70	\$ 113.65	\$ 115.64	\$ 114.85	\$ 116.86	\$ 118.90	\$ 120.98	\$ 123.10
Business Subject Matter Specialist	\$ 125.92	\$ 128.12	\$ 130.37	\$ 132.65	\$ 134.97	\$ 134.04	\$ 136.39	\$ 138.77	\$ 141.20	\$ 143.67
Business Systems Analyst - Intermediate	\$ 84.32	\$ 85.80	\$ 87.30	\$ 88.82	\$ 90.38	\$ 89.76	\$ 91.33	\$ 92.93	\$ 94.55	\$ 96.21
Business Systems Analyst - Senior	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.73	\$ 107.58
Business Systems Specialist	\$ 101.49	\$ 103.27	\$ 105.07	\$ 106.91	\$ 108.78	\$ 108.04	\$ 109.93	\$ 111.85	\$ 113.81	\$ 115.80
Chief Information Security Officer	\$ 142.16	\$ 144.65	\$ 147.18	\$ 149.75	\$ 152.38	\$ 151.33	\$ 153.98	\$ 156.67	\$ 159.41	\$ 162.20
Client/Server Database Manager	\$ 104.19	\$ 106.01	\$ 107.87	\$ 109.76	\$ 111.68	\$ 110.91	\$ 112.85	\$ 114.83	\$ 116.84	\$ 118.88
Client/Server Network Architect	\$ 111.55	\$ 113.50	\$ 115.49	\$ 117.51	\$ 119.57	\$ 118.74	\$ 120.82	\$ 122.94	\$ 125.09	\$ 127.28
Client/Server Support Analyst	\$ 80.48	\$ 81.89	\$ 83.32	\$ 84.78	\$ 86.26	\$ 85.67	\$ 87.17	\$ 88.70	\$ 90.25	\$ 91.83
Communications Analyst - Intermediate	\$ 82.88	\$ 84.33	\$ 85.81	\$ 87.31	\$ 88.84	\$ 88.23	\$ 89.77	\$ 91.34	\$ 92.94	\$ 94.57
Communications Analyst - Senior	\$ 94.11	\$ 95.76	\$ 97.43	\$ 99.14	\$ 100.87	\$ 100.18	\$ 101.93	\$ 103.72	\$ 105.53	\$ 107.38
Communications Facility Engineer	\$ 82.19	\$ 83.63	\$ 85.09	\$ 86.58	\$ 88.10	\$ 87.49	\$ 89.02	\$ 90.58	\$ 92.17	\$ 93.78
Communications Installer	\$ 72.65	\$ 73.92	\$ 75.21	\$ 76.53	\$ 77.87	\$ 77.34	\$ 78.69	\$ 80.07	\$ 81.47	\$ 82.89
Communications Transmission Engineer	\$ 91.87	\$ 93.48	\$ 95.11	\$ 96.78	\$ 98.47	\$ 97.80	\$ 99.51	\$ 101.25	\$ 103.02	\$ 104.82
Computer Operations Manager	\$ 93.80	\$ 95.44	\$ 97.11	\$ 98.81	\$ 100.54	\$ 99.85	\$ 101.60	\$ 103.38	\$ 105.18	\$ 107.03
Consultant	\$ 123.81	\$ 125.98	\$ 128.18	\$ 130.42	\$ 132.71	\$ 131.80	\$ 134.10	\$ 136.45	\$ 138.84	\$ 141.27
Data Architect	\$ 110.02	\$ 111.95	\$ 113.90	\$ 115.90	\$ 117.93	\$ 117.12	\$ 119.17	\$ 121.25	\$ 123.37	\$ 125.53
Data Communications Manager - Planning & Implementation	\$ 110.47	\$ 112.40	\$ 114.37	\$ 116.37	\$ 118.41	\$ 117.60	\$ 119.65	\$ 121.75	\$ 123.88	\$ 126.05
Data Entry Supervisor	\$ 51.67	\$ 52.57	\$ 53.49	\$ 54.43	\$ 55.38	\$ 55.00	\$ 55.97	\$ 56.94	\$ 57.94	\$ 58.96
Data Security Administration Manager	\$ 110.43	\$ 112.36	\$ 114.33	\$ 116.33	\$ 118.37	\$ 117.55	\$ 119.61	\$ 121.70	\$ 123.83	\$ 126.00
Data Security Analyst - Intermediate	\$ 81.93	\$ 83.36	\$ 84.82	\$ 86.31	\$ 87.82	\$ 87.21	\$ 88.74	\$ 90.29	\$ 91.87	\$ 93.48
Data Security Analyst - Senior	\$ 96.68	\$ 98.37	\$ 100.09	\$ 101.85	\$ 103.63	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.41	\$ 110.31
Data Warehousing Administrator	\$ 86.52	\$ 88.03	\$ 89.57	\$ 91.14	\$ 92.74	\$ 92.10	\$ 93.71	\$ 95.35	\$ 97.02	\$ 98.72
Data Warehousing Analyst	\$ 93.44	\$ 95.08	\$ 96.74	\$ 98.43	\$ 100.15	\$ 99.47	\$ 101.21	\$ 102.98	\$ 104.78	\$ 106.61
Data Warehousing Programmer	\$ 102.86	\$ 104.66	\$ 106.49	\$ 108.36	\$ 110.25	\$ 109.49	\$ 111.41	\$ 113.36	\$ 115.34	\$ 117.36

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	Detroit Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 114.53	\$ 116.53	\$ 118.57	\$ 120.65	\$ 122.76	\$ 121.92	\$ 124.05	\$ 126.22	\$ 128.43	\$ 130.68
Data/Configuration Management Specialist	\$ 107.51	\$ 109.39	\$ 111.31	\$ 113.25	\$ 115.24	\$ 114.44	\$ 116.45	\$ 118.48	\$ 120.56	\$ 122.67
Database Administrator	\$ 93.38	\$ 95.01	\$ 96.68	\$ 98.37	\$ 100.09	\$ 99.40	\$ 101.14	\$ 102.91	\$ 104.71	\$ 106.55
Database Analyst/ Programmer - Intermediate	\$ 83.35	\$ 84.81	\$ 86.29	\$ 87.80	\$ 89.34	\$ 88.73	\$ 90.28	\$ 91.86	\$ 93.47	\$ 95.10
Database Analyst/ Programmer – Senior	\$ 100.50	\$ 102.26	\$ 104.05	\$ 105.87	\$ 107.72	\$ 106.98	\$ 108.85	\$ 110.76	\$ 112.70	\$ 114.67
Database Manager	\$ 129.61	\$ 131.88	\$ 134.19	\$ 136.53	\$ 138.92	\$ 137.97	\$ 140.38	\$ 142.84	\$ 145.34	\$ 147.88
Disaster Recovery Administrator	\$ 102.97	\$ 104.77	\$ 106.61	\$ 108.47	\$ 110.37	\$ 109.61	\$ 111.53	\$ 113.48	\$ 115.47	\$ 117.49
Disaster Recovery Analyst	\$ 74.59	\$ 75.90	\$ 77.22	\$ 78.57	\$ 79.95	\$ 79.40	\$ 80.79	\$ 82.20	\$ 83.64	\$ 85.11
Documentation Specialist - Intermediate	\$ 56.55	\$ 57.54	\$ 58.55	\$ 59.57	\$ 60.61	\$ 60.20	\$ 61.25	\$ 62.32	\$ 63.41	\$ 64.52
Documentation Specialist - Senior	\$ 70.48	\$ 71.71	\$ 72.97	\$ 74.25	\$ 75.54	\$ 75.03	\$ 76.34	\$ 77.67	\$ 79.03	\$ 80.42
E-Business Manager	\$ 77.93	\$ 79.29	\$ 80.68	\$ 82.09	\$ 83.53	\$ 82.96	\$ 84.41	\$ 85.89	\$ 87.39	\$ 88.92
Electronic Data Interchange (EDI) Manager	\$ 89.47	\$ 91.04	\$ 92.63	\$ 94.25	\$ 95.90	\$ 95.24	\$ 96.91	\$ 98.60	\$ 100.33	\$ 102.08
Electronic Data Interchange (EDI) Specialist	\$ 64.73	\$ 65.86	\$ 67.02	\$ 68.19	\$ 69.38	\$ 68.91	\$ 70.11	\$ 71.34	\$ 72.59	\$ 73.86
Electronic Mail Coordinator	\$ 68.75	\$ 69.95	\$ 71.18	\$ 72.42	\$ 73.69	\$ 73.18	\$ 74.47	\$ 75.77	\$ 77.09	\$ 78.44
Engineering Subject Matter Specialist	\$ 128.58	\$ 130.83	\$ 133.12	\$ 135.45	\$ 137.82	\$ 136.87	\$ 139.27	\$ 141.71	\$ 144.19	\$ 146.71
ERP Busienss/Architectural Specialist	\$ 133.73	\$ 136.07	\$ 138.45	\$ 140.87	\$ 143.34	\$ 142.36	\$ 144.85	\$ 147.38	\$ 149.96	\$ 152.59
ERP Business Analyst - Intermediate	\$ 113.72	\$ 115.71	\$ 117.74	\$ 119.80	\$ 121.89	\$ 121.05	\$ 123.17	\$ 125.33	\$ 127.52	\$ 129.75
ERP Business Analyst - Senior	\$ 120.58	\$ 122.69	\$ 124.84	\$ 127.02	\$ 129.24	\$ 128.36	\$ 130.60	\$ 132.89	\$ 135.21	\$ 137.58
ERP Programmer	\$ 111.68	\$ 113.63	\$ 115.62	\$ 117.65	\$ 119.71	\$ 118.88	\$ 120.96	\$ 123.08	\$ 125.23	\$ 127.43
Graphics Specialist	\$ 51.43	\$ 52.33	\$ 53.25	\$ 54.18	\$ 55.13	\$ 54.75	\$ 55.71	\$ 56.68	\$ 57.67	\$ 58.68
Groupware Specialist	\$ 82.64	\$ 84.09	\$ 85.56	\$ 87.05	\$ 88.58	\$ 87.97	\$ 89.51	\$ 91.08	\$ 92.67	\$ 94.29
Help Desk Coordinator - Intermediate	\$ 47.51	\$ 48.34	\$ 49.19	\$ 50.05	\$ 50.92	\$ 50.57	\$ 51.46	\$ 52.36	\$ 53.28	\$ 54.21
Help Desk Coordinator - Senior	\$ 66.01	\$ 67.17	\$ 68.34	\$ 69.54	\$ 70.75	\$ 70.27	\$ 71.50	\$ 72.75	\$ 74.02	\$ 75.32
Help Desk Manager	\$ 94.62	\$ 96.28	\$ 97.96	\$ 99.67	\$ 101.42	\$ 100.72	\$ 102.49	\$ 104.28	\$ 106.10	\$ 107.96
Help Desk Specialist	\$ 48.00	\$ 48.84	\$ 49.69	\$ 50.56	\$ 51.45	\$ 51.10	\$ 51.99	\$ 52.90	\$ 53.83	\$ 54.77
Help Desk Support Services Specialist - Intermediate	\$ 64.29	\$ 65.42	\$ 66.56	\$ 67.72	\$ 68.91	\$ 68.44	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35
Help Desk Support Services Specialist - Senior	\$ 77.15	\$ 78.50	\$ 79.87	\$ 81.27	\$ 82.69	\$ 82.13	\$ 83.56	\$ 85.03	\$ 86.51	\$ 88.03
Information Assurance Development Engineer	\$ 96.13	\$ 97.81	\$ 99.52	\$ 101.27	\$ 103.04	\$ 102.33	\$ 104.12	\$ 105.94	\$ 107.80	\$ 109.68
Information Assurance Engineer	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.73	\$ 107.58

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Detroit Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 120.43	\$ 122.54	\$ 124.68	\$ 126.86	\$ 129.08	\$ 128.20	\$ 130.44	\$ 132.72	\$ 135.05	\$ 137.41
Information Assurance Systems/Network Specialist	\$ 124.71	\$ 126.89	\$ 129.11	\$ 131.37	\$ 133.67	\$ 132.75	\$ 135.08	\$ 137.44	\$ 139.85	\$ 142.29
Information Center Consultant	\$ 94.38	\$ 96.03	\$ 97.71	\$ 99.42	\$ 101.16	\$ 100.47	\$ 102.23	\$ 104.01	\$ 105.83	\$ 107.69
Information Center Specialist	\$ 107.15	\$ 109.03	\$ 110.93	\$ 112.87	\$ 114.85	\$ 114.06	\$ 116.06	\$ 118.09	\$ 120.15	\$ 122.26
Information Security Business Analyst	\$ 85.71	\$ 87.21	\$ 88.74	\$ 90.29	\$ 91.87	\$ 91.24	\$ 92.83	\$ 94.46	\$ 96.11	\$ 97.79
Information Services Consultant	\$ 111.43	\$ 113.38	\$ 115.36	\$ 117.38	\$ 119.44	\$ 118.62	\$ 120.69	\$ 122.81	\$ 124.95	\$ 127.14
Information Systems Auditor - Intermediate	\$ 87.00	\$ 88.52	\$ 90.07	\$ 91.65	\$ 93.25	\$ 92.61	\$ 94.23	\$ 95.88	\$ 97.56	\$ 99.27
Information Systems Auditor - Senior	\$ 100.28	\$ 102.03	\$ 103.82	\$ 105.64	\$ 107.49	\$ 106.75	\$ 108.62	\$ 110.52	\$ 112.45	\$ 114.42
Information Systems Training Specialist - Intermediate	\$ 77.15	\$ 78.50	\$ 79.87	\$ 81.27	\$ 82.69	\$ 82.13	\$ 83.56	\$ 85.03	\$ 86.51	\$ 88.03
Information Systems Training Specialist - Senior	\$ 85.71	\$ 87.21	\$ 88.74	\$ 90.29	\$ 91.87	\$ 91.24	\$ 92.83	\$ 94.46	\$ 96.11	\$ 97.79
Internal Communications Systems Consultant	\$ 121.94	\$ 124.07	\$ 126.25	\$ 128.45	\$ 130.70	\$ 129.81	\$ 132.08	\$ 134.39	\$ 136.74	\$ 139.13
IT Subject Matter Specialist	\$ 137.57	\$ 139.98	\$ 142.43	\$ 144.92	\$ 147.46	\$ 146.44	\$ 149.01	\$ 151.61	\$ 154.27	\$ 156.97
LAN Administrator - Intermediate	\$ 73.09	\$ 74.37	\$ 75.67	\$ 76.99	\$ 78.34	\$ 77.80	\$ 79.17	\$ 80.55	\$ 81.96	\$ 83.40
LAN Administrator - Senior	\$ 91.79	\$ 93.40	\$ 95.03	\$ 96.69	\$ 98.39	\$ 97.71	\$ 99.42	\$ 101.16	\$ 102.93	\$ 104.73
LAN Support Technician - Intermediate	\$ 73.09	\$ 74.37	\$ 75.67	\$ 76.99	\$ 78.34	\$ 77.80	\$ 79.17	\$ 80.55	\$ 81.96	\$ 83.40
LAN Support Technician - Senior	\$ 79.19	\$ 80.58	\$ 81.99	\$ 83.42	\$ 84.88	\$ 84.30	\$ 85.77	\$ 87.27	\$ 88.80	\$ 90.36
LAN/WAN Administrator	\$ 76.95	\$ 78.30	\$ 79.67	\$ 81.06	\$ 82.48	\$ 81.91	\$ 83.35	\$ 84.81	\$ 86.29	\$ 87.80
LAN/WAN Integrator	\$ 102.10	\$ 103.89	\$ 105.70	\$ 107.55	\$ 109.44	\$ 108.69	\$ 110.59	\$ 112.52	\$ 114.49	\$ 116.50
LAN/WAN/MAN Administrator	\$ 76.95	\$ 78.30	\$ 79.67	\$ 81.06	\$ 82.48	\$ 81.91	\$ 83.35	\$ 84.81	\$ 86.29	\$ 87.80
Network Control Technician	\$ 55.68	\$ 56.65	\$ 57.65	\$ 58.65	\$ 59.68	\$ 59.27	\$ 60.31	\$ 61.36	\$ 62.44	\$ 63.53
Network Engineer - Intermediate	\$ 83.00	\$ 84.45	\$ 85.93	\$ 87.43	\$ 88.96	\$ 88.35	\$ 89.90	\$ 91.47	\$ 93.07	\$ 94.70
Network Engineer - Senior	\$ 96.78	\$ 98.47	\$ 100.20	\$ 101.95	\$ 103.73	\$ 103.02	\$ 104.83	\$ 106.66	\$ 108.53	\$ 110.43
Network Operations Supervisor	\$ 100.07	\$ 101.82	\$ 103.60	\$ 105.42	\$ 107.26	\$ 106.52	\$ 108.39	\$ 110.29	\$ 112.22	\$ 114.18
Network Planning Analyst - Intermediate	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61	\$ 84.06	\$ 83.48	\$ 84.94	\$ 86.43	\$ 87.94	\$ 89.48
Network Planning Analyst - Senior	\$ 95.92	\$ 97.60	\$ 99.31	\$ 101.04	\$ 102.81	\$ 102.11	\$ 103.89	\$ 105.71	\$ 107.56	\$ 109.44
Network Planning Manager	\$ 108.03	\$ 109.92	\$ 111.84	\$ 113.80	\$ 115.79	\$ 115.00	\$ 117.01	\$ 119.06	\$ 121.14	\$ 123.26
Network Systems Administrator	\$ 74.21	\$ 75.51	\$ 76.83	\$ 78.17	\$ 79.54	\$ 79.00	\$ 80.38	\$ 81.79	\$ 83.22	\$ 84.67
Network Systems Manager	\$ 101.60	\$ 103.38	\$ 105.19	\$ 107.03	\$ 108.90	\$ 108.15	\$ 110.05	\$ 111.97	\$ 113.93	\$ 115.92
Network/Hardware Support Technician	\$ 53.62	\$ 54.56	\$ 55.51	\$ 56.48	\$ 57.47	\$ 57.08	\$ 58.08	\$ 59.09	\$ 60.13	\$ 61.18

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<u>Labor Category</u>	Detroit Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 100.07	\$ 101.82	\$ 103.60	\$ 105.42	\$ 107.26	\$ 106.52	\$ 108.39	\$ 110.29	\$ 112.22	\$ 114.18
Operations Manager - Voice Communications	\$ 81.64	\$ 83.07	\$ 84.52	\$ 86.00	\$ 87.51	\$ 86.91	\$ 88.43	\$ 89.97	\$ 91.55	\$ 93.15
Operations Systems Manager	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.73	\$ 107.58
Operations/ Technical Support Manager	\$ 94.89	\$ 96.55	\$ 98.24	\$ 99.96	\$ 101.71	\$ 101.01	\$ 102.78	\$ 104.58	\$ 106.41	\$ 108.27
Operations/Network LAN Administrator	\$ 71.39	\$ 72.64	\$ 73.91	\$ 75.20	\$ 76.52	\$ 75.99	\$ 77.32	\$ 78.68	\$ 80.05	\$ 81.46
Operations/Technical Support Analyst	\$ 51.69	\$ 52.59	\$ 53.51	\$ 54.45	\$ 55.40	\$ 55.02	\$ 55.99	\$ 56.97	\$ 57.96	\$ 58.98
PC Products Analyst	\$ 64.69	\$ 65.82	\$ 66.97	\$ 68.15	\$ 69.34	\$ 68.86	\$ 70.07	\$ 71.29	\$ 72.54	\$ 73.81
PC Systems Specialist	\$ 71.07	\$ 72.31	\$ 73.58	\$ 74.87	\$ 76.18	\$ 75.65	\$ 76.98	\$ 78.33	\$ 79.70	\$ 81.09
PC/LAN Mgmt Analyst - Intermediate	\$ 66.20	\$ 67.36	\$ 68.54	\$ 69.74	\$ 70.96	\$ 70.47	\$ 71.70	\$ 72.96	\$ 74.23	\$ 75.53
PC/LAN Mgmt Analyst – Senior	\$ 80.48	\$ 81.89	\$ 83.32	\$ 84.78	\$ 86.26	\$ 85.67	\$ 87.17	\$ 88.70	\$ 90.25	\$ 91.83
Project Engineer	\$ 109.95	\$ 111.87	\$ 113.83	\$ 115.82	\$ 117.85	\$ 117.04	\$ 119.09	\$ 121.17	\$ 123.29	\$ 125.45
Project Manager – Senior	\$ 137.14	\$ 139.54	\$ 141.98	\$ 144.47	\$ 146.99	\$ 145.99	\$ 148.54	\$ 151.14	\$ 153.78	\$ 156.48
Quality Assurance Analyst - Intermediate	\$ 78.86	\$ 80.24	\$ 81.64	\$ 83.07	\$ 84.53	\$ 83.95	\$ 85.42	\$ 86.91	\$ 88.43	\$ 89.98
Quality Assurance Analyst - Senior	\$ 95.07	\$ 96.73	\$ 98.43	\$ 100.15	\$ 101.90	\$ 101.20	\$ 102.97	\$ 104.78	\$ 106.61	\$ 108.47
Quality Assurance Specialist	\$ 91.46	\$ 93.06	\$ 94.69	\$ 96.35	\$ 98.03	\$ 97.36	\$ 99.06	\$ 100.80	\$ 102.56	\$ 104.36
Security Coordinator	\$ 72.95	\$ 74.23	\$ 75.53	\$ 76.85	\$ 78.19	\$ 77.66	\$ 79.01	\$ 80.40	\$ 81.80	\$ 83.24
Site Manager	\$ 112.23	\$ 114.19	\$ 116.19	\$ 118.23	\$ 120.29	\$ 119.47	\$ 121.56	\$ 123.69	\$ 125.85	\$ 128.05
Software Architect	\$ 128.58	\$ 130.83	\$ 133.12	\$ 135.45	\$ 137.82	\$ 136.87	\$ 139.27	\$ 141.71	\$ 144.19	\$ 146.71
Software Developer – Intermediate	\$ 103.48	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.92	\$ 110.15	\$ 112.08	\$ 114.04	\$ 116.04	\$ 118.07
Software Developer – Senior	\$ 115.72	\$ 117.75	\$ 119.81	\$ 121.90	\$ 124.04	\$ 123.18	\$ 125.34	\$ 127.53	\$ 129.76	\$ 132.04
Software Systems Engineer - Intermediate	\$ 102.86	\$ 104.66	\$ 106.49	\$ 108.36	\$ 110.25	\$ 109.49	\$ 111.41	\$ 113.36	\$ 115.34	\$ 117.36
Software Systems Engineer - Senior	\$ 110.19	\$ 112.12	\$ 114.08	\$ 116.08	\$ 118.11	\$ 117.30	\$ 119.35	\$ 121.44	\$ 123.56	\$ 125.73
Strategic Planner	\$ 115.72	\$ 117.75	\$ 119.81	\$ 121.90	\$ 124.04	\$ 123.18	\$ 125.34	\$ 127.53	\$ 129.76	\$ 132.04
Systems Administrator - Intermediate	\$ 70.09	\$ 71.32	\$ 72.56	\$ 73.83	\$ 75.13	\$ 74.61	\$ 75.92	\$ 77.25	\$ 78.60	\$ 79.97
Systems Administrator - Senior	\$ 86.82	\$ 88.34	\$ 89.89	\$ 91.46	\$ 93.06	\$ 92.42	\$ 94.04	\$ 95.68	\$ 97.36	\$ 99.06
Systems Analysis and Programming Director	\$ 137.14	\$ 139.54	\$ 141.98	\$ 144.47	\$ 146.99	\$ 145.99	\$ 148.54	\$ 151.14	\$ 153.78	\$ 156.48
Systems Engineer	\$ 81.43	\$ 82.86	\$ 84.30	\$ 85.78	\$ 87.28	\$ 86.68	\$ 88.20	\$ 89.74	\$ 91.31	\$ 92.91
Systems Management Technologist	\$ 110.51	\$ 112.44	\$ 114.41	\$ 116.41	\$ 118.45	\$ 117.64	\$ 119.70	\$ 121.79	\$ 123.92	\$ 126.09
Technical Editor	\$ 65.49	\$ 66.64	\$ 67.80	\$ 68.99	\$ 70.20	\$ 69.71	\$ 70.93	\$ 72.18	\$ 73.44	\$ 74.72

Digitalspec, LLC

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<u>Labor Category</u>	Detroit Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 67.69	\$ 68.87	\$ 70.08	\$ 71.31	\$ 72.55	\$ 72.06	\$ 73.32	\$ 74.60	\$ 75.91	\$ 77.23
Telecommunications Analyst/Technician	\$ 56.99	\$ 57.99	\$ 59.00	\$ 60.03	\$ 61.09	\$ 60.67	\$ 61.73	\$ 62.81	\$ 63.91	\$ 65.03
Telecommunications Engineer/ Analyst – Intermediate	\$ 64.56	\$ 65.69	\$ 66.84	\$ 68.01	\$ 69.20	\$ 68.72	\$ 69.93	\$ 71.15	\$ 72.40	\$ 73.66
Telecommunications Engineer/ Analyst – Senior	\$ 75.86	\$ 77.19	\$ 78.54	\$ 79.91	\$ 81.31	\$ 80.75	\$ 82.17	\$ 83.60	\$ 85.07	\$ 86.56
Telecommunications Manager - Multiple Incumbents	\$ 120.01	\$ 122.11	\$ 124.25	\$ 126.42	\$ 128.63	\$ 127.75	\$ 129.99	\$ 132.26	\$ 134.58	\$ 136.93
Telecommunications Manager - Single Incumbent	\$ 111.14	\$ 113.08	\$ 115.06	\$ 117.08	\$ 119.13	\$ 118.31	\$ 120.38	\$ 122.49	\$ 124.63	\$ 126.81
Telecommunications Network Help Desk	\$ 45.65	\$ 46.45	\$ 47.26	\$ 48.09	\$ 48.93	\$ 48.59	\$ 49.44	\$ 50.31	\$ 51.19	\$ 52.09
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 76.47	\$ 77.81	\$ 79.17	\$ 80.56	\$ 81.97	\$ 81.40	\$ 82.83	\$ 84.28	\$ 85.75	\$ 87.25
Telecommunications Programmer/ Systems Analyst – Senior	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.73	\$ 107.58
Telecommunications Technician	\$ 52.24	\$ 53.15	\$ 54.08	\$ 55.03	\$ 55.99	\$ 55.61	\$ 56.58	\$ 57.57	\$ 58.58	\$ 59.61
Telecommunications/Communications Integration Engineer	\$ 84.27	\$ 85.74	\$ 87.25	\$ 88.77	\$ 90.33	\$ 89.71	\$ 91.28	\$ 92.87	\$ 94.50	\$ 96.15
Test Engineer	\$ 85.71	\$ 87.21	\$ 88.74	\$ 90.29	\$ 91.87	\$ 91.24	\$ 92.83	\$ 94.46	\$ 96.11	\$ 97.79
UNIX Systems Administrator	\$ 98.57	\$ 100.29	\$ 102.05	\$ 103.84	\$ 105.65	\$ 104.93	\$ 106.76	\$ 108.63	\$ 110.53	\$ 112.47
Voice Communications Administrator	\$ 63.87	\$ 64.99	\$ 66.13	\$ 67.28	\$ 68.46	\$ 67.99	\$ 69.18	\$ 70.39	\$ 71.62	\$ 72.88
Voice Communications Manager - Planning & Implementation	\$ 98.57	\$ 100.29	\$ 102.05	\$ 103.84	\$ 105.65	\$ 104.93	\$ 106.76	\$ 108.63	\$ 110.53	\$ 112.47
Voice Communications Technician	\$ 53.14	\$ 54.07	\$ 55.02	\$ 55.98	\$ 56.96	\$ 56.57	\$ 57.56	\$ 58.56	\$ 59.59	\$ 60.63
Web Content Administrator	\$ 67.25	\$ 68.43	\$ 69.62	\$ 70.84	\$ 72.08	\$ 71.59	\$ 72.84	\$ 74.12	\$ 75.41	\$ 76.73
Web Content Analyst	\$ 64.29	\$ 65.42	\$ 66.56	\$ 67.72	\$ 68.91	\$ 68.44	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35
Web Designer	\$ 71.54	\$ 72.79	\$ 74.07	\$ 75.36	\$ 76.68	\$ 76.15	\$ 77.49	\$ 78.84	\$ 80.22	\$ 81.63
Web Marketing Manager	\$ 100.00	\$ 101.75	\$ 103.53	\$ 105.34	\$ 107.19	\$ 106.45	\$ 108.31	\$ 110.21	\$ 112.14	\$ 114.10
Web Operations Manager	\$ 92.68	\$ 94.30	\$ 95.95	\$ 97.63	\$ 99.34	\$ 98.66	\$ 100.38	\$ 102.14	\$ 103.93	\$ 105.75
Web Project Manager	\$ 109.95	\$ 111.87	\$ 113.83	\$ 115.82	\$ 117.85	\$ 117.04	\$ 119.09	\$ 121.17	\$ 123.29	\$ 125.45
Web Security Administrator	\$ 84.00	\$ 85.47	\$ 86.97	\$ 88.49	\$ 90.04	\$ 89.42	\$ 90.98	\$ 92.58	\$ 94.20	\$ 95.84
Web Security Analyst	\$ 95.92	\$ 97.60	\$ 99.31	\$ 101.04	\$ 102.81	\$ 102.11	\$ 103.89	\$ 105.71	\$ 107.56	\$ 109.44
Web Software Developer	\$ 80.42	\$ 81.83	\$ 83.26	\$ 84.72	\$ 86.20	\$ 85.61	\$ 87.11	\$ 88.63	\$ 90.18	\$ 91.76
Web Technical Administrator	\$ 78.25	\$ 79.62	\$ 81.01	\$ 82.43	\$ 83.87	\$ 83.30	\$ 84.75	\$ 86.24	\$ 87.75	\$ 89.28

DigitalSpec, LLC

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<u>Labor Category</u>	Hartford Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 82.32	\$ 83.76	\$ 85.23	\$ 86.72	\$ 88.24	\$ 87.63	\$ 89.16	\$ 90.72	\$ 92.31	\$ 93.93
Applications Systems Analyst/ Programmer – Intermediate	\$ 87.13	\$ 88.65	\$ 90.21	\$ 91.78	\$ 93.39	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.70	\$ 99.41
Applications Systems Analyst/ Programmer – Senior	\$ 106.01	\$ 107.87	\$ 109.75	\$ 111.67	\$ 113.63	\$ 112.85	\$ 114.82	\$ 116.83	\$ 118.88	\$ 120.96
Business Process Consultant	\$ 109.06	\$ 110.97	\$ 112.91	\$ 114.89	\$ 116.90	\$ 116.09	\$ 118.13	\$ 120.19	\$ 122.30	\$ 124.44
Business Subject Matter Specialist	\$ 127.28	\$ 129.51	\$ 131.77	\$ 134.08	\$ 136.43	\$ 135.49	\$ 137.86	\$ 140.27	\$ 142.73	\$ 145.23
Business Systems Analyst - Intermediate	\$ 85.24	\$ 86.73	\$ 88.25	\$ 89.79	\$ 91.37	\$ 90.74	\$ 92.33	\$ 93.94	\$ 95.59	\$ 97.26
Business Systems Analyst - Senior	\$ 95.31	\$ 96.98	\$ 98.68	\$ 100.40	\$ 102.16	\$ 101.46	\$ 103.23	\$ 105.04	\$ 106.88	\$ 108.75
Business Systems Specialist	\$ 102.59	\$ 104.39	\$ 106.21	\$ 108.07	\$ 109.96	\$ 109.21	\$ 111.12	\$ 113.06	\$ 115.04	\$ 117.05
Chief Information Security Officer	\$ 143.71	\$ 146.22	\$ 148.78	\$ 151.39	\$ 154.04	\$ 152.98	\$ 155.66	\$ 158.38	\$ 161.15	\$ 163.97
Client/Server Database Manager	\$ 105.32	\$ 107.16	\$ 109.04	\$ 110.95	\$ 112.89	\$ 112.11	\$ 114.08	\$ 116.07	\$ 118.10	\$ 120.17
Client/Server Network Architect	\$ 112.76	\$ 114.73	\$ 116.74	\$ 118.78	\$ 120.86	\$ 120.03	\$ 122.13	\$ 124.27	\$ 126.45	\$ 128.66
Client/Server Support Analyst	\$ 81.35	\$ 82.77	\$ 84.22	\$ 85.70	\$ 87.20	\$ 86.60	\$ 88.11	\$ 89.65	\$ 91.22	\$ 92.82
Communications Analyst - Intermediate	\$ 83.78	\$ 85.25	\$ 86.74	\$ 88.26	\$ 89.80	\$ 89.18	\$ 90.74	\$ 92.33	\$ 93.95	\$ 95.59
Communications Analyst - Senior	\$ 95.13	\$ 96.79	\$ 98.49	\$ 100.21	\$ 101.97	\$ 101.27	\$ 103.04	\$ 104.84	\$ 106.68	\$ 108.54
Communications Facility Engineer	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53	\$ 89.06	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.17	\$ 94.81
Communications Installer	\$ 73.44	\$ 74.73	\$ 76.03	\$ 77.36	\$ 78.72	\$ 78.18	\$ 79.54	\$ 80.94	\$ 82.35	\$ 83.79
Communications Transmission Engineer	\$ 92.87	\$ 94.50	\$ 96.15	\$ 97.83	\$ 99.54	\$ 98.86	\$ 100.59	\$ 102.35	\$ 104.14	\$ 105.96
Computer Operations Manager	\$ 94.81	\$ 96.47	\$ 98.16	\$ 99.88	\$ 101.62	\$ 100.93	\$ 102.69	\$ 104.49	\$ 106.32	\$ 108.18
Consultant	\$ 125.15	\$ 127.34	\$ 129.57	\$ 131.84	\$ 134.14	\$ 133.22	\$ 135.55	\$ 137.93	\$ 140.34	\$ 142.80
Data Architect	\$ 111.21	\$ 113.16	\$ 115.14	\$ 117.15	\$ 119.20	\$ 118.38	\$ 120.45	\$ 122.56	\$ 124.71	\$ 126.89
Data Communications Manager - Planning & Implementation	\$ 111.66	\$ 113.61	\$ 115.60	\$ 117.63	\$ 119.68	\$ 118.86	\$ 120.94	\$ 123.06	\$ 125.21	\$ 127.40
Data Entry Supervisor	\$ 52.23	\$ 53.14	\$ 54.07	\$ 55.02	\$ 55.98	\$ 55.60	\$ 56.57	\$ 57.56	\$ 58.57	\$ 59.59
Data Security Administration Manager	\$ 111.63	\$ 113.58	\$ 115.57	\$ 117.59	\$ 119.65	\$ 118.83	\$ 120.91	\$ 123.03	\$ 125.18	\$ 127.37
Data Security Analyst - Intermediate	\$ 82.82	\$ 84.27	\$ 85.74	\$ 87.24	\$ 88.77	\$ 88.16	\$ 89.70	\$ 91.27	\$ 92.87	\$ 94.50
Data Security Analyst - Senior	\$ 97.73	\$ 99.44	\$ 101.18	\$ 102.95	\$ 104.75	\$ 104.03	\$ 105.85	\$ 107.71	\$ 109.59	\$ 111.51
Data Warehousing Administrator	\$ 87.46	\$ 88.99	\$ 90.55	\$ 92.13	\$ 93.74	\$ 93.10	\$ 94.73	\$ 96.39	\$ 98.08	\$ 99.79
Data Warehousing Analyst	\$ 94.45	\$ 96.10	\$ 97.78	\$ 99.50	\$ 101.24	\$ 100.54	\$ 102.30	\$ 104.09	\$ 105.91	\$ 107.77
Data Warehousing Programmer	\$ 103.98	\$ 105.80	\$ 107.65	\$ 109.54	\$ 111.45	\$ 110.69	\$ 112.62	\$ 114.59	\$ 116.60	\$ 118.64

Digitalspec, LLC

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<u>Labor Category</u>	<u>Hartford Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 115.77	\$ 117.80	\$ 119.86	\$ 121.95	\$ 124.09	\$ 123.24	\$ 125.39	\$ 127.59	\$ 129.82	\$ 132.09
Data/Configuration Management Specialist	\$ 108.68	\$ 110.58	\$ 112.52	\$ 114.49	\$ 116.49	\$ 115.69	\$ 117.71	\$ 119.77	\$ 121.87	\$ 124.00
Database Administrator	\$ 94.39	\$ 96.04	\$ 97.72	\$ 99.43	\$ 101.17	\$ 100.48	\$ 102.24	\$ 104.03	\$ 105.85	\$ 107.70
Database Analyst/ Programmer - Intermediate	\$ 84.26	\$ 85.73	\$ 87.23	\$ 88.76	\$ 90.31	\$ 89.69	\$ 91.26	\$ 92.86	\$ 94.49	\$ 96.14
Database Analyst/ Programmer – Senior	\$ 101.59	\$ 103.37	\$ 105.18	\$ 107.02	\$ 108.89	\$ 108.14	\$ 110.04	\$ 111.96	\$ 113.92	\$ 115.91
Database Manager	\$ 131.02	\$ 133.31	\$ 135.65	\$ 138.02	\$ 140.43	\$ 139.47	\$ 141.91	\$ 144.39	\$ 146.92	\$ 149.49
Disaster Recovery Administrator	\$ 104.09	\$ 105.91	\$ 107.77	\$ 109.65	\$ 111.57	\$ 110.80	\$ 112.74	\$ 114.72	\$ 116.72	\$ 118.77
Disaster Recovery Analyst	\$ 75.40	\$ 76.72	\$ 78.06	\$ 79.43	\$ 80.82	\$ 80.26	\$ 81.67	\$ 83.10	\$ 84.55	\$ 86.03
Documentation Specialist - Intermediate	\$ 57.16	\$ 58.16	\$ 59.18	\$ 60.21	\$ 61.27	\$ 60.85	\$ 61.91	\$ 63.00	\$ 64.10	\$ 65.22
Documentation Specialist - Senior	\$ 71.25	\$ 72.50	\$ 73.77	\$ 75.06	\$ 76.37	\$ 75.85	\$ 77.17	\$ 78.52	\$ 79.90	\$ 81.30
E-Business Manager	\$ 78.77	\$ 80.15	\$ 81.55	\$ 82.98	\$ 84.43	\$ 83.85	\$ 85.32	\$ 86.81	\$ 88.33	\$ 89.88
Electronic Data Interchange (EDI) Manager	\$ 90.44	\$ 92.02	\$ 93.63	\$ 95.27	\$ 96.94	\$ 96.27	\$ 97.96	\$ 99.67	\$ 101.42	\$ 103.19
Electronic Data Interchange (EDI) Specialist	\$ 65.44	\$ 66.59	\$ 67.75	\$ 68.94	\$ 70.14	\$ 69.66	\$ 70.88	\$ 72.12	\$ 73.38	\$ 74.67
Electronic Mail Coordinator	\$ 69.50	\$ 70.72	\$ 71.95	\$ 73.21	\$ 74.49	\$ 73.98	\$ 75.28	\$ 76.59	\$ 77.94	\$ 79.30
Engineering Subject Matter Specialist	\$ 129.97	\$ 132.24	\$ 134.56	\$ 136.91	\$ 139.31	\$ 138.35	\$ 140.77	\$ 143.24	\$ 145.74	\$ 148.29
ERP Busienss/Architectural Specialist	\$ 135.18	\$ 137.55	\$ 139.95	\$ 142.40	\$ 144.89	\$ 143.90	\$ 146.42	\$ 148.98	\$ 151.59	\$ 154.24
ERP Business Analyst - Intermediate	\$ 114.95	\$ 116.96	\$ 119.01	\$ 121.09	\$ 123.21	\$ 122.36	\$ 124.51	\$ 126.68	\$ 128.90	\$ 131.16
ERP Business Analyst - Senior	\$ 121.89	\$ 124.02	\$ 126.19	\$ 128.40	\$ 130.65	\$ 129.75	\$ 132.02	\$ 134.33	\$ 136.68	\$ 139.08
ERP Programmer	\$ 112.89	\$ 114.87	\$ 116.88	\$ 118.92	\$ 121.00	\$ 120.17	\$ 122.27	\$ 124.41	\$ 126.59	\$ 128.81
Graphics Specialist	\$ 51.99	\$ 52.90	\$ 53.83	\$ 54.77	\$ 55.73	\$ 55.34	\$ 56.31	\$ 57.30	\$ 58.30	\$ 59.32
Groupware Specialist	\$ 83.54	\$ 85.00	\$ 86.49	\$ 88.00	\$ 89.54	\$ 88.93	\$ 90.48	\$ 92.07	\$ 93.68	\$ 95.32
Help Desk Coordinator - Intermediate	\$ 48.02	\$ 48.86	\$ 49.72	\$ 50.59	\$ 51.47	\$ 51.12	\$ 52.01	\$ 52.92	\$ 53.85	\$ 54.79
Help Desk Coordinator - Senior	\$ 66.73	\$ 67.90	\$ 69.09	\$ 70.29	\$ 71.53	\$ 71.03	\$ 72.28	\$ 73.54	\$ 74.83	\$ 76.14
Help Desk Manager	\$ 95.64	\$ 97.31	\$ 99.02	\$ 100.75	\$ 102.51	\$ 101.81	\$ 103.59	\$ 105.40	\$ 107.25	\$ 109.12
Help Desk Specialist	\$ 48.52	\$ 49.37	\$ 50.23	\$ 51.11	\$ 52.01	\$ 51.65	\$ 52.55	\$ 53.47	\$ 54.41	\$ 55.36
Help Desk Support Services Specialist - Intermediate	\$ 64.99	\$ 66.13	\$ 67.28	\$ 68.46	\$ 69.66	\$ 69.18	\$ 70.39	\$ 71.62	\$ 72.88	\$ 74.15
Help Desk Support Services Specialist - Senior	\$ 77.98	\$ 79.34	\$ 80.73	\$ 82.15	\$ 83.58	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 88.97
Information Assurance Development Engineer	\$ 97.17	\$ 98.87	\$ 100.60	\$ 102.36	\$ 104.15	\$ 103.44	\$ 105.25	\$ 107.09	\$ 108.96	\$ 110.87
Information Assurance Engineer	\$ 95.31	\$ 96.98	\$ 98.68	\$ 100.40	\$ 102.16	\$ 101.46	\$ 103.23	\$ 105.04	\$ 106.88	\$ 108.75

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<u>Labor Category</u>	Hartford Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 121.74	\$ 123.87	\$ 126.04	\$ 128.24	\$ 130.49	\$ 129.59	\$ 131.86	\$ 134.17	\$ 136.52	\$ 138.90
Information Assurance Systems/Network Speicalist	\$ 126.06	\$ 128.27	\$ 130.51	\$ 132.79	\$ 135.12	\$ 134.19	\$ 136.54	\$ 138.93	\$ 141.36	\$ 143.83
Information Center Consultant	\$ 95.41	\$ 97.08	\$ 98.78	\$ 100.51	\$ 102.27	\$ 101.56	\$ 103.34	\$ 105.15	\$ 106.99	\$ 108.86
Information Center Specialist	\$ 108.31	\$ 110.21	\$ 112.13	\$ 114.10	\$ 116.09	\$ 115.30	\$ 117.31	\$ 119.37	\$ 121.46	\$ 123.58
Information Security Business Analyst	\$ 86.64	\$ 88.16	\$ 89.70	\$ 91.27	\$ 92.87	\$ 92.23	\$ 93.84	\$ 95.48	\$ 97.16	\$ 98.86
Information Services Consultant	\$ 112.64	\$ 114.61	\$ 116.62	\$ 118.66	\$ 120.73	\$ 119.91	\$ 122.00	\$ 124.14	\$ 126.31	\$ 128.52
Information Systems Auditor - Intermediate	\$ 87.95	\$ 89.49	\$ 91.06	\$ 92.65	\$ 94.27	\$ 93.62	\$ 95.26	\$ 96.93	\$ 98.62	\$ 100.35
Information Systems Auditor - Senior	\$ 101.37	\$ 103.14	\$ 104.95	\$ 106.79	\$ 108.65	\$ 107.91	\$ 109.80	\$ 111.72	\$ 113.67	\$ 115.66
Information Systems Training Specialist - Intermediate	\$ 77.98	\$ 79.34	\$ 80.73	\$ 82.15	\$ 83.58	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 88.97
Information Systems Training Specialist - Senior	\$ 86.64	\$ 88.16	\$ 89.70	\$ 91.27	\$ 92.87	\$ 92.23	\$ 93.84	\$ 95.48	\$ 97.16	\$ 98.86
Internal Communications Systems Consultant	\$ 123.27	\$ 125.43	\$ 127.62	\$ 129.86	\$ 132.13	\$ 131.22	\$ 133.52	\$ 135.85	\$ 138.23	\$ 140.65
IT Subject Matter Specialist	\$ 139.06	\$ 141.49	\$ 143.97	\$ 146.49	\$ 149.05	\$ 148.03	\$ 150.62	\$ 153.26	\$ 155.94	\$ 158.67
LAN Administrator - Intermediate	\$ 73.88	\$ 75.17	\$ 76.49	\$ 77.83	\$ 79.19	\$ 78.65	\$ 80.02	\$ 81.42	\$ 82.85	\$ 84.30
LAN Administrator - Senior	\$ 92.78	\$ 94.40	\$ 96.06	\$ 97.74	\$ 99.45	\$ 98.76	\$ 100.49	\$ 102.25	\$ 104.04	\$ 105.86
LAN Support Technician - Intermediate	\$ 73.88	\$ 75.17	\$ 76.49	\$ 77.83	\$ 79.19	\$ 78.65	\$ 80.02	\$ 81.42	\$ 82.85	\$ 84.30
LAN Support Technician - Senior	\$ 80.05	\$ 81.45	\$ 82.88	\$ 84.33	\$ 85.80	\$ 85.21	\$ 86.70	\$ 88.22	\$ 89.77	\$ 91.34
LAN/WAN Administrator	\$ 77.79	\$ 79.15	\$ 80.54	\$ 81.95	\$ 83.38	\$ 82.81	\$ 84.26	\$ 85.73	\$ 87.23	\$ 88.76
LAN/WAN Integrator	\$ 103.21	\$ 105.02	\$ 106.85	\$ 108.72	\$ 110.63	\$ 109.87	\$ 111.79	\$ 113.75	\$ 115.74	\$ 117.76
LAN/WAN/MAN Administrator	\$ 77.79	\$ 79.15	\$ 80.54	\$ 81.95	\$ 83.38	\$ 82.81	\$ 84.26	\$ 85.73	\$ 87.23	\$ 88.76
Network Control Technician	\$ 56.28	\$ 57.26	\$ 58.27	\$ 59.29	\$ 60.32	\$ 59.91	\$ 60.96	\$ 62.03	\$ 63.11	\$ 64.22
Network Engineer - Intermediate	\$ 83.90	\$ 85.37	\$ 86.86	\$ 88.38	\$ 89.93	\$ 89.31	\$ 90.87	\$ 92.46	\$ 94.08	\$ 95.73
Network Engineer - Senior	\$ 97.83	\$ 99.54	\$ 101.28	\$ 103.06	\$ 104.86	\$ 104.14	\$ 105.96	\$ 107.82	\$ 109.70	\$ 111.62
Network Operations Supervisor	\$ 101.16	\$ 102.93	\$ 104.73	\$ 106.56	\$ 108.43	\$ 107.68	\$ 109.57	\$ 111.49	\$ 113.44	\$ 115.42
Network Planning Analyst - Intermediate	\$ 79.27	\$ 80.66	\$ 82.07	\$ 83.50	\$ 84.97	\$ 84.38	\$ 85.86	\$ 87.36	\$ 88.89	\$ 90.45
Network Planning Analyst - Senior	\$ 96.97	\$ 98.67	\$ 100.39	\$ 102.15	\$ 103.94	\$ 103.22	\$ 105.03	\$ 106.87	\$ 108.74	\$ 110.64
Network Planning Manager	\$ 109.20	\$ 111.11	\$ 113.06	\$ 115.03	\$ 117.05	\$ 116.24	\$ 118.28	\$ 120.35	\$ 122.45	\$ 124.60
Network Systems Administrator	\$ 75.02	\$ 76.33	\$ 77.67	\$ 79.03	\$ 80.41	\$ 79.86	\$ 81.26	\$ 82.68	\$ 84.13	\$ 85.60
Network Systems Manager	\$ 102.71	\$ 104.51	\$ 106.34	\$ 108.20	\$ 110.09	\$ 109.33	\$ 111.25	\$ 113.19	\$ 115.18	\$ 117.19
Network/Hardware Support Technician	\$ 54.20	\$ 55.15	\$ 56.11	\$ 57.10	\$ 58.09	\$ 57.70	\$ 58.71	\$ 59.73	\$ 60.78	\$ 61.84

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<u>Labor Category</u>	Hartford Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 101.16	\$ 102.93	\$ 104.73	\$ 106.56	\$ 108.43	\$ 107.68	\$ 109.57	\$ 111.49	\$ 113.44	\$ 115.42
Operations Manager - Voice Communications	\$ 82.52	\$ 83.96	\$ 85.43	\$ 86.93	\$ 88.45	\$ 87.84	\$ 89.38	\$ 90.94	\$ 92.54	\$ 94.15
Operations Systems Manager	\$ 95.31	\$ 96.98	\$ 98.68	\$ 100.40	\$ 102.16	\$ 101.46	\$ 103.23	\$ 105.04	\$ 106.88	\$ 108.75
Operations/ Technical Support Manager	\$ 95.92	\$ 97.60	\$ 99.31	\$ 101.04	\$ 102.81	\$ 102.11	\$ 103.89	\$ 105.71	\$ 107.56	\$ 109.44
Operations/Network LAN Administrator	\$ 72.16	\$ 73.42	\$ 74.71	\$ 76.02	\$ 77.35	\$ 76.81	\$ 78.16	\$ 79.53	\$ 80.92	\$ 82.33
Operations/Technical Support Analyst	\$ 52.25	\$ 53.16	\$ 54.09	\$ 55.04	\$ 56.00	\$ 55.62	\$ 56.59	\$ 57.58	\$ 58.59	\$ 59.62
PC Products Analyst	\$ 65.40	\$ 66.54	\$ 67.71	\$ 68.89	\$ 70.10	\$ 69.62	\$ 70.84	\$ 72.08	\$ 73.34	\$ 74.62
PC Systems Specialist	\$ 71.84	\$ 73.10	\$ 74.38	\$ 75.68	\$ 77.00	\$ 76.47	\$ 77.81	\$ 79.17	\$ 80.56	\$ 81.97
PC/LAN Mgmt Analyst - Intermediate	\$ 66.92	\$ 68.09	\$ 69.28	\$ 70.50	\$ 71.73	\$ 71.24	\$ 72.48	\$ 73.75	\$ 75.04	\$ 76.36
PC/LAN Mgmt Analyst – Senior	\$ 81.35	\$ 82.77	\$ 84.22	\$ 85.70	\$ 87.20	\$ 86.60	\$ 88.11	\$ 89.65	\$ 91.22	\$ 92.82
Project Engineer	\$ 111.14	\$ 113.08	\$ 115.06	\$ 117.08	\$ 119.13	\$ 118.31	\$ 120.38	\$ 122.49	\$ 124.63	\$ 126.81
Project Manager – Senior	\$ 138.63	\$ 141.06	\$ 143.52	\$ 146.04	\$ 148.59	\$ 147.57	\$ 150.15	\$ 152.78	\$ 155.46	\$ 158.18
Quality Assurance Analyst - Intermediate	\$ 79.71	\$ 81.10	\$ 82.52	\$ 83.97	\$ 85.44	\$ 84.85	\$ 86.34	\$ 87.85	\$ 89.38	\$ 90.95
Quality Assurance Analyst - Senior	\$ 96.10	\$ 97.78	\$ 99.49	\$ 101.23	\$ 103.01	\$ 102.30	\$ 104.09	\$ 105.91	\$ 107.76	\$ 109.65
Quality Assurance Specialist	\$ 92.46	\$ 94.08	\$ 95.72	\$ 97.40	\$ 99.10	\$ 98.42	\$ 100.15	\$ 101.90	\$ 103.68	\$ 105.50
Security Coordinator	\$ 73.74	\$ 75.03	\$ 76.34	\$ 77.68	\$ 79.04	\$ 78.50	\$ 79.87	\$ 81.27	\$ 82.69	\$ 84.14
Site Manager	\$ 113.45	\$ 115.44	\$ 117.46	\$ 119.51	\$ 121.60	\$ 120.77	\$ 122.88	\$ 125.03	\$ 127.22	\$ 129.45
Software Architect	\$ 129.97	\$ 132.24	\$ 134.56	\$ 136.91	\$ 139.31	\$ 138.35	\$ 140.77	\$ 143.24	\$ 145.74	\$ 148.29
Software Developer – Intermediate	\$ 104.60	\$ 106.43	\$ 108.29	\$ 110.19	\$ 112.12	\$ 111.35	\$ 113.30	\$ 115.28	\$ 117.30	\$ 119.35
Software Developer – Senior	\$ 116.97	\$ 119.02	\$ 121.10	\$ 123.22	\$ 125.38	\$ 124.51	\$ 126.69	\$ 128.91	\$ 131.17	\$ 133.46
Software Systems Engineer - Intermediate	\$ 103.98	\$ 105.80	\$ 107.65	\$ 109.54	\$ 111.45	\$ 110.69	\$ 112.62	\$ 114.59	\$ 116.60	\$ 118.64
Software Systems Engineer - Senior	\$ 111.39	\$ 113.34	\$ 115.32	\$ 117.34	\$ 119.39	\$ 118.57	\$ 120.65	\$ 122.76	\$ 124.91	\$ 127.10
Strategic Planner	\$ 116.97	\$ 119.02	\$ 121.10	\$ 123.22	\$ 125.38	\$ 124.51	\$ 126.69	\$ 128.91	\$ 131.17	\$ 133.46
Systems Administrator - Intermediate	\$ 70.85	\$ 72.09	\$ 73.35	\$ 74.64	\$ 75.94	\$ 75.42	\$ 76.74	\$ 78.08	\$ 79.45	\$ 80.84
Systems Administrator - Senior	\$ 87.76	\$ 89.30	\$ 90.86	\$ 92.45	\$ 94.07	\$ 93.42	\$ 95.06	\$ 96.72	\$ 98.41	\$ 100.13
Systems Analysis and Programming Director	\$ 138.63	\$ 141.06	\$ 143.52	\$ 146.04	\$ 148.59	\$ 147.57	\$ 150.15	\$ 152.78	\$ 155.46	\$ 158.18
Systems Engineer	\$ 82.32	\$ 83.76	\$ 85.23	\$ 86.72	\$ 88.24	\$ 87.63	\$ 89.16	\$ 90.72	\$ 92.31	\$ 93.93
Systems Management Technologist	\$ 111.70	\$ 113.65	\$ 115.64	\$ 117.67	\$ 119.73	\$ 118.90	\$ 120.99	\$ 123.10	\$ 125.26	\$ 127.45
Technical Editor	\$ 66.20	\$ 67.36	\$ 68.54	\$ 69.74	\$ 70.96	\$ 70.47	\$ 71.70	\$ 72.96	\$ 74.23	\$ 75.53

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<u>Labor Category</u>	Hartford Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 68.43	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35	\$ 72.84	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08
Telecommunications Analyst/Technician	\$ 57.61	\$ 58.62	\$ 59.64	\$ 60.69	\$ 61.75	\$ 61.33	\$ 62.40	\$ 63.49	\$ 64.60	\$ 65.73
Telecommunications Engineer/ Analyst – Intermediate	\$ 65.26	\$ 66.40	\$ 67.56	\$ 68.75	\$ 69.95	\$ 69.47	\$ 70.68	\$ 71.92	\$ 73.18	\$ 74.46
Telecommunications Engineer/ Analyst – Senior	\$ 76.68	\$ 78.02	\$ 79.39	\$ 80.78	\$ 82.19	\$ 81.63	\$ 83.05	\$ 84.51	\$ 85.99	\$ 87.49
Telecommunications Manager - Multiple Incumbents	\$ 121.31	\$ 123.43	\$ 125.59	\$ 127.79	\$ 130.03	\$ 129.13	\$ 131.39	\$ 133.69	\$ 136.03	\$ 138.41
Telecommunications Manager - Single Incumbent	\$ 112.35	\$ 114.32	\$ 116.32	\$ 118.35	\$ 120.42	\$ 119.60	\$ 121.69	\$ 123.82	\$ 125.99	\$ 128.19
Telecommunications Network Help Desk	\$ 46.15	\$ 46.96	\$ 47.78	\$ 48.62	\$ 49.47	\$ 49.13	\$ 49.99	\$ 50.86	\$ 51.75	\$ 52.66
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 77.30	\$ 78.65	\$ 80.03	\$ 81.43	\$ 82.85	\$ 82.29	\$ 83.73	\$ 85.19	\$ 86.68	\$ 88.20
Telecommunications Programmer/ Systems Analyst – Senior	\$ 95.31	\$ 96.98	\$ 98.68	\$ 100.40	\$ 102.16	\$ 101.46	\$ 103.23	\$ 105.04	\$ 106.88	\$ 108.75
Telecommunications Technician	\$ 52.81	\$ 53.73	\$ 54.67	\$ 55.63	\$ 56.60	\$ 56.22	\$ 57.20	\$ 58.20	\$ 59.22	\$ 60.26
Telecommunications/Communications Integration Engineer	\$ 85.19	\$ 86.68	\$ 88.20	\$ 89.74	\$ 91.31	\$ 90.68	\$ 92.27	\$ 93.89	\$ 95.53	\$ 97.20
Test Engineer	\$ 86.64	\$ 88.16	\$ 89.70	\$ 91.27	\$ 92.87	\$ 92.23	\$ 93.84	\$ 95.48	\$ 97.16	\$ 98.86
UNIX Systems Administrator	\$ 99.64	\$ 101.38	\$ 103.16	\$ 104.96	\$ 106.80	\$ 106.07	\$ 107.92	\$ 109.81	\$ 111.73	\$ 113.69
Voice Communications Administrator	\$ 64.56	\$ 65.69	\$ 66.84	\$ 68.01	\$ 69.20	\$ 68.72	\$ 69.93	\$ 71.15	\$ 72.40	\$ 73.66
Voice Communications Manager - Planning & Implementation	\$ 99.64	\$ 101.38	\$ 103.16	\$ 104.96	\$ 106.80	\$ 106.07	\$ 107.92	\$ 109.81	\$ 111.73	\$ 113.69
Voice Communications Technician	\$ 53.72	\$ 54.66	\$ 55.62	\$ 56.59	\$ 57.58	\$ 57.18	\$ 58.19	\$ 59.20	\$ 60.24	\$ 61.29
Web Content Administrator	\$ 67.98	\$ 69.17	\$ 70.38	\$ 71.61	\$ 72.86	\$ 72.36	\$ 73.63	\$ 74.92	\$ 76.23	\$ 77.56
Web Content Analyst	\$ 64.99	\$ 66.13	\$ 67.28	\$ 68.46	\$ 69.66	\$ 69.18	\$ 70.39	\$ 71.62	\$ 72.88	\$ 74.15
Web Designer	\$ 72.31	\$ 73.58	\$ 74.86	\$ 76.17	\$ 77.51	\$ 76.97	\$ 78.32	\$ 79.69	\$ 81.09	\$ 82.51
Web Marketing Manager	\$ 101.09	\$ 102.86	\$ 104.66	\$ 106.49	\$ 108.35	\$ 107.61	\$ 109.49	\$ 111.41	\$ 113.36	\$ 115.34
Web Operations Manager	\$ 93.69	\$ 95.33	\$ 97.00	\$ 98.70	\$ 100.42	\$ 99.73	\$ 101.48	\$ 103.25	\$ 105.06	\$ 106.90
Web Project Manager	\$ 111.14	\$ 113.08	\$ 115.06	\$ 117.08	\$ 119.13	\$ 118.31	\$ 120.38	\$ 122.49	\$ 124.63	\$ 126.81
Web Security Administrator	\$ 84.91	\$ 86.40	\$ 87.91	\$ 89.45	\$ 91.01	\$ 90.39	\$ 91.97	\$ 93.58	\$ 95.22	\$ 96.88
Web Security Analyst	\$ 96.97	\$ 98.67	\$ 100.39	\$ 102.15	\$ 103.94	\$ 103.22	\$ 105.03	\$ 106.87	\$ 108.74	\$ 110.64
Web Software Developer	\$ 81.29	\$ 82.71	\$ 84.16	\$ 85.63	\$ 87.13	\$ 86.53	\$ 88.05	\$ 89.59	\$ 91.16	\$ 92.75
Web Technical Administrator	\$ 79.10	\$ 80.48	\$ 81.89	\$ 83.33	\$ 84.78	\$ 84.20	\$ 85.68	\$ 87.17	\$ 88.70	\$ 90.25

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<u>Labor Category</u>	Houston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 84.65	\$ 86.13	\$ 87.64	\$ 89.17	\$ 90.73	\$ 90.11	\$ 91.69	\$ 93.29	\$ 94.92	\$ 96.59
Applications Systems Analyst/ Programmer – Intermediate	\$ 89.59	\$ 91.16	\$ 92.75	\$ 94.38	\$ 96.03	\$ 95.37	\$ 97.04	\$ 98.74	\$ 100.46	\$ 102.22
Applications Systems Analyst/ Programmer – Senior	\$ 109.00	\$ 110.91	\$ 112.85	\$ 114.82	\$ 116.83	\$ 116.03	\$ 118.06	\$ 120.13	\$ 122.23	\$ 124.37
Business Process Consultant	\$ 112.15	\$ 114.11	\$ 116.11	\$ 118.14	\$ 120.21	\$ 119.38	\$ 121.47	\$ 123.60	\$ 125.76	\$ 127.96
Business Subject Matter Specialist	\$ 130.89	\$ 133.18	\$ 135.51	\$ 137.88	\$ 140.30	\$ 139.33	\$ 141.77	\$ 144.25	\$ 146.78	\$ 149.34
Business Systems Analyst - Intermediate	\$ 87.65	\$ 89.18	\$ 90.74	\$ 92.33	\$ 93.95	\$ 93.30	\$ 94.94	\$ 96.60	\$ 98.29	\$ 100.01
Business Systems Analyst - Senior	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25	\$ 105.05	\$ 104.33	\$ 106.16	\$ 108.02	\$ 109.91	\$ 111.83
Business Systems Specialist	\$ 105.49	\$ 107.34	\$ 109.21	\$ 111.13	\$ 113.07	\$ 112.29	\$ 114.26	\$ 116.26	\$ 118.29	\$ 120.36
Chief Information Security Officer	\$ 147.77	\$ 150.36	\$ 152.99	\$ 155.66	\$ 158.39	\$ 157.30	\$ 160.05	\$ 162.85	\$ 165.70	\$ 168.60
Client/Server Database Manager	\$ 108.30	\$ 110.20	\$ 112.12	\$ 114.09	\$ 116.08	\$ 115.29	\$ 117.30	\$ 119.36	\$ 121.44	\$ 123.57
Client/Server Network Architect	\$ 115.95	\$ 117.98	\$ 120.04	\$ 122.14	\$ 124.28	\$ 123.43	\$ 125.59	\$ 127.79	\$ 130.02	\$ 132.30
Client/Server Support Analyst	\$ 83.66	\$ 85.12	\$ 86.61	\$ 88.13	\$ 89.67	\$ 89.06	\$ 90.61	\$ 92.20	\$ 93.81	\$ 95.46
Communications Analyst - Intermediate	\$ 86.15	\$ 87.66	\$ 89.19	\$ 90.75	\$ 92.34	\$ 91.71	\$ 93.31	\$ 94.94	\$ 96.61	\$ 98.30
Communications Analyst - Senior	\$ 97.82	\$ 99.53	\$ 101.27	\$ 103.05	\$ 104.85	\$ 104.13	\$ 105.95	\$ 107.81	\$ 109.69	\$ 111.61
Communications Facility Engineer	\$ 85.44	\$ 86.94	\$ 88.46	\$ 90.00	\$ 91.58	\$ 90.95	\$ 92.54	\$ 94.16	\$ 95.81	\$ 97.49
Communications Installer	\$ 75.52	\$ 76.84	\$ 78.19	\$ 79.55	\$ 80.95	\$ 80.39	\$ 81.80	\$ 83.23	\$ 84.69	\$ 86.17
Communications Transmission Engineer	\$ 95.49	\$ 97.16	\$ 98.86	\$ 100.59	\$ 102.35	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08	\$ 108.95
Computer Operations Manager	\$ 97.50	\$ 99.21	\$ 100.94	\$ 102.71	\$ 104.51	\$ 103.79	\$ 105.61	\$ 107.45	\$ 109.33	\$ 111.25
Consultant	\$ 128.69	\$ 130.94	\$ 133.23	\$ 135.57	\$ 137.94	\$ 136.99	\$ 139.39	\$ 141.83	\$ 144.31	\$ 146.83
Data Architect	\$ 114.36	\$ 116.36	\$ 118.40	\$ 120.47	\$ 122.58	\$ 121.74	\$ 123.87	\$ 126.03	\$ 128.24	\$ 130.48
Data Communications Manager - Planning & Implementation	\$ 114.82	\$ 116.83	\$ 118.87	\$ 120.95	\$ 123.07	\$ 122.23	\$ 124.36	\$ 126.54	\$ 128.76	\$ 131.01
Data Entry Supervisor	\$ 53.71	\$ 54.65	\$ 55.61	\$ 56.58	\$ 57.57	\$ 57.17	\$ 58.17	\$ 59.19	\$ 60.23	\$ 61.28
Data Security Administration Manager	\$ 114.79	\$ 116.80	\$ 118.84	\$ 120.92	\$ 123.04	\$ 122.19	\$ 124.33	\$ 126.51	\$ 128.72	\$ 130.97
Data Security Analyst - Intermediate	\$ 85.16	\$ 86.65	\$ 88.17	\$ 89.71	\$ 91.28	\$ 90.65	\$ 92.24	\$ 93.85	\$ 95.50	\$ 97.17
Data Security Analyst - Senior	\$ 100.50	\$ 102.26	\$ 104.05	\$ 105.87	\$ 107.72	\$ 106.98	\$ 108.85	\$ 110.76	\$ 112.70	\$ 114.67
Data Warehousing Administrator	\$ 89.94	\$ 91.51	\$ 93.12	\$ 94.74	\$ 96.40	\$ 95.74	\$ 97.42	\$ 99.12	\$ 100.86	\$ 102.62
Data Warehousing Analyst	\$ 97.13	\$ 98.83	\$ 100.56	\$ 102.32	\$ 104.11	\$ 103.39	\$ 105.20	\$ 107.05	\$ 108.92	\$ 110.82
Data Warehousing Programmer	\$ 106.92	\$ 108.79	\$ 110.69	\$ 112.63	\$ 114.60	\$ 113.82	\$ 115.81	\$ 117.83	\$ 119.90	\$ 122.00

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<u>Labor Category</u>	Houston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 119.05	\$ 121.13	\$ 123.25	\$ 125.41	\$ 127.60	\$ 126.73	\$ 128.95	\$ 131.20	\$ 133.50	\$ 135.84
Data/Configuration Management Specialist	\$ 111.76	\$ 113.72	\$ 115.71	\$ 117.73	\$ 119.79	\$ 118.97	\$ 121.05	\$ 123.17	\$ 125.32	\$ 127.52
Database Administrator	\$ 97.06	\$ 98.76	\$ 100.49	\$ 102.25	\$ 104.03	\$ 103.32	\$ 105.13	\$ 106.97	\$ 108.84	\$ 110.74
Database Analyst/ Programmer - Intermediate	\$ 86.64	\$ 88.16	\$ 89.70	\$ 91.27	\$ 92.87	\$ 92.23	\$ 93.84	\$ 95.48	\$ 97.16	\$ 98.86
Database Analyst/ Programmer – Senior	\$ 104.46	\$ 106.29	\$ 108.15	\$ 110.04	\$ 111.97	\$ 111.20	\$ 113.14	\$ 115.12	\$ 117.14	\$ 119.19
Database Manager	\$ 134.72	\$ 137.08	\$ 139.48	\$ 141.92	\$ 144.40	\$ 143.41	\$ 145.92	\$ 148.47	\$ 151.07	\$ 153.71
Disaster Recovery Administrator	\$ 107.03	\$ 108.90	\$ 110.81	\$ 112.75	\$ 114.72	\$ 113.93	\$ 115.93	\$ 117.96	\$ 120.02	\$ 122.12
Disaster Recovery Analyst	\$ 77.53	\$ 78.89	\$ 80.27	\$ 81.67	\$ 83.10	\$ 82.53	\$ 83.97	\$ 85.44	\$ 86.94	\$ 88.46
Documentation Specialist - Intermediate	\$ 58.78	\$ 59.81	\$ 60.86	\$ 61.92	\$ 63.00	\$ 62.57	\$ 63.67	\$ 64.78	\$ 65.91	\$ 67.07
Documentation Specialist - Senior	\$ 73.26	\$ 74.54	\$ 75.85	\$ 77.17	\$ 78.52	\$ 77.99	\$ 79.35	\$ 80.74	\$ 82.15	\$ 83.59
E-Business Manager	\$ 81.00	\$ 82.42	\$ 83.86	\$ 85.33	\$ 86.82	\$ 86.22	\$ 87.73	\$ 89.27	\$ 90.83	\$ 92.42
Electronic Data Interchange (EDI) Manager	\$ 92.99	\$ 94.62	\$ 96.27	\$ 97.96	\$ 99.67	\$ 98.99	\$ 100.72	\$ 102.48	\$ 104.28	\$ 106.10
Electronic Data Interchange (EDI) Specialist	\$ 67.29	\$ 68.47	\$ 69.67	\$ 70.88	\$ 72.13	\$ 71.63	\$ 72.88	\$ 74.16	\$ 75.46	\$ 76.78
Electronic Mail Coordinator	\$ 71.46	\$ 72.71	\$ 73.98	\$ 75.28	\$ 76.60	\$ 76.07	\$ 77.40	\$ 78.75	\$ 80.13	\$ 81.54
Engineering Subject Matter Specialist	\$ 133.65	\$ 135.99	\$ 138.37	\$ 140.79	\$ 143.25	\$ 142.27	\$ 144.76	\$ 147.29	\$ 149.87	\$ 152.49
ERP Busienss/Architectural Specialist	\$ 139.00	\$ 141.43	\$ 143.91	\$ 146.43	\$ 148.99	\$ 147.97	\$ 150.55	\$ 153.19	\$ 155.87	\$ 158.60
ERP Business Analyst - Intermediate	\$ 118.21	\$ 120.28	\$ 122.38	\$ 124.53	\$ 126.70	\$ 125.83	\$ 128.04	\$ 130.28	\$ 132.56	\$ 134.88
ERP Business Analyst - Senior	\$ 125.34	\$ 127.53	\$ 129.77	\$ 132.04	\$ 134.35	\$ 133.42	\$ 135.76	\$ 138.14	\$ 140.55	\$ 143.01
ERP Programmer	\$ 116.09	\$ 118.12	\$ 120.19	\$ 122.29	\$ 124.43	\$ 123.58	\$ 125.74	\$ 127.94	\$ 130.18	\$ 132.46
Graphics Specialist	\$ 53.46	\$ 54.40	\$ 55.35	\$ 56.32	\$ 57.30	\$ 56.91	\$ 57.90	\$ 58.92	\$ 59.95	\$ 61.00
Groupware Specialist	\$ 85.90	\$ 87.40	\$ 88.93	\$ 90.49	\$ 92.07	\$ 91.44	\$ 93.04	\$ 94.67	\$ 96.33	\$ 98.01
Help Desk Coordinator - Intermediate	\$ 49.38	\$ 50.24	\$ 51.12	\$ 52.02	\$ 52.93	\$ 52.57	\$ 53.48	\$ 54.42	\$ 55.37	\$ 56.34
Help Desk Coordinator - Senior	\$ 68.62	\$ 69.82	\$ 71.04	\$ 72.29	\$ 73.55	\$ 73.05	\$ 74.32	\$ 75.62	\$ 76.95	\$ 78.30
Help Desk Manager	\$ 98.35	\$ 100.07	\$ 101.82	\$ 103.60	\$ 105.42	\$ 104.69	\$ 106.53	\$ 108.39	\$ 110.29	\$ 112.22
Help Desk Specialist	\$ 49.90	\$ 50.77	\$ 51.66	\$ 52.57	\$ 53.49	\$ 53.12	\$ 54.05	\$ 54.99	\$ 55.96	\$ 56.94
Help Desk Support Services Specialist - Intermediate	\$ 66.82	\$ 67.99	\$ 69.18	\$ 70.39	\$ 71.62	\$ 71.13	\$ 72.37	\$ 73.64	\$ 74.93	\$ 76.24
Help Desk Support Services Specialist - Senior	\$ 80.19	\$ 81.59	\$ 83.02	\$ 84.47	\$ 85.95	\$ 85.36	\$ 86.86	\$ 88.38	\$ 89.92	\$ 91.50
Information Assurance Development Engineer	\$ 99.92	\$ 101.67	\$ 103.45	\$ 105.26	\$ 107.10	\$ 106.36	\$ 108.23	\$ 110.12	\$ 112.05	\$ 114.01
Information Assurance Engineer	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25	\$ 105.05	\$ 104.33	\$ 106.16	\$ 108.02	\$ 109.91	\$ 111.83

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<u>Labor Category</u>	Houston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 125.18	\$ 127.37	\$ 129.60	\$ 131.87	\$ 134.18	\$ 133.25	\$ 135.59	\$ 137.96	\$ 140.37	\$ 142.83
Information Assurance Systems/Network Specialist	\$ 129.63	\$ 131.90	\$ 134.21	\$ 136.56	\$ 138.95	\$ 137.99	\$ 140.41	\$ 142.86	\$ 145.36	\$ 147.91
Information Center Consultant	\$ 98.11	\$ 99.83	\$ 101.57	\$ 103.35	\$ 105.16	\$ 104.44	\$ 106.27	\$ 108.13	\$ 110.02	\$ 111.94
Information Center Specialist	\$ 111.38	\$ 113.33	\$ 115.31	\$ 117.33	\$ 119.38	\$ 118.56	\$ 120.64	\$ 122.75	\$ 124.90	\$ 127.08
Information Security Business Analyst	\$ 89.09	\$ 90.65	\$ 92.24	\$ 93.85	\$ 95.49	\$ 94.84	\$ 96.50	\$ 98.18	\$ 99.90	\$ 101.65
Information Services Consultant	\$ 115.82	\$ 117.85	\$ 119.91	\$ 122.01	\$ 124.14	\$ 123.29	\$ 125.45	\$ 127.64	\$ 129.88	\$ 132.15
Information Systems Auditor - Intermediate	\$ 90.43	\$ 92.01	\$ 93.62	\$ 95.26	\$ 96.93	\$ 96.26	\$ 97.95	\$ 99.66	\$ 101.41	\$ 103.18
Information Systems Auditor - Senior	\$ 104.24	\$ 106.06	\$ 107.92	\$ 109.81	\$ 111.73	\$ 110.96	\$ 112.91	\$ 114.88	\$ 116.89	\$ 118.94
Information Systems Training Specialist - Intermediate	\$ 80.19	\$ 81.59	\$ 83.02	\$ 84.47	\$ 85.95	\$ 85.36	\$ 86.86	\$ 88.38	\$ 89.92	\$ 91.50
Information Systems Training Specialist - Senior	\$ 89.09	\$ 90.65	\$ 92.24	\$ 93.85	\$ 95.49	\$ 94.84	\$ 96.50	\$ 98.18	\$ 99.90	\$ 101.65
Internal Communications Systems Consultant	\$ 126.75	\$ 128.97	\$ 131.23	\$ 133.52	\$ 135.86	\$ 134.93	\$ 137.29	\$ 139.69	\$ 142.13	\$ 144.62
IT Subject Matter Specialist	\$ 143.00	\$ 145.50	\$ 148.05	\$ 150.64	\$ 153.28	\$ 152.22	\$ 154.89	\$ 157.60	\$ 160.36	\$ 163.16
LAN Administrator - Intermediate	\$ 75.97	\$ 77.30	\$ 78.65	\$ 80.03	\$ 81.43	\$ 80.87	\$ 82.29	\$ 83.73	\$ 85.19	\$ 86.68
LAN Administrator - Senior	\$ 95.41	\$ 97.08	\$ 98.78	\$ 100.51	\$ 102.27	\$ 101.56	\$ 103.34	\$ 105.15	\$ 106.99	\$ 108.86
LAN Support Technician - Intermediate	\$ 75.97	\$ 77.30	\$ 78.65	\$ 80.03	\$ 81.43	\$ 80.87	\$ 82.29	\$ 83.73	\$ 85.19	\$ 86.68
LAN Support Technician - Senior	\$ 82.32	\$ 83.76	\$ 85.23	\$ 86.72	\$ 88.24	\$ 87.63	\$ 89.16	\$ 90.72	\$ 92.31	\$ 93.93
LAN/WAN Administrator	\$ 79.99	\$ 81.39	\$ 82.81	\$ 84.26	\$ 85.74	\$ 85.15	\$ 86.64	\$ 88.16	\$ 89.70	\$ 91.27
LAN/WAN Integrator	\$ 106.13	\$ 107.99	\$ 109.88	\$ 111.80	\$ 113.76	\$ 112.98	\$ 114.95	\$ 116.96	\$ 119.01	\$ 121.09
LAN/WAN/MAN Administrator	\$ 79.99	\$ 81.39	\$ 82.81	\$ 84.26	\$ 85.74	\$ 85.15	\$ 86.64	\$ 88.16	\$ 89.70	\$ 91.27
Network Control Technician	\$ 57.88	\$ 58.89	\$ 59.92	\$ 60.97	\$ 62.04	\$ 61.61	\$ 62.69	\$ 63.79	\$ 64.90	\$ 66.04
Network Engineer - Intermediate	\$ 86.27	\$ 87.78	\$ 89.32	\$ 90.88	\$ 92.47	\$ 91.83	\$ 93.44	\$ 95.08	\$ 96.74	\$ 98.43
Network Engineer - Senior	\$ 100.59	\$ 102.35	\$ 104.14	\$ 105.96	\$ 107.82	\$ 107.08	\$ 108.95	\$ 110.86	\$ 112.80	\$ 114.77
Network Operations Supervisor	\$ 104.02	\$ 105.84	\$ 107.69	\$ 109.58	\$ 111.49	\$ 110.73	\$ 112.67	\$ 114.64	\$ 116.64	\$ 118.69
Network Planning Analyst - Intermediate	\$ 81.52	\$ 82.95	\$ 84.40	\$ 85.88	\$ 87.38	\$ 86.78	\$ 88.30	\$ 89.84	\$ 91.41	\$ 93.01
Network Planning Analyst - Senior	\$ 99.71	\$ 101.45	\$ 103.23	\$ 105.04	\$ 106.88	\$ 106.14	\$ 108.00	\$ 109.89	\$ 111.81	\$ 113.77
Network Planning Manager	\$ 112.29	\$ 114.26	\$ 116.25	\$ 118.29	\$ 120.36	\$ 119.53	\$ 121.62	\$ 123.75	\$ 125.92	\$ 128.12
Network Systems Administrator	\$ 77.14	\$ 78.49	\$ 79.86	\$ 81.26	\$ 82.68	\$ 82.12	\$ 83.55	\$ 85.01	\$ 86.50	\$ 88.02
Network Systems Manager	\$ 105.61	\$ 107.46	\$ 109.34	\$ 111.25	\$ 113.20	\$ 112.42	\$ 114.39	\$ 116.39	\$ 118.43	\$ 120.50
Network/Hardware Support Technician	\$ 55.74	\$ 56.72	\$ 57.71	\$ 58.72	\$ 59.75	\$ 59.34	\$ 60.37	\$ 61.43	\$ 62.51	\$ 63.60

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<u>Labor Category</u>	Houston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 104.02	\$ 105.84	\$ 107.69	\$ 109.58	\$ 111.49	\$ 110.73	\$ 112.67	\$ 114.64	\$ 116.64	\$ 118.69
Operations Manager - Voice Communications	\$ 84.86	\$ 86.35	\$ 87.86	\$ 89.39	\$ 90.96	\$ 90.33	\$ 91.91	\$ 93.52	\$ 95.16	\$ 96.82
Operations Systems Manager	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25	\$ 105.05	\$ 104.33	\$ 106.16	\$ 108.02	\$ 109.91	\$ 111.83
Operations/ Technical Support Manager	\$ 98.63	\$ 100.36	\$ 102.11	\$ 103.90	\$ 105.72	\$ 104.99	\$ 106.83	\$ 108.70	\$ 110.60	\$ 112.54
Operations/Network LAN Administrator	\$ 74.20	\$ 75.50	\$ 76.82	\$ 78.16	\$ 79.53	\$ 78.99	\$ 80.37	\$ 81.77	\$ 83.21	\$ 84.66
Operations/Technical Support Analyst	\$ 53.73	\$ 54.67	\$ 55.63	\$ 56.60	\$ 57.59	\$ 57.20	\$ 58.20	\$ 59.21	\$ 60.25	\$ 61.31
PC Products Analyst	\$ 67.25	\$ 68.43	\$ 69.62	\$ 70.84	\$ 72.08	\$ 71.59	\$ 72.84	\$ 74.12	\$ 75.41	\$ 76.73
PC Systems Specialist	\$ 73.87	\$ 75.16	\$ 76.48	\$ 77.82	\$ 79.18	\$ 78.63	\$ 80.01	\$ 81.41	\$ 82.84	\$ 84.29
PC/LAN Mgmt Analyst - Intermediate	\$ 68.82	\$ 70.02	\$ 71.25	\$ 72.50	\$ 73.77	\$ 73.26	\$ 74.54	\$ 75.85	\$ 77.17	\$ 78.52
PC/LAN Mgmt Analyst – Senior	\$ 83.66	\$ 85.12	\$ 86.61	\$ 88.13	\$ 89.67	\$ 89.06	\$ 90.61	\$ 92.20	\$ 93.81	\$ 95.46
Project Engineer	\$ 114.29	\$ 116.29	\$ 118.33	\$ 120.40	\$ 122.50	\$ 121.66	\$ 123.79	\$ 125.96	\$ 128.16	\$ 130.40
Project Manager – Senior	\$ 142.55	\$ 145.04	\$ 147.58	\$ 150.17	\$ 152.79	\$ 151.74	\$ 154.40	\$ 157.10	\$ 159.85	\$ 162.65
Quality Assurance Analyst - Intermediate	\$ 81.97	\$ 83.40	\$ 84.86	\$ 86.35	\$ 87.86	\$ 87.26	\$ 88.78	\$ 90.34	\$ 91.92	\$ 93.53
Quality Assurance Analyst - Senior	\$ 98.82	\$ 100.55	\$ 102.31	\$ 104.10	\$ 105.92	\$ 105.19	\$ 107.03	\$ 108.91	\$ 110.81	\$ 112.75
Quality Assurance Specialist	\$ 95.07	\$ 96.73	\$ 98.43	\$ 100.15	\$ 101.90	\$ 101.20	\$ 102.97	\$ 104.78	\$ 106.61	\$ 108.47
Security Coordinator	\$ 75.82	\$ 77.15	\$ 78.50	\$ 79.87	\$ 81.27	\$ 80.71	\$ 82.12	\$ 83.56	\$ 85.02	\$ 86.51
Site Manager	\$ 116.66	\$ 118.70	\$ 120.78	\$ 122.89	\$ 125.04	\$ 124.18	\$ 126.36	\$ 128.57	\$ 130.82	\$ 133.11
Software Architect	\$ 133.65	\$ 135.99	\$ 138.37	\$ 140.79	\$ 143.25	\$ 142.27	\$ 144.76	\$ 147.29	\$ 149.87	\$ 152.49
Software Developer – Intermediate	\$ 107.56	\$ 109.44	\$ 111.36	\$ 113.31	\$ 115.29	\$ 114.50	\$ 116.50	\$ 118.54	\$ 120.61	\$ 122.73
Software Developer – Senior	\$ 120.28	\$ 122.38	\$ 124.53	\$ 126.71	\$ 128.92	\$ 128.04	\$ 130.28	\$ 132.56	\$ 134.88	\$ 137.24
Software Systems Engineer - Intermediate	\$ 106.92	\$ 108.79	\$ 110.69	\$ 112.63	\$ 114.60	\$ 113.82	\$ 115.81	\$ 117.83	\$ 119.90	\$ 122.00
Software Systems Engineer - Senior	\$ 114.54	\$ 116.54	\$ 118.58	\$ 120.66	\$ 122.77	\$ 121.93	\$ 124.06	\$ 126.23	\$ 128.44	\$ 130.69
Strategic Planner	\$ 120.28	\$ 122.38	\$ 124.53	\$ 126.71	\$ 128.92	\$ 128.04	\$ 130.28	\$ 132.56	\$ 134.88	\$ 137.24
Systems Administrator - Intermediate	\$ 72.85	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08	\$ 77.55	\$ 78.91	\$ 80.29	\$ 81.69	\$ 83.12
Systems Administrator - Senior	\$ 90.24	\$ 91.82	\$ 93.43	\$ 95.06	\$ 96.72	\$ 96.06	\$ 97.74	\$ 99.45	\$ 101.19	\$ 102.96
Systems Analysis and Programming Director	\$ 142.55	\$ 145.04	\$ 147.58	\$ 150.17	\$ 152.79	\$ 151.74	\$ 154.40	\$ 157.10	\$ 159.85	\$ 162.65
Systems Engineer	\$ 84.65	\$ 86.13	\$ 87.64	\$ 89.17	\$ 90.73	\$ 90.11	\$ 91.69	\$ 93.29	\$ 94.92	\$ 96.59
Systems Management Technologist	\$ 114.86	\$ 116.87	\$ 118.92	\$ 121.00	\$ 123.11	\$ 122.27	\$ 124.41	\$ 126.59	\$ 128.80	\$ 131.05
Technical Editor	\$ 68.08	\$ 69.27	\$ 70.48	\$ 71.72	\$ 72.97	\$ 72.47	\$ 73.74	\$ 75.03	\$ 76.34	\$ 77.68

Digitalspec, LLC

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<u>Labor Category</u>	Houston Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 70.37	\$ 71.60	\$ 72.85	\$ 74.13	\$ 75.43	\$ 74.91	\$ 76.22	\$ 77.55	\$ 78.91	\$ 80.29
Telecommunications Analyst/Technician	\$ 59.23	\$ 60.27	\$ 61.32	\$ 62.39	\$ 63.49	\$ 63.05	\$ 64.15	\$ 65.28	\$ 66.42	\$ 67.58
Telecommunications Engineer/ Analyst – Intermediate	\$ 67.11	\$ 68.28	\$ 69.48	\$ 70.70	\$ 71.93	\$ 71.44	\$ 72.69	\$ 73.96	\$ 75.26	\$ 76.57
Telecommunications Engineer/ Analyst – Senior	\$ 78.85	\$ 80.23	\$ 81.63	\$ 83.06	\$ 84.52	\$ 83.94	\$ 85.40	\$ 86.90	\$ 88.42	\$ 89.97
Telecommunications Manager - Multiple Incumbents	\$ 124.74	\$ 126.92	\$ 129.14	\$ 131.40	\$ 133.70	\$ 132.79	\$ 135.11	\$ 137.47	\$ 139.88	\$ 142.33
Telecommunications Manager - Single Incumbent	\$ 115.53	\$ 117.55	\$ 119.61	\$ 121.70	\$ 123.83	\$ 122.98	\$ 125.13	\$ 127.32	\$ 129.55	\$ 131.82
Telecommunications Network Help Desk	\$ 47.45	\$ 48.28	\$ 49.13	\$ 49.98	\$ 50.86	\$ 50.51	\$ 51.39	\$ 52.29	\$ 53.21	\$ 54.14
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 79.48	\$ 80.87	\$ 82.29	\$ 83.73	\$ 85.19	\$ 84.61	\$ 86.09	\$ 87.59	\$ 89.13	\$ 90.69
Telecommunications Programmer/ Systems Analyst – Senior	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25	\$ 105.05	\$ 104.33	\$ 106.16	\$ 108.02	\$ 109.91	\$ 111.83
Telecommunications Technician	\$ 54.30	\$ 55.25	\$ 56.22	\$ 57.20	\$ 58.20	\$ 57.80	\$ 58.81	\$ 59.84	\$ 60.89	\$ 61.96
Telecommunications/Communications Integration Engineer	\$ 87.60	\$ 89.13	\$ 90.69	\$ 92.28	\$ 93.89	\$ 93.25	\$ 94.88	\$ 96.54	\$ 98.23	\$ 99.95
Test Engineer	\$ 89.09	\$ 90.65	\$ 92.24	\$ 93.85	\$ 95.49	\$ 94.84	\$ 96.50	\$ 98.18	\$ 99.90	\$ 101.65
UNIX Systems Administrator	\$ 102.46	\$ 104.25	\$ 106.08	\$ 107.93	\$ 109.82	\$ 109.07	\$ 110.98	\$ 112.92	\$ 114.90	\$ 116.91
Voice Communications Administrator	\$ 66.39	\$ 67.55	\$ 68.73	\$ 69.94	\$ 71.16	\$ 70.67	\$ 71.91	\$ 73.17	\$ 74.45	\$ 75.75
Voice Communications Manager - Planning & Implementation	\$ 102.46	\$ 104.25	\$ 106.08	\$ 107.93	\$ 109.82	\$ 109.07	\$ 110.98	\$ 112.92	\$ 114.90	\$ 116.91
Voice Communications Technician	\$ 55.24	\$ 56.21	\$ 57.19	\$ 58.19	\$ 59.21	\$ 58.80	\$ 59.83	\$ 60.88	\$ 61.94	\$ 63.03
Web Content Administrator	\$ 69.90	\$ 71.12	\$ 72.37	\$ 73.63	\$ 74.92	\$ 74.41	\$ 75.71	\$ 77.04	\$ 78.38	\$ 79.76
Web Content Analyst	\$ 66.82	\$ 67.99	\$ 69.18	\$ 70.39	\$ 71.62	\$ 71.13	\$ 72.37	\$ 73.64	\$ 74.93	\$ 76.24
Web Designer	\$ 74.36	\$ 75.66	\$ 76.99	\$ 78.33	\$ 79.70	\$ 79.16	\$ 80.54	\$ 81.95	\$ 83.39	\$ 84.84
Web Marketing Manager	\$ 103.95	\$ 105.77	\$ 107.62	\$ 109.50	\$ 111.42	\$ 110.65	\$ 112.59	\$ 114.56	\$ 116.57	\$ 118.61
Web Operations Manager	\$ 96.34	\$ 98.03	\$ 99.74	\$ 101.49	\$ 103.26	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03	\$ 109.92
Web Project Manager	\$ 114.29	\$ 116.29	\$ 118.33	\$ 120.40	\$ 122.50	\$ 121.66	\$ 123.79	\$ 125.96	\$ 128.16	\$ 130.40
Web Security Administrator	\$ 87.31	\$ 88.84	\$ 90.39	\$ 91.97	\$ 93.58	\$ 92.94	\$ 94.57	\$ 96.22	\$ 97.91	\$ 99.62
Web Security Analyst	\$ 99.71	\$ 101.45	\$ 103.23	\$ 105.04	\$ 106.88	\$ 106.14	\$ 108.00	\$ 109.89	\$ 111.81	\$ 113.77
Web Software Developer	\$ 83.59	\$ 85.05	\$ 86.54	\$ 88.06	\$ 89.60	\$ 88.98	\$ 90.54	\$ 92.12	\$ 93.74	\$ 95.38
Web Technical Administrator	\$ 81.34	\$ 82.76	\$ 84.21	\$ 85.69	\$ 87.19	\$ 86.59	\$ 88.10	\$ 89.64	\$ 91.21	\$ 92.81

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Huntsville Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 75.89	\$ 77.22	\$ 78.57	\$ 79.94	\$ 81.34	\$ 80.78	\$ 82.20	\$ 83.64	\$ 85.10	\$ 86.59
Applications Systems Analyst/ Programmer – Intermediate	\$ 80.33	\$ 81.74	\$ 83.17	\$ 84.62	\$ 86.10	\$ 85.51	\$ 87.01	\$ 88.53	\$ 90.08	\$ 91.66
Applications Systems Analyst/ Programmer – Senior	\$ 97.73	\$ 99.44	\$ 101.18	\$ 102.95	\$ 104.75	\$ 104.03	\$ 105.85	\$ 107.71	\$ 109.59	\$ 111.51
Business Process Consultant	\$ 100.55	\$ 102.31	\$ 104.10	\$ 105.92	\$ 107.78	\$ 107.04	\$ 108.91	\$ 110.81	\$ 112.75	\$ 114.73
Business Subject Matter Specialist	\$ 117.35	\$ 119.40	\$ 121.49	\$ 123.62	\$ 125.78	\$ 124.92	\$ 127.11	\$ 129.33	\$ 131.59	\$ 133.90
Business Systems Analyst - Intermediate	\$ 78.59	\$ 79.97	\$ 81.36	\$ 82.79	\$ 84.24	\$ 83.66	\$ 85.12	\$ 86.61	\$ 88.13	\$ 89.67
Business Systems Analyst - Senior	\$ 87.88	\$ 89.42	\$ 90.98	\$ 92.57	\$ 94.19	\$ 93.55	\$ 95.19	\$ 96.85	\$ 98.55	\$ 100.27
Business Systems Specialist	\$ 94.59	\$ 96.25	\$ 97.93	\$ 99.64	\$ 101.39	\$ 100.69	\$ 102.45	\$ 104.25	\$ 106.07	\$ 107.93
Chief Information Security Officer	\$ 132.49	\$ 134.81	\$ 137.17	\$ 139.57	\$ 142.01	\$ 141.04	\$ 143.50	\$ 146.02	\$ 148.57	\$ 151.17
Client/Server Database Manager	\$ 97.10	\$ 98.80	\$ 100.53	\$ 102.29	\$ 104.08	\$ 103.36	\$ 105.17	\$ 107.01	\$ 108.89	\$ 110.79
Client/Server Network Architect	\$ 103.96	\$ 105.78	\$ 107.63	\$ 109.51	\$ 111.43	\$ 110.67	\$ 112.60	\$ 114.57	\$ 116.58	\$ 118.62
Client/Server Support Analyst	\$ 75.00	\$ 76.31	\$ 77.65	\$ 79.01	\$ 80.39	\$ 79.84	\$ 81.23	\$ 82.66	\$ 84.10	\$ 85.57
Communications Analyst - Intermediate	\$ 77.24	\$ 78.59	\$ 79.97	\$ 81.37	\$ 82.79	\$ 82.22	\$ 83.66	\$ 85.12	\$ 86.61	\$ 88.13
Communications Analyst - Senior	\$ 87.71	\$ 89.24	\$ 90.81	\$ 92.40	\$ 94.01	\$ 93.37	\$ 95.00	\$ 96.66	\$ 98.36	\$ 100.08
Communications Facility Engineer	\$ 76.60	\$ 77.94	\$ 79.30	\$ 80.69	\$ 82.10	\$ 81.54	\$ 82.97	\$ 84.42	\$ 85.90	\$ 87.40
Communications Installer	\$ 67.71	\$ 68.89	\$ 70.10	\$ 71.33	\$ 72.58	\$ 72.08	\$ 73.34	\$ 74.62	\$ 75.93	\$ 77.26
Communications Transmission Engineer	\$ 85.62	\$ 87.12	\$ 88.64	\$ 90.19	\$ 91.77	\$ 91.14	\$ 92.74	\$ 94.36	\$ 96.01	\$ 97.69
Computer Operations Manager	\$ 87.41	\$ 88.94	\$ 90.50	\$ 92.08	\$ 93.69	\$ 93.05	\$ 94.68	\$ 96.33	\$ 98.02	\$ 99.73
Consultant	\$ 115.38	\$ 117.40	\$ 119.45	\$ 121.54	\$ 123.67	\$ 122.82	\$ 124.97	\$ 127.16	\$ 129.38	\$ 131.65
Data Architect	\$ 102.53	\$ 104.32	\$ 106.15	\$ 108.01	\$ 109.90	\$ 109.14	\$ 111.05	\$ 113.00	\$ 114.97	\$ 116.99
Data Communications Manager - Planning & Implementation	\$ 102.95	\$ 104.75	\$ 106.58	\$ 108.45	\$ 110.35	\$ 109.59	\$ 111.51	\$ 113.46	\$ 115.45	\$ 117.47
Data Entry Supervisor	\$ 48.16	\$ 49.00	\$ 49.86	\$ 50.73	\$ 51.62	\$ 51.27	\$ 52.16	\$ 53.08	\$ 54.01	\$ 54.95
Data Security Administration Manager	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.42	\$ 110.32	\$ 109.56	\$ 111.48	\$ 113.43	\$ 115.41	\$ 117.43
Data Security Analyst - Intermediate	\$ 76.36	\$ 77.70	\$ 79.06	\$ 80.44	\$ 81.85	\$ 81.29	\$ 82.71	\$ 84.16	\$ 85.63	\$ 87.13
Data Security Analyst - Senior	\$ 90.11	\$ 91.69	\$ 93.29	\$ 94.92	\$ 96.59	\$ 95.92	\$ 97.60	\$ 99.31	\$ 101.05	\$ 102.81
Data Warehousing Administrator	\$ 80.64	\$ 82.05	\$ 83.49	\$ 84.95	\$ 86.43	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.43	\$ 92.01
Data Warehousing Analyst	\$ 87.08	\$ 88.60	\$ 90.15	\$ 91.73	\$ 93.34	\$ 92.70	\$ 94.32	\$ 95.97	\$ 97.65	\$ 99.36
Data Warehousing Programmer	\$ 95.86	\$ 97.54	\$ 99.24	\$ 100.98	\$ 102.75	\$ 102.04	\$ 103.83	\$ 105.65	\$ 107.49	\$ 109.38

Digitalspec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Huntsville Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 106.74	\$ 108.61	\$ 110.51	\$ 112.44	\$ 114.41	\$ 113.62	\$ 115.61	\$ 117.64	\$ 119.70	\$ 121.79
Data/Configuration Management Specialist	\$ 100.20	\$ 101.95	\$ 103.74	\$ 105.55	\$ 107.40	\$ 106.66	\$ 108.53	\$ 110.43	\$ 112.36	\$ 114.33
Database Administrator	\$ 87.03	\$ 88.55	\$ 90.10	\$ 91.68	\$ 93.28	\$ 92.64	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30
Database Analyst/ Programmer - Intermediate	\$ 77.68	\$ 79.04	\$ 80.42	\$ 81.83	\$ 83.26	\$ 82.69	\$ 84.14	\$ 85.61	\$ 87.11	\$ 88.63
Database Analyst/ Programmer – Senior	\$ 93.66	\$ 95.30	\$ 96.97	\$ 98.66	\$ 100.39	\$ 99.70	\$ 101.45	\$ 103.22	\$ 105.03	\$ 106.87
Database Manager	\$ 120.79	\$ 122.90	\$ 125.05	\$ 127.24	\$ 129.47	\$ 128.58	\$ 130.83	\$ 133.12	\$ 135.45	\$ 137.82
Disaster Recovery Administrator	\$ 95.96	\$ 97.64	\$ 99.35	\$ 101.09	\$ 102.86	\$ 102.15	\$ 103.94	\$ 105.76	\$ 107.61	\$ 109.49
Disaster Recovery Analyst	\$ 69.51	\$ 70.73	\$ 71.96	\$ 73.22	\$ 74.50	\$ 73.99	\$ 75.29	\$ 76.61	\$ 77.95	\$ 79.31
Documentation Specialist - Intermediate	\$ 52.70	\$ 53.62	\$ 54.56	\$ 55.52	\$ 56.49	\$ 56.10	\$ 57.08	\$ 58.08	\$ 59.10	\$ 60.13
Documentation Specialist - Senior	\$ 65.69	\$ 66.84	\$ 68.01	\$ 69.20	\$ 70.41	\$ 69.93	\$ 71.15	\$ 72.40	\$ 73.66	\$ 74.95
E-Business Manager	\$ 72.62	\$ 73.89	\$ 75.18	\$ 76.50	\$ 77.84	\$ 77.30	\$ 78.66	\$ 80.03	\$ 81.43	\$ 82.86
Electronic Data Interchange (EDI) Manager	\$ 83.38	\$ 84.84	\$ 86.32	\$ 87.83	\$ 89.37	\$ 88.76	\$ 90.31	\$ 91.89	\$ 93.50	\$ 95.14
Electronic Data Interchange (EDI) Specialist	\$ 60.33	\$ 61.39	\$ 62.46	\$ 63.55	\$ 64.67	\$ 64.22	\$ 65.35	\$ 66.49	\$ 67.65	\$ 68.84
Electronic Mail Coordinator	\$ 64.07	\$ 65.19	\$ 66.33	\$ 67.49	\$ 68.67	\$ 68.20	\$ 69.40	\$ 70.61	\$ 71.85	\$ 73.10
Engineering Subject Matter Specialist	\$ 119.83	\$ 121.93	\$ 124.06	\$ 126.23	\$ 128.44	\$ 127.56	\$ 129.79	\$ 132.06	\$ 134.37	\$ 136.73
ERP Busienss/Architectural Specialist	\$ 124.63	\$ 126.81	\$ 129.03	\$ 131.29	\$ 133.59	\$ 132.67	\$ 134.99	\$ 137.35	\$ 139.76	\$ 142.20
ERP Business Analyst - Intermediate	\$ 105.98	\$ 107.83	\$ 109.72	\$ 111.64	\$ 113.60	\$ 112.82	\$ 114.79	\$ 116.80	\$ 118.84	\$ 120.92
ERP Business Analyst - Senior	\$ 112.38	\$ 114.35	\$ 116.35	\$ 118.38	\$ 120.46	\$ 119.63	\$ 121.72	\$ 123.85	\$ 126.02	\$ 128.22
ERP Programmer	\$ 104.08	\$ 105.90	\$ 107.75	\$ 109.64	\$ 111.56	\$ 110.79	\$ 112.73	\$ 114.70	\$ 116.71	\$ 118.75
Graphics Specialist	\$ 47.93	\$ 48.77	\$ 49.62	\$ 50.49	\$ 51.37	\$ 51.02	\$ 51.91	\$ 52.82	\$ 53.75	\$ 54.69
Groupware Specialist	\$ 77.02	\$ 78.37	\$ 79.74	\$ 81.13	\$ 82.55	\$ 81.99	\$ 83.42	\$ 84.88	\$ 86.37	\$ 87.88
Help Desk Coordinator - Intermediate	\$ 44.27	\$ 45.04	\$ 45.83	\$ 46.64	\$ 47.45	\$ 47.13	\$ 47.95	\$ 48.79	\$ 49.64	\$ 50.51
Help Desk Coordinator - Senior	\$ 61.52	\$ 62.60	\$ 63.69	\$ 64.81	\$ 65.94	\$ 65.49	\$ 66.63	\$ 67.80	\$ 68.99	\$ 70.19
Help Desk Manager	\$ 88.18	\$ 89.72	\$ 91.29	\$ 92.89	\$ 94.52	\$ 93.87	\$ 95.51	\$ 97.18	\$ 98.88	\$ 100.61
Help Desk Specialist	\$ 44.74	\$ 45.52	\$ 46.32	\$ 47.13	\$ 47.95	\$ 47.63	\$ 48.46	\$ 49.31	\$ 50.17	\$ 51.05
Help Desk Support Services Specialist - Intermediate	\$ 59.91	\$ 60.96	\$ 62.03	\$ 63.11	\$ 64.22	\$ 63.77	\$ 64.89	\$ 66.03	\$ 67.18	\$ 68.36
Help Desk Support Services Specialist - Senior	\$ 71.90	\$ 73.16	\$ 74.44	\$ 75.74	\$ 77.07	\$ 76.54	\$ 77.88	\$ 79.24	\$ 80.63	\$ 82.04
Information Assurance Development Engineer	\$ 89.59	\$ 91.16	\$ 92.75	\$ 94.38	\$ 96.03	\$ 95.37	\$ 97.04	\$ 98.74	\$ 100.46	\$ 102.22
Information Assurance Engineer	\$ 87.88	\$ 89.42	\$ 90.98	\$ 92.57	\$ 94.19	\$ 93.55	\$ 95.19	\$ 96.85	\$ 98.55	\$ 100.27

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Huntsville Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Information Assurance Network Specialist	\$ 112.24	\$ 114.20	\$ 116.20	\$ 118.24	\$ 120.31	\$ 119.48	\$ 121.57	\$ 123.70	\$ 125.86	\$ 128.07
Information Assurance Systems/Network Speicalist	\$ 116.23	\$ 118.26	\$ 120.33	\$ 122.44	\$ 124.58	\$ 123.73	\$ 125.89	\$ 128.10	\$ 130.34	\$ 132.62
Information Center Consultant	\$ 87.96	\$ 89.50	\$ 91.07	\$ 92.66	\$ 94.28	\$ 93.63	\$ 95.27	\$ 96.94	\$ 98.64	\$ 100.36
Information Center Specialist	\$ 99.86	\$ 101.61	\$ 103.39	\$ 105.19	\$ 107.04	\$ 106.30	\$ 108.16	\$ 110.05	\$ 111.98	\$ 113.94
Information Security Business Analyst	\$ 79.88	\$ 81.28	\$ 82.70	\$ 84.15	\$ 85.62	\$ 85.03	\$ 86.52	\$ 88.03	\$ 89.58	\$ 91.14
Information Services Consultant	\$ 103.85	\$ 105.67	\$ 107.52	\$ 109.40	\$ 111.31	\$ 110.55	\$ 112.48	\$ 114.45	\$ 116.45	\$ 118.49
Information Systems Auditor - Intermediate	\$ 81.08	\$ 82.50	\$ 83.94	\$ 85.41	\$ 86.91	\$ 86.31	\$ 87.82	\$ 89.36	\$ 90.92	\$ 92.51
Information Systems Auditor - Senior	\$ 93.46	\$ 95.10	\$ 96.76	\$ 98.45	\$ 100.18	\$ 99.49	\$ 101.23	\$ 103.00	\$ 104.80	\$ 106.64
Information Systems Training Specialist - Intermediate	\$ 71.90	\$ 73.16	\$ 74.44	\$ 75.74	\$ 77.07	\$ 76.54	\$ 77.88	\$ 79.24	\$ 80.63	\$ 82.04
Information Systems Training Specialist - Senior	\$ 79.88	\$ 81.28	\$ 82.70	\$ 84.15	\$ 85.62	\$ 85.03	\$ 86.52	\$ 88.03	\$ 89.58	\$ 91.14
Internal Communications Systems Consultant	\$ 113.65	\$ 115.64	\$ 117.66	\$ 119.72	\$ 121.82	\$ 120.98	\$ 123.10	\$ 125.25	\$ 127.44	\$ 129.67
IT Subject Matter Specialist	\$ 128.21	\$ 130.45	\$ 132.74	\$ 135.06	\$ 137.42	\$ 136.48	\$ 138.87	\$ 141.30	\$ 143.77	\$ 146.29
LAN Administrator - Intermediate	\$ 68.12	\$ 69.31	\$ 70.53	\$ 71.76	\$ 73.02	\$ 72.51	\$ 73.78	\$ 75.07	\$ 76.39	\$ 77.72
LAN Administrator - Senior	\$ 85.54	\$ 87.04	\$ 88.56	\$ 90.11	\$ 91.69	\$ 91.06	\$ 92.65	\$ 94.27	\$ 95.92	\$ 97.60
LAN Support Technician - Intermediate	\$ 68.12	\$ 69.31	\$ 70.53	\$ 71.76	\$ 73.02	\$ 72.51	\$ 73.78	\$ 75.07	\$ 76.39	\$ 77.72
LAN Support Technician - Senior	\$ 73.80	\$ 75.09	\$ 76.41	\$ 77.74	\$ 79.10	\$ 78.56	\$ 79.93	\$ 81.33	\$ 82.76	\$ 84.21
LAN/WAN Administrator	\$ 71.72	\$ 72.98	\$ 74.25	\$ 75.55	\$ 76.87	\$ 76.35	\$ 77.68	\$ 79.04	\$ 80.42	\$ 81.83
LAN/WAN Integrator	\$ 95.15	\$ 96.82	\$ 98.51	\$ 100.23	\$ 101.99	\$ 101.29	\$ 103.06	\$ 104.86	\$ 106.70	\$ 108.57
LAN/WAN/MAN Administrator	\$ 71.72	\$ 72.98	\$ 74.25	\$ 75.55	\$ 76.87	\$ 76.35	\$ 77.68	\$ 79.04	\$ 80.42	\$ 81.83
Network Control Technician	\$ 51.89	\$ 52.80	\$ 53.72	\$ 54.66	\$ 55.62	\$ 55.24	\$ 56.20	\$ 57.19	\$ 58.19	\$ 59.21
Network Engineer - Intermediate	\$ 77.35	\$ 78.70	\$ 80.08	\$ 81.48	\$ 82.91	\$ 82.34	\$ 83.78	\$ 85.25	\$ 86.74	\$ 88.26
Network Engineer - Senior	\$ 90.19	\$ 91.77	\$ 93.37	\$ 95.01	\$ 96.67	\$ 96.01	\$ 97.69	\$ 99.40	\$ 101.14	\$ 102.91
Network Operations Supervisor	\$ 93.26	\$ 94.89	\$ 96.55	\$ 98.24	\$ 99.96	\$ 99.28	\$ 101.01	\$ 102.78	\$ 104.58	\$ 106.41
Network Planning Analyst - Intermediate	\$ 73.09	\$ 74.37	\$ 75.67	\$ 76.99	\$ 78.34	\$ 77.80	\$ 79.17	\$ 80.55	\$ 81.96	\$ 83.40
Network Planning Analyst - Senior	\$ 89.40	\$ 90.96	\$ 92.56	\$ 94.18	\$ 95.82	\$ 95.17	\$ 96.83	\$ 98.53	\$ 100.25	\$ 102.00
Network Planning Manager	\$ 100.68	\$ 102.44	\$ 104.23	\$ 106.06	\$ 107.91	\$ 107.17	\$ 109.05	\$ 110.96	\$ 112.90	\$ 114.88
Network Systems Administrator	\$ 69.16	\$ 70.37	\$ 71.60	\$ 72.85	\$ 74.13	\$ 73.62	\$ 74.91	\$ 76.22	\$ 77.55	\$ 78.91
Network Systems Manager	\$ 94.69	\$ 96.35	\$ 98.03	\$ 99.75	\$ 101.49	\$ 100.80	\$ 102.56	\$ 104.36	\$ 106.18	\$ 108.04
Network/Hardware Support Technician	\$ 49.97	\$ 50.84	\$ 51.73	\$ 52.64	\$ 53.56	\$ 53.19	\$ 54.12	\$ 55.07	\$ 56.03	\$ 57.02

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Huntsville Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 93.26	\$ 94.89	\$ 96.55	\$ 98.24	\$ 99.96	\$ 99.28	\$ 101.01	\$ 102.78	\$ 104.58	\$ 106.41
Operations Manager - Voice Communications	\$ 76.08	\$ 77.41	\$ 78.77	\$ 80.14	\$ 81.55	\$ 80.99	\$ 82.40	\$ 83.85	\$ 85.31	\$ 86.81
Operations Systems Manager	\$ 87.88	\$ 89.42	\$ 90.98	\$ 92.57	\$ 94.19	\$ 93.55	\$ 95.19	\$ 96.85	\$ 98.55	\$ 100.27
Operations/ Technical Support Manager	\$ 88.43	\$ 89.98	\$ 91.55	\$ 93.15	\$ 94.78	\$ 94.13	\$ 95.78	\$ 97.46	\$ 99.16	\$ 100.90
Operations/Network LAN Administrator	\$ 66.53	\$ 67.69	\$ 68.88	\$ 70.08	\$ 71.31	\$ 70.82	\$ 72.06	\$ 73.32	\$ 74.60	\$ 75.91
Operations/Technical Support Analyst	\$ 48.18	\$ 49.02	\$ 49.88	\$ 50.75	\$ 51.64	\$ 51.29	\$ 52.19	\$ 53.10	\$ 54.03	\$ 54.97
PC Products Analyst	\$ 60.29	\$ 61.35	\$ 62.42	\$ 63.51	\$ 64.62	\$ 64.18	\$ 65.30	\$ 66.44	\$ 67.61	\$ 68.79
PC Systems Specialist	\$ 66.24	\$ 67.40	\$ 68.58	\$ 69.78	\$ 71.00	\$ 70.51	\$ 71.75	\$ 73.00	\$ 74.28	\$ 75.58
PC/LAN Mgmt Analyst - Intermediate	\$ 61.70	\$ 62.78	\$ 63.88	\$ 65.00	\$ 66.13	\$ 65.68	\$ 66.83	\$ 68.00	\$ 69.19	\$ 70.40
PC/LAN Mgmt Analyst – Senior	\$ 75.00	\$ 76.31	\$ 77.65	\$ 79.01	\$ 80.39	\$ 79.84	\$ 81.23	\$ 82.66	\$ 84.10	\$ 85.57
Project Engineer	\$ 102.47	\$ 104.26	\$ 106.09	\$ 107.94	\$ 109.83	\$ 109.08	\$ 110.99	\$ 112.93	\$ 114.91	\$ 116.92
Project Manager – Senior	\$ 127.81	\$ 130.05	\$ 132.32	\$ 134.64	\$ 136.99	\$ 136.05	\$ 138.43	\$ 140.86	\$ 143.32	\$ 145.83
Quality Assurance Analyst - Intermediate	\$ 73.49	\$ 74.78	\$ 76.08	\$ 77.42	\$ 78.77	\$ 78.23	\$ 79.60	\$ 80.99	\$ 82.41	\$ 83.85
Quality Assurance Analyst - Senior	\$ 88.60	\$ 90.15	\$ 91.73	\$ 93.33	\$ 94.97	\$ 94.31	\$ 95.97	\$ 97.64	\$ 99.35	\$ 101.09
Quality Assurance Specialist	\$ 85.24	\$ 86.73	\$ 88.25	\$ 89.79	\$ 91.37	\$ 90.74	\$ 92.33	\$ 93.94	\$ 95.59	\$ 97.26
Security Coordinator	\$ 67.98	\$ 69.17	\$ 70.38	\$ 71.61	\$ 72.86	\$ 72.36	\$ 73.63	\$ 74.92	\$ 76.23	\$ 77.56
Site Manager	\$ 104.59	\$ 106.42	\$ 108.28	\$ 110.18	\$ 112.11	\$ 111.34	\$ 113.28	\$ 115.27	\$ 117.28	\$ 119.34
Software Architect	\$ 119.83	\$ 121.93	\$ 124.06	\$ 126.23	\$ 128.44	\$ 127.56	\$ 129.79	\$ 132.06	\$ 134.37	\$ 136.73
Software Developer – Intermediate	\$ 96.44	\$ 98.13	\$ 99.84	\$ 101.59	\$ 103.37	\$ 102.66	\$ 104.46	\$ 106.28	\$ 108.14	\$ 110.04
Software Developer – Senior	\$ 107.84	\$ 109.73	\$ 111.65	\$ 113.60	\$ 115.59	\$ 114.80	\$ 116.80	\$ 118.85	\$ 120.93	\$ 123.04
Software Systems Engineer - Intermediate	\$ 95.86	\$ 97.54	\$ 99.24	\$ 100.98	\$ 102.75	\$ 102.04	\$ 103.83	\$ 105.65	\$ 107.49	\$ 109.38
Software Systems Engineer - Senior	\$ 102.69	\$ 104.49	\$ 106.32	\$ 108.18	\$ 110.07	\$ 109.31	\$ 111.23	\$ 113.17	\$ 115.15	\$ 117.17
Strategic Planner	\$ 107.84	\$ 109.73	\$ 111.65	\$ 113.60	\$ 115.59	\$ 114.80	\$ 116.80	\$ 118.85	\$ 120.93	\$ 123.04
Systems Administrator - Intermediate	\$ 65.32	\$ 66.46	\$ 67.63	\$ 68.81	\$ 70.01	\$ 69.53	\$ 70.75	\$ 71.99	\$ 73.25	\$ 74.53
Systems Administrator - Senior	\$ 80.91	\$ 82.33	\$ 83.77	\$ 85.23	\$ 86.72	\$ 86.13	\$ 87.64	\$ 89.17	\$ 90.73	\$ 92.32
Systems Analysis and Programming Director	\$ 127.81	\$ 130.05	\$ 132.32	\$ 134.64	\$ 136.99	\$ 136.05	\$ 138.43	\$ 140.86	\$ 143.32	\$ 145.83
Systems Engineer	\$ 75.89	\$ 77.22	\$ 78.57	\$ 79.94	\$ 81.34	\$ 80.78	\$ 82.20	\$ 83.64	\$ 85.10	\$ 86.59
Systems Management Technologist	\$ 102.99	\$ 104.79	\$ 106.63	\$ 108.49	\$ 110.39	\$ 109.63	\$ 111.55	\$ 113.50	\$ 115.49	\$ 117.51
Technical Editor	\$ 61.04	\$ 62.11	\$ 63.20	\$ 64.30	\$ 65.43	\$ 64.98	\$ 66.11	\$ 67.27	\$ 68.45	\$ 69.65

Digitalspec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Huntsville Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Technical Writer	\$ 63.09	\$ 64.19	\$ 65.32	\$ 66.46	\$ 67.62	\$ 67.16	\$ 68.33	\$ 69.53	\$ 70.75	\$ 71.99
Telecommunications Analyst/Technician	\$ 53.11	\$ 54.04	\$ 54.99	\$ 55.95	\$ 56.93	\$ 56.54	\$ 57.52	\$ 58.53	\$ 59.56	\$ 60.60
Telecommunications Engineer/ Analyst – Intermediate	\$ 60.17	\$ 61.22	\$ 62.29	\$ 63.38	\$ 64.49	\$ 64.05	\$ 65.17	\$ 66.31	\$ 67.47	\$ 68.65
Telecommunications Engineer/ Analyst – Senior	\$ 70.70	\$ 71.94	\$ 73.20	\$ 74.48	\$ 75.78	\$ 75.26	\$ 76.58	\$ 77.92	\$ 79.28	\$ 80.67
Telecommunications Manager - Multiple Incumbents	\$ 111.84	\$ 113.80	\$ 115.79	\$ 117.81	\$ 119.88	\$ 119.05	\$ 121.14	\$ 123.26	\$ 125.41	\$ 127.61
Telecommunications Manager - Single Incumbent	\$ 103.58	\$ 105.39	\$ 107.24	\$ 109.11	\$ 111.02	\$ 110.26	\$ 112.19	\$ 114.15	\$ 116.15	\$ 118.18
Telecommunications Network Help Desk	\$ 42.54	\$ 43.28	\$ 44.04	\$ 44.81	\$ 45.60	\$ 45.28	\$ 46.08	\$ 46.88	\$ 47.70	\$ 48.54
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 71.26	\$ 72.51	\$ 73.78	\$ 75.07	\$ 76.38	\$ 75.86	\$ 77.18	\$ 78.53	\$ 79.91	\$ 81.31
Telecommunications Programmer/ Systems Analyst – Senior	\$ 87.88	\$ 89.42	\$ 90.98	\$ 92.57	\$ 94.19	\$ 93.55	\$ 95.19	\$ 96.85	\$ 98.55	\$ 100.27
Telecommunications Technician	\$ 48.69	\$ 49.54	\$ 50.41	\$ 51.29	\$ 52.19	\$ 51.83	\$ 52.74	\$ 53.66	\$ 54.60	\$ 55.55
Telecommunications/Communications Integration Engineer	\$ 78.54	\$ 79.91	\$ 81.31	\$ 82.74	\$ 84.18	\$ 83.61	\$ 85.07	\$ 86.56	\$ 88.07	\$ 89.61
Test Engineer	\$ 79.88	\$ 81.28	\$ 82.70	\$ 84.15	\$ 85.62	\$ 85.03	\$ 86.52	\$ 88.03	\$ 89.58	\$ 91.14
UNIX Systems Administrator	\$ 91.86	\$ 93.47	\$ 95.10	\$ 96.77	\$ 98.46	\$ 97.78	\$ 99.50	\$ 101.24	\$ 103.01	\$ 104.81
Voice Communications Administrator	\$ 59.53	\$ 60.57	\$ 61.63	\$ 62.71	\$ 63.81	\$ 63.37	\$ 64.48	\$ 65.61	\$ 66.76	\$ 67.92
Voice Communications Manager - Planning & Implementation	\$ 91.86	\$ 93.47	\$ 95.10	\$ 96.77	\$ 98.46	\$ 97.78	\$ 99.50	\$ 101.24	\$ 103.01	\$ 104.81
Voice Communications Technician	\$ 49.53	\$ 50.40	\$ 51.28	\$ 52.18	\$ 53.09	\$ 52.72	\$ 53.65	\$ 54.59	\$ 55.54	\$ 56.51
Web Content Administrator	\$ 62.67	\$ 63.77	\$ 64.88	\$ 66.02	\$ 67.17	\$ 66.71	\$ 67.88	\$ 69.07	\$ 70.28	\$ 71.51
Web Content Analyst	\$ 59.91	\$ 60.96	\$ 62.03	\$ 63.11	\$ 64.22	\$ 63.77	\$ 64.89	\$ 66.03	\$ 67.18	\$ 68.36
Web Designer	\$ 66.67	\$ 67.84	\$ 69.02	\$ 70.23	\$ 71.46	\$ 70.97	\$ 72.21	\$ 73.48	\$ 74.76	\$ 76.07
Web Marketing Manager	\$ 93.20	\$ 94.83	\$ 96.49	\$ 98.18	\$ 99.90	\$ 99.21	\$ 100.95	\$ 102.71	\$ 104.51	\$ 106.34
Web Operations Manager	\$ 86.37	\$ 87.88	\$ 89.42	\$ 90.98	\$ 92.58	\$ 91.94	\$ 93.55	\$ 95.19	\$ 96.85	\$ 98.55
Web Project Manager	\$ 102.47	\$ 104.26	\$ 106.09	\$ 107.94	\$ 109.83	\$ 109.08	\$ 110.99	\$ 112.93	\$ 114.91	\$ 116.92
Web Security Administrator	\$ 78.28	\$ 79.65	\$ 81.04	\$ 82.46	\$ 83.91	\$ 83.33	\$ 84.79	\$ 86.27	\$ 87.78	\$ 89.32
Web Security Analyst	\$ 89.40	\$ 90.96	\$ 92.56	\$ 94.18	\$ 95.82	\$ 95.17	\$ 96.83	\$ 98.53	\$ 100.25	\$ 102.00
Web Software Developer	\$ 74.95	\$ 76.26	\$ 77.60	\$ 78.95	\$ 80.34	\$ 79.78	\$ 81.18	\$ 82.60	\$ 84.05	\$ 85.52
Web Technical Administrator	\$ 72.93	\$ 74.21	\$ 75.50	\$ 76.83	\$ 78.17	\$ 77.63	\$ 78.99	\$ 80.37	\$ 81.78	\$ 83.21

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	Indianapolis Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 75.41	\$ 76.73	\$ 78.07	\$ 79.44	\$ 80.83	\$ 80.27	\$ 81.68	\$ 83.11	\$ 84.56	\$ 86.04
Applications Systems Analyst/ Programmer – Intermediate	\$ 79.82	\$ 81.22	\$ 82.64	\$ 84.08	\$ 85.56	\$ 84.97	\$ 86.46	\$ 87.97	\$ 89.51	\$ 91.07
Applications Systems Analyst/ Programmer – Senior	\$ 97.11	\$ 98.81	\$ 100.54	\$ 102.30	\$ 104.09	\$ 103.37	\$ 105.18	\$ 107.02	\$ 108.90	\$ 110.80
Business Process Consultant	\$ 99.91	\$ 101.66	\$ 103.44	\$ 105.25	\$ 107.09	\$ 106.35	\$ 108.22	\$ 110.11	\$ 112.04	\$ 114.00
Business Subject Matter Specialist	\$ 116.61	\$ 118.65	\$ 120.73	\$ 122.84	\$ 124.99	\$ 124.13	\$ 126.30	\$ 128.51	\$ 130.76	\$ 133.05
Business Systems Analyst - Intermediate	\$ 78.09	\$ 79.46	\$ 80.85	\$ 82.26	\$ 83.70	\$ 83.13	\$ 84.58	\$ 86.06	\$ 87.57	\$ 89.10
Business Systems Analyst - Senior	\$ 87.32	\$ 88.85	\$ 90.40	\$ 91.98	\$ 93.59	\$ 92.95	\$ 94.58	\$ 96.23	\$ 97.92	\$ 99.63
Business Systems Specialist	\$ 93.98	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 100.04	\$ 101.79	\$ 103.57	\$ 105.39	\$ 107.23
Chief Information Security Officer	\$ 131.65	\$ 133.95	\$ 136.30	\$ 138.68	\$ 141.11	\$ 140.14	\$ 142.59	\$ 145.09	\$ 147.63	\$ 150.21
Client/Server Database Manager	\$ 96.48	\$ 98.17	\$ 99.89	\$ 101.63	\$ 103.41	\$ 102.70	\$ 104.50	\$ 106.33	\$ 108.19	\$ 110.08
Client/Server Network Architect	\$ 103.30	\$ 105.11	\$ 106.95	\$ 108.82	\$ 110.72	\$ 109.96	\$ 111.89	\$ 113.85	\$ 115.84	\$ 117.86
Client/Server Support Analyst	\$ 74.53	\$ 75.83	\$ 77.16	\$ 78.51	\$ 79.89	\$ 79.34	\$ 80.73	\$ 82.14	\$ 83.58	\$ 85.04
Communications Analyst - Intermediate	\$ 76.75	\$ 78.09	\$ 79.46	\$ 80.85	\$ 82.27	\$ 81.70	\$ 83.13	\$ 84.58	\$ 86.07	\$ 87.57
Communications Analyst - Senior	\$ 87.15	\$ 88.68	\$ 90.23	\$ 91.81	\$ 93.41	\$ 92.77	\$ 94.39	\$ 96.05	\$ 97.73	\$ 99.44
Communications Facility Engineer	\$ 76.12	\$ 77.45	\$ 78.81	\$ 80.19	\$ 81.59	\$ 81.03	\$ 82.45	\$ 83.89	\$ 85.36	\$ 86.85
Communications Installer	\$ 67.28	\$ 68.46	\$ 69.66	\$ 70.87	\$ 72.11	\$ 71.62	\$ 72.87	\$ 74.15	\$ 75.45	\$ 76.77
Communications Transmission Engineer	\$ 85.07	\$ 86.56	\$ 88.07	\$ 89.61	\$ 91.18	\$ 90.56	\$ 92.14	\$ 93.75	\$ 95.39	\$ 97.06
Computer Operations Manager	\$ 86.86	\$ 88.38	\$ 89.93	\$ 91.50	\$ 93.10	\$ 92.46	\$ 94.08	\$ 95.73	\$ 97.40	\$ 99.11
Consultant	\$ 114.65	\$ 116.66	\$ 118.70	\$ 120.78	\$ 122.89	\$ 122.04	\$ 124.18	\$ 126.35	\$ 128.57	\$ 130.81
Data Architect	\$ 101.88	\$ 103.66	\$ 105.48	\$ 107.32	\$ 109.20	\$ 108.45	\$ 110.35	\$ 112.28	\$ 114.25	\$ 116.24
Data Communications Manager - Planning & Implementation	\$ 102.29	\$ 104.08	\$ 105.90	\$ 107.75	\$ 109.64	\$ 108.89	\$ 110.79	\$ 112.73	\$ 114.70	\$ 116.71
Data Entry Supervisor	\$ 47.85	\$ 48.69	\$ 49.54	\$ 50.41	\$ 51.29	\$ 50.94	\$ 51.83	\$ 52.73	\$ 53.66	\$ 54.60
Data Security Administration Manager	\$ 102.27	\$ 104.06	\$ 105.88	\$ 107.73	\$ 109.62	\$ 108.87	\$ 110.77	\$ 112.71	\$ 114.68	\$ 116.69
Data Security Analyst - Intermediate	\$ 75.87	\$ 77.20	\$ 78.55	\$ 79.92	\$ 81.32	\$ 80.76	\$ 82.18	\$ 83.62	\$ 85.08	\$ 86.57
Data Security Analyst - Senior	\$ 89.53	\$ 91.10	\$ 92.69	\$ 94.31	\$ 95.96	\$ 95.30	\$ 96.97	\$ 98.67	\$ 100.40	\$ 102.15
Data Warehousing Administrator	\$ 80.12	\$ 81.52	\$ 82.95	\$ 84.40	\$ 85.88	\$ 85.29	\$ 86.78	\$ 88.30	\$ 89.84	\$ 91.42
Data Warehousing Analyst	\$ 86.53	\$ 88.04	\$ 89.59	\$ 91.15	\$ 92.75	\$ 92.11	\$ 93.72	\$ 95.36	\$ 97.03	\$ 98.73
Data Warehousing Programmer	\$ 95.25	\$ 96.92	\$ 98.61	\$ 100.34	\$ 102.09	\$ 101.39	\$ 103.17	\$ 104.97	\$ 106.81	\$ 108.68

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<u>Labor Category</u>	Indianapolis Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 106.06	\$ 107.92	\$ 109.80	\$ 111.73	\$ 113.68	\$ 112.90	\$ 114.88	\$ 116.89	\$ 118.93	\$ 121.01
Data/Configuration Management Specialist	\$ 99.56	\$ 101.30	\$ 103.08	\$ 104.88	\$ 106.71	\$ 105.98	\$ 107.84	\$ 109.72	\$ 111.64	\$ 113.60
Database Administrator	\$ 86.47	\$ 87.98	\$ 89.52	\$ 91.09	\$ 92.68	\$ 92.05	\$ 93.66	\$ 95.30	\$ 96.96	\$ 98.66
Database Analyst/ Programmer - Intermediate	\$ 77.19	\$ 78.54	\$ 79.92	\$ 81.31	\$ 82.74	\$ 82.17	\$ 83.61	\$ 85.07	\$ 86.56	\$ 88.07
Database Analyst/ Programmer – Senior	\$ 93.06	\$ 94.69	\$ 96.35	\$ 98.03	\$ 99.75	\$ 99.06	\$ 100.80	\$ 102.56	\$ 104.35	\$ 106.18
Database Manager	\$ 120.02	\$ 122.12	\$ 124.26	\$ 126.43	\$ 128.64	\$ 127.76	\$ 130.00	\$ 132.27	\$ 134.59	\$ 136.94
Disaster Recovery Administrator	\$ 95.36	\$ 97.03	\$ 98.73	\$ 100.45	\$ 102.21	\$ 101.51	\$ 103.29	\$ 105.09	\$ 106.93	\$ 108.81
Disaster Recovery Analyst	\$ 69.07	\$ 70.28	\$ 71.51	\$ 72.76	\$ 74.03	\$ 73.53	\$ 74.81	\$ 76.12	\$ 77.45	\$ 78.81
Documentation Specialist - Intermediate	\$ 52.37	\$ 53.29	\$ 54.22	\$ 55.17	\$ 56.13	\$ 55.75	\$ 56.72	\$ 57.72	\$ 58.73	\$ 59.75
Documentation Specialist - Senior	\$ 65.27	\$ 66.41	\$ 67.57	\$ 68.76	\$ 69.96	\$ 69.48	\$ 70.70	\$ 71.93	\$ 73.19	\$ 74.47
E-Business Manager	\$ 72.16	\$ 73.42	\$ 74.71	\$ 76.02	\$ 77.35	\$ 76.81	\$ 78.16	\$ 79.53	\$ 80.92	\$ 82.33
Electronic Data Interchange (EDI) Manager	\$ 82.85	\$ 84.30	\$ 85.78	\$ 87.28	\$ 88.80	\$ 88.19	\$ 89.74	\$ 91.31	\$ 92.91	\$ 94.53
Electronic Data Interchange (EDI) Specialist	\$ 59.95	\$ 61.00	\$ 62.07	\$ 63.15	\$ 64.26	\$ 63.82	\$ 64.93	\$ 66.07	\$ 67.23	\$ 68.40
Electronic Mail Coordinator	\$ 63.66	\$ 64.77	\$ 65.91	\$ 67.06	\$ 68.23	\$ 67.77	\$ 68.95	\$ 70.16	\$ 71.39	\$ 72.64
Engineering Subject Matter Specialist	\$ 119.07	\$ 121.15	\$ 123.27	\$ 125.43	\$ 127.63	\$ 126.75	\$ 128.97	\$ 131.23	\$ 133.52	\$ 135.86
ERP Busienss/Architectural Specialist	\$ 123.84	\$ 126.01	\$ 128.21	\$ 130.46	\$ 132.74	\$ 131.83	\$ 134.13	\$ 136.48	\$ 138.87	\$ 141.30
ERP Business Analyst - Intermediate	\$ 105.31	\$ 107.15	\$ 109.03	\$ 110.94	\$ 112.88	\$ 112.10	\$ 114.06	\$ 116.06	\$ 118.09	\$ 120.16
ERP Business Analyst - Senior	\$ 111.67	\$ 113.62	\$ 115.61	\$ 117.64	\$ 119.69	\$ 118.87	\$ 120.95	\$ 123.07	\$ 125.22	\$ 127.41
ERP Programmer	\$ 103.42	\$ 105.23	\$ 107.07	\$ 108.95	\$ 110.85	\$ 110.09	\$ 112.02	\$ 113.98	\$ 115.97	\$ 118.00
Graphics Specialist	\$ 47.63	\$ 48.46	\$ 49.31	\$ 50.17	\$ 51.05	\$ 50.70	\$ 51.59	\$ 52.49	\$ 53.41	\$ 54.35
Groupware Specialist	\$ 76.53	\$ 77.87	\$ 79.23	\$ 80.62	\$ 82.03	\$ 81.47	\$ 82.89	\$ 84.34	\$ 85.82	\$ 87.32
Help Desk Coordinator - Intermediate	\$ 43.99	\$ 44.76	\$ 45.54	\$ 46.34	\$ 47.15	\$ 46.83	\$ 47.65	\$ 48.48	\$ 49.33	\$ 50.19
Help Desk Coordinator - Senior	\$ 61.13	\$ 62.20	\$ 63.29	\$ 64.40	\$ 65.52	\$ 65.07	\$ 66.21	\$ 67.37	\$ 68.55	\$ 69.75
Help Desk Manager	\$ 87.62	\$ 89.15	\$ 90.71	\$ 92.30	\$ 93.92	\$ 93.27	\$ 94.90	\$ 96.56	\$ 98.25	\$ 99.97
Help Desk Specialist	\$ 44.45	\$ 45.23	\$ 46.02	\$ 46.82	\$ 47.64	\$ 47.32	\$ 48.15	\$ 48.99	\$ 49.84	\$ 50.72
Help Desk Support Services Specialist - Intermediate	\$ 59.53	\$ 60.57	\$ 61.63	\$ 62.71	\$ 63.81	\$ 63.37	\$ 64.48	\$ 65.61	\$ 66.76	\$ 67.92
Help Desk Support Services Specialist - Senior	\$ 71.44	\$ 72.69	\$ 73.96	\$ 75.26	\$ 76.57	\$ 76.05	\$ 77.38	\$ 78.73	\$ 80.11	\$ 81.51
Information Assurance Development Engineer	\$ 89.02	\$ 90.58	\$ 92.16	\$ 93.78	\$ 95.42	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57
Information Assurance Engineer	\$ 87.32	\$ 88.85	\$ 90.40	\$ 91.98	\$ 93.59	\$ 92.95	\$ 94.58	\$ 96.23	\$ 97.92	\$ 99.63

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<u>Labor Category</u>	Indianapolis Locality									
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	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 111.53	\$ 113.48	\$ 115.47	\$ 117.49	\$ 119.54	\$ 118.72	\$ 120.80	\$ 122.92	\$ 125.07	\$ 127.26
Information Assurance Systems/Network Speicalist	\$ 115.49	\$ 117.51	\$ 119.57	\$ 121.66	\$ 123.79	\$ 122.94	\$ 125.09	\$ 127.28	\$ 129.51	\$ 131.77
Information Center Consultant	\$ 87.40	\$ 88.93	\$ 90.49	\$ 92.07	\$ 93.68	\$ 93.04	\$ 94.67	\$ 96.32	\$ 98.01	\$ 99.72
Information Center Specialist	\$ 99.22	\$ 100.96	\$ 102.72	\$ 104.52	\$ 106.35	\$ 105.62	\$ 107.47	\$ 109.35	\$ 111.26	\$ 113.21
Information Security Business Analyst	\$ 79.37	\$ 80.76	\$ 82.17	\$ 83.61	\$ 85.07	\$ 84.49	\$ 85.97	\$ 87.47	\$ 89.00	\$ 90.56
Information Services Consultant	\$ 103.19	\$ 105.00	\$ 106.83	\$ 108.70	\$ 110.61	\$ 109.85	\$ 111.77	\$ 113.72	\$ 115.71	\$ 117.74
Information Systems Auditor - Intermediate	\$ 80.57	\$ 81.98	\$ 83.41	\$ 84.87	\$ 86.36	\$ 85.77	\$ 87.27	\$ 88.79	\$ 90.35	\$ 91.93
Information Systems Auditor - Senior	\$ 92.87	\$ 94.50	\$ 96.15	\$ 97.83	\$ 99.54	\$ 98.86	\$ 100.59	\$ 102.35	\$ 104.14	\$ 105.96
Information Systems Training Specialist - Intermediate	\$ 71.44	\$ 72.69	\$ 73.96	\$ 75.26	\$ 76.57	\$ 76.05	\$ 77.38	\$ 78.73	\$ 80.11	\$ 81.51
Information Systems Training Specialist - Senior	\$ 79.37	\$ 80.76	\$ 82.17	\$ 83.61	\$ 85.07	\$ 84.49	\$ 85.97	\$ 87.47	\$ 89.00	\$ 90.56
Internal Communications Systems Consultant	\$ 112.92	\$ 114.90	\$ 116.91	\$ 118.95	\$ 121.03	\$ 120.20	\$ 122.31	\$ 124.45	\$ 126.63	\$ 128.84
IT Subject Matter Specialist	\$ 127.39	\$ 129.62	\$ 131.89	\$ 134.20	\$ 136.54	\$ 135.61	\$ 137.98	\$ 140.39	\$ 142.85	\$ 145.35
LAN Administrator - Intermediate	\$ 67.68	\$ 68.86	\$ 70.07	\$ 71.30	\$ 72.54	\$ 72.05	\$ 73.31	\$ 74.59	\$ 75.89	\$ 77.22
LAN Administrator - Senior	\$ 85.00	\$ 86.49	\$ 88.00	\$ 89.54	\$ 91.11	\$ 90.48	\$ 92.07	\$ 93.68	\$ 95.32	\$ 96.98
LAN Support Technician - Intermediate	\$ 67.68	\$ 68.86	\$ 70.07	\$ 71.30	\$ 72.54	\$ 72.05	\$ 73.31	\$ 74.59	\$ 75.89	\$ 77.22
LAN Support Technician - Senior	\$ 73.34	\$ 74.62	\$ 75.93	\$ 77.26	\$ 78.61	\$ 78.07	\$ 79.44	\$ 80.83	\$ 82.24	\$ 83.68
LAN/WAN Administrator	\$ 71.26	\$ 72.51	\$ 73.78	\$ 75.07	\$ 76.38	\$ 75.86	\$ 77.18	\$ 78.53	\$ 79.91	\$ 81.31
LAN/WAN Integrator	\$ 94.55	\$ 96.20	\$ 97.89	\$ 99.60	\$ 101.34	\$ 100.65	\$ 102.41	\$ 104.20	\$ 106.03	\$ 107.88
LAN/WAN/MAN Administrator	\$ 71.26	\$ 72.51	\$ 73.78	\$ 75.07	\$ 76.38	\$ 75.86	\$ 77.18	\$ 78.53	\$ 79.91	\$ 81.31
Network Control Technician	\$ 51.56	\$ 52.46	\$ 53.38	\$ 54.31	\$ 55.27	\$ 54.89	\$ 55.85	\$ 56.82	\$ 57.82	\$ 58.83
Network Engineer - Intermediate	\$ 76.86	\$ 78.21	\$ 79.57	\$ 80.97	\$ 82.38	\$ 81.82	\$ 83.25	\$ 84.71	\$ 86.19	\$ 87.70
Network Engineer - Senior	\$ 89.62	\$ 91.19	\$ 92.78	\$ 94.41	\$ 96.06	\$ 95.40	\$ 97.07	\$ 98.77	\$ 100.50	\$ 102.26
Network Operations Supervisor	\$ 92.67	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 98.65	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.74
Network Planning Analyst - Intermediate	\$ 72.62	\$ 73.89	\$ 75.18	\$ 76.50	\$ 77.84	\$ 77.30	\$ 78.66	\$ 80.03	\$ 81.43	\$ 82.86
Network Planning Analyst - Senior	\$ 88.83	\$ 90.38	\$ 91.97	\$ 93.58	\$ 95.21	\$ 94.56	\$ 96.21	\$ 97.90	\$ 99.61	\$ 101.35
Network Planning Manager	\$ 100.04	\$ 101.79	\$ 103.57	\$ 105.38	\$ 107.23	\$ 106.49	\$ 108.36	\$ 110.25	\$ 112.18	\$ 114.15
Network Systems Administrator	\$ 68.73	\$ 69.93	\$ 71.16	\$ 72.40	\$ 73.67	\$ 73.16	\$ 74.44	\$ 75.75	\$ 77.07	\$ 78.42
Network Systems Manager	\$ 94.09	\$ 95.74	\$ 97.41	\$ 99.12	\$ 100.85	\$ 100.16	\$ 101.91	\$ 103.70	\$ 105.51	\$ 107.36
Network/Hardware Support Technician	\$ 49.65	\$ 50.52	\$ 51.40	\$ 52.30	\$ 53.22	\$ 52.85	\$ 53.78	\$ 54.72	\$ 55.68	\$ 56.65

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<u>Labor Category</u>	Indianapolis Locality									
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	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021
Operations Manager - Data Communications	\$ 92.67	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 98.65	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.74
Operations Manager - Voice Communications	\$ 75.60	\$ 76.92	\$ 78.27	\$ 79.64	\$ 81.03	\$ 80.48	\$ 81.88	\$ 83.32	\$ 84.78	\$ 86.26
Operations Systems Manager	\$ 87.32	\$ 88.85	\$ 90.40	\$ 91.98	\$ 93.59	\$ 92.95	\$ 94.58	\$ 96.23	\$ 97.92	\$ 99.63
Operations/ Technical Support Manager	\$ 87.87	\$ 89.41	\$ 90.97	\$ 92.56	\$ 94.18	\$ 93.54	\$ 95.17	\$ 96.84	\$ 98.53	\$ 100.26
Operations/Network LAN Administrator	\$ 66.11	\$ 67.27	\$ 68.44	\$ 69.64	\$ 70.86	\$ 70.37	\$ 71.61	\$ 72.86	\$ 74.13	\$ 75.43
Operations/Technical Support Analyst	\$ 47.87	\$ 48.71	\$ 49.56	\$ 50.43	\$ 51.31	\$ 50.96	\$ 51.85	\$ 52.76	\$ 53.68	\$ 54.62
PC Products Analyst	\$ 59.91	\$ 60.96	\$ 62.03	\$ 63.11	\$ 64.22	\$ 63.77	\$ 64.89	\$ 66.03	\$ 67.18	\$ 68.36
PC Systems Specialist	\$ 65.81	\$ 66.96	\$ 68.13	\$ 69.33	\$ 70.54	\$ 70.05	\$ 71.28	\$ 72.53	\$ 73.80	\$ 75.09
PC/LAN Mgmt Analyst - Intermediate	\$ 61.31	\$ 62.38	\$ 63.47	\$ 64.59	\$ 65.72	\$ 65.26	\$ 66.41	\$ 67.57	\$ 68.75	\$ 69.95
PC/LAN Mgmt Analyst – Senior	\$ 74.53	\$ 75.83	\$ 77.16	\$ 78.51	\$ 79.89	\$ 79.34	\$ 80.73	\$ 82.14	\$ 83.58	\$ 85.04
Project Engineer	\$ 101.82	\$ 103.60	\$ 105.41	\$ 107.26	\$ 109.14	\$ 108.39	\$ 110.28	\$ 112.21	\$ 114.18	\$ 116.18
Project Manager – Senior	\$ 127.00	\$ 129.22	\$ 131.48	\$ 133.78	\$ 136.13	\$ 135.19	\$ 137.56	\$ 139.96	\$ 142.41	\$ 144.91
Quality Assurance Analyst - Intermediate	\$ 73.03	\$ 74.31	\$ 75.61	\$ 76.93	\$ 78.28	\$ 77.74	\$ 79.10	\$ 80.49	\$ 81.89	\$ 83.33
Quality Assurance Analyst - Senior	\$ 88.04	\$ 89.58	\$ 91.15	\$ 92.74	\$ 94.37	\$ 93.72	\$ 95.36	\$ 97.03	\$ 98.73	\$ 100.45
Quality Assurance Specialist	\$ 84.70	\$ 86.18	\$ 87.69	\$ 89.23	\$ 90.79	\$ 90.16	\$ 91.74	\$ 93.35	\$ 94.98	\$ 96.64
Security Coordinator	\$ 67.55	\$ 68.73	\$ 69.93	\$ 71.16	\$ 72.40	\$ 71.91	\$ 73.17	\$ 74.45	\$ 75.75	\$ 77.07
Site Manager	\$ 103.93	\$ 105.75	\$ 107.60	\$ 109.48	\$ 111.40	\$ 110.63	\$ 112.57	\$ 114.54	\$ 116.54	\$ 118.58
Software Architect	\$ 119.07	\$ 121.15	\$ 123.27	\$ 125.43	\$ 127.63	\$ 126.75	\$ 128.97	\$ 131.23	\$ 133.52	\$ 135.86
Software Developer – Intermediate	\$ 95.82	\$ 97.50	\$ 99.20	\$ 100.94	\$ 102.71	\$ 102.00	\$ 103.79	\$ 105.60	\$ 107.45	\$ 109.33
Software Developer – Senior	\$ 107.16	\$ 109.04	\$ 110.94	\$ 112.88	\$ 114.86	\$ 114.07	\$ 116.07	\$ 118.10	\$ 120.17	\$ 122.27
Software Systems Engineer - Intermediate	\$ 95.25	\$ 96.92	\$ 98.61	\$ 100.34	\$ 102.09	\$ 101.39	\$ 103.17	\$ 104.97	\$ 106.81	\$ 108.68
Software Systems Engineer - Senior	\$ 102.04	\$ 103.83	\$ 105.64	\$ 107.49	\$ 109.37	\$ 108.62	\$ 110.52	\$ 112.46	\$ 114.42	\$ 116.43
Strategic Planner	\$ 107.16	\$ 109.04	\$ 110.94	\$ 112.88	\$ 114.86	\$ 114.07	\$ 116.07	\$ 118.10	\$ 120.17	\$ 122.27
Systems Administrator - Intermediate	\$ 64.90	\$ 66.04	\$ 67.19	\$ 68.37	\$ 69.56	\$ 69.09	\$ 70.30	\$ 71.53	\$ 72.78	\$ 74.05
Systems Administrator - Senior	\$ 80.40	\$ 81.81	\$ 83.24	\$ 84.70	\$ 86.18	\$ 85.59	\$ 87.08	\$ 88.61	\$ 90.16	\$ 91.74
Systems Analysis and Programming Director	\$ 127.00	\$ 129.22	\$ 131.48	\$ 133.78	\$ 136.13	\$ 135.19	\$ 137.56	\$ 139.96	\$ 142.41	\$ 144.91
Systems Engineer	\$ 75.41	\$ 76.73	\$ 78.07	\$ 79.44	\$ 80.83	\$ 80.27	\$ 81.68	\$ 83.11	\$ 84.56	\$ 86.04
Systems Management Technologist	\$ 102.33	\$ 104.12	\$ 105.94	\$ 107.80	\$ 109.68	\$ 108.93	\$ 110.84	\$ 112.78	\$ 114.75	\$ 116.76
Technical Editor	\$ 60.65	\$ 61.71	\$ 62.79	\$ 63.89	\$ 65.01	\$ 64.56	\$ 65.69	\$ 66.84	\$ 68.01	\$ 69.20

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<u>Labor Category</u>	Indianapolis Locality									
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	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 62.69	\$ 63.79	\$ 64.90	\$ 66.04	\$ 67.19	\$ 66.73	\$ 67.90	\$ 69.09	\$ 70.30	\$ 71.53
Telecommunications Analyst/Technician	\$ 52.77	\$ 53.69	\$ 54.63	\$ 55.59	\$ 56.56	\$ 56.17	\$ 57.16	\$ 58.16	\$ 59.17	\$ 60.21
Telecommunications Engineer/ Analyst – Intermediate	\$ 59.79	\$ 60.84	\$ 61.90	\$ 62.98	\$ 64.09	\$ 63.65	\$ 64.76	\$ 65.89	\$ 67.05	\$ 68.22
Telecommunications Engineer/ Analyst – Senior	\$ 70.25	\$ 71.48	\$ 72.73	\$ 74.00	\$ 75.30	\$ 74.78	\$ 76.09	\$ 77.42	\$ 78.78	\$ 80.15
Telecommunications Manager - Multiple Incumbents	\$ 111.13	\$ 113.07	\$ 115.05	\$ 117.07	\$ 119.12	\$ 118.30	\$ 120.37	\$ 122.47	\$ 124.62	\$ 126.80
Telecommunications Manager - Single Incumbent	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.42	\$ 110.32	\$ 109.56	\$ 111.48	\$ 113.43	\$ 115.41	\$ 117.43
Telecommunications Network Help Desk	\$ 42.27	\$ 43.01	\$ 43.76	\$ 44.53	\$ 45.31	\$ 45.00	\$ 45.78	\$ 46.59	\$ 47.40	\$ 48.23
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 70.81	\$ 72.05	\$ 73.31	\$ 74.59	\$ 75.90	\$ 75.38	\$ 76.70	\$ 78.04	\$ 79.40	\$ 80.79
Telecommunications Programmer/ Systems Analyst – Senior	\$ 87.32	\$ 88.85	\$ 90.40	\$ 91.98	\$ 93.59	\$ 92.95	\$ 94.58	\$ 96.23	\$ 97.92	\$ 99.63
Telecommunications Technician	\$ 48.38	\$ 49.23	\$ 50.09	\$ 50.96	\$ 51.86	\$ 51.50	\$ 52.40	\$ 53.32	\$ 54.25	\$ 55.20
Telecommunications/Communications Integration Engineer	\$ 78.04	\$ 79.41	\$ 80.80	\$ 82.21	\$ 83.65	\$ 83.07	\$ 84.53	\$ 86.01	\$ 87.51	\$ 89.04
Test Engineer	\$ 79.37	\$ 80.76	\$ 82.17	\$ 83.61	\$ 85.07	\$ 84.49	\$ 85.97	\$ 87.47	\$ 89.00	\$ 90.56
UNIX Systems Administrator	\$ 91.28	\$ 92.88	\$ 94.50	\$ 96.16	\$ 97.84	\$ 97.17	\$ 98.87	\$ 100.60	\$ 102.36	\$ 104.15
Voice Communications Administrator	\$ 59.15	\$ 60.19	\$ 61.24	\$ 62.31	\$ 63.40	\$ 62.97	\$ 64.07	\$ 65.19	\$ 66.33	\$ 67.49
Voice Communications Manager - Planning & Implementation	\$ 91.28	\$ 92.88	\$ 94.50	\$ 96.16	\$ 97.84	\$ 97.17	\$ 98.87	\$ 100.60	\$ 102.36	\$ 104.15
Voice Communications Technician	\$ 49.21	\$ 50.07	\$ 50.95	\$ 51.84	\$ 52.75	\$ 52.38	\$ 53.30	\$ 54.23	\$ 55.18	\$ 56.15
Web Content Administrator	\$ 62.27	\$ 63.36	\$ 64.47	\$ 65.60	\$ 66.74	\$ 66.29	\$ 67.45	\$ 68.63	\$ 69.83	\$ 71.05
Web Content Analyst	\$ 59.53	\$ 60.57	\$ 61.63	\$ 62.71	\$ 63.81	\$ 63.37	\$ 64.48	\$ 65.61	\$ 66.76	\$ 67.92
Web Designer	\$ 66.25	\$ 67.41	\$ 68.59	\$ 69.79	\$ 71.01	\$ 70.52	\$ 71.76	\$ 73.01	\$ 74.29	\$ 75.59
Web Marketing Manager	\$ 92.60	\$ 94.22	\$ 95.87	\$ 97.55	\$ 99.25	\$ 98.57	\$ 100.30	\$ 102.05	\$ 103.84	\$ 105.66
Web Operations Manager	\$ 85.82	\$ 87.32	\$ 88.85	\$ 90.40	\$ 91.99	\$ 91.36	\$ 92.95	\$ 94.58	\$ 96.24	\$ 97.92
Web Project Manager	\$ 101.82	\$ 103.60	\$ 105.41	\$ 107.26	\$ 109.14	\$ 108.39	\$ 110.28	\$ 112.21	\$ 114.18	\$ 116.18
Web Security Administrator	\$ 77.79	\$ 79.15	\$ 80.54	\$ 81.95	\$ 83.38	\$ 82.81	\$ 84.26	\$ 85.73	\$ 87.23	\$ 88.76
Web Security Analyst	\$ 88.83	\$ 90.38	\$ 91.97	\$ 93.58	\$ 95.21	\$ 94.56	\$ 96.21	\$ 97.90	\$ 99.61	\$ 101.35
Web Software Developer	\$ 74.47	\$ 75.77	\$ 77.10	\$ 78.45	\$ 79.82	\$ 79.27	\$ 80.66	\$ 82.07	\$ 83.51	\$ 84.97
Web Technical Administrator	\$ 72.46	\$ 73.73	\$ 75.02	\$ 76.33	\$ 77.67	\$ 77.13	\$ 78.48	\$ 79.86	\$ 81.25	\$ 82.68

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Los Angeles Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 83.20	\$ 84.66	\$ 86.14	\$ 87.64	\$ 89.18	\$ 88.57	\$ 90.12	\$ 91.69	\$ 93.30	\$ 94.93
Applications Systems Analyst/ Programmer – Intermediate	\$ 88.06	\$ 89.60	\$ 91.17	\$ 92.76	\$ 94.39	\$ 93.74	\$ 95.38	\$ 97.05	\$ 98.75	\$ 100.48
Applications Systems Analyst/ Programmer – Senior	\$ 107.14	\$ 109.01	\$ 110.92	\$ 112.86	\$ 114.84	\$ 114.05	\$ 116.05	\$ 118.08	\$ 120.14	\$ 122.25
Business Process Consultant	\$ 110.23	\$ 112.16	\$ 114.12	\$ 116.12	\$ 118.15	\$ 117.34	\$ 119.39	\$ 121.48	\$ 123.61	\$ 125.77
Business Subject Matter Specialist	\$ 128.65	\$ 130.90	\$ 133.19	\$ 135.52	\$ 137.89	\$ 136.95	\$ 139.34	\$ 141.78	\$ 144.26	\$ 146.79
Business Systems Analyst - Intermediate	\$ 86.15	\$ 87.66	\$ 89.19	\$ 90.75	\$ 92.34	\$ 91.71	\$ 93.31	\$ 94.94	\$ 96.61	\$ 98.30
Business Systems Analyst - Senior	\$ 96.34	\$ 98.03	\$ 99.74	\$ 101.49	\$ 103.26	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03	\$ 109.92
Business Systems Specialist	\$ 103.69	\$ 105.50	\$ 107.35	\$ 109.23	\$ 111.14	\$ 110.38	\$ 112.31	\$ 114.28	\$ 116.27	\$ 118.31
Chief Information Security Officer	\$ 145.25	\$ 147.79	\$ 150.38	\$ 153.01	\$ 155.69	\$ 154.62	\$ 157.32	\$ 160.08	\$ 162.88	\$ 165.73
Client/Server Database Manager	\$ 106.45	\$ 108.31	\$ 110.21	\$ 112.14	\$ 114.10	\$ 113.32	\$ 115.30	\$ 117.32	\$ 119.37	\$ 121.46
Client/Server Network Architect	\$ 113.97	\$ 115.96	\$ 117.99	\$ 120.06	\$ 122.16	\$ 121.32	\$ 123.44	\$ 125.60	\$ 127.80	\$ 130.04
Client/Server Support Analyst	\$ 82.23	\$ 83.67	\$ 85.13	\$ 86.62	\$ 88.14	\$ 87.53	\$ 89.07	\$ 90.62	\$ 92.21	\$ 93.82
Communications Analyst - Intermediate	\$ 84.68	\$ 86.16	\$ 87.67	\$ 89.20	\$ 90.77	\$ 90.14	\$ 91.72	\$ 93.32	\$ 94.96	\$ 96.62
Communications Analyst - Senior	\$ 96.15	\$ 97.83	\$ 99.54	\$ 101.29	\$ 103.06	\$ 102.35	\$ 104.14	\$ 105.97	\$ 107.82	\$ 109.71
Communications Facility Engineer	\$ 83.98	\$ 85.45	\$ 86.95	\$ 88.47	\$ 90.01	\$ 89.40	\$ 90.96	\$ 92.55	\$ 94.17	\$ 95.82
Communications Installer	\$ 74.23	\$ 75.53	\$ 76.85	\$ 78.20	\$ 79.56	\$ 79.02	\$ 80.40	\$ 81.81	\$ 83.24	\$ 84.70
Communications Transmission Engineer	\$ 93.86	\$ 95.50	\$ 97.17	\$ 98.87	\$ 100.60	\$ 99.91	\$ 101.66	\$ 103.44	\$ 105.25	\$ 107.09
Computer Operations Manager	\$ 95.83	\$ 97.51	\$ 99.21	\$ 100.95	\$ 102.72	\$ 102.01	\$ 103.80	\$ 105.61	\$ 107.46	\$ 109.34
Consultant	\$ 126.50	\$ 128.71	\$ 130.97	\$ 133.26	\$ 135.59	\$ 134.66	\$ 137.02	\$ 139.41	\$ 141.85	\$ 144.34
Data Architect	\$ 112.41	\$ 114.38	\$ 116.38	\$ 118.42	\$ 120.49	\$ 119.66	\$ 121.75	\$ 123.89	\$ 126.05	\$ 128.26
Data Communications Manager - Planning & Implementation	\$ 112.86	\$ 114.84	\$ 116.84	\$ 118.89	\$ 120.97	\$ 120.14	\$ 122.24	\$ 124.38	\$ 126.56	\$ 128.77
Data Entry Supervisor	\$ 52.79	\$ 53.71	\$ 54.65	\$ 55.61	\$ 56.58	\$ 56.19	\$ 57.18	\$ 58.18	\$ 59.20	\$ 60.23
Data Security Administration Manager	\$ 112.83	\$ 114.80	\$ 116.81	\$ 118.86	\$ 120.94	\$ 120.11	\$ 122.21	\$ 124.35	\$ 126.52	\$ 128.74
Data Security Analyst - Intermediate	\$ 83.71	\$ 85.17	\$ 86.67	\$ 88.18	\$ 89.73	\$ 89.11	\$ 90.67	\$ 92.26	\$ 93.87	\$ 95.51
Data Security Analyst - Senior	\$ 98.78	\$ 100.51	\$ 102.27	\$ 104.06	\$ 105.88	\$ 105.15	\$ 106.99	\$ 108.86	\$ 110.77	\$ 112.71
Data Warehousing Administrator	\$ 88.40	\$ 89.95	\$ 91.52	\$ 93.12	\$ 94.75	\$ 94.10	\$ 95.75	\$ 97.42	\$ 99.13	\$ 100.86
Data Warehousing Analyst	\$ 95.47	\$ 97.14	\$ 98.84	\$ 100.57	\$ 102.33	\$ 101.63	\$ 103.41	\$ 105.22	\$ 107.06	\$ 108.93
Data Warehousing Programmer	\$ 105.09	\$ 106.93	\$ 108.80	\$ 110.70	\$ 112.64	\$ 111.87	\$ 113.83	\$ 115.82	\$ 117.84	\$ 119.91

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>Los Angeles Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 117.02	\$ 119.07	\$ 121.15	\$ 123.27	\$ 125.43	\$ 124.57	\$ 126.75	\$ 128.97	\$ 131.22	\$ 133.52
Data/Configuration Management Specialist	\$ 109.85	\$ 111.77	\$ 113.73	\$ 115.72	\$ 117.74	\$ 116.94	\$ 118.98	\$ 121.06	\$ 123.18	\$ 125.34
Database Administrator	\$ 95.41	\$ 97.08	\$ 98.78	\$ 100.51	\$ 102.27	\$ 101.56	\$ 103.34	\$ 105.15	\$ 106.99	\$ 108.86
Database Analyst/ Programmer - Intermediate	\$ 85.16	\$ 86.65	\$ 88.17	\$ 89.71	\$ 91.28	\$ 90.65	\$ 92.24	\$ 93.85	\$ 95.50	\$ 97.17
Database Analyst/ Programmer – Senior	\$ 102.68	\$ 104.48	\$ 106.31	\$ 108.17	\$ 110.06	\$ 109.30	\$ 111.22	\$ 113.16	\$ 115.14	\$ 117.16
Database Manager	\$ 132.42	\$ 134.74	\$ 137.10	\$ 139.49	\$ 141.94	\$ 140.96	\$ 143.43	\$ 145.94	\$ 148.49	\$ 151.09
Disaster Recovery Administrator	\$ 105.21	\$ 107.05	\$ 108.92	\$ 110.83	\$ 112.77	\$ 112.00	\$ 113.96	\$ 115.95	\$ 117.98	\$ 120.04
Disaster Recovery Analyst	\$ 76.21	\$ 77.54	\$ 78.90	\$ 80.28	\$ 81.69	\$ 81.13	\$ 82.55	\$ 83.99	\$ 85.46	\$ 86.96
Documentation Specialist - Intermediate	\$ 57.78	\$ 58.79	\$ 59.82	\$ 60.87	\$ 61.93	\$ 61.51	\$ 62.58	\$ 63.68	\$ 64.79	\$ 65.93
Documentation Specialist - Senior	\$ 72.01	\$ 73.27	\$ 74.55	\$ 75.86	\$ 77.18	\$ 76.65	\$ 78.00	\$ 79.36	\$ 80.75	\$ 82.16
E-Business Manager	\$ 79.62	\$ 81.01	\$ 82.43	\$ 83.87	\$ 85.34	\$ 84.76	\$ 86.24	\$ 87.75	\$ 89.28	\$ 90.85
Electronic Data Interchange (EDI) Manager	\$ 91.41	\$ 93.01	\$ 94.64	\$ 96.29	\$ 97.98	\$ 97.31	\$ 99.01	\$ 100.74	\$ 102.50	\$ 104.30
Electronic Data Interchange (EDI) Specialist	\$ 66.14	\$ 67.30	\$ 68.48	\$ 69.67	\$ 70.89	\$ 70.41	\$ 71.64	\$ 72.89	\$ 74.17	\$ 75.47
Electronic Mail Coordinator	\$ 70.24	\$ 71.47	\$ 72.72	\$ 73.99	\$ 75.29	\$ 74.77	\$ 76.08	\$ 77.41	\$ 78.77	\$ 80.14
Engineering Subject Matter Specialist	\$ 131.36	\$ 133.66	\$ 136.00	\$ 138.38	\$ 140.80	\$ 139.83	\$ 142.28	\$ 144.77	\$ 147.30	\$ 149.88
ERP Busienss/Architectural Specialist	\$ 136.63	\$ 139.02	\$ 141.45	\$ 143.93	\$ 146.45	\$ 145.44	\$ 147.99	\$ 150.58	\$ 153.21	\$ 155.89
ERP Business Analyst - Intermediate	\$ 116.19	\$ 118.22	\$ 120.29	\$ 122.40	\$ 124.54	\$ 123.68	\$ 125.85	\$ 128.05	\$ 130.29	\$ 132.57
ERP Business Analyst - Senior	\$ 123.20	\$ 125.36	\$ 127.55	\$ 129.78	\$ 132.05	\$ 131.15	\$ 133.44	\$ 135.78	\$ 138.15	\$ 140.57
ERP Programmer	\$ 114.11	\$ 116.11	\$ 118.14	\$ 120.21	\$ 122.31	\$ 121.47	\$ 123.60	\$ 125.76	\$ 127.96	\$ 130.20
Graphics Specialist	\$ 52.55	\$ 53.47	\$ 54.41	\$ 55.36	\$ 56.33	\$ 55.94	\$ 56.92	\$ 57.91	\$ 58.93	\$ 59.96
Groupware Specialist	\$ 84.43	\$ 85.91	\$ 87.41	\$ 88.94	\$ 90.50	\$ 89.88	\$ 91.45	\$ 93.05	\$ 94.68	\$ 96.33
Help Desk Coordinator - Intermediate	\$ 48.54	\$ 49.39	\$ 50.25	\$ 51.13	\$ 52.03	\$ 51.67	\$ 52.58	\$ 53.50	\$ 54.43	\$ 55.38
Help Desk Coordinator - Senior	\$ 67.44	\$ 68.62	\$ 69.82	\$ 71.04	\$ 72.29	\$ 71.79	\$ 73.05	\$ 74.32	\$ 75.63	\$ 76.95
Help Desk Manager	\$ 96.67	\$ 98.36	\$ 100.08	\$ 101.83	\$ 103.62	\$ 102.91	\$ 104.71	\$ 106.54	\$ 108.40	\$ 110.30
Help Desk Specialist	\$ 49.04	\$ 49.90	\$ 50.77	\$ 51.66	\$ 52.56	\$ 52.20	\$ 53.12	\$ 54.05	\$ 54.99	\$ 55.95
Help Desk Support Services Specialist - Intermediate	\$ 65.68	\$ 66.83	\$ 68.00	\$ 69.19	\$ 70.40	\$ 69.92	\$ 71.14	\$ 72.38	\$ 73.65	\$ 74.94
Help Desk Support Services Specialist - Senior	\$ 78.82	\$ 80.20	\$ 81.60	\$ 83.03	\$ 84.48	\$ 83.90	\$ 85.37	\$ 86.87	\$ 88.39	\$ 89.93
Information Assurance Development Engineer	\$ 98.21	\$ 99.93	\$ 101.68	\$ 103.46	\$ 105.27	\$ 104.54	\$ 106.37	\$ 108.24	\$ 110.13	\$ 112.06
Information Assurance Engineer	\$ 96.34	\$ 98.03	\$ 99.74	\$ 101.49	\$ 103.26	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03	\$ 109.92

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Los Angeles Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 123.05	\$ 125.20	\$ 127.39	\$ 129.62	\$ 131.89	\$ 130.99	\$ 133.28	\$ 135.61	\$ 137.98	\$ 140.40
Information Assurance Systems/Network Specialist	\$ 127.42	\$ 129.65	\$ 131.92	\$ 134.23	\$ 136.58	\$ 135.64	\$ 138.01	\$ 140.43	\$ 142.88	\$ 145.39
Information Center Consultant	\$ 96.43	\$ 98.12	\$ 99.83	\$ 101.58	\$ 103.36	\$ 102.65	\$ 104.45	\$ 106.27	\$ 108.13	\$ 110.03
Information Center Specialist	\$ 109.47	\$ 111.39	\$ 113.33	\$ 115.32	\$ 117.34	\$ 116.53	\$ 118.57	\$ 120.65	\$ 122.76	\$ 124.90
Information Security Business Analyst	\$ 87.57	\$ 89.10	\$ 90.66	\$ 92.25	\$ 93.86	\$ 93.22	\$ 94.85	\$ 96.51	\$ 98.20	\$ 99.92
Information Services Consultant	\$ 113.85	\$ 115.84	\$ 117.87	\$ 119.93	\$ 122.03	\$ 121.19	\$ 123.31	\$ 125.47	\$ 127.67	\$ 129.90
Information Systems Auditor - Intermediate	\$ 88.89	\$ 90.45	\$ 92.03	\$ 93.64	\$ 95.28	\$ 94.62	\$ 96.28	\$ 97.96	\$ 99.68	\$ 101.42
Information Systems Auditor - Senior	\$ 102.46	\$ 104.25	\$ 106.08	\$ 107.93	\$ 109.82	\$ 109.07	\$ 110.98	\$ 112.92	\$ 114.90	\$ 116.91
Information Systems Training Specialist - Intermediate	\$ 78.82	\$ 80.20	\$ 81.60	\$ 83.03	\$ 84.48	\$ 83.90	\$ 85.37	\$ 86.87	\$ 88.39	\$ 89.93
Information Systems Training Specialist - Senior	\$ 87.57	\$ 89.10	\$ 90.66	\$ 92.25	\$ 93.86	\$ 93.22	\$ 94.85	\$ 96.51	\$ 98.20	\$ 99.92
Internal Communications Systems Consultant	\$ 124.59	\$ 126.77	\$ 128.99	\$ 131.25	\$ 133.54	\$ 132.63	\$ 134.95	\$ 137.31	\$ 139.71	\$ 142.16
IT Subject Matter Specialist	\$ 140.55	\$ 143.01	\$ 145.51	\$ 148.06	\$ 150.65	\$ 149.62	\$ 152.23	\$ 154.90	\$ 157.61	\$ 160.37
LAN Administrator - Intermediate	\$ 74.67	\$ 75.98	\$ 77.31	\$ 78.66	\$ 80.04	\$ 79.49	\$ 80.88	\$ 82.29	\$ 83.73	\$ 85.20
LAN Administrator - Senior	\$ 93.78	\$ 95.42	\$ 97.09	\$ 98.79	\$ 100.52	\$ 99.83	\$ 101.58	\$ 103.35	\$ 105.16	\$ 107.00
LAN Support Technician - Intermediate	\$ 74.67	\$ 75.98	\$ 77.31	\$ 78.66	\$ 80.04	\$ 79.49	\$ 80.88	\$ 82.29	\$ 83.73	\$ 85.20
LAN Support Technician - Senior	\$ 80.91	\$ 82.33	\$ 83.77	\$ 85.23	\$ 86.72	\$ 86.13	\$ 87.64	\$ 89.17	\$ 90.73	\$ 92.32
LAN/WAN Administrator	\$ 78.62	\$ 80.00	\$ 81.40	\$ 82.82	\$ 84.27	\$ 83.69	\$ 85.16	\$ 86.65	\$ 88.16	\$ 89.70
LAN/WAN Integrator	\$ 104.31	\$ 106.14	\$ 107.99	\$ 109.88	\$ 111.81	\$ 111.04	\$ 112.98	\$ 114.96	\$ 116.97	\$ 119.02
LAN/WAN/MAN Administrator	\$ 78.62	\$ 80.00	\$ 81.40	\$ 82.82	\$ 84.27	\$ 83.69	\$ 85.16	\$ 86.65	\$ 88.16	\$ 89.70
Network Control Technician	\$ 56.89	\$ 57.89	\$ 58.90	\$ 59.93	\$ 60.98	\$ 60.56	\$ 61.62	\$ 62.70	\$ 63.79	\$ 64.91
Network Engineer - Intermediate	\$ 84.80	\$ 86.28	\$ 87.79	\$ 89.33	\$ 90.89	\$ 90.27	\$ 91.85	\$ 93.46	\$ 95.09	\$ 96.76
Network Engineer - Senior	\$ 98.88	\$ 100.61	\$ 102.37	\$ 104.16	\$ 105.99	\$ 105.26	\$ 107.10	\$ 108.97	\$ 110.88	\$ 112.82
Network Operations Supervisor	\$ 102.24	\$ 104.03	\$ 105.85	\$ 107.70	\$ 109.59	\$ 108.83	\$ 110.74	\$ 112.68	\$ 114.65	\$ 116.66
Network Planning Analyst - Intermediate	\$ 80.12	\$ 81.52	\$ 82.95	\$ 84.40	\$ 85.88	\$ 85.29	\$ 86.78	\$ 88.30	\$ 89.84	\$ 91.42
Network Planning Analyst - Senior	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25	\$ 105.05	\$ 104.33	\$ 106.16	\$ 108.02	\$ 109.91	\$ 111.83
Network Planning Manager	\$ 110.38	\$ 112.31	\$ 114.28	\$ 116.28	\$ 118.31	\$ 117.50	\$ 119.56	\$ 121.65	\$ 123.78	\$ 125.94
Network Systems Administrator	\$ 75.82	\$ 77.15	\$ 78.50	\$ 79.87	\$ 81.27	\$ 80.71	\$ 82.12	\$ 83.56	\$ 85.02	\$ 86.51
Network Systems Manager	\$ 103.81	\$ 105.63	\$ 107.48	\$ 109.36	\$ 111.27	\$ 110.51	\$ 112.44	\$ 114.41	\$ 116.41	\$ 118.45
Network/Hardware Support Technician	\$ 54.78	\$ 55.74	\$ 56.71	\$ 57.71	\$ 58.72	\$ 58.31	\$ 59.33	\$ 60.37	\$ 61.43	\$ 62.50

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CIFA1

<u>Labor Category</u>	<u>Los Angeles Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 102.24	\$ 104.03	\$ 105.85	\$ 107.70	\$ 109.59	\$ 108.83	\$ 110.74	\$ 112.68	\$ 114.65	\$ 116.66
Operations Manager - Voice Communications	\$ 83.41	\$ 84.87	\$ 86.35	\$ 87.87	\$ 89.40	\$ 88.79	\$ 90.34	\$ 91.92	\$ 93.53	\$ 95.17
Operations Systems Manager	\$ 96.34	\$ 98.03	\$ 99.74	\$ 101.49	\$ 103.26	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03	\$ 109.92
Operations/ Technical Support Manager	\$ 96.95	\$ 98.65	\$ 100.37	\$ 102.13	\$ 103.92	\$ 103.20	\$ 105.01	\$ 106.85	\$ 108.72	\$ 110.62
Operations/Network LAN Administrator	\$ 72.93	\$ 74.21	\$ 75.50	\$ 76.83	\$ 78.17	\$ 77.63	\$ 78.99	\$ 80.37	\$ 81.78	\$ 83.21
Operations/Technical Support Analyst	\$ 52.82	\$ 53.74	\$ 54.68	\$ 55.64	\$ 56.62	\$ 56.23	\$ 57.21	\$ 58.21	\$ 59.23	\$ 60.27
PC Products Analyst	\$ 66.10	\$ 67.26	\$ 68.43	\$ 69.63	\$ 70.85	\$ 70.36	\$ 71.59	\$ 72.85	\$ 74.12	\$ 75.42
PC Systems Specialist	\$ 72.61	\$ 73.88	\$ 75.17	\$ 76.49	\$ 77.83	\$ 77.29	\$ 78.65	\$ 80.02	\$ 81.42	\$ 82.85
PC/LAN Mgmt Analyst - Intermediate	\$ 67.64	\$ 68.82	\$ 70.03	\$ 71.25	\$ 72.50	\$ 72.00	\$ 73.26	\$ 74.54	\$ 75.85	\$ 77.18
PC/LAN Mgmt Analyst – Senior	\$ 82.23	\$ 83.67	\$ 85.13	\$ 86.62	\$ 88.14	\$ 87.53	\$ 89.07	\$ 90.62	\$ 92.21	\$ 93.82
Project Engineer	\$ 112.33	\$ 114.30	\$ 116.30	\$ 118.33	\$ 120.40	\$ 119.58	\$ 121.67	\$ 123.80	\$ 125.96	\$ 128.17
Project Manager – Senior	\$ 140.12	\$ 142.57	\$ 145.07	\$ 147.61	\$ 150.19	\$ 149.16	\$ 151.77	\$ 154.42	\$ 157.13	\$ 159.88
Quality Assurance Analyst - Intermediate	\$ 80.57	\$ 81.98	\$ 83.41	\$ 84.87	\$ 86.36	\$ 85.77	\$ 87.27	\$ 88.79	\$ 90.35	\$ 91.93
Quality Assurance Analyst - Senior	\$ 97.14	\$ 98.84	\$ 100.57	\$ 102.33	\$ 104.12	\$ 103.41	\$ 105.22	\$ 107.06	\$ 108.93	\$ 110.84
Quality Assurance Specialist	\$ 93.45	\$ 95.09	\$ 96.75	\$ 98.44	\$ 100.17	\$ 99.48	\$ 101.22	\$ 102.99	\$ 104.79	\$ 106.63
Security Coordinator	\$ 74.53	\$ 75.83	\$ 77.16	\$ 78.51	\$ 79.89	\$ 79.34	\$ 80.73	\$ 82.14	\$ 83.58	\$ 85.04
Site Manager	\$ 114.66	\$ 116.67	\$ 118.71	\$ 120.79	\$ 122.90	\$ 122.06	\$ 124.19	\$ 126.36	\$ 128.58	\$ 130.83
Software Architect	\$ 131.36	\$ 133.66	\$ 136.00	\$ 138.38	\$ 140.80	\$ 139.83	\$ 142.28	\$ 144.77	\$ 147.30	\$ 149.88
Software Developer – Intermediate	\$ 105.72	\$ 107.57	\$ 109.45	\$ 111.37	\$ 113.32	\$ 112.54	\$ 114.51	\$ 116.51	\$ 118.55	\$ 120.63
Software Developer – Senior	\$ 118.23	\$ 120.30	\$ 122.40	\$ 124.55	\$ 126.73	\$ 125.86	\$ 128.06	\$ 130.30	\$ 132.58	\$ 134.90
Software Systems Engineer - Intermediate	\$ 105.09	\$ 106.93	\$ 108.80	\$ 110.70	\$ 112.64	\$ 111.87	\$ 113.83	\$ 115.82	\$ 117.84	\$ 119.91
Software Systems Engineer - Senior	\$ 112.58	\$ 114.55	\$ 116.55	\$ 118.59	\$ 120.67	\$ 119.84	\$ 121.94	\$ 124.07	\$ 126.24	\$ 128.45
Strategic Planner	\$ 118.23	\$ 120.30	\$ 122.40	\$ 124.55	\$ 126.73	\$ 125.86	\$ 128.06	\$ 130.30	\$ 132.58	\$ 134.90
Systems Administrator - Intermediate	\$ 71.61	\$ 72.86	\$ 74.14	\$ 75.44	\$ 76.76	\$ 76.23	\$ 77.56	\$ 78.92	\$ 80.30	\$ 81.71
Systems Administrator - Senior	\$ 88.70	\$ 90.25	\$ 91.83	\$ 93.44	\$ 95.07	\$ 94.42	\$ 96.07	\$ 97.75	\$ 99.47	\$ 101.21
Systems Analysis and Programming Director	\$ 140.12	\$ 142.57	\$ 145.07	\$ 147.61	\$ 150.19	\$ 149.16	\$ 151.77	\$ 154.42	\$ 157.13	\$ 159.88
Systems Engineer	\$ 83.20	\$ 84.66	\$ 86.14	\$ 87.64	\$ 89.18	\$ 88.57	\$ 90.12	\$ 91.69	\$ 93.30	\$ 94.93
Systems Management Technologist	\$ 112.90	\$ 114.88	\$ 116.89	\$ 118.93	\$ 121.01	\$ 120.18	\$ 122.29	\$ 124.43	\$ 126.60	\$ 128.82
Technical Editor	\$ 66.92	\$ 68.09	\$ 69.28	\$ 70.50	\$ 71.73	\$ 71.24	\$ 72.48	\$ 73.75	\$ 75.04	\$ 76.36

Digitalspec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Los Angeles Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Technical Writer	\$ 69.16	\$ 70.37	\$ 71.60	\$ 72.85	\$ 74.13	\$ 73.62	\$ 74.91	\$ 76.22	\$ 77.55	\$ 78.91
Telecommunications Analyst/Technician	\$ 58.22	\$ 59.24	\$ 60.28	\$ 61.33	\$ 62.40	\$ 61.98	\$ 63.06	\$ 64.16	\$ 65.29	\$ 66.43
Telecommunications Engineer/ Analyst – Intermediate	\$ 65.96	\$ 67.11	\$ 68.29	\$ 69.48	\$ 70.70	\$ 70.21	\$ 71.44	\$ 72.69	\$ 73.97	\$ 75.26
Telecommunications Engineer/ Analyst – Senior	\$ 77.50	\$ 78.86	\$ 80.24	\$ 81.64	\$ 83.07	\$ 82.50	\$ 83.94	\$ 85.41	\$ 86.91	\$ 88.43
Telecommunications Manager - Multiple Incumbents	\$ 122.61	\$ 124.76	\$ 126.94	\$ 129.16	\$ 131.42	\$ 130.52	\$ 132.80	\$ 135.13	\$ 137.49	\$ 139.90
Telecommunications Manager - Single Incumbent	\$ 113.56	\$ 115.55	\$ 117.57	\$ 119.63	\$ 121.72	\$ 120.88	\$ 123.00	\$ 125.15	\$ 127.34	\$ 129.57
Telecommunications Network Help Desk	\$ 46.64	\$ 47.46	\$ 48.29	\$ 49.13	\$ 49.99	\$ 49.65	\$ 50.52	\$ 51.40	\$ 52.30	\$ 53.22
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 78.12	\$ 79.49	\$ 80.88	\$ 82.29	\$ 83.73	\$ 83.16	\$ 84.61	\$ 86.09	\$ 87.60	\$ 89.13
Telecommunications Programmer/ Systems Analyst – Senior	\$ 96.34	\$ 98.03	\$ 99.74	\$ 101.49	\$ 103.26	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03	\$ 109.92
Telecommunications Technician	\$ 53.37	\$ 54.30	\$ 55.25	\$ 56.22	\$ 57.21	\$ 56.81	\$ 57.81	\$ 58.82	\$ 59.85	\$ 60.89
Telecommunications/Communications Integration Engineer	\$ 86.10	\$ 87.61	\$ 89.14	\$ 90.70	\$ 92.29	\$ 91.65	\$ 93.26	\$ 94.89	\$ 96.55	\$ 98.24
Test Engineer	\$ 87.57	\$ 89.10	\$ 90.66	\$ 92.25	\$ 93.86	\$ 93.22	\$ 94.85	\$ 96.51	\$ 98.20	\$ 99.92
UNIX Systems Administrator	\$ 100.71	\$ 102.47	\$ 104.27	\$ 106.09	\$ 107.95	\$ 107.21	\$ 109.08	\$ 110.99	\$ 112.93	\$ 114.91
Voice Communications Administrator	\$ 65.26	\$ 66.40	\$ 67.56	\$ 68.75	\$ 69.95	\$ 69.47	\$ 70.68	\$ 71.92	\$ 73.18	\$ 74.46
Voice Communications Manager - Planning & Implementation	\$ 100.71	\$ 102.47	\$ 104.27	\$ 106.09	\$ 107.95	\$ 107.21	\$ 109.08	\$ 110.99	\$ 112.93	\$ 114.91
Voice Communications Technician	\$ 54.30	\$ 55.25	\$ 56.22	\$ 57.20	\$ 58.20	\$ 57.80	\$ 58.81	\$ 59.84	\$ 60.89	\$ 61.96
Web Content Administrator	\$ 68.71	\$ 69.91	\$ 71.14	\$ 72.38	\$ 73.65	\$ 73.14	\$ 74.42	\$ 75.72	\$ 77.05	\$ 78.40
Web Content Analyst	\$ 65.68	\$ 66.83	\$ 68.00	\$ 69.19	\$ 70.40	\$ 69.92	\$ 71.14	\$ 72.38	\$ 73.65	\$ 74.94
Web Designer	\$ 73.09	\$ 74.37	\$ 75.67	\$ 76.99	\$ 78.34	\$ 77.80	\$ 79.17	\$ 80.55	\$ 81.96	\$ 83.40
Web Marketing Manager	\$ 102.17	\$ 103.96	\$ 105.78	\$ 107.63	\$ 109.51	\$ 108.76	\$ 110.66	\$ 112.60	\$ 114.57	\$ 116.58
Web Operations Manager	\$ 94.69	\$ 96.35	\$ 98.03	\$ 99.75	\$ 101.49	\$ 100.80	\$ 102.56	\$ 104.36	\$ 106.18	\$ 108.04
Web Project Manager	\$ 112.33	\$ 114.30	\$ 116.30	\$ 118.33	\$ 120.40	\$ 119.58	\$ 121.67	\$ 123.80	\$ 125.96	\$ 128.17
Web Security Administrator	\$ 85.82	\$ 87.32	\$ 88.85	\$ 90.40	\$ 91.99	\$ 91.36	\$ 92.95	\$ 94.58	\$ 96.24	\$ 97.92
Web Security Analyst	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25	\$ 105.05	\$ 104.33	\$ 106.16	\$ 108.02	\$ 109.91	\$ 111.83
Web Software Developer	\$ 82.17	\$ 83.61	\$ 85.07	\$ 86.56	\$ 88.07	\$ 87.47	\$ 89.00	\$ 90.56	\$ 92.14	\$ 93.76
Web Technical Administrator	\$ 79.95	\$ 81.35	\$ 82.77	\$ 84.22	\$ 85.70	\$ 85.11	\$ 86.60	\$ 88.11	\$ 89.65	\$ 91.22

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Miami Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 79.11	\$ 80.49	\$ 81.90	\$ 83.34	\$ 84.79	\$ 84.21	\$ 85.69	\$ 87.19	\$ 88.71	\$ 90.26
Applications Systems Analyst/ Programmer – Intermediate	\$ 83.73	\$ 85.20	\$ 86.69	\$ 88.20	\$ 89.75	\$ 89.13	\$ 90.69	\$ 92.28	\$ 93.89	\$ 95.54
Applications Systems Analyst/ Programmer – Senior	\$ 101.87	\$ 103.65	\$ 105.47	\$ 107.31	\$ 109.19	\$ 108.44	\$ 110.34	\$ 112.27	\$ 114.23	\$ 116.23
Business Process Consultant	\$ 104.80	\$ 106.63	\$ 108.50	\$ 110.40	\$ 112.33	\$ 111.56	\$ 113.51	\$ 115.50	\$ 117.52	\$ 119.58
Business Subject Matter Specialist	\$ 122.32	\$ 124.46	\$ 126.64	\$ 128.85	\$ 131.11	\$ 130.21	\$ 132.49	\$ 134.81	\$ 137.17	\$ 139.57
Business Systems Analyst - Intermediate	\$ 81.91	\$ 83.34	\$ 84.80	\$ 86.29	\$ 87.80	\$ 87.19	\$ 88.72	\$ 90.27	\$ 91.85	\$ 93.46
Business Systems Analyst - Senior	\$ 91.60	\$ 93.20	\$ 94.83	\$ 96.49	\$ 98.18	\$ 97.51	\$ 99.21	\$ 100.95	\$ 102.72	\$ 104.52
Business Systems Specialist	\$ 98.59	\$ 100.32	\$ 102.07	\$ 103.86	\$ 105.67	\$ 104.95	\$ 106.79	\$ 108.65	\$ 110.56	\$ 112.49
Chief Information Security Officer	\$ 138.10	\$ 140.52	\$ 142.98	\$ 145.48	\$ 148.02	\$ 147.01	\$ 149.58	\$ 152.20	\$ 154.86	\$ 157.57
Client/Server Database Manager	\$ 101.21	\$ 102.98	\$ 104.78	\$ 106.62	\$ 108.48	\$ 107.74	\$ 109.62	\$ 111.54	\$ 113.49	\$ 115.48
Client/Server Network Architect	\$ 108.36	\$ 110.26	\$ 112.19	\$ 114.15	\$ 116.15	\$ 115.35	\$ 117.37	\$ 119.42	\$ 121.51	\$ 123.64
Client/Server Support Analyst	\$ 78.18	\$ 79.55	\$ 80.94	\$ 82.36	\$ 83.80	\$ 83.22	\$ 84.68	\$ 86.16	\$ 87.67	\$ 89.20
Communications Analyst - Intermediate	\$ 80.51	\$ 81.92	\$ 83.35	\$ 84.81	\$ 86.30	\$ 85.70	\$ 87.20	\$ 88.73	\$ 90.28	\$ 91.86
Communications Analyst - Senior	\$ 91.42	\$ 93.02	\$ 94.65	\$ 96.30	\$ 97.99	\$ 97.32	\$ 99.02	\$ 100.75	\$ 102.52	\$ 104.31
Communications Facility Engineer	\$ 79.84	\$ 81.24	\$ 82.66	\$ 84.11	\$ 85.58	\$ 84.99	\$ 86.48	\$ 87.99	\$ 89.53	\$ 91.10
Communications Installer	\$ 70.58	\$ 71.82	\$ 73.07	\$ 74.35	\$ 75.65	\$ 75.13	\$ 76.45	\$ 77.79	\$ 79.15	\$ 80.53
Communications Transmission Engineer	\$ 89.24	\$ 90.80	\$ 92.39	\$ 94.01	\$ 95.65	\$ 95.00	\$ 96.66	\$ 98.35	\$ 100.07	\$ 101.82
Computer Operations Manager	\$ 91.11	\$ 92.70	\$ 94.33	\$ 95.98	\$ 97.66	\$ 96.99	\$ 98.68	\$ 100.41	\$ 102.17	\$ 103.96
Consultant	\$ 120.27	\$ 122.37	\$ 124.52	\$ 126.70	\$ 128.91	\$ 128.03	\$ 130.27	\$ 132.55	\$ 134.87	\$ 137.23
Data Architect	\$ 106.87	\$ 108.74	\$ 110.64	\$ 112.58	\$ 114.55	\$ 113.76	\$ 115.75	\$ 117.78	\$ 119.84	\$ 121.94
Data Communications Manager - Planning & Implementation	\$ 107.31	\$ 109.19	\$ 111.10	\$ 113.04	\$ 115.02	\$ 114.23	\$ 116.23	\$ 118.26	\$ 120.33	\$ 122.44
Data Entry Supervisor	\$ 50.20	\$ 51.08	\$ 51.97	\$ 52.88	\$ 53.81	\$ 53.44	\$ 54.37	\$ 55.32	\$ 56.29	\$ 57.28
Data Security Administration Manager	\$ 107.28	\$ 109.16	\$ 111.07	\$ 113.01	\$ 114.99	\$ 114.20	\$ 116.20	\$ 118.23	\$ 120.30	\$ 122.41
Data Security Analyst - Intermediate	\$ 79.59	\$ 80.98	\$ 82.40	\$ 83.84	\$ 85.31	\$ 84.72	\$ 86.21	\$ 87.71	\$ 89.25	\$ 90.81
Data Security Analyst - Senior	\$ 93.92	\$ 95.56	\$ 97.24	\$ 98.94	\$ 100.67	\$ 99.98	\$ 101.73	\$ 103.51	\$ 105.32	\$ 107.16
Data Warehousing Administrator	\$ 84.05	\$ 85.52	\$ 87.02	\$ 88.54	\$ 90.09	\$ 89.47	\$ 91.04	\$ 92.63	\$ 94.25	\$ 95.90
Data Warehousing Analyst	\$ 90.77	\$ 92.36	\$ 93.97	\$ 95.62	\$ 97.29	\$ 96.62	\$ 98.32	\$ 100.04	\$ 101.79	\$ 103.57
Data Warehousing Programmer	\$ 99.92	\$ 101.67	\$ 103.45	\$ 105.26	\$ 107.10	\$ 106.36	\$ 108.23	\$ 110.12	\$ 112.05	\$ 114.01

<u>Labor Category</u>	<u>Miami Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 111.26	\$ 113.21	\$ 115.19	\$ 117.20	\$ 119.26	\$ 118.44	\$ 120.51	\$ 122.62	\$ 124.76	\$ 126.95
Data/Configuration Management Specialist	\$ 104.44	\$ 106.27	\$ 108.13	\$ 110.02	\$ 111.94	\$ 111.18	\$ 113.12	\$ 115.10	\$ 117.12	\$ 119.17
Database Administrator	\$ 90.71	\$ 92.30	\$ 93.91	\$ 95.56	\$ 97.23	\$ 96.56	\$ 98.25	\$ 99.97	\$ 101.72	\$ 103.50
Database Analyst/ Programmer - Intermediate	\$ 80.97	\$ 82.39	\$ 83.83	\$ 85.30	\$ 86.79	\$ 86.19	\$ 87.70	\$ 89.24	\$ 90.80	\$ 92.39
Database Analyst/ Programmer – Senior	\$ 97.62	\$ 99.33	\$ 101.07	\$ 102.84	\$ 104.63	\$ 103.92	\$ 105.74	\$ 107.59	\$ 109.47	\$ 111.38
Database Manager	\$ 125.90	\$ 128.10	\$ 130.35	\$ 132.63	\$ 134.95	\$ 134.02	\$ 136.37	\$ 138.75	\$ 141.18	\$ 143.65
Disaster Recovery Administrator	\$ 100.03	\$ 101.78	\$ 103.56	\$ 105.37	\$ 107.22	\$ 106.48	\$ 108.35	\$ 110.24	\$ 112.17	\$ 114.13
Disaster Recovery Analyst	\$ 72.46	\$ 73.73	\$ 75.02	\$ 76.33	\$ 77.67	\$ 77.13	\$ 78.48	\$ 79.86	\$ 81.25	\$ 82.68
Documentation Specialist - Intermediate	\$ 54.93	\$ 55.89	\$ 56.87	\$ 57.86	\$ 58.88	\$ 58.47	\$ 59.50	\$ 60.54	\$ 61.60	\$ 62.67
Documentation Specialist - Senior	\$ 68.47	\$ 69.67	\$ 70.89	\$ 72.13	\$ 73.39	\$ 72.89	\$ 74.16	\$ 75.46	\$ 76.78	\$ 78.12
E-Business Manager	\$ 75.70	\$ 77.02	\$ 78.37	\$ 79.74	\$ 81.14	\$ 80.58	\$ 81.99	\$ 83.43	\$ 84.89	\$ 86.37
Electronic Data Interchange (EDI) Manager	\$ 86.91	\$ 88.43	\$ 89.98	\$ 91.55	\$ 93.16	\$ 92.52	\$ 94.13	\$ 95.78	\$ 97.46	\$ 99.16
Electronic Data Interchange (EDI) Specialist	\$ 62.88	\$ 63.98	\$ 65.10	\$ 66.24	\$ 67.40	\$ 66.94	\$ 68.11	\$ 69.30	\$ 70.51	\$ 71.75
Electronic Mail Coordinator	\$ 66.78	\$ 67.95	\$ 69.14	\$ 70.35	\$ 71.58	\$ 71.09	\$ 72.33	\$ 73.60	\$ 74.89	\$ 76.20
Engineering Subject Matter Specialist	\$ 124.90	\$ 127.09	\$ 129.31	\$ 131.57	\$ 133.88	\$ 132.96	\$ 135.28	\$ 137.65	\$ 140.06	\$ 142.51
ERP Busienss/Architectural Specialist	\$ 129.90	\$ 132.17	\$ 134.49	\$ 136.84	\$ 139.23	\$ 138.28	\$ 140.70	\$ 143.16	\$ 145.67	\$ 148.22
ERP Business Analyst - Intermediate	\$ 110.47	\$ 112.40	\$ 114.37	\$ 116.37	\$ 118.41	\$ 117.60	\$ 119.65	\$ 121.75	\$ 123.88	\$ 126.05
ERP Business Analyst - Senior	\$ 117.14	\$ 119.19	\$ 121.28	\$ 123.40	\$ 125.56	\$ 124.70	\$ 126.88	\$ 129.10	\$ 131.36	\$ 133.66
ERP Programmer	\$ 108.49	\$ 110.39	\$ 112.32	\$ 114.29	\$ 116.29	\$ 115.49	\$ 117.51	\$ 119.57	\$ 121.66	\$ 123.79
Graphics Specialist	\$ 49.96	\$ 50.83	\$ 51.72	\$ 52.63	\$ 53.55	\$ 53.18	\$ 54.11	\$ 55.06	\$ 56.02	\$ 57.00
Groupware Specialist	\$ 80.28	\$ 81.68	\$ 83.11	\$ 84.57	\$ 86.05	\$ 85.46	\$ 86.95	\$ 88.48	\$ 90.02	\$ 91.60
Help Desk Coordinator - Intermediate	\$ 46.15	\$ 46.96	\$ 47.78	\$ 48.62	\$ 49.47	\$ 49.13	\$ 49.99	\$ 50.86	\$ 51.75	\$ 52.66
Help Desk Coordinator - Senior	\$ 64.12	\$ 65.24	\$ 66.38	\$ 67.55	\$ 68.73	\$ 68.26	\$ 69.45	\$ 70.67	\$ 71.90	\$ 73.16
Help Desk Manager	\$ 91.91	\$ 93.52	\$ 95.15	\$ 96.82	\$ 98.51	\$ 97.84	\$ 99.55	\$ 101.29	\$ 103.07	\$ 104.87
Help Desk Specialist	\$ 46.63	\$ 47.45	\$ 48.28	\$ 49.12	\$ 49.98	\$ 49.64	\$ 50.51	\$ 51.39	\$ 52.29	\$ 53.20
Help Desk Support Services Specialist - Intermediate	\$ 62.45	\$ 63.54	\$ 64.65	\$ 65.79	\$ 66.94	\$ 66.48	\$ 67.64	\$ 68.83	\$ 70.03	\$ 71.26
Help Desk Support Services Specialist - Senior	\$ 74.94	\$ 76.25	\$ 77.59	\$ 78.94	\$ 80.33	\$ 79.77	\$ 81.17	\$ 82.59	\$ 84.04	\$ 85.51
Information Assurance Development Engineer	\$ 93.38	\$ 95.01	\$ 96.68	\$ 98.37	\$ 100.09	\$ 99.40	\$ 101.14	\$ 102.91	\$ 104.71	\$ 106.55
Information Assurance Engineer	\$ 91.60	\$ 93.20	\$ 94.83	\$ 96.49	\$ 98.18	\$ 97.51	\$ 99.21	\$ 100.95	\$ 102.72	\$ 104.52

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Miami Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Information Assurance Network Specialist	\$ 116.99	\$ 119.04	\$ 121.12	\$ 123.24	\$ 125.40	\$ 124.54	\$ 126.72	\$ 128.93	\$ 131.19	\$ 133.48
Information Assurance Systems/Network Specialist	\$ 121.15	\$ 123.27	\$ 125.43	\$ 127.62	\$ 129.86	\$ 128.96	\$ 131.22	\$ 133.52	\$ 135.85	\$ 138.23
Information Center Consultant	\$ 91.68	\$ 93.28	\$ 94.92	\$ 96.58	\$ 98.27	\$ 97.59	\$ 99.30	\$ 101.04	\$ 102.81	\$ 104.61
Information Center Specialist	\$ 104.08	\$ 105.90	\$ 107.75	\$ 109.64	\$ 111.56	\$ 110.79	\$ 112.73	\$ 114.70	\$ 116.71	\$ 118.75
Information Security Business Analyst	\$ 83.26	\$ 84.72	\$ 86.20	\$ 87.71	\$ 89.24	\$ 88.63	\$ 90.18	\$ 91.76	\$ 93.37	\$ 95.00
Information Services Consultant	\$ 108.24	\$ 110.13	\$ 112.06	\$ 114.02	\$ 116.02	\$ 115.22	\$ 117.24	\$ 119.29	\$ 121.38	\$ 123.50
Information Systems Auditor - Intermediate	\$ 84.51	\$ 85.99	\$ 87.49	\$ 89.02	\$ 90.58	\$ 89.96	\$ 91.54	\$ 93.14	\$ 94.77	\$ 96.43
Information Systems Auditor - Senior	\$ 97.42	\$ 99.12	\$ 100.86	\$ 102.62	\$ 104.42	\$ 103.70	\$ 105.52	\$ 107.36	\$ 109.24	\$ 111.16
Information Systems Training Specialist - Intermediate	\$ 74.94	\$ 76.25	\$ 77.59	\$ 78.94	\$ 80.33	\$ 79.77	\$ 81.17	\$ 82.59	\$ 84.04	\$ 85.51
Information Systems Training Specialist - Senior	\$ 83.26	\$ 84.72	\$ 86.20	\$ 87.71	\$ 89.24	\$ 88.63	\$ 90.18	\$ 91.76	\$ 93.37	\$ 95.00
Internal Communications Systems Consultant	\$ 118.46	\$ 120.53	\$ 122.64	\$ 124.79	\$ 126.97	\$ 126.10	\$ 128.31	\$ 130.55	\$ 132.84	\$ 135.16
IT Subject Matter Specialist	\$ 133.63	\$ 135.97	\$ 138.35	\$ 140.77	\$ 143.23	\$ 142.25	\$ 144.74	\$ 147.27	\$ 149.85	\$ 152.47
LAN Administrator - Intermediate	\$ 71.00	\$ 72.24	\$ 73.51	\$ 74.79	\$ 76.10	\$ 75.58	\$ 76.90	\$ 78.25	\$ 79.62	\$ 81.01
LAN Administrator - Senior	\$ 89.16	\$ 90.72	\$ 92.31	\$ 93.92	\$ 95.57	\$ 94.91	\$ 96.57	\$ 98.26	\$ 99.98	\$ 101.73
LAN Support Technician - Intermediate	\$ 71.00	\$ 72.24	\$ 73.51	\$ 74.79	\$ 76.10	\$ 75.58	\$ 76.90	\$ 78.25	\$ 79.62	\$ 81.01
LAN Support Technician - Senior	\$ 76.93	\$ 78.28	\$ 79.65	\$ 81.04	\$ 82.46	\$ 81.89	\$ 83.33	\$ 84.78	\$ 86.27	\$ 87.78
LAN/WAN Administrator	\$ 74.75	\$ 76.06	\$ 77.39	\$ 78.74	\$ 80.12	\$ 79.57	\$ 80.96	\$ 82.38	\$ 83.82	\$ 85.29
LAN/WAN Integrator	\$ 99.18	\$ 100.92	\$ 102.68	\$ 104.48	\$ 106.31	\$ 105.58	\$ 107.42	\$ 109.30	\$ 111.22	\$ 113.16
LAN/WAN/MAN Administrator	\$ 74.75	\$ 76.06	\$ 77.39	\$ 78.74	\$ 80.12	\$ 79.57	\$ 80.96	\$ 82.38	\$ 83.82	\$ 85.29
Network Control Technician	\$ 54.09	\$ 55.04	\$ 56.00	\$ 56.98	\$ 57.98	\$ 57.58	\$ 58.59	\$ 59.61	\$ 60.65	\$ 61.72
Network Engineer - Intermediate	\$ 80.62	\$ 82.03	\$ 83.47	\$ 84.93	\$ 86.41	\$ 85.82	\$ 87.32	\$ 88.85	\$ 90.40	\$ 91.99
Network Engineer - Senior	\$ 94.01	\$ 95.66	\$ 97.33	\$ 99.03	\$ 100.77	\$ 100.07	\$ 101.82	\$ 103.61	\$ 105.42	\$ 107.26
Network Operations Supervisor	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20	\$ 103.48	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.92
Network Planning Analyst - Intermediate	\$ 76.18	\$ 77.51	\$ 78.87	\$ 80.25	\$ 81.65	\$ 81.09	\$ 82.51	\$ 83.96	\$ 85.43	\$ 86.92
Network Planning Analyst - Senior	\$ 93.18	\$ 94.81	\$ 96.47	\$ 98.16	\$ 99.88	\$ 99.19	\$ 100.93	\$ 102.69	\$ 104.49	\$ 106.32
Network Planning Manager	\$ 104.94	\$ 106.78	\$ 108.65	\$ 110.55	\$ 112.48	\$ 111.71	\$ 113.66	\$ 115.65	\$ 117.68	\$ 119.74
Network Systems Administrator	\$ 72.09	\$ 73.35	\$ 74.64	\$ 75.94	\$ 77.27	\$ 76.74	\$ 78.08	\$ 79.45	\$ 80.84	\$ 82.25
Network Systems Manager	\$ 98.70	\$ 100.43	\$ 102.18	\$ 103.97	\$ 105.79	\$ 105.07	\$ 106.90	\$ 108.78	\$ 110.68	\$ 112.62
Network/Hardware Support Technician	\$ 52.09	\$ 53.00	\$ 53.93	\$ 54.87	\$ 55.83	\$ 55.45	\$ 56.42	\$ 57.41	\$ 58.41	\$ 59.43

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Miami Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20	\$ 103.48	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.92
Operations Manager - Voice Communications	\$ 79.30	\$ 80.69	\$ 82.10	\$ 83.54	\$ 85.00	\$ 84.41	\$ 85.89	\$ 87.40	\$ 88.92	\$ 90.48
Operations Systems Manager	\$ 91.60	\$ 93.20	\$ 94.83	\$ 96.49	\$ 98.18	\$ 97.51	\$ 99.21	\$ 100.95	\$ 102.72	\$ 104.52
Operations/ Technical Support Manager	\$ 92.18	\$ 93.79	\$ 95.43	\$ 97.10	\$ 98.80	\$ 98.13	\$ 99.84	\$ 101.59	\$ 103.37	\$ 105.18
Operations/Network LAN Administrator	\$ 69.34	\$ 70.55	\$ 71.79	\$ 73.04	\$ 74.32	\$ 73.81	\$ 75.10	\$ 76.42	\$ 77.76	\$ 79.12
Operations/Technical Support Analyst	\$ 50.22	\$ 51.10	\$ 51.99	\$ 52.90	\$ 53.83	\$ 53.46	\$ 54.39	\$ 55.35	\$ 56.32	\$ 57.30
PC Products Analyst	\$ 62.84	\$ 63.94	\$ 65.06	\$ 66.20	\$ 67.36	\$ 66.89	\$ 68.06	\$ 69.25	\$ 70.47	\$ 71.70
PC Systems Specialist	\$ 69.04	\$ 70.25	\$ 71.48	\$ 72.73	\$ 74.00	\$ 73.49	\$ 74.78	\$ 76.09	\$ 77.42	\$ 78.77
PC/LAN Mgmt Analyst - Intermediate	\$ 64.31	\$ 65.44	\$ 66.58	\$ 67.75	\$ 68.93	\$ 68.46	\$ 69.66	\$ 70.87	\$ 72.12	\$ 73.38
PC/LAN Mgmt Analyst – Senior	\$ 78.18	\$ 79.55	\$ 80.94	\$ 82.36	\$ 83.80	\$ 83.22	\$ 84.68	\$ 86.16	\$ 87.67	\$ 89.20
Project Engineer	\$ 106.80	\$ 108.67	\$ 110.57	\$ 112.51	\$ 114.47	\$ 113.69	\$ 115.68	\$ 117.70	\$ 119.76	\$ 121.86
Project Manager – Senior	\$ 133.22	\$ 135.55	\$ 137.92	\$ 140.34	\$ 142.79	\$ 141.81	\$ 144.29	\$ 146.82	\$ 149.39	\$ 152.00
Quality Assurance Analyst - Intermediate	\$ 76.60	\$ 77.94	\$ 79.30	\$ 80.69	\$ 82.10	\$ 81.54	\$ 82.97	\$ 84.42	\$ 85.90	\$ 87.40
Quality Assurance Analyst - Senior	\$ 92.35	\$ 93.97	\$ 95.61	\$ 97.28	\$ 98.99	\$ 98.31	\$ 100.03	\$ 101.78	\$ 103.56	\$ 105.37
Quality Assurance Specialist	\$ 88.85	\$ 90.40	\$ 91.99	\$ 93.60	\$ 95.23	\$ 94.58	\$ 96.24	\$ 97.92	\$ 99.63	\$ 101.38
Security Coordinator	\$ 70.86	\$ 72.10	\$ 73.36	\$ 74.65	\$ 75.95	\$ 75.43	\$ 76.75	\$ 78.09	\$ 79.46	\$ 80.85
Site Manager	\$ 109.02	\$ 110.93	\$ 112.87	\$ 114.84	\$ 116.85	\$ 116.05	\$ 118.08	\$ 120.15	\$ 122.25	\$ 124.39
Software Architect	\$ 124.90	\$ 127.09	\$ 129.31	\$ 131.57	\$ 133.88	\$ 132.96	\$ 135.28	\$ 137.65	\$ 140.06	\$ 142.51
Software Developer – Intermediate	\$ 100.52	\$ 102.28	\$ 104.07	\$ 105.89	\$ 107.74	\$ 107.00	\$ 108.88	\$ 110.78	\$ 112.72	\$ 114.69
Software Developer – Senior	\$ 112.41	\$ 114.38	\$ 116.38	\$ 118.42	\$ 120.49	\$ 119.66	\$ 121.75	\$ 123.89	\$ 126.05	\$ 128.26
Software Systems Engineer - Intermediate	\$ 99.92	\$ 101.67	\$ 103.45	\$ 105.26	\$ 107.10	\$ 106.36	\$ 108.23	\$ 110.12	\$ 112.05	\$ 114.01
Software Systems Engineer - Senior	\$ 107.04	\$ 108.91	\$ 110.82	\$ 112.76	\$ 114.73	\$ 113.94	\$ 115.94	\$ 117.97	\$ 120.03	\$ 122.13
Strategic Planner	\$ 112.41	\$ 114.38	\$ 116.38	\$ 118.42	\$ 120.49	\$ 119.66	\$ 121.75	\$ 123.89	\$ 126.05	\$ 128.26
Systems Administrator - Intermediate	\$ 68.08	\$ 69.27	\$ 70.48	\$ 71.72	\$ 72.97	\$ 72.47	\$ 73.74	\$ 75.03	\$ 76.34	\$ 77.68
Systems Administrator - Senior	\$ 84.34	\$ 85.82	\$ 87.32	\$ 88.85	\$ 90.40	\$ 89.78	\$ 91.35	\$ 92.95	\$ 94.58	\$ 96.23
Systems Analysis and Programming Director	\$ 133.22	\$ 135.55	\$ 137.92	\$ 140.34	\$ 142.79	\$ 141.81	\$ 144.29	\$ 146.82	\$ 149.39	\$ 152.00
Systems Engineer	\$ 79.11	\$ 80.49	\$ 81.90	\$ 83.34	\$ 84.79	\$ 84.21	\$ 85.69	\$ 87.19	\$ 88.71	\$ 90.26
Systems Management Technologist	\$ 107.35	\$ 109.23	\$ 111.14	\$ 113.09	\$ 115.06	\$ 114.27	\$ 116.27	\$ 118.31	\$ 120.38	\$ 122.49
Technical Editor	\$ 63.62	\$ 64.73	\$ 65.87	\$ 67.02	\$ 68.19	\$ 67.72	\$ 68.91	\$ 70.11	\$ 71.34	\$ 72.59

Digitalspec, LLC

GS00Q17GWD2183

CIFA1

Miami Locality										
	Government Site					Contractor Site				
Labor Category	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021
Technical Writer	\$ 65.76	\$ 66.91	\$ 68.08	\$ 69.27	\$ 70.49	\$ 70.00	\$ 71.23	\$ 72.47	\$ 73.74	\$ 75.03
Telecommunications Analyst/Technician	\$ 55.36	\$ 56.33	\$ 57.31	\$ 58.32	\$ 59.34	\$ 58.93	\$ 59.96	\$ 61.01	\$ 62.08	\$ 63.17
Telecommunications Engineer/ Analyst – Intermediate	\$ 62.71	\$ 63.81	\$ 64.92	\$ 66.06	\$ 67.22	\$ 66.75	\$ 67.92	\$ 69.11	\$ 70.32	\$ 71.55
Telecommunications Engineer/ Analyst – Senior	\$ 73.69	\$ 74.98	\$ 76.29	\$ 77.63	\$ 78.99	\$ 78.44	\$ 79.82	\$ 81.21	\$ 82.63	\$ 84.08
Telecommunications Manager - Multiple Incumbents	\$ 116.57	\$ 118.61	\$ 120.69	\$ 122.80	\$ 124.95	\$ 124.09	\$ 126.26	\$ 128.47	\$ 130.72	\$ 133.01
Telecommunications Manager - Single Incumbent	\$ 107.97	\$ 109.86	\$ 111.78	\$ 113.74	\$ 115.73	\$ 114.93	\$ 116.95	\$ 118.99	\$ 121.07	\$ 123.19
Telecommunications Network Help Desk	\$ 44.34	\$ 45.12	\$ 45.91	\$ 46.71	\$ 47.53	\$ 47.20	\$ 48.03	\$ 48.87	\$ 49.72	\$ 50.59
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 74.28	\$ 75.58	\$ 76.90	\$ 78.25	\$ 79.62	\$ 79.07	\$ 80.45	\$ 81.86	\$ 83.30	\$ 84.75
Telecommunications Programmer/ Systems Analyst – Senior	\$ 91.60	\$ 93.20	\$ 94.83	\$ 96.49	\$ 98.18	\$ 97.51	\$ 99.21	\$ 100.95	\$ 102.72	\$ 104.52
Telecommunications Technician	\$ 50.75	\$ 51.64	\$ 52.54	\$ 53.46	\$ 54.40	\$ 54.02	\$ 54.97	\$ 55.93	\$ 56.91	\$ 57.91
Telecommunications/Communications Integration Engineer	\$ 81.86	\$ 83.29	\$ 84.75	\$ 86.23	\$ 87.74	\$ 87.14	\$ 88.66	\$ 90.22	\$ 91.80	\$ 93.40
Test Engineer	\$ 83.26	\$ 84.72	\$ 86.20	\$ 87.71	\$ 89.24	\$ 88.63	\$ 90.18	\$ 91.76	\$ 93.37	\$ 95.00
UNIX Systems Administrator	\$ 95.75	\$ 97.43	\$ 99.13	\$ 100.87	\$ 102.63	\$ 101.93	\$ 103.71	\$ 105.52	\$ 107.37	\$ 109.25
Voice Communications Administrator	\$ 62.05	\$ 63.14	\$ 64.24	\$ 65.36	\$ 66.51	\$ 66.05	\$ 67.21	\$ 68.38	\$ 69.58	\$ 70.80
Voice Communications Manager - Planning & Implementation	\$ 95.75	\$ 97.43	\$ 99.13	\$ 100.87	\$ 102.63	\$ 101.93	\$ 103.71	\$ 105.52	\$ 107.37	\$ 109.25
Voice Communications Technician	\$ 51.62	\$ 52.52	\$ 53.44	\$ 54.38	\$ 55.33	\$ 54.95	\$ 55.91	\$ 56.89	\$ 57.89	\$ 58.90
Web Content Administrator	\$ 65.33	\$ 66.47	\$ 67.64	\$ 68.82	\$ 70.02	\$ 69.54	\$ 70.76	\$ 72.00	\$ 73.26	\$ 74.54
Web Content Analyst	\$ 62.45	\$ 63.54	\$ 64.65	\$ 65.79	\$ 66.94	\$ 66.48	\$ 67.64	\$ 68.83	\$ 70.03	\$ 71.26
Web Designer	\$ 69.49	\$ 70.71	\$ 71.94	\$ 73.20	\$ 74.48	\$ 73.97	\$ 75.27	\$ 76.58	\$ 77.92	\$ 79.29
Web Marketing Manager	\$ 97.14	\$ 98.84	\$ 100.57	\$ 102.33	\$ 104.12	\$ 103.41	\$ 105.22	\$ 107.06	\$ 108.93	\$ 110.84
Web Operations Manager	\$ 90.03	\$ 91.61	\$ 93.21	\$ 94.84	\$ 96.50	\$ 95.84	\$ 97.51	\$ 99.22	\$ 100.96	\$ 102.72
Web Project Manager	\$ 106.80	\$ 108.67	\$ 110.57	\$ 112.51	\$ 114.47	\$ 113.69	\$ 115.68	\$ 117.70	\$ 119.76	\$ 121.86
Web Security Administrator	\$ 81.60	\$ 83.03	\$ 84.48	\$ 85.96	\$ 87.46	\$ 86.86	\$ 88.38	\$ 89.93	\$ 91.50	\$ 93.11
Web Security Analyst	\$ 93.18	\$ 94.81	\$ 96.47	\$ 98.16	\$ 99.88	\$ 99.19	\$ 100.93	\$ 102.69	\$ 104.49	\$ 106.32
Web Software Developer	\$ 78.12	\$ 79.49	\$ 80.88	\$ 82.29	\$ 83.73	\$ 83.16	\$ 84.61	\$ 86.09	\$ 87.60	\$ 89.13
Web Technical Administrator	\$ 76.01	\$ 77.34	\$ 78.69	\$ 80.07	\$ 81.47	\$ 80.91	\$ 82.33	\$ 83.77	\$ 85.24	\$ 86.73

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Milwaukee Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 77.58	\$ 78.94	\$ 80.32	\$ 81.72	\$ 83.15	\$ 82.58	\$ 84.03	\$ 85.50	\$ 87.00	\$ 88.52
Applications Systems Analyst/ Programmer – Intermediate	\$ 82.11	\$ 83.55	\$ 85.01	\$ 86.50	\$ 88.01	\$ 87.41	\$ 88.94	\$ 90.49	\$ 92.08	\$ 93.69
Applications Systems Analyst/ Programmer – Senior	\$ 99.90	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08	\$ 106.34	\$ 108.20	\$ 110.10	\$ 112.02	\$ 113.99
Business Process Consultant	\$ 102.78	\$ 104.58	\$ 106.41	\$ 108.27	\$ 110.17	\$ 109.41	\$ 111.32	\$ 113.27	\$ 115.25	\$ 117.27
Business Subject Matter Specialist	\$ 119.96	\$ 122.06	\$ 124.20	\$ 126.37	\$ 128.58	\$ 127.70	\$ 129.93	\$ 132.21	\$ 134.52	\$ 136.87
Business Systems Analyst - Intermediate	\$ 80.33	\$ 81.74	\$ 83.17	\$ 84.62	\$ 86.10	\$ 85.51	\$ 87.01	\$ 88.53	\$ 90.08	\$ 91.66
Business Systems Analyst - Senior	\$ 89.83	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.29	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.50
Business Systems Specialist	\$ 96.69	\$ 98.38	\$ 100.10	\$ 101.86	\$ 103.64	\$ 102.93	\$ 104.73	\$ 106.56	\$ 108.43	\$ 110.32
Chief Information Security Officer	\$ 135.43	\$ 137.80	\$ 140.21	\$ 142.67	\$ 145.16	\$ 144.17	\$ 146.69	\$ 149.26	\$ 151.87	\$ 154.52
Client/Server Database Manager	\$ 99.26	\$ 101.00	\$ 102.76	\$ 104.56	\$ 106.39	\$ 105.66	\$ 107.51	\$ 109.39	\$ 111.31	\$ 113.26
Client/Server Network Architect	\$ 106.27	\$ 108.13	\$ 110.02	\$ 111.95	\$ 113.91	\$ 113.12	\$ 115.10	\$ 117.12	\$ 119.17	\$ 121.25
Client/Server Support Analyst	\$ 76.67	\$ 78.01	\$ 79.38	\$ 80.77	\$ 82.18	\$ 81.62	\$ 83.04	\$ 84.50	\$ 85.98	\$ 87.48
Communications Analyst - Intermediate	\$ 78.96	\$ 80.34	\$ 81.75	\$ 83.18	\$ 84.63	\$ 84.05	\$ 85.52	\$ 87.02	\$ 88.54	\$ 90.09
Communications Analyst - Senior	\$ 89.65	\$ 91.22	\$ 92.82	\$ 94.44	\$ 96.09	\$ 95.43	\$ 97.10	\$ 98.80	\$ 100.53	\$ 102.29
Communications Facility Engineer	\$ 78.30	\$ 79.67	\$ 81.06	\$ 82.48	\$ 83.93	\$ 83.35	\$ 84.81	\$ 86.29	\$ 87.80	\$ 89.34
Communications Installer	\$ 69.21	\$ 70.42	\$ 71.65	\$ 72.91	\$ 74.18	\$ 73.67	\$ 74.96	\$ 76.28	\$ 77.61	\$ 78.97
Communications Transmission Engineer	\$ 87.52	\$ 89.05	\$ 90.61	\$ 92.20	\$ 93.81	\$ 93.17	\$ 94.80	\$ 96.45	\$ 98.14	\$ 99.86
Computer Operations Manager	\$ 89.36	\$ 90.92	\$ 92.51	\$ 94.13	\$ 95.78	\$ 95.12	\$ 96.79	\$ 98.48	\$ 100.21	\$ 101.96
Consultant	\$ 117.95	\$ 120.01	\$ 122.11	\$ 124.25	\$ 126.43	\$ 125.56	\$ 127.76	\$ 129.99	\$ 132.27	\$ 134.58
Data Architect	\$ 104.81	\$ 106.64	\$ 108.51	\$ 110.41	\$ 112.34	\$ 111.57	\$ 113.52	\$ 115.51	\$ 117.53	\$ 119.59
Data Communications Manager - Planning & Implementation	\$ 105.24	\$ 107.08	\$ 108.96	\$ 110.86	\$ 112.80	\$ 112.03	\$ 113.99	\$ 115.98	\$ 118.01	\$ 120.08
Data Entry Supervisor	\$ 49.23	\$ 50.09	\$ 50.97	\$ 51.86	\$ 52.77	\$ 52.41	\$ 53.32	\$ 54.26	\$ 55.21	\$ 56.17
Data Security Administration Manager	\$ 105.21	\$ 107.05	\$ 108.92	\$ 110.83	\$ 112.77	\$ 112.00	\$ 113.96	\$ 115.95	\$ 117.98	\$ 120.04
Data Security Analyst - Intermediate	\$ 78.05	\$ 79.42	\$ 80.81	\$ 82.22	\$ 83.66	\$ 83.08	\$ 84.54	\$ 86.02	\$ 87.52	\$ 89.05
Data Security Analyst - Senior	\$ 92.11	\$ 93.72	\$ 95.36	\$ 97.03	\$ 98.73	\$ 98.05	\$ 99.77	\$ 101.51	\$ 103.29	\$ 105.10
Data Warehousing Administrator	\$ 82.43	\$ 83.87	\$ 85.34	\$ 86.83	\$ 88.35	\$ 87.75	\$ 89.28	\$ 90.84	\$ 92.43	\$ 94.05
Data Warehousing Analyst	\$ 89.02	\$ 90.58	\$ 92.16	\$ 93.78	\$ 95.42	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57
Data Warehousing Programmer	\$ 97.99	\$ 99.70	\$ 101.45	\$ 103.23	\$ 105.03	\$ 104.31	\$ 106.14	\$ 107.99	\$ 109.88	\$ 111.81

Digitalspec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Milwaukee Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 109.11	\$ 111.02	\$ 112.96	\$ 114.94	\$ 116.95	\$ 116.15	\$ 118.18	\$ 120.25	\$ 122.35	\$ 124.49
Data/Configuration Management Specialist	\$ 102.42	\$ 104.21	\$ 106.04	\$ 107.89	\$ 109.78	\$ 109.03	\$ 110.93	\$ 112.88	\$ 114.85	\$ 116.86
Database Administrator	\$ 88.96	\$ 90.52	\$ 92.10	\$ 93.71	\$ 95.35	\$ 94.70	\$ 96.36	\$ 98.04	\$ 99.76	\$ 101.50
Database Analyst/ Programmer - Intermediate	\$ 79.41	\$ 80.80	\$ 82.21	\$ 83.65	\$ 85.12	\$ 84.53	\$ 86.01	\$ 87.52	\$ 89.05	\$ 90.61
Database Analyst/ Programmer – Senior	\$ 95.74	\$ 97.42	\$ 99.12	\$ 100.85	\$ 102.62	\$ 101.92	\$ 103.70	\$ 105.51	\$ 107.36	\$ 109.24
Database Manager	\$ 123.47	\$ 125.63	\$ 127.83	\$ 130.07	\$ 132.34	\$ 131.43	\$ 133.73	\$ 136.07	\$ 138.46	\$ 140.88
Disaster Recovery Administrator	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34	\$ 105.15	\$ 104.43	\$ 106.25	\$ 108.11	\$ 110.01	\$ 111.93
Disaster Recovery Analyst	\$ 71.06	\$ 72.30	\$ 73.57	\$ 74.86	\$ 76.17	\$ 75.64	\$ 76.97	\$ 78.31	\$ 79.68	\$ 81.08
Documentation Specialist - Intermediate	\$ 53.87	\$ 54.81	\$ 55.77	\$ 56.75	\$ 57.74	\$ 57.34	\$ 58.35	\$ 59.37	\$ 60.41	\$ 61.47
Documentation Specialist - Senior	\$ 67.15	\$ 68.33	\$ 69.52	\$ 70.74	\$ 71.98	\$ 71.48	\$ 72.73	\$ 74.00	\$ 75.30	\$ 76.62
E-Business Manager	\$ 74.24	\$ 75.54	\$ 76.86	\$ 78.21	\$ 79.57	\$ 79.03	\$ 80.41	\$ 81.82	\$ 83.25	\$ 84.71
Electronic Data Interchange (EDI) Manager	\$ 85.23	\$ 86.72	\$ 88.24	\$ 89.78	\$ 91.35	\$ 90.73	\$ 92.32	\$ 93.93	\$ 95.57	\$ 97.25
Electronic Data Interchange (EDI) Specialist	\$ 61.67	\$ 62.75	\$ 63.85	\$ 64.96	\$ 66.10	\$ 65.65	\$ 66.80	\$ 67.97	\$ 69.15	\$ 70.37
Electronic Mail Coordinator	\$ 65.49	\$ 66.64	\$ 67.80	\$ 68.99	\$ 70.20	\$ 69.71	\$ 70.93	\$ 72.18	\$ 73.44	\$ 74.72
Engineering Subject Matter Specialist	\$ 122.49	\$ 124.63	\$ 126.81	\$ 129.03	\$ 131.29	\$ 130.39	\$ 132.67	\$ 134.99	\$ 137.36	\$ 139.76
ERP Busienss/Architectural Specialist	\$ 127.40	\$ 129.63	\$ 131.90	\$ 134.21	\$ 136.55	\$ 135.62	\$ 137.99	\$ 140.41	\$ 142.86	\$ 145.36
ERP Business Analyst - Intermediate	\$ 108.34	\$ 110.24	\$ 112.17	\$ 114.13	\$ 116.13	\$ 115.33	\$ 117.35	\$ 119.40	\$ 121.49	\$ 123.62
ERP Business Analyst - Senior	\$ 114.88	\$ 116.89	\$ 118.94	\$ 121.02	\$ 123.14	\$ 122.29	\$ 124.43	\$ 126.61	\$ 128.82	\$ 131.08
ERP Programmer	\$ 106.40	\$ 108.26	\$ 110.16	\$ 112.08	\$ 114.05	\$ 113.26	\$ 115.24	\$ 117.26	\$ 119.31	\$ 121.40
Graphics Specialist	\$ 49.00	\$ 49.86	\$ 50.73	\$ 51.62	\$ 52.52	\$ 52.16	\$ 53.07	\$ 54.00	\$ 54.95	\$ 55.91
Groupware Specialist	\$ 78.73	\$ 80.11	\$ 81.51	\$ 82.94	\$ 84.39	\$ 83.81	\$ 85.27	\$ 86.77	\$ 88.29	\$ 89.83
Help Desk Coordinator - Intermediate	\$ 45.26	\$ 46.05	\$ 46.86	\$ 47.68	\$ 48.51	\$ 48.18	\$ 49.02	\$ 49.88	\$ 50.75	\$ 51.64
Help Desk Coordinator - Senior	\$ 62.89	\$ 63.99	\$ 65.11	\$ 66.25	\$ 67.41	\$ 66.95	\$ 68.12	\$ 69.31	\$ 70.52	\$ 71.76
Help Desk Manager	\$ 90.14	\$ 91.72	\$ 93.32	\$ 94.96	\$ 96.62	\$ 95.95	\$ 97.63	\$ 99.34	\$ 101.08	\$ 102.85
Help Desk Specialist	\$ 45.73	\$ 46.53	\$ 47.34	\$ 48.17	\$ 49.02	\$ 48.68	\$ 49.53	\$ 50.40	\$ 51.28	\$ 52.18
Help Desk Support Services Specialist - Intermediate	\$ 61.24	\$ 62.31	\$ 63.40	\$ 64.51	\$ 65.64	\$ 65.19	\$ 66.33	\$ 67.49	\$ 68.67	\$ 69.87
Help Desk Support Services Specialist - Senior	\$ 73.49	\$ 74.78	\$ 76.08	\$ 77.42	\$ 78.77	\$ 78.23	\$ 79.60	\$ 80.99	\$ 82.41	\$ 83.85
Information Assurance Development Engineer	\$ 91.58	\$ 93.18	\$ 94.81	\$ 96.47	\$ 98.16	\$ 97.49	\$ 99.19	\$ 100.93	\$ 102.70	\$ 104.49
Information Assurance Engineer	\$ 89.83	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.29	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.50

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>Milwaukee Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Information Assurance Network Specialist	\$ 114.73	\$ 116.74	\$ 118.78	\$ 120.86	\$ 122.97	\$ 122.13	\$ 124.27	\$ 126.44	\$ 128.65	\$ 130.91
Information Assurance Systems/Network Specialist	\$ 118.81	\$ 120.89	\$ 123.00	\$ 125.16	\$ 127.35	\$ 126.47	\$ 128.69	\$ 130.94	\$ 133.23	\$ 135.56
Information Center Consultant	\$ 89.92	\$ 91.49	\$ 93.09	\$ 94.72	\$ 96.38	\$ 95.72	\$ 97.39	\$ 99.10	\$ 100.83	\$ 102.60
Information Center Specialist	\$ 102.08	\$ 103.87	\$ 105.68	\$ 107.53	\$ 109.42	\$ 108.66	\$ 110.57	\$ 112.50	\$ 114.47	\$ 116.47
Information Security Business Analyst	\$ 81.66	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53	\$ 86.93	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.17
Information Services Consultant	\$ 106.15	\$ 108.01	\$ 109.90	\$ 111.82	\$ 113.78	\$ 113.00	\$ 114.97	\$ 116.99	\$ 119.03	\$ 121.12
Information Systems Auditor - Intermediate	\$ 82.88	\$ 84.33	\$ 85.81	\$ 87.31	\$ 88.84	\$ 88.23	\$ 89.77	\$ 91.34	\$ 92.94	\$ 94.57
Information Systems Auditor - Senior	\$ 95.54	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.41	\$ 101.70	\$ 103.48	\$ 105.29	\$ 107.14	\$ 109.01
Information Systems Training Specialist - Intermediate	\$ 73.49	\$ 74.78	\$ 76.08	\$ 77.42	\$ 78.77	\$ 78.23	\$ 79.60	\$ 80.99	\$ 82.41	\$ 83.85
Information Systems Training Specialist - Senior	\$ 81.66	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53	\$ 86.93	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.17
Internal Communications Systems Consultant	\$ 116.17	\$ 118.20	\$ 120.27	\$ 122.38	\$ 124.52	\$ 123.66	\$ 125.83	\$ 128.03	\$ 130.27	\$ 132.55
IT Subject Matter Specialist	\$ 131.06	\$ 133.35	\$ 135.69	\$ 138.06	\$ 140.48	\$ 139.51	\$ 141.95	\$ 144.44	\$ 146.97	\$ 149.54
LAN Administrator - Intermediate	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35	\$ 74.63	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08	\$ 79.45
LAN Administrator - Senior	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.11	\$ 93.72	\$ 93.08	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77
LAN Support Technician - Intermediate	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35	\$ 74.63	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08	\$ 79.45
LAN Support Technician - Senior	\$ 75.44	\$ 76.76	\$ 78.10	\$ 79.47	\$ 80.86	\$ 80.31	\$ 81.71	\$ 83.14	\$ 84.60	\$ 86.08
LAN/WAN Administrator	\$ 73.31	\$ 74.59	\$ 75.90	\$ 77.23	\$ 78.58	\$ 78.04	\$ 79.40	\$ 80.79	\$ 82.21	\$ 83.65
LAN/WAN Integrator	\$ 97.27	\$ 98.97	\$ 100.70	\$ 102.47	\$ 104.26	\$ 103.54	\$ 105.36	\$ 107.20	\$ 109.08	\$ 110.98
LAN/WAN/MAN Administrator	\$ 73.31	\$ 74.59	\$ 75.90	\$ 77.23	\$ 78.58	\$ 78.04	\$ 79.40	\$ 80.79	\$ 82.21	\$ 83.65
Network Control Technician	\$ 53.04	\$ 53.97	\$ 54.91	\$ 55.87	\$ 56.85	\$ 56.46	\$ 57.45	\$ 58.45	\$ 59.48	\$ 60.52
Network Engineer - Intermediate	\$ 79.07	\$ 80.45	\$ 81.86	\$ 83.29	\$ 84.75	\$ 84.17	\$ 85.64	\$ 87.14	\$ 88.67	\$ 90.22
Network Engineer - Senior	\$ 92.20	\$ 93.81	\$ 95.46	\$ 97.13	\$ 98.83	\$ 98.15	\$ 99.86	\$ 101.61	\$ 103.39	\$ 105.20
Network Operations Supervisor	\$ 95.33	\$ 97.00	\$ 98.70	\$ 100.42	\$ 102.18	\$ 101.48	\$ 103.25	\$ 105.06	\$ 106.90	\$ 108.77
Network Planning Analyst - Intermediate	\$ 74.71	\$ 76.02	\$ 77.35	\$ 78.70	\$ 80.08	\$ 79.53	\$ 80.92	\$ 82.34	\$ 83.78	\$ 85.24
Network Planning Analyst - Senior	\$ 91.38	\$ 92.98	\$ 94.61	\$ 96.26	\$ 97.95	\$ 97.27	\$ 98.98	\$ 100.71	\$ 102.47	\$ 104.26
Network Planning Manager	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.42	\$ 110.32	\$ 109.56	\$ 111.48	\$ 113.43	\$ 115.41	\$ 117.43
Network Systems Administrator	\$ 70.70	\$ 71.94	\$ 73.20	\$ 74.48	\$ 75.78	\$ 75.26	\$ 76.58	\$ 77.92	\$ 79.28	\$ 80.67
Network Systems Manager	\$ 96.79	\$ 98.48	\$ 100.21	\$ 101.96	\$ 103.75	\$ 103.03	\$ 104.84	\$ 106.67	\$ 108.54	\$ 110.44
Network/Hardware Support Technician	\$ 51.08	\$ 51.97	\$ 52.88	\$ 53.81	\$ 54.75	\$ 54.37	\$ 55.33	\$ 56.29	\$ 57.28	\$ 58.28

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CIFA1

<u>Labor Category</u>	<u>Milwaukee Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 95.33	\$ 97.00	\$ 98.70	\$ 100.42	\$ 102.18	\$ 101.48	\$ 103.25	\$ 105.06	\$ 106.90	\$ 108.77
Operations Manager - Voice Communications	\$ 77.77	\$ 79.13	\$ 80.52	\$ 81.92	\$ 83.36	\$ 82.79	\$ 84.23	\$ 85.71	\$ 87.21	\$ 88.74
Operations Systems Manager	\$ 89.83	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.29	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.50
Operations/ Technical Support Manager	\$ 90.40	\$ 91.98	\$ 93.59	\$ 95.23	\$ 96.90	\$ 96.23	\$ 97.91	\$ 99.63	\$ 101.37	\$ 103.15
Operations/Network LAN Administrator	\$ 68.01	\$ 69.20	\$ 70.41	\$ 71.64	\$ 72.90	\$ 72.40	\$ 73.66	\$ 74.95	\$ 76.26	\$ 77.60
Operations/Technical Support Analyst	\$ 49.25	\$ 50.11	\$ 50.99	\$ 51.88	\$ 52.79	\$ 52.43	\$ 53.34	\$ 54.28	\$ 55.23	\$ 56.19
PC Products Analyst	\$ 61.63	\$ 62.71	\$ 63.81	\$ 64.92	\$ 66.06	\$ 65.61	\$ 66.75	\$ 67.92	\$ 69.11	\$ 70.32
PC Systems Specialist	\$ 67.71	\$ 68.89	\$ 70.10	\$ 71.33	\$ 72.58	\$ 72.08	\$ 73.34	\$ 74.62	\$ 75.93	\$ 77.26
PC/LAN Mgmt Analyst - Intermediate	\$ 63.07	\$ 64.17	\$ 65.30	\$ 66.44	\$ 67.60	\$ 67.14	\$ 68.31	\$ 69.51	\$ 70.72	\$ 71.96
PC/LAN Mgmt Analyst – Senior	\$ 76.67	\$ 78.01	\$ 79.38	\$ 80.77	\$ 82.18	\$ 81.62	\$ 83.04	\$ 84.50	\$ 85.98	\$ 87.48
Project Engineer	\$ 104.74	\$ 106.57	\$ 108.44	\$ 110.34	\$ 112.27	\$ 111.50	\$ 113.45	\$ 115.43	\$ 117.45	\$ 119.51
Project Manager – Senior	\$ 130.65	\$ 132.94	\$ 135.26	\$ 137.63	\$ 140.04	\$ 139.08	\$ 141.51	\$ 143.99	\$ 146.51	\$ 149.07
Quality Assurance Analyst - Intermediate	\$ 75.13	\$ 76.44	\$ 77.78	\$ 79.14	\$ 80.53	\$ 79.98	\$ 81.38	\$ 82.80	\$ 84.25	\$ 85.72
Quality Assurance Analyst - Senior	\$ 90.57	\$ 92.15	\$ 93.77	\$ 95.41	\$ 97.08	\$ 96.41	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34
Quality Assurance Specialist	\$ 87.13	\$ 88.65	\$ 90.21	\$ 91.78	\$ 93.39	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.70	\$ 99.41
Security Coordinator	\$ 69.49	\$ 70.71	\$ 71.94	\$ 73.20	\$ 74.48	\$ 73.97	\$ 75.27	\$ 76.58	\$ 77.92	\$ 79.29
Site Manager	\$ 106.92	\$ 108.79	\$ 110.69	\$ 112.63	\$ 114.60	\$ 113.82	\$ 115.81	\$ 117.83	\$ 119.90	\$ 122.00
Software Architect	\$ 122.49	\$ 124.63	\$ 126.81	\$ 129.03	\$ 131.29	\$ 130.39	\$ 132.67	\$ 134.99	\$ 137.36	\$ 139.76
Software Developer – Intermediate	\$ 98.58	\$ 100.31	\$ 102.06	\$ 103.85	\$ 105.66	\$ 104.94	\$ 106.77	\$ 108.64	\$ 110.54	\$ 112.48
Software Developer – Senior	\$ 110.24	\$ 112.17	\$ 114.13	\$ 116.13	\$ 118.16	\$ 117.35	\$ 119.40	\$ 121.49	\$ 123.62	\$ 125.78
Software Systems Engineer - Intermediate	\$ 97.99	\$ 99.70	\$ 101.45	\$ 103.23	\$ 105.03	\$ 104.31	\$ 106.14	\$ 107.99	\$ 109.88	\$ 111.81
Software Systems Engineer - Senior	\$ 104.98	\$ 106.82	\$ 108.69	\$ 110.59	\$ 112.52	\$ 111.75	\$ 113.71	\$ 115.70	\$ 117.72	\$ 119.78
Strategic Planner	\$ 110.24	\$ 112.17	\$ 114.13	\$ 116.13	\$ 118.16	\$ 117.35	\$ 119.40	\$ 121.49	\$ 123.62	\$ 125.78
Systems Administrator - Intermediate	\$ 66.77	\$ 67.94	\$ 69.13	\$ 70.34	\$ 71.57	\$ 71.08	\$ 72.32	\$ 73.59	\$ 74.87	\$ 76.18
Systems Administrator - Senior	\$ 82.71	\$ 84.16	\$ 85.63	\$ 87.13	\$ 88.65	\$ 88.04	\$ 89.59	\$ 91.15	\$ 92.75	\$ 94.37
Systems Analysis and Programming Director	\$ 130.65	\$ 132.94	\$ 135.26	\$ 137.63	\$ 140.04	\$ 139.08	\$ 141.51	\$ 143.99	\$ 146.51	\$ 149.07
Systems Engineer	\$ 77.58	\$ 78.94	\$ 80.32	\$ 81.72	\$ 83.15	\$ 82.58	\$ 84.03	\$ 85.50	\$ 87.00	\$ 88.52
Systems Management Technologist	\$ 105.27	\$ 107.11	\$ 108.99	\$ 110.89	\$ 112.83	\$ 112.06	\$ 114.02	\$ 116.02	\$ 118.05	\$ 120.11
Technical Editor	\$ 62.39	\$ 63.48	\$ 64.59	\$ 65.72	\$ 66.87	\$ 66.41	\$ 67.58	\$ 68.76	\$ 69.96	\$ 71.19

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>Milwaukee Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Technical Writer	\$ 64.49	\$ 65.62	\$ 66.77	\$ 67.94	\$ 69.12	\$ 68.65	\$ 69.85	\$ 71.07	\$ 72.32	\$ 73.58
Telecommunications Analyst/Technician	\$ 54.29	\$ 55.24	\$ 56.21	\$ 57.19	\$ 58.19	\$ 57.79	\$ 58.80	\$ 59.83	\$ 60.88	\$ 61.94
Telecommunications Engineer/ Analyst – Intermediate	\$ 61.51	\$ 62.59	\$ 63.68	\$ 64.80	\$ 65.93	\$ 65.48	\$ 66.62	\$ 67.79	\$ 68.98	\$ 70.18
Telecommunications Engineer/ Analyst – Senior	\$ 72.27	\$ 73.53	\$ 74.82	\$ 76.13	\$ 77.46	\$ 76.93	\$ 78.28	\$ 79.65	\$ 81.04	\$ 82.46
Telecommunications Manager - Multiple Incumbents	\$ 114.33	\$ 116.33	\$ 118.37	\$ 120.44	\$ 122.55	\$ 121.70	\$ 123.83	\$ 126.00	\$ 128.21	\$ 130.45
Telecommunications Manager - Single Incumbent	\$ 105.88	\$ 107.73	\$ 109.62	\$ 111.54	\$ 113.49	\$ 112.71	\$ 114.68	\$ 116.69	\$ 118.73	\$ 120.81
Telecommunications Network Help Desk	\$ 43.49	\$ 44.25	\$ 45.03	\$ 45.81	\$ 46.62	\$ 46.30	\$ 47.11	\$ 47.93	\$ 48.77	\$ 49.62
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 72.85	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08	\$ 77.55	\$ 78.91	\$ 80.29	\$ 81.69	\$ 83.12
Telecommunications Programmer/ Systems Analyst – Senior	\$ 89.83	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.29	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.50
Telecommunications Technician	\$ 49.77	\$ 50.64	\$ 51.53	\$ 52.43	\$ 53.35	\$ 52.98	\$ 53.91	\$ 54.85	\$ 55.81	\$ 56.79
Telecommunications/Communications Integration Engineer	\$ 80.28	\$ 81.68	\$ 83.11	\$ 84.57	\$ 86.05	\$ 85.46	\$ 86.95	\$ 88.48	\$ 90.02	\$ 91.60
Test Engineer	\$ 81.66	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53	\$ 86.93	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.17
UNIX Systems Administrator	\$ 93.90	\$ 95.54	\$ 97.22	\$ 98.92	\$ 100.65	\$ 99.96	\$ 101.71	\$ 103.49	\$ 105.30	\$ 107.14
Voice Communications Administrator	\$ 60.85	\$ 61.91	\$ 63.00	\$ 64.10	\$ 65.22	\$ 64.77	\$ 65.91	\$ 67.06	\$ 68.24	\$ 69.43
Voice Communications Manager - Planning & Implementation	\$ 93.90	\$ 95.54	\$ 97.22	\$ 98.92	\$ 100.65	\$ 99.96	\$ 101.71	\$ 103.49	\$ 105.30	\$ 107.14
Voice Communications Technician	\$ 50.63	\$ 51.52	\$ 52.42	\$ 53.33	\$ 54.27	\$ 53.90	\$ 54.84	\$ 55.80	\$ 56.77	\$ 57.77
Web Content Administrator	\$ 64.07	\$ 65.19	\$ 66.33	\$ 67.49	\$ 68.67	\$ 68.20	\$ 69.40	\$ 70.61	\$ 71.85	\$ 73.10
Web Content Analyst	\$ 61.24	\$ 62.31	\$ 63.40	\$ 64.51	\$ 65.64	\$ 65.19	\$ 66.33	\$ 67.49	\$ 68.67	\$ 69.87
Web Designer	\$ 68.15	\$ 69.34	\$ 70.56	\$ 71.79	\$ 73.05	\$ 72.55	\$ 73.82	\$ 75.11	\$ 76.42	\$ 77.76
Web Marketing Manager	\$ 95.27	\$ 96.94	\$ 98.63	\$ 100.36	\$ 102.12	\$ 101.41	\$ 103.19	\$ 105.00	\$ 106.83	\$ 108.70
Web Operations Manager	\$ 88.29	\$ 89.84	\$ 91.41	\$ 93.01	\$ 94.63	\$ 93.98	\$ 95.63	\$ 97.30	\$ 99.01	\$ 100.74
Web Project Manager	\$ 104.74	\$ 106.57	\$ 108.44	\$ 110.34	\$ 112.27	\$ 111.50	\$ 113.45	\$ 115.43	\$ 117.45	\$ 119.51
Web Security Administrator	\$ 80.02	\$ 81.42	\$ 82.85	\$ 84.29	\$ 85.77	\$ 85.18	\$ 86.67	\$ 88.19	\$ 89.73	\$ 91.30
Web Security Analyst	\$ 91.38	\$ 92.98	\$ 94.61	\$ 96.26	\$ 97.95	\$ 97.27	\$ 98.98	\$ 100.71	\$ 102.47	\$ 104.26
Web Software Developer	\$ 76.61	\$ 77.95	\$ 79.31	\$ 80.70	\$ 82.12	\$ 81.55	\$ 82.98	\$ 84.43	\$ 85.91	\$ 87.41
Web Technical Administrator	\$ 74.55	\$ 75.85	\$ 77.18	\$ 78.53	\$ 79.91	\$ 79.36	\$ 80.75	\$ 82.16	\$ 83.60	\$ 85.06

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Minneapolis Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 79.35	\$ 80.74	\$ 82.15	\$ 83.59	\$ 85.05	\$ 84.47	\$ 85.95	\$ 87.45	\$ 88.98	\$ 90.54
Applications Systems Analyst/ Programmer – Intermediate	\$ 83.98	\$ 85.45	\$ 86.95	\$ 88.47	\$ 90.01	\$ 89.40	\$ 90.96	\$ 92.55	\$ 94.17	\$ 95.82
Applications Systems Analyst/ Programmer – Senior	\$ 102.18	\$ 103.97	\$ 105.79	\$ 107.64	\$ 109.52	\$ 108.77	\$ 110.67	\$ 112.61	\$ 114.58	\$ 116.59
Business Process Consultant	\$ 105.12	\$ 106.96	\$ 108.83	\$ 110.74	\$ 112.67	\$ 111.90	\$ 113.86	\$ 115.85	\$ 117.88	\$ 119.94
Business Subject Matter Specialist	\$ 122.69	\$ 124.84	\$ 127.02	\$ 129.24	\$ 131.51	\$ 130.60	\$ 132.89	\$ 135.21	\$ 137.58	\$ 139.99
Business Systems Analyst - Intermediate	\$ 82.16	\$ 83.60	\$ 85.06	\$ 86.55	\$ 88.06	\$ 87.46	\$ 88.99	\$ 90.55	\$ 92.13	\$ 93.74
Business Systems Analyst - Senior	\$ 91.87	\$ 93.48	\$ 95.11	\$ 96.78	\$ 98.47	\$ 97.80	\$ 99.51	\$ 101.25	\$ 103.02	\$ 104.82
Business Systems Specialist	\$ 98.89	\$ 100.62	\$ 102.38	\$ 104.17	\$ 106.00	\$ 105.27	\$ 107.11	\$ 108.99	\$ 110.89	\$ 112.83
Chief Information Security Officer	\$ 138.52	\$ 140.94	\$ 143.41	\$ 145.92	\$ 148.47	\$ 147.45	\$ 150.03	\$ 152.66	\$ 155.33	\$ 158.05
Client/Server Database Manager	\$ 101.52	\$ 103.30	\$ 105.10	\$ 106.94	\$ 108.82	\$ 108.07	\$ 109.96	\$ 111.88	\$ 113.84	\$ 115.83
Client/Server Network Architect	\$ 108.69	\$ 110.59	\$ 112.53	\$ 114.50	\$ 116.50	\$ 115.70	\$ 117.73	\$ 119.79	\$ 121.88	\$ 124.01
Client/Server Support Analyst	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61	\$ 84.06	\$ 83.48	\$ 84.94	\$ 86.43	\$ 87.94	\$ 89.48
Communications Analyst - Intermediate	\$ 80.76	\$ 82.17	\$ 83.61	\$ 85.07	\$ 86.56	\$ 85.97	\$ 87.47	\$ 89.00	\$ 90.56	\$ 92.15
Communications Analyst - Senior	\$ 91.70	\$ 93.30	\$ 94.94	\$ 96.60	\$ 98.29	\$ 97.61	\$ 99.32	\$ 101.06	\$ 102.83	\$ 104.63
Communications Facility Engineer	\$ 80.09	\$ 81.49	\$ 82.92	\$ 84.37	\$ 85.85	\$ 85.26	\$ 86.75	\$ 88.27	\$ 89.81	\$ 91.38
Communications Installer	\$ 70.79	\$ 72.03	\$ 73.29	\$ 74.57	\$ 75.88	\$ 75.36	\$ 76.67	\$ 78.02	\$ 79.38	\$ 80.77
Communications Transmission Engineer	\$ 89.51	\$ 91.08	\$ 92.67	\$ 94.29	\$ 95.94	\$ 95.28	\$ 96.95	\$ 98.65	\$ 100.37	\$ 102.13
Computer Operations Manager	\$ 91.39	\$ 92.99	\$ 94.62	\$ 96.27	\$ 97.96	\$ 97.28	\$ 98.99	\$ 100.72	\$ 102.48	\$ 104.28
Consultant	\$ 120.63	\$ 122.74	\$ 124.89	\$ 127.07	\$ 129.30	\$ 128.41	\$ 130.66	\$ 132.94	\$ 135.27	\$ 137.64
Data Architect	\$ 107.20	\$ 109.08	\$ 110.98	\$ 112.93	\$ 114.90	\$ 114.11	\$ 116.11	\$ 118.14	\$ 120.21	\$ 122.31
Data Communications Manager - Planning & Implementation	\$ 107.63	\$ 109.51	\$ 111.43	\$ 113.38	\$ 115.36	\$ 114.57	\$ 116.58	\$ 118.62	\$ 120.69	\$ 122.81
Data Entry Supervisor	\$ 50.35	\$ 51.23	\$ 52.13	\$ 53.04	\$ 53.97	\$ 53.60	\$ 54.54	\$ 55.49	\$ 56.46	\$ 57.45
Data Security Administration Manager	\$ 107.60	\$ 109.48	\$ 111.40	\$ 113.35	\$ 115.33	\$ 114.54	\$ 116.54	\$ 118.58	\$ 120.66	\$ 122.77
Data Security Analyst - Intermediate	\$ 79.83	\$ 81.23	\$ 82.65	\$ 84.09	\$ 85.57	\$ 84.98	\$ 86.47	\$ 87.98	\$ 89.52	\$ 91.09
Data Security Analyst - Senior	\$ 94.21	\$ 95.86	\$ 97.54	\$ 99.24	\$ 100.98	\$ 100.29	\$ 102.04	\$ 103.83	\$ 105.64	\$ 107.49
Data Warehousing Administrator	\$ 84.31	\$ 85.79	\$ 87.29	\$ 88.81	\$ 90.37	\$ 89.75	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20
Data Warehousing Analyst	\$ 91.04	\$ 92.63	\$ 94.25	\$ 95.90	\$ 97.58	\$ 96.91	\$ 98.61	\$ 100.33	\$ 102.09	\$ 103.88
Data Warehousing Programmer	\$ 100.22	\$ 101.97	\$ 103.76	\$ 105.57	\$ 107.42	\$ 106.68	\$ 108.55	\$ 110.45	\$ 112.38	\$ 114.35

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	Minneapolis Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021
Data Warehousing Project Manager	\$ 111.59	\$ 113.54	\$ 115.53	\$ 117.55	\$ 119.61	\$ 118.79	\$ 120.87	\$ 122.98	\$ 125.13	\$ 127.32
Data/Configuration Management Specialist	\$ 104.76	\$ 106.59	\$ 108.46	\$ 110.36	\$ 112.29	\$ 111.52	\$ 113.47	\$ 115.45	\$ 117.47	\$ 119.53
Database Administrator	\$ 90.98	\$ 92.57	\$ 94.19	\$ 95.84	\$ 97.52	\$ 96.85	\$ 98.54	\$ 100.27	\$ 102.02	\$ 103.81
Database Analyst/ Programmer - Intermediate	\$ 81.21	\$ 82.63	\$ 84.08	\$ 85.55	\$ 87.05	\$ 86.45	\$ 87.96	\$ 89.50	\$ 91.07	\$ 92.66
Database Analyst/ Programmer – Senior	\$ 97.92	\$ 99.63	\$ 101.38	\$ 103.15	\$ 104.96	\$ 104.24	\$ 106.06	\$ 107.92	\$ 109.80	\$ 111.73
Database Manager	\$ 126.29	\$ 128.50	\$ 130.75	\$ 133.04	\$ 135.37	\$ 134.44	\$ 136.79	\$ 139.18	\$ 141.62	\$ 144.10
Disaster Recovery Administrator	\$ 100.33	\$ 102.09	\$ 103.87	\$ 105.69	\$ 107.54	\$ 106.80	\$ 108.67	\$ 110.57	\$ 112.51	\$ 114.48
Disaster Recovery Analyst	\$ 72.68	\$ 73.95	\$ 75.25	\$ 76.56	\$ 77.90	\$ 77.37	\$ 78.72	\$ 80.10	\$ 81.50	\$ 82.93
Documentation Specialist - Intermediate	\$ 55.10	\$ 56.06	\$ 57.05	\$ 58.04	\$ 59.06	\$ 58.65	\$ 59.68	\$ 60.72	\$ 61.79	\$ 62.87
Documentation Specialist - Senior	\$ 68.68	\$ 69.88	\$ 71.10	\$ 72.35	\$ 73.62	\$ 73.11	\$ 74.39	\$ 75.69	\$ 77.02	\$ 78.36
E-Business Manager	\$ 75.93	\$ 77.26	\$ 78.61	\$ 79.99	\$ 81.39	\$ 80.83	\$ 82.24	\$ 83.68	\$ 85.15	\$ 86.64
Electronic Data Interchange (EDI) Manager	\$ 87.17	\$ 88.70	\$ 90.25	\$ 91.83	\$ 93.43	\$ 92.79	\$ 94.42	\$ 96.07	\$ 97.75	\$ 99.46
Electronic Data Interchange (EDI) Specialist	\$ 63.07	\$ 64.17	\$ 65.30	\$ 66.44	\$ 67.60	\$ 67.14	\$ 68.31	\$ 69.51	\$ 70.72	\$ 71.96
Electronic Mail Coordinator	\$ 66.99	\$ 68.16	\$ 69.36	\$ 70.57	\$ 71.80	\$ 71.31	\$ 72.56	\$ 73.83	\$ 75.12	\$ 76.44
Engineering Subject Matter Specialist	\$ 125.28	\$ 127.47	\$ 129.70	\$ 131.97	\$ 134.28	\$ 133.36	\$ 135.69	\$ 138.07	\$ 140.49	\$ 142.94
ERP Busienss/Architectural Specialist	\$ 130.30	\$ 132.58	\$ 134.90	\$ 137.26	\$ 139.66	\$ 138.70	\$ 141.13	\$ 143.60	\$ 146.11	\$ 148.67
ERP Business Analyst - Intermediate	\$ 110.80	\$ 112.74	\$ 114.71	\$ 116.72	\$ 118.76	\$ 117.95	\$ 120.01	\$ 122.11	\$ 124.25	\$ 126.42
ERP Business Analyst - Senior	\$ 117.49	\$ 119.55	\$ 121.64	\$ 123.77	\$ 125.93	\$ 125.07	\$ 127.26	\$ 129.48	\$ 131.75	\$ 134.06
ERP Programmer	\$ 108.82	\$ 110.72	\$ 112.66	\$ 114.63	\$ 116.64	\$ 115.84	\$ 117.87	\$ 119.93	\$ 122.03	\$ 124.16
Graphics Specialist	\$ 50.11	\$ 50.99	\$ 51.88	\$ 52.79	\$ 53.71	\$ 53.34	\$ 54.28	\$ 55.23	\$ 56.19	\$ 57.18
Groupware Specialist	\$ 80.52	\$ 81.93	\$ 83.36	\$ 84.82	\$ 86.31	\$ 85.71	\$ 87.21	\$ 88.74	\$ 90.29	\$ 91.87
Help Desk Coordinator - Intermediate	\$ 46.29	\$ 47.10	\$ 47.92	\$ 48.76	\$ 49.62	\$ 49.28	\$ 50.14	\$ 51.02	\$ 51.91	\$ 52.82
Help Desk Coordinator - Senior	\$ 64.32	\$ 65.45	\$ 66.59	\$ 67.76	\$ 68.94	\$ 68.47	\$ 69.67	\$ 70.89	\$ 72.13	\$ 73.39
Help Desk Manager	\$ 92.19	\$ 93.80	\$ 95.44	\$ 97.12	\$ 98.81	\$ 98.14	\$ 99.85	\$ 101.60	\$ 103.38	\$ 105.19
Help Desk Specialist	\$ 46.77	\$ 47.59	\$ 48.42	\$ 49.27	\$ 50.13	\$ 49.79	\$ 50.66	\$ 51.54	\$ 52.45	\$ 53.36
Help Desk Support Services Specialist - Intermediate	\$ 62.64	\$ 63.74	\$ 64.85	\$ 65.99	\$ 67.14	\$ 66.68	\$ 67.85	\$ 69.03	\$ 70.24	\$ 71.47
Help Desk Support Services Specialist - Senior	\$ 75.17	\$ 76.49	\$ 77.82	\$ 79.19	\$ 80.57	\$ 80.02	\$ 81.42	\$ 82.84	\$ 84.29	\$ 85.77
Information Assurance Development Engineer	\$ 93.66	\$ 95.30	\$ 96.97	\$ 98.66	\$ 100.39	\$ 99.70	\$ 101.45	\$ 103.22	\$ 105.03	\$ 106.87
Information Assurance Engineer	\$ 91.87	\$ 93.48	\$ 95.11	\$ 96.78	\$ 98.47	\$ 97.80	\$ 99.51	\$ 101.25	\$ 103.02	\$ 104.82

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Minneapolis Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 117.34	\$ 119.39	\$ 121.48	\$ 123.61	\$ 125.77	\$ 124.91	\$ 127.09	\$ 129.32	\$ 131.58	\$ 133.88
Information Assurance Systems/Network Specialist	\$ 121.51	\$ 123.64	\$ 125.80	\$ 128.00	\$ 130.24	\$ 129.35	\$ 131.61	\$ 133.91	\$ 136.26	\$ 138.64
Information Center Consultant	\$ 91.96	\$ 93.57	\$ 95.21	\$ 96.87	\$ 98.57	\$ 97.89	\$ 99.60	\$ 101.35	\$ 103.12	\$ 104.93
Information Center Specialist	\$ 104.40	\$ 106.23	\$ 108.09	\$ 109.98	\$ 111.90	\$ 111.13	\$ 113.08	\$ 115.06	\$ 117.07	\$ 119.12
Information Security Business Analyst	\$ 83.52	\$ 84.98	\$ 86.47	\$ 87.98	\$ 89.52	\$ 88.91	\$ 90.46	\$ 92.05	\$ 93.66	\$ 95.30
Information Services Consultant	\$ 108.57	\$ 110.47	\$ 112.40	\$ 114.37	\$ 116.37	\$ 115.57	\$ 117.60	\$ 119.65	\$ 121.75	\$ 123.88
Information Systems Auditor - Intermediate	\$ 84.77	\$ 86.25	\$ 87.76	\$ 89.30	\$ 90.86	\$ 90.24	\$ 91.82	\$ 93.42	\$ 95.06	\$ 96.72
Information Systems Auditor - Senior	\$ 97.71	\$ 99.42	\$ 101.16	\$ 102.93	\$ 104.73	\$ 104.01	\$ 105.83	\$ 107.68	\$ 109.57	\$ 111.49
Information Systems Training Specialist - Intermediate	\$ 75.17	\$ 76.49	\$ 77.82	\$ 79.19	\$ 80.57	\$ 80.02	\$ 81.42	\$ 82.84	\$ 84.29	\$ 85.77
Information Systems Training Specialist - Senior	\$ 83.52	\$ 84.98	\$ 86.47	\$ 87.98	\$ 89.52	\$ 88.91	\$ 90.46	\$ 92.05	\$ 93.66	\$ 95.30
Internal Communications Systems Consultant	\$ 118.82	\$ 120.90	\$ 123.02	\$ 125.17	\$ 127.36	\$ 126.48	\$ 128.70	\$ 130.95	\$ 133.24	\$ 135.57
IT Subject Matter Specialist	\$ 134.04	\$ 136.39	\$ 138.77	\$ 141.20	\$ 143.67	\$ 142.69	\$ 145.18	\$ 147.72	\$ 150.31	\$ 152.94
LAN Administrator - Intermediate	\$ 71.22	\$ 72.47	\$ 73.73	\$ 75.02	\$ 76.34	\$ 75.81	\$ 77.14	\$ 78.49	\$ 79.86	\$ 81.26
LAN Administrator - Senior	\$ 89.43	\$ 91.00	\$ 92.59	\$ 94.21	\$ 95.86	\$ 95.20	\$ 96.86	\$ 98.56	\$ 100.28	\$ 102.04
LAN Support Technician - Intermediate	\$ 71.22	\$ 72.47	\$ 73.73	\$ 75.02	\$ 76.34	\$ 75.81	\$ 77.14	\$ 78.49	\$ 79.86	\$ 81.26
LAN Support Technician - Senior	\$ 77.16	\$ 78.51	\$ 79.88	\$ 81.28	\$ 82.70	\$ 82.14	\$ 83.57	\$ 85.04	\$ 86.52	\$ 88.04
LAN/WAN Administrator	\$ 74.98	\$ 76.29	\$ 77.63	\$ 78.99	\$ 80.37	\$ 79.82	\$ 81.21	\$ 82.63	\$ 84.08	\$ 85.55
LAN/WAN Integrator	\$ 99.48	\$ 101.22	\$ 102.99	\$ 104.79	\$ 106.63	\$ 105.90	\$ 107.75	\$ 109.64	\$ 111.55	\$ 113.51
LAN/WAN/MAN Administrator	\$ 74.98	\$ 76.29	\$ 77.63	\$ 78.99	\$ 80.37	\$ 79.82	\$ 81.21	\$ 82.63	\$ 84.08	\$ 85.55
Network Control Technician	\$ 54.25	\$ 55.20	\$ 56.17	\$ 57.15	\$ 58.15	\$ 57.75	\$ 58.76	\$ 59.79	\$ 60.83	\$ 61.90
Network Engineer - Intermediate	\$ 80.87	\$ 82.29	\$ 83.73	\$ 85.19	\$ 86.68	\$ 86.09	\$ 87.59	\$ 89.13	\$ 90.69	\$ 92.27
Network Engineer - Senior	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07	\$ 100.37	\$ 102.13	\$ 103.92	\$ 105.73	\$ 107.58
Network Operations Supervisor	\$ 97.51	\$ 99.22	\$ 100.95	\$ 102.72	\$ 104.52	\$ 103.80	\$ 105.62	\$ 107.46	\$ 109.34	\$ 111.26
Network Planning Analyst - Intermediate	\$ 76.41	\$ 77.75	\$ 79.11	\$ 80.49	\$ 81.90	\$ 81.34	\$ 82.76	\$ 84.21	\$ 85.68	\$ 87.18
Network Planning Analyst - Senior	\$ 93.46	\$ 95.10	\$ 96.76	\$ 98.45	\$ 100.18	\$ 99.49	\$ 101.23	\$ 103.00	\$ 104.80	\$ 106.64
Network Planning Manager	\$ 105.26	\$ 107.10	\$ 108.98	\$ 110.88	\$ 112.82	\$ 112.05	\$ 114.01	\$ 116.01	\$ 118.04	\$ 120.10
Network Systems Administrator	\$ 72.31	\$ 73.58	\$ 74.86	\$ 76.17	\$ 77.51	\$ 76.97	\$ 78.32	\$ 79.69	\$ 81.09	\$ 82.51
Network Systems Manager	\$ 99.00	\$ 100.73	\$ 102.50	\$ 104.29	\$ 106.11	\$ 105.39	\$ 107.23	\$ 109.11	\$ 111.02	\$ 112.96
Network/Hardware Support Technician	\$ 52.25	\$ 53.16	\$ 54.09	\$ 55.04	\$ 56.00	\$ 55.62	\$ 56.59	\$ 57.58	\$ 58.59	\$ 59.62

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<u>Labor Category</u>	Minneapolis Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 97.51	\$ 99.22	\$ 100.95	\$ 102.72	\$ 104.52	\$ 103.80	\$ 105.62	\$ 107.46	\$ 109.34	\$ 111.26
Operations Manager - Voice Communications	\$ 79.54	\$ 80.93	\$ 82.35	\$ 83.79	\$ 85.26	\$ 84.67	\$ 86.15	\$ 87.66	\$ 89.19	\$ 90.75
Operations Systems Manager	\$ 91.87	\$ 93.48	\$ 95.11	\$ 96.78	\$ 98.47	\$ 97.80	\$ 99.51	\$ 101.25	\$ 103.02	\$ 104.82
Operations/ Technical Support Manager	\$ 92.46	\$ 94.08	\$ 95.72	\$ 97.40	\$ 99.10	\$ 98.42	\$ 100.15	\$ 101.90	\$ 103.68	\$ 105.50
Operations/Network LAN Administrator	\$ 69.56	\$ 70.78	\$ 72.02	\$ 73.28	\$ 74.56	\$ 74.05	\$ 75.34	\$ 76.66	\$ 78.00	\$ 79.37
Operations/Technical Support Analyst	\$ 50.37	\$ 51.25	\$ 52.15	\$ 53.06	\$ 53.99	\$ 53.62	\$ 54.56	\$ 55.51	\$ 56.48	\$ 57.47
PC Products Analyst	\$ 63.03	\$ 64.13	\$ 65.26	\$ 66.40	\$ 67.56	\$ 67.10	\$ 68.27	\$ 69.46	\$ 70.68	\$ 71.92
PC Systems Specialist	\$ 69.25	\$ 70.46	\$ 71.69	\$ 72.95	\$ 74.23	\$ 73.72	\$ 75.01	\$ 76.32	\$ 77.65	\$ 79.01
PC/LAN Mgmt Analyst - Intermediate	\$ 64.51	\$ 65.64	\$ 66.79	\$ 67.96	\$ 69.15	\$ 68.67	\$ 69.87	\$ 71.10	\$ 72.34	\$ 73.61
PC/LAN Mgmt Analyst – Senior	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61	\$ 84.06	\$ 83.48	\$ 84.94	\$ 86.43	\$ 87.94	\$ 89.48
Project Engineer	\$ 107.13	\$ 109.00	\$ 110.91	\$ 112.85	\$ 114.83	\$ 114.04	\$ 116.04	\$ 118.07	\$ 120.13	\$ 122.23
Project Manager – Senior	\$ 133.63	\$ 135.97	\$ 138.35	\$ 140.77	\$ 143.23	\$ 142.25	\$ 144.74	\$ 147.27	\$ 149.85	\$ 152.47
Quality Assurance Analyst - Intermediate	\$ 76.84	\$ 78.18	\$ 79.55	\$ 80.95	\$ 82.36	\$ 81.80	\$ 83.23	\$ 84.68	\$ 86.17	\$ 87.67
Quality Assurance Analyst - Senior	\$ 92.63	\$ 94.25	\$ 95.90	\$ 97.58	\$ 99.29	\$ 98.60	\$ 100.33	\$ 102.09	\$ 103.87	\$ 105.69
Quality Assurance Specialist	\$ 89.12	\$ 90.68	\$ 92.27	\$ 93.88	\$ 95.52	\$ 94.87	\$ 96.53	\$ 98.22	\$ 99.94	\$ 101.69
Security Coordinator	\$ 71.08	\$ 72.32	\$ 73.59	\$ 74.88	\$ 76.19	\$ 75.66	\$ 76.99	\$ 78.34	\$ 79.71	\$ 81.10
Site Manager	\$ 109.35	\$ 111.26	\$ 113.21	\$ 115.19	\$ 117.21	\$ 116.40	\$ 118.44	\$ 120.51	\$ 122.62	\$ 124.77
Software Architect	\$ 125.28	\$ 127.47	\$ 129.70	\$ 131.97	\$ 134.28	\$ 133.36	\$ 135.69	\$ 138.07	\$ 140.49	\$ 142.94
Software Developer – Intermediate	\$ 100.83	\$ 102.59	\$ 104.39	\$ 106.22	\$ 108.08	\$ 107.33	\$ 109.21	\$ 111.12	\$ 113.07	\$ 115.05
Software Developer – Senior	\$ 112.75	\$ 114.72	\$ 116.73	\$ 118.77	\$ 120.85	\$ 120.02	\$ 122.12	\$ 124.26	\$ 126.43	\$ 128.65
Software Systems Engineer - Intermediate	\$ 100.22	\$ 101.97	\$ 103.76	\$ 105.57	\$ 107.42	\$ 106.68	\$ 108.55	\$ 110.45	\$ 112.38	\$ 114.35
Software Systems Engineer - Senior	\$ 107.37	\$ 109.25	\$ 111.16	\$ 113.11	\$ 115.09	\$ 114.30	\$ 116.30	\$ 118.33	\$ 120.40	\$ 122.51
Strategic Planner	\$ 112.75	\$ 114.72	\$ 116.73	\$ 118.77	\$ 120.85	\$ 120.02	\$ 122.12	\$ 124.26	\$ 126.43	\$ 128.65
Systems Administrator - Intermediate	\$ 68.29	\$ 69.49	\$ 70.70	\$ 71.94	\$ 73.20	\$ 72.69	\$ 73.97	\$ 75.26	\$ 76.58	\$ 77.92
Systems Administrator - Senior	\$ 84.59	\$ 86.07	\$ 87.58	\$ 89.11	\$ 90.67	\$ 90.05	\$ 91.62	\$ 93.23	\$ 94.86	\$ 96.52
Systems Analysis and Programming Director	\$ 133.63	\$ 135.97	\$ 138.35	\$ 140.77	\$ 143.23	\$ 142.25	\$ 144.74	\$ 147.27	\$ 149.85	\$ 152.47
Systems Engineer	\$ 79.35	\$ 80.74	\$ 82.15	\$ 83.59	\$ 85.05	\$ 84.47	\$ 85.95	\$ 87.45	\$ 88.98	\$ 90.54
Systems Management Technologist	\$ 107.67	\$ 109.55	\$ 111.47	\$ 113.42	\$ 115.41	\$ 114.61	\$ 116.62	\$ 118.66	\$ 120.74	\$ 122.85
Technical Editor	\$ 63.81	\$ 64.93	\$ 66.06	\$ 67.22	\$ 68.40	\$ 67.93	\$ 69.11	\$ 70.32	\$ 71.55	\$ 72.81

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<u>Labor Category</u>	Minneapolis Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 65.96	\$ 67.11	\$ 68.29	\$ 69.48	\$ 70.70	\$ 70.21	\$ 71.44	\$ 72.69	\$ 73.97	\$ 75.26
Telecommunications Analyst/Technician	\$ 55.53	\$ 56.50	\$ 57.49	\$ 58.50	\$ 59.52	\$ 59.11	\$ 60.15	\$ 61.20	\$ 62.27	\$ 63.36
Telecommunications Engineer/ Analyst – Intermediate	\$ 62.91	\$ 64.01	\$ 65.13	\$ 66.27	\$ 67.43	\$ 66.97	\$ 68.14	\$ 69.33	\$ 70.55	\$ 71.78
Telecommunications Engineer/ Analyst – Senior	\$ 73.91	\$ 75.20	\$ 76.52	\$ 77.86	\$ 79.22	\$ 78.68	\$ 80.05	\$ 81.45	\$ 82.88	\$ 84.33
Telecommunications Manager - Multiple Incumbents	\$ 116.93	\$ 118.98	\$ 121.06	\$ 123.18	\$ 125.33	\$ 124.47	\$ 126.65	\$ 128.87	\$ 131.12	\$ 133.42
Telecommunications Manager - Single Incumbent	\$ 108.29	\$ 110.19	\$ 112.11	\$ 114.08	\$ 116.07	\$ 115.27	\$ 117.29	\$ 119.34	\$ 121.43	\$ 123.56
Telecommunications Network Help Desk	\$ 44.48	\$ 45.26	\$ 46.05	\$ 46.86	\$ 47.68	\$ 47.35	\$ 48.18	\$ 49.02	\$ 49.88	\$ 50.75
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 74.51	\$ 75.81	\$ 77.14	\$ 78.49	\$ 79.86	\$ 79.32	\$ 80.70	\$ 82.12	\$ 83.55	\$ 85.02
Telecommunications Programmer/ Systems Analyst – Senior	\$ 91.87	\$ 93.48	\$ 95.11	\$ 96.78	\$ 98.47	\$ 97.80	\$ 99.51	\$ 101.25	\$ 103.02	\$ 104.82
Telecommunications Technician	\$ 50.90	\$ 51.79	\$ 52.70	\$ 53.62	\$ 54.56	\$ 54.18	\$ 55.13	\$ 56.10	\$ 57.08	\$ 58.08
Telecommunications/Communications Integration Engineer	\$ 82.11	\$ 83.55	\$ 85.01	\$ 86.50	\$ 88.01	\$ 87.41	\$ 88.94	\$ 90.49	\$ 92.08	\$ 93.69
Test Engineer	\$ 83.52	\$ 84.98	\$ 86.47	\$ 87.98	\$ 89.52	\$ 88.91	\$ 90.46	\$ 92.05	\$ 93.66	\$ 95.30
UNIX Systems Administrator	\$ 96.04	\$ 97.72	\$ 99.43	\$ 101.17	\$ 102.94	\$ 102.23	\$ 104.02	\$ 105.84	\$ 107.70	\$ 109.58
Voice Communications Administrator	\$ 62.23	\$ 63.32	\$ 64.43	\$ 65.55	\$ 66.70	\$ 66.24	\$ 67.40	\$ 68.58	\$ 69.78	\$ 71.00
Voice Communications Manager - Planning & Implementation	\$ 96.04	\$ 97.72	\$ 99.43	\$ 101.17	\$ 102.94	\$ 102.23	\$ 104.02	\$ 105.84	\$ 107.70	\$ 109.58
Voice Communications Technician	\$ 51.78	\$ 52.69	\$ 53.61	\$ 54.55	\$ 55.50	\$ 55.12	\$ 56.08	\$ 57.07	\$ 58.06	\$ 59.08
Web Content Administrator	\$ 65.52	\$ 66.67	\$ 67.83	\$ 69.02	\$ 70.23	\$ 69.75	\$ 70.97	\$ 72.21	\$ 73.47	\$ 74.76
Web Content Analyst	\$ 62.64	\$ 63.74	\$ 64.85	\$ 65.99	\$ 67.14	\$ 66.68	\$ 67.85	\$ 69.03	\$ 70.24	\$ 71.47
Web Designer	\$ 69.70	\$ 70.92	\$ 72.16	\$ 73.42	\$ 74.71	\$ 74.20	\$ 75.49	\$ 76.82	\$ 78.16	\$ 79.53
Web Marketing Manager	\$ 97.44	\$ 99.15	\$ 100.88	\$ 102.65	\$ 104.44	\$ 103.72	\$ 105.54	\$ 107.39	\$ 109.27	\$ 111.18
Web Operations Manager	\$ 90.30	\$ 91.88	\$ 93.49	\$ 95.12	\$ 96.79	\$ 96.12	\$ 97.81	\$ 99.52	\$ 101.26	\$ 103.03
Web Project Manager	\$ 107.13	\$ 109.00	\$ 110.91	\$ 112.85	\$ 114.83	\$ 114.04	\$ 116.04	\$ 118.07	\$ 120.13	\$ 122.23
Web Security Administrator	\$ 81.85	\$ 83.28	\$ 84.74	\$ 86.22	\$ 87.73	\$ 87.13	\$ 88.65	\$ 90.21	\$ 91.78	\$ 93.39
Web Security Analyst	\$ 93.46	\$ 95.10	\$ 96.76	\$ 98.45	\$ 100.18	\$ 99.49	\$ 101.23	\$ 103.00	\$ 104.80	\$ 106.64
Web Software Developer	\$ 78.36	\$ 79.73	\$ 81.13	\$ 82.55	\$ 83.99	\$ 83.41	\$ 84.87	\$ 86.36	\$ 87.87	\$ 89.41
Web Technical Administrator	\$ 76.24	\$ 77.57	\$ 78.93	\$ 80.31	\$ 81.72	\$ 81.16	\$ 82.58	\$ 84.02	\$ 85.49	\$ 86.99

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>New York Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 83.92	\$ 85.39	\$ 86.88	\$ 88.40	\$ 89.95	\$ 89.33	\$ 90.90	\$ 92.49	\$ 94.11	\$ 95.75
Applications Systems Analyst/ Programmer – Intermediate	\$ 88.83	\$ 90.38	\$ 91.97	\$ 93.58	\$ 95.21	\$ 94.56	\$ 96.21	\$ 97.90	\$ 99.61	\$ 101.35
Applications Systems Analyst/ Programmer – Senior	\$ 108.07	\$ 109.96	\$ 111.89	\$ 113.84	\$ 115.84	\$ 115.04	\$ 117.05	\$ 119.10	\$ 121.19	\$ 123.31
Business Process Consultant	\$ 111.19	\$ 113.14	\$ 115.12	\$ 117.13	\$ 119.18	\$ 118.36	\$ 120.43	\$ 122.54	\$ 124.69	\$ 126.87
Business Subject Matter Specialist	\$ 129.77	\$ 132.04	\$ 134.35	\$ 136.70	\$ 139.10	\$ 138.14	\$ 140.56	\$ 143.02	\$ 145.52	\$ 148.07
Business Systems Analyst - Intermediate	\$ 86.90	\$ 88.42	\$ 89.97	\$ 91.54	\$ 93.14	\$ 92.51	\$ 94.12	\$ 95.77	\$ 97.45	\$ 99.15
Business Systems Analyst - Senior	\$ 97.17	\$ 98.87	\$ 100.60	\$ 102.36	\$ 104.15	\$ 103.44	\$ 105.25	\$ 107.09	\$ 108.96	\$ 110.87
Business Systems Specialist	\$ 104.59	\$ 106.42	\$ 108.28	\$ 110.18	\$ 112.11	\$ 111.34	\$ 113.28	\$ 115.27	\$ 117.28	\$ 119.34
Chief Information Security Officer	\$ 146.51	\$ 149.07	\$ 151.68	\$ 154.34	\$ 157.04	\$ 155.96	\$ 158.69	\$ 161.47	\$ 164.29	\$ 167.17
Client/Server Database Manager	\$ 107.37	\$ 109.25	\$ 111.16	\$ 113.11	\$ 115.09	\$ 114.30	\$ 116.30	\$ 118.33	\$ 120.40	\$ 122.51
Client/Server Network Architect	\$ 114.96	\$ 116.97	\$ 119.02	\$ 121.10	\$ 123.22	\$ 122.37	\$ 124.52	\$ 126.70	\$ 128.91	\$ 131.17
Client/Server Support Analyst	\$ 82.94	\$ 84.39	\$ 85.87	\$ 87.37	\$ 88.90	\$ 88.29	\$ 89.83	\$ 91.41	\$ 93.01	\$ 94.63
Communications Analyst - Intermediate	\$ 85.42	\$ 86.91	\$ 88.44	\$ 89.98	\$ 91.56	\$ 90.93	\$ 92.52	\$ 94.14	\$ 95.79	\$ 97.46
Communications Analyst - Senior	\$ 96.99	\$ 98.69	\$ 100.41	\$ 102.17	\$ 103.96	\$ 103.25	\$ 105.05	\$ 106.89	\$ 108.76	\$ 110.67
Communications Facility Engineer	\$ 84.71	\$ 86.19	\$ 87.70	\$ 89.24	\$ 90.80	\$ 90.17	\$ 91.75	\$ 93.36	\$ 94.99	\$ 96.65
Communications Installer	\$ 74.87	\$ 76.18	\$ 77.51	\$ 78.87	\$ 80.25	\$ 79.70	\$ 81.09	\$ 82.51	\$ 83.96	\$ 85.43
Communications Transmission Engineer	\$ 94.68	\$ 96.34	\$ 98.02	\$ 99.74	\$ 101.48	\$ 100.79	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03
Computer Operations Manager	\$ 96.66	\$ 98.35	\$ 100.07	\$ 101.82	\$ 103.61	\$ 102.89	\$ 104.70	\$ 106.53	\$ 108.39	\$ 110.29
Consultant	\$ 127.59	\$ 129.82	\$ 132.09	\$ 134.41	\$ 136.76	\$ 135.82	\$ 138.20	\$ 140.61	\$ 143.08	\$ 145.58
Data Architect	\$ 113.38	\$ 115.36	\$ 117.38	\$ 119.44	\$ 121.53	\$ 120.69	\$ 122.81	\$ 124.95	\$ 127.14	\$ 129.37
Data Communications Manager - Planning & Implementation	\$ 113.84	\$ 115.83	\$ 117.86	\$ 119.92	\$ 122.02	\$ 121.18	\$ 123.30	\$ 125.46	\$ 127.66	\$ 129.89
Data Entry Supervisor	\$ 53.25	\$ 54.18	\$ 55.13	\$ 56.09	\$ 57.08	\$ 56.68	\$ 57.68	\$ 58.69	\$ 59.71	\$ 60.76
Data Security Administration Manager	\$ 113.81	\$ 115.80	\$ 117.83	\$ 119.89	\$ 121.99	\$ 121.15	\$ 123.27	\$ 125.43	\$ 127.62	\$ 129.86
Data Security Analyst - Intermediate	\$ 84.44	\$ 85.92	\$ 87.42	\$ 88.95	\$ 90.51	\$ 89.89	\$ 91.46	\$ 93.06	\$ 94.69	\$ 96.35
Data Security Analyst - Senior	\$ 99.64	\$ 101.38	\$ 103.16	\$ 104.96	\$ 106.80	\$ 106.07	\$ 107.92	\$ 109.81	\$ 111.73	\$ 113.69
Data Warehousing Administrator	\$ 89.17	\$ 90.73	\$ 92.32	\$ 93.93	\$ 95.58	\$ 94.92	\$ 96.58	\$ 98.27	\$ 99.99	\$ 101.74
Data Warehousing Analyst	\$ 96.30	\$ 97.99	\$ 99.70	\$ 101.44	\$ 103.22	\$ 102.51	\$ 104.31	\$ 106.13	\$ 107.99	\$ 109.88
Data Warehousing Programmer	\$ 106.00	\$ 107.86	\$ 109.74	\$ 111.66	\$ 113.62	\$ 112.84	\$ 114.81	\$ 116.82	\$ 118.87	\$ 120.95

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>New York Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 118.03	\$ 120.10	\$ 122.20	\$ 124.34	\$ 126.51	\$ 125.64	\$ 127.84	\$ 130.08	\$ 132.36	\$ 134.67
Data/Configuration Management Specialist	\$ 110.80	\$ 112.74	\$ 114.71	\$ 116.72	\$ 118.76	\$ 117.95	\$ 120.01	\$ 122.11	\$ 124.25	\$ 126.42
Database Administrator	\$ 96.23	\$ 97.91	\$ 99.63	\$ 101.37	\$ 103.14	\$ 102.44	\$ 104.23	\$ 106.05	\$ 107.91	\$ 109.80
Database Analyst/ Programmer - Intermediate	\$ 85.90	\$ 87.40	\$ 88.93	\$ 90.49	\$ 92.07	\$ 91.44	\$ 93.04	\$ 94.67	\$ 96.33	\$ 98.01
Database Analyst/ Programmer – Senior	\$ 103.57	\$ 105.38	\$ 107.23	\$ 109.10	\$ 111.01	\$ 110.25	\$ 112.18	\$ 114.14	\$ 116.14	\$ 118.17
Database Manager	\$ 133.57	\$ 135.91	\$ 138.29	\$ 140.71	\$ 143.17	\$ 142.19	\$ 144.67	\$ 147.21	\$ 149.78	\$ 152.40
Disaster Recovery Administrator	\$ 106.12	\$ 107.98	\$ 109.87	\$ 111.79	\$ 113.75	\$ 112.96	\$ 114.94	\$ 116.95	\$ 119.00	\$ 121.08
Disaster Recovery Analyst	\$ 76.87	\$ 78.22	\$ 79.58	\$ 80.98	\$ 82.39	\$ 81.83	\$ 83.26	\$ 84.72	\$ 86.20	\$ 87.71
Documentation Specialist - Intermediate	\$ 58.28	\$ 59.30	\$ 60.34	\$ 61.39	\$ 62.47	\$ 62.04	\$ 63.12	\$ 64.23	\$ 65.35	\$ 66.50
Documentation Specialist - Senior	\$ 72.64	\$ 73.91	\$ 75.20	\$ 76.52	\$ 77.86	\$ 77.33	\$ 78.68	\$ 80.06	\$ 81.46	\$ 82.88
E-Business Manager	\$ 80.31	\$ 81.72	\$ 83.15	\$ 84.60	\$ 86.08	\$ 85.49	\$ 86.99	\$ 88.51	\$ 90.06	\$ 91.63
Electronic Data Interchange (EDI) Manager	\$ 92.20	\$ 93.81	\$ 95.46	\$ 97.13	\$ 98.83	\$ 98.15	\$ 99.86	\$ 101.61	\$ 103.39	\$ 105.20
Electronic Data Interchange (EDI) Specialist	\$ 66.71	\$ 67.88	\$ 69.07	\$ 70.27	\$ 71.50	\$ 71.01	\$ 72.26	\$ 73.52	\$ 74.81	\$ 76.12
Electronic Mail Coordinator	\$ 70.85	\$ 72.09	\$ 73.35	\$ 74.64	\$ 75.94	\$ 75.42	\$ 76.74	\$ 78.08	\$ 79.45	\$ 80.84
Engineering Subject Matter Specialist	\$ 132.51	\$ 134.83	\$ 137.19	\$ 139.59	\$ 142.03	\$ 141.06	\$ 143.53	\$ 146.04	\$ 148.59	\$ 151.19
ERP Busienss/Architectural Specialist	\$ 137.81	\$ 140.22	\$ 142.68	\$ 145.17	\$ 147.71	\$ 146.70	\$ 149.27	\$ 151.88	\$ 154.54	\$ 157.24
ERP Business Analyst - Intermediate	\$ 117.20	\$ 119.25	\$ 121.34	\$ 123.46	\$ 125.62	\$ 124.76	\$ 126.94	\$ 129.16	\$ 131.42	\$ 133.72
ERP Business Analyst - Senior	\$ 124.27	\$ 126.44	\$ 128.66	\$ 130.91	\$ 133.20	\$ 132.29	\$ 134.60	\$ 136.96	\$ 139.35	\$ 141.79
ERP Programmer	\$ 115.10	\$ 117.11	\$ 119.16	\$ 121.25	\$ 123.37	\$ 122.52	\$ 124.67	\$ 126.85	\$ 129.07	\$ 131.33
Graphics Specialist	\$ 53.00	\$ 53.93	\$ 54.87	\$ 55.83	\$ 56.81	\$ 56.42	\$ 57.41	\$ 58.41	\$ 59.43	\$ 60.47
Groupware Specialist	\$ 85.17	\$ 86.66	\$ 88.18	\$ 89.72	\$ 91.29	\$ 90.66	\$ 92.25	\$ 93.86	\$ 95.51	\$ 97.18
Help Desk Coordinator - Intermediate	\$ 48.96	\$ 49.82	\$ 50.69	\$ 51.58	\$ 52.48	\$ 52.12	\$ 53.03	\$ 53.96	\$ 54.90	\$ 55.86
Help Desk Coordinator - Senior	\$ 68.03	\$ 69.22	\$ 70.43	\$ 71.66	\$ 72.92	\$ 72.42	\$ 73.69	\$ 74.97	\$ 76.29	\$ 77.62
Help Desk Manager	\$ 97.51	\$ 99.22	\$ 100.95	\$ 102.72	\$ 104.52	\$ 103.80	\$ 105.62	\$ 107.46	\$ 109.34	\$ 111.26
Help Desk Specialist	\$ 49.47	\$ 50.34	\$ 51.22	\$ 52.11	\$ 53.02	\$ 52.66	\$ 53.58	\$ 54.52	\$ 55.47	\$ 56.44
Help Desk Support Services Specialist - Intermediate	\$ 66.25	\$ 67.41	\$ 68.59	\$ 69.79	\$ 71.01	\$ 70.52	\$ 71.76	\$ 73.01	\$ 74.29	\$ 75.59
Help Desk Support Services Specialist - Senior	\$ 79.50	\$ 80.89	\$ 82.31	\$ 83.75	\$ 85.21	\$ 84.63	\$ 86.11	\$ 87.62	\$ 89.15	\$ 90.71
Information Assurance Development Engineer	\$ 99.07	\$ 100.80	\$ 102.57	\$ 104.36	\$ 106.19	\$ 105.46	\$ 107.31	\$ 109.18	\$ 111.09	\$ 113.04
Information Assurance Engineer	\$ 97.17	\$ 98.87	\$ 100.60	\$ 102.36	\$ 104.15	\$ 103.44	\$ 105.25	\$ 107.09	\$ 108.96	\$ 110.87

DigitalSpec, LLC

GS00Q17GWD2183

CIFA1

<u>Labor Category</u>	<u>New York Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>
Information Assurance Network Specialist	\$ 124.11	\$ 126.28	\$ 128.49	\$ 130.74	\$ 133.03	\$ 132.12	\$ 134.43	\$ 136.78	\$ 139.17	\$ 141.61
Information Assurance Systems/Network Specialist	\$ 128.52	\$ 130.77	\$ 133.06	\$ 135.39	\$ 137.76	\$ 136.81	\$ 139.20	\$ 141.64	\$ 144.12	\$ 146.64
Information Center Consultant	\$ 97.27	\$ 98.97	\$ 100.70	\$ 102.47	\$ 104.26	\$ 103.54	\$ 105.36	\$ 107.20	\$ 109.08	\$ 110.98
Information Center Specialist	\$ 110.43	\$ 112.36	\$ 114.33	\$ 116.33	\$ 118.37	\$ 117.55	\$ 119.61	\$ 121.70	\$ 123.83	\$ 126.00
Information Security Business Analyst	\$ 88.33	\$ 89.88	\$ 91.45	\$ 93.05	\$ 94.68	\$ 94.03	\$ 95.67	\$ 97.35	\$ 99.05	\$ 100.78
Information Services Consultant	\$ 114.84	\$ 116.85	\$ 118.89	\$ 120.98	\$ 123.09	\$ 122.25	\$ 124.39	\$ 126.56	\$ 128.78	\$ 131.03
Information Systems Auditor - Intermediate	\$ 89.66	\$ 91.23	\$ 92.83	\$ 94.45	\$ 96.10	\$ 95.44	\$ 97.11	\$ 98.81	\$ 100.54	\$ 102.30
Information Systems Auditor - Senior	\$ 103.35	\$ 105.16	\$ 107.00	\$ 108.87	\$ 110.78	\$ 110.02	\$ 111.94	\$ 113.90	\$ 115.89	\$ 117.92
Information Systems Training Specialist - Intermediate	\$ 79.50	\$ 80.89	\$ 82.31	\$ 83.75	\$ 85.21	\$ 84.63	\$ 86.11	\$ 87.62	\$ 89.15	\$ 90.71
Information Systems Training Specialist - Senior	\$ 88.33	\$ 89.88	\$ 91.45	\$ 93.05	\$ 94.68	\$ 94.03	\$ 95.67	\$ 97.35	\$ 99.05	\$ 100.78
Internal Communications Systems Consultant	\$ 125.67	\$ 127.87	\$ 130.11	\$ 132.38	\$ 134.70	\$ 133.78	\$ 136.12	\$ 138.50	\$ 140.92	\$ 143.39
IT Subject Matter Specialist	\$ 141.78	\$ 144.26	\$ 146.79	\$ 149.35	\$ 151.97	\$ 150.92	\$ 153.57	\$ 156.25	\$ 158.99	\$ 161.77
LAN Administrator - Intermediate	\$ 75.32	\$ 76.64	\$ 77.98	\$ 79.34	\$ 80.73	\$ 80.18	\$ 81.58	\$ 83.01	\$ 84.46	\$ 85.94
LAN Administrator - Senior	\$ 94.59	\$ 96.25	\$ 97.93	\$ 99.64	\$ 101.39	\$ 100.69	\$ 102.45	\$ 104.25	\$ 106.07	\$ 107.93
LAN Support Technician - Intermediate	\$ 75.32	\$ 76.64	\$ 77.98	\$ 79.34	\$ 80.73	\$ 80.18	\$ 81.58	\$ 83.01	\$ 84.46	\$ 85.94
LAN Support Technician - Senior	\$ 81.61	\$ 83.04	\$ 84.49	\$ 85.97	\$ 87.47	\$ 86.87	\$ 88.39	\$ 89.94	\$ 91.52	\$ 93.12
LAN/WAN Administrator	\$ 79.31	\$ 80.70	\$ 82.11	\$ 83.55	\$ 85.01	\$ 84.43	\$ 85.90	\$ 87.41	\$ 88.94	\$ 90.49
LAN/WAN Integrator	\$ 105.22	\$ 107.06	\$ 108.93	\$ 110.84	\$ 112.78	\$ 112.01	\$ 113.97	\$ 115.96	\$ 117.99	\$ 120.06
LAN/WAN/MAN Administrator	\$ 79.31	\$ 80.70	\$ 82.11	\$ 83.55	\$ 85.01	\$ 84.43	\$ 85.90	\$ 87.41	\$ 88.94	\$ 90.49
Network Control Technician	\$ 57.38	\$ 58.38	\$ 59.41	\$ 60.45	\$ 61.50	\$ 61.08	\$ 62.15	\$ 63.24	\$ 64.34	\$ 65.47
Network Engineer - Intermediate	\$ 85.53	\$ 87.03	\$ 88.55	\$ 90.10	\$ 91.68	\$ 91.05	\$ 92.64	\$ 94.26	\$ 95.91	\$ 97.59
Network Engineer - Senior	\$ 99.73	\$ 101.48	\$ 103.25	\$ 105.06	\$ 106.90	\$ 106.16	\$ 108.02	\$ 109.91	\$ 111.83	\$ 113.79
Network Operations Supervisor	\$ 103.13	\$ 104.93	\$ 106.77	\$ 108.64	\$ 110.54	\$ 109.78	\$ 111.70	\$ 113.66	\$ 115.65	\$ 117.67
Network Planning Analyst - Intermediate	\$ 80.82	\$ 82.23	\$ 83.67	\$ 85.14	\$ 86.63	\$ 86.03	\$ 87.54	\$ 89.07	\$ 90.63	\$ 92.22
Network Planning Analyst - Senior	\$ 98.86	\$ 100.59	\$ 102.35	\$ 104.14	\$ 105.96	\$ 105.24	\$ 107.08	\$ 108.95	\$ 110.86	\$ 112.80
Network Planning Manager	\$ 111.33	\$ 113.28	\$ 115.26	\$ 117.28	\$ 119.33	\$ 118.51	\$ 120.58	\$ 122.69	\$ 124.84	\$ 127.03
Network Systems Administrator	\$ 76.48	\$ 77.82	\$ 79.18	\$ 80.57	\$ 81.98	\$ 81.41	\$ 82.84	\$ 84.29	\$ 85.76	\$ 87.26
Network Systems Manager	\$ 104.71	\$ 106.54	\$ 108.41	\$ 110.30	\$ 112.23	\$ 111.46	\$ 113.41	\$ 115.40	\$ 117.42	\$ 119.47
Network/Hardware Support Technician	\$ 55.26	\$ 56.23	\$ 57.21	\$ 58.21	\$ 59.23	\$ 58.82	\$ 59.85	\$ 60.90	\$ 61.97	\$ 63.05

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>New York Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 103.13	\$ 104.93	\$ 106.77	\$ 108.64	\$ 110.54	\$ 109.78	\$ 111.70	\$ 113.66	\$ 115.65	\$ 117.67
Operations Manager - Voice Communications	\$ 84.13	\$ 85.60	\$ 87.10	\$ 88.62	\$ 90.18	\$ 89.56	\$ 91.12	\$ 92.72	\$ 94.34	\$ 95.99
Operations Systems Manager	\$ 97.17	\$ 98.87	\$ 100.60	\$ 102.36	\$ 104.15	\$ 103.44	\$ 105.25	\$ 107.09	\$ 108.96	\$ 110.87
Operations/ Technical Support Manager	\$ 97.79	\$ 99.50	\$ 101.24	\$ 103.01	\$ 104.82	\$ 104.10	\$ 105.92	\$ 107.77	\$ 109.66	\$ 111.58
Operations/Network LAN Administrator	\$ 73.57	\$ 74.86	\$ 76.17	\$ 77.50	\$ 78.86	\$ 78.32	\$ 79.69	\$ 81.08	\$ 82.50	\$ 83.94
Operations/Technical Support Analyst	\$ 53.27	\$ 54.20	\$ 55.15	\$ 56.12	\$ 57.10	\$ 56.71	\$ 57.70	\$ 58.71	\$ 59.74	\$ 60.78
PC Products Analyst	\$ 66.67	\$ 67.84	\$ 69.02	\$ 70.23	\$ 71.46	\$ 70.97	\$ 72.21	\$ 73.48	\$ 74.76	\$ 76.07
PC Systems Specialist	\$ 73.24	\$ 74.52	\$ 75.83	\$ 77.15	\$ 78.50	\$ 77.96	\$ 79.33	\$ 80.72	\$ 82.13	\$ 83.57
PC/LAN Mgmt Analyst - Intermediate	\$ 68.23	\$ 69.42	\$ 70.64	\$ 71.88	\$ 73.13	\$ 72.63	\$ 73.90	\$ 75.20	\$ 76.51	\$ 77.85
PC/LAN Mgmt Analyst – Senior	\$ 82.94	\$ 84.39	\$ 85.87	\$ 87.37	\$ 88.90	\$ 88.29	\$ 89.83	\$ 91.41	\$ 93.01	\$ 94.63
Project Engineer	\$ 113.31	\$ 115.29	\$ 117.31	\$ 119.36	\$ 121.45	\$ 120.62	\$ 122.73	\$ 124.88	\$ 127.06	\$ 129.29
Project Manager – Senior	\$ 141.34	\$ 143.81	\$ 146.33	\$ 148.89	\$ 151.50	\$ 150.46	\$ 153.09	\$ 155.77	\$ 158.49	\$ 161.27
Quality Assurance Analyst - Intermediate	\$ 81.27	\$ 82.69	\$ 84.14	\$ 85.61	\$ 87.11	\$ 86.51	\$ 88.03	\$ 89.57	\$ 91.13	\$ 92.73
Quality Assurance Analyst - Senior	\$ 97.98	\$ 99.69	\$ 101.44	\$ 103.21	\$ 105.02	\$ 104.30	\$ 106.12	\$ 107.98	\$ 109.87	\$ 111.79
Quality Assurance Specialist	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.03	\$ 100.34	\$ 102.10	\$ 103.88	\$ 105.70	\$ 107.55
Security Coordinator	\$ 75.18	\$ 76.50	\$ 77.83	\$ 79.20	\$ 80.58	\$ 80.03	\$ 81.43	\$ 82.85	\$ 84.30	\$ 85.78
Site Manager	\$ 115.66	\$ 117.68	\$ 119.74	\$ 121.84	\$ 123.97	\$ 123.12	\$ 125.27	\$ 127.47	\$ 129.70	\$ 131.97
Software Architect	\$ 132.51	\$ 134.83	\$ 137.19	\$ 139.59	\$ 142.03	\$ 141.06	\$ 143.53	\$ 146.04	\$ 148.59	\$ 151.19
Software Developer – Intermediate	\$ 106.64	\$ 108.51	\$ 110.41	\$ 112.34	\$ 114.30	\$ 113.52	\$ 115.50	\$ 117.53	\$ 119.58	\$ 121.68
Software Developer – Senior	\$ 119.26	\$ 121.35	\$ 123.47	\$ 125.63	\$ 127.83	\$ 126.95	\$ 129.17	\$ 131.43	\$ 133.73	\$ 136.07
Software Systems Engineer - Intermediate	\$ 106.00	\$ 107.86	\$ 109.74	\$ 111.66	\$ 113.62	\$ 112.84	\$ 114.81	\$ 116.82	\$ 118.87	\$ 120.95
Software Systems Engineer - Senior	\$ 113.56	\$ 115.55	\$ 117.57	\$ 119.63	\$ 121.72	\$ 120.88	\$ 123.00	\$ 125.15	\$ 127.34	\$ 129.57
Strategic Planner	\$ 119.26	\$ 121.35	\$ 123.47	\$ 125.63	\$ 127.83	\$ 126.95	\$ 129.17	\$ 131.43	\$ 133.73	\$ 136.07
Systems Administrator - Intermediate	\$ 72.23	\$ 73.49	\$ 74.78	\$ 76.09	\$ 77.42	\$ 76.89	\$ 78.23	\$ 79.60	\$ 81.00	\$ 82.41
Systems Administrator - Senior	\$ 89.47	\$ 91.04	\$ 92.63	\$ 94.25	\$ 95.90	\$ 95.24	\$ 96.91	\$ 98.60	\$ 100.33	\$ 102.08
Systems Analysis and Programming Director	\$ 141.34	\$ 143.81	\$ 146.33	\$ 148.89	\$ 151.50	\$ 150.46	\$ 153.09	\$ 155.77	\$ 158.49	\$ 161.27
Systems Engineer	\$ 83.92	\$ 85.39	\$ 86.88	\$ 88.40	\$ 89.95	\$ 89.33	\$ 90.90	\$ 92.49	\$ 94.11	\$ 95.75
Systems Management Technologist	\$ 113.88	\$ 115.87	\$ 117.90	\$ 119.96	\$ 122.06	\$ 121.23	\$ 123.35	\$ 125.51	\$ 127.70	\$ 129.94
Technical Editor	\$ 67.50	\$ 68.68	\$ 69.88	\$ 71.11	\$ 72.35	\$ 71.85	\$ 73.11	\$ 74.39	\$ 75.69	\$ 77.02

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>New York Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Technical Writer	\$ 69.76	\$ 70.98	\$ 72.22	\$ 73.49	\$ 74.77	\$ 74.26	\$ 75.56	\$ 76.88	\$ 78.23	\$ 79.60
Telecommunications Analyst/Technician	\$ 58.73	\$ 59.76	\$ 60.80	\$ 61.87	\$ 62.95	\$ 62.52	\$ 63.61	\$ 64.73	\$ 65.86	\$ 67.01
Telecommunications Engineer/ Analyst – Intermediate	\$ 66.54	\$ 67.70	\$ 68.89	\$ 70.09	\$ 71.32	\$ 70.83	\$ 72.07	\$ 73.33	\$ 74.62	\$ 75.92
Telecommunications Engineer/ Analyst – Senior	\$ 78.18	\$ 79.55	\$ 80.94	\$ 82.36	\$ 83.80	\$ 83.22	\$ 84.68	\$ 86.16	\$ 87.67	\$ 89.20
Telecommunications Manager - Multiple Incumbents	\$ 123.68	\$ 125.84	\$ 128.05	\$ 130.29	\$ 132.57	\$ 131.66	\$ 133.96	\$ 136.31	\$ 138.69	\$ 141.12
Telecommunications Manager - Single Incumbent	\$ 114.54	\$ 116.54	\$ 118.58	\$ 120.66	\$ 122.77	\$ 121.93	\$ 124.06	\$ 126.23	\$ 128.44	\$ 130.69
Telecommunications Network Help Desk	\$ 47.05	\$ 47.87	\$ 48.71	\$ 49.56	\$ 50.43	\$ 50.08	\$ 50.96	\$ 51.85	\$ 52.76	\$ 53.68
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 78.80	\$ 80.18	\$ 81.58	\$ 83.01	\$ 84.46	\$ 83.88	\$ 85.35	\$ 86.84	\$ 88.36	\$ 89.91
Telecommunications Programmer/ Systems Analyst – Senior	\$ 97.17	\$ 98.87	\$ 100.60	\$ 102.36	\$ 104.15	\$ 103.44	\$ 105.25	\$ 107.09	\$ 108.96	\$ 110.87
Telecommunications Technician	\$ 53.84	\$ 54.78	\$ 55.74	\$ 56.72	\$ 57.71	\$ 57.31	\$ 58.32	\$ 59.34	\$ 60.37	\$ 61.43
Telecommunications/Communications Integration Engineer	\$ 86.85	\$ 88.37	\$ 89.92	\$ 91.49	\$ 93.09	\$ 92.45	\$ 94.07	\$ 95.72	\$ 97.39	\$ 99.10
Test Engineer	\$ 88.33	\$ 89.88	\$ 91.45	\$ 93.05	\$ 94.68	\$ 94.03	\$ 95.67	\$ 97.35	\$ 99.05	\$ 100.78
UNIX Systems Administrator	\$ 101.58	\$ 103.36	\$ 105.17	\$ 107.01	\$ 108.88	\$ 108.13	\$ 110.02	\$ 111.95	\$ 113.91	\$ 115.90
Voice Communications Administrator	\$ 65.82	\$ 66.97	\$ 68.14	\$ 69.34	\$ 70.55	\$ 70.07	\$ 71.29	\$ 72.54	\$ 73.81	\$ 75.10
Voice Communications Manager - Planning & Implementation	\$ 101.58	\$ 103.36	\$ 105.17	\$ 107.01	\$ 108.88	\$ 108.13	\$ 110.02	\$ 111.95	\$ 113.91	\$ 115.90
Voice Communications Technician	\$ 54.77	\$ 55.73	\$ 56.70	\$ 57.70	\$ 58.71	\$ 58.30	\$ 59.32	\$ 60.36	\$ 61.42	\$ 62.49
Web Content Administrator	\$ 69.30	\$ 70.51	\$ 71.75	\$ 73.00	\$ 74.28	\$ 73.77	\$ 75.06	\$ 76.37	\$ 77.71	\$ 79.07
Web Content Analyst	\$ 66.25	\$ 67.41	\$ 68.59	\$ 69.79	\$ 71.01	\$ 70.52	\$ 71.76	\$ 73.01	\$ 74.29	\$ 75.59
Web Designer	\$ 73.72	\$ 75.01	\$ 76.32	\$ 77.66	\$ 79.02	\$ 78.47	\$ 79.85	\$ 81.25	\$ 82.67	\$ 84.11
Web Marketing Manager	\$ 103.06	\$ 104.86	\$ 106.70	\$ 108.57	\$ 110.47	\$ 109.71	\$ 111.63	\$ 113.58	\$ 115.57	\$ 117.59
Web Operations Manager	\$ 95.51	\$ 97.18	\$ 98.88	\$ 100.61	\$ 102.37	\$ 101.67	\$ 103.45	\$ 105.26	\$ 107.10	\$ 108.98
Web Project Manager	\$ 113.31	\$ 115.29	\$ 117.31	\$ 119.36	\$ 121.45	\$ 120.62	\$ 122.73	\$ 124.88	\$ 127.06	\$ 129.29
Web Security Administrator	\$ 86.57	\$ 88.08	\$ 89.63	\$ 91.19	\$ 92.79	\$ 92.15	\$ 93.77	\$ 95.41	\$ 97.08	\$ 98.78
Web Security Analyst	\$ 98.86	\$ 100.59	\$ 102.35	\$ 104.14	\$ 105.96	\$ 105.24	\$ 107.08	\$ 108.95	\$ 110.86	\$ 112.80
Web Software Developer	\$ 82.88	\$ 84.33	\$ 85.81	\$ 87.31	\$ 88.84	\$ 88.23	\$ 89.77	\$ 91.34	\$ 92.94	\$ 94.57
Web Technical Administrator	\$ 80.64	\$ 82.05	\$ 83.49	\$ 84.95	\$ 86.43	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.43	\$ 92.01

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Philadelphia Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 79.83	\$ 81.23	\$ 82.65	\$ 84.09	\$ 85.57	\$ 84.98	\$ 86.47	\$ 87.98	\$ 89.52	\$ 91.09
Applications Systems Analyst/ Programmer – Intermediate	\$ 84.49	\$ 85.97	\$ 87.47	\$ 89.00	\$ 90.56	\$ 89.94	\$ 91.51	\$ 93.12	\$ 94.74	\$ 96.40
Applications Systems Analyst/ Programmer – Senior	\$ 102.80	\$ 104.60	\$ 106.43	\$ 108.29	\$ 110.19	\$ 109.43	\$ 111.35	\$ 113.29	\$ 115.28	\$ 117.29
Business Process Consultant	\$ 105.76	\$ 107.61	\$ 109.49	\$ 111.41	\$ 113.36	\$ 112.58	\$ 114.55	\$ 116.56	\$ 118.60	\$ 120.67
Business Subject Matter Specialist	\$ 123.43	\$ 125.59	\$ 127.79	\$ 130.02	\$ 132.30	\$ 131.39	\$ 133.69	\$ 136.03	\$ 138.41	\$ 140.83
Business Systems Analyst - Intermediate	\$ 82.66	\$ 84.11	\$ 85.58	\$ 87.08	\$ 88.60	\$ 87.99	\$ 89.53	\$ 91.10	\$ 92.69	\$ 94.31
Business Systems Analyst - Senior	\$ 92.43	\$ 94.05	\$ 95.69	\$ 97.37	\$ 99.07	\$ 98.39	\$ 100.11	\$ 101.87	\$ 103.65	\$ 105.46
Business Systems Specialist	\$ 99.49	\$ 101.23	\$ 103.00	\$ 104.81	\$ 106.64	\$ 105.91	\$ 107.76	\$ 109.65	\$ 111.57	\$ 113.52
Chief Information Security Officer	\$ 139.36	\$ 141.80	\$ 144.28	\$ 146.81	\$ 149.37	\$ 148.35	\$ 150.94	\$ 153.59	\$ 156.27	\$ 159.01
Client/Server Database Manager	\$ 102.13	\$ 103.92	\$ 105.74	\$ 107.59	\$ 109.47	\$ 108.72	\$ 110.62	\$ 112.56	\$ 114.53	\$ 116.53
Client/Server Network Architect	\$ 109.35	\$ 111.26	\$ 113.21	\$ 115.19	\$ 117.21	\$ 116.40	\$ 118.44	\$ 120.51	\$ 122.62	\$ 124.77
Client/Server Support Analyst	\$ 78.89	\$ 80.27	\$ 81.68	\$ 83.10	\$ 84.56	\$ 83.98	\$ 85.45	\$ 86.94	\$ 88.46	\$ 90.01
Communications Analyst - Intermediate	\$ 81.25	\$ 82.67	\$ 84.12	\$ 85.59	\$ 87.09	\$ 86.49	\$ 88.00	\$ 89.54	\$ 91.11	\$ 92.71
Communications Analyst - Senior	\$ 92.25	\$ 93.86	\$ 95.51	\$ 97.18	\$ 98.88	\$ 98.20	\$ 99.92	\$ 101.67	\$ 103.45	\$ 105.26
Communications Facility Engineer	\$ 80.57	\$ 81.98	\$ 83.41	\$ 84.87	\$ 86.36	\$ 85.77	\$ 87.27	\$ 88.79	\$ 90.35	\$ 91.93
Communications Installer	\$ 71.22	\$ 72.47	\$ 73.73	\$ 75.02	\$ 76.34	\$ 75.81	\$ 77.14	\$ 78.49	\$ 79.86	\$ 81.26
Communications Transmission Engineer	\$ 90.06	\$ 91.64	\$ 93.24	\$ 94.87	\$ 96.53	\$ 95.87	\$ 97.55	\$ 99.25	\$ 100.99	\$ 102.76
Computer Operations Manager	\$ 91.95	\$ 93.56	\$ 95.20	\$ 96.86	\$ 98.56	\$ 97.88	\$ 99.59	\$ 101.34	\$ 103.11	\$ 104.91
Consultant	\$ 121.37	\$ 123.49	\$ 125.66	\$ 127.85	\$ 130.09	\$ 129.20	\$ 131.46	\$ 133.76	\$ 136.10	\$ 138.48
Data Architect	\$ 107.85	\$ 109.74	\$ 111.66	\$ 113.61	\$ 115.60	\$ 114.81	\$ 116.82	\$ 118.86	\$ 120.94	\$ 123.06
Data Communications Manager - Planning & Implementation	\$ 108.29	\$ 110.19	\$ 112.11	\$ 114.08	\$ 116.07	\$ 115.27	\$ 117.29	\$ 119.34	\$ 121.43	\$ 123.56
Data Entry Supervisor	\$ 50.65	\$ 51.54	\$ 52.44	\$ 53.36	\$ 54.29	\$ 53.92	\$ 54.86	\$ 55.82	\$ 56.80	\$ 57.79
Data Security Administration Manager	\$ 108.26	\$ 110.15	\$ 112.08	\$ 114.04	\$ 116.04	\$ 115.24	\$ 117.26	\$ 119.31	\$ 121.40	\$ 123.52
Data Security Analyst - Intermediate	\$ 80.32	\$ 81.73	\$ 83.16	\$ 84.61	\$ 86.09	\$ 85.50	\$ 87.00	\$ 88.52	\$ 90.07	\$ 91.64
Data Security Analyst - Senior	\$ 94.78	\$ 96.44	\$ 98.13	\$ 99.84	\$ 101.59	\$ 100.89	\$ 102.66	\$ 104.46	\$ 106.28	\$ 108.14
Data Warehousing Administrator	\$ 84.82	\$ 86.30	\$ 87.81	\$ 89.35	\$ 90.92	\$ 90.29	\$ 91.87	\$ 93.48	\$ 95.11	\$ 96.78
Data Warehousing Analyst	\$ 91.60	\$ 93.20	\$ 94.83	\$ 96.49	\$ 98.18	\$ 97.51	\$ 99.21	\$ 100.95	\$ 102.72	\$ 104.52
Data Warehousing Programmer	\$ 100.83	\$ 102.59	\$ 104.39	\$ 106.22	\$ 108.08	\$ 107.33	\$ 109.21	\$ 111.12	\$ 113.07	\$ 115.05

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	Philadelphia Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 112.27	\$ 114.23	\$ 116.23	\$ 118.27	\$ 120.34	\$ 119.51	\$ 121.60	\$ 123.73	\$ 125.90	\$ 128.10
Data/Configuration Management Specialist	\$ 105.39	\$ 107.23	\$ 109.11	\$ 111.02	\$ 112.96	\$ 112.19	\$ 114.15	\$ 116.15	\$ 118.18	\$ 120.25
Database Administrator	\$ 91.54	\$ 93.14	\$ 94.77	\$ 96.43	\$ 98.12	\$ 97.44	\$ 99.15	\$ 100.88	\$ 102.65	\$ 104.45
Database Analyst/ Programmer - Intermediate	\$ 81.71	\$ 83.14	\$ 84.59	\$ 86.08	\$ 87.58	\$ 86.98	\$ 88.50	\$ 90.05	\$ 91.63	\$ 93.23
Database Analyst/ Programmer – Senior	\$ 98.52	\$ 100.24	\$ 102.00	\$ 103.78	\$ 105.60	\$ 104.87	\$ 106.71	\$ 108.58	\$ 110.48	\$ 112.41
Database Manager	\$ 127.05	\$ 129.27	\$ 131.54	\$ 133.84	\$ 136.18	\$ 135.24	\$ 137.61	\$ 140.02	\$ 142.47	\$ 144.96
Disaster Recovery Administrator	\$ 100.94	\$ 102.71	\$ 104.50	\$ 106.33	\$ 108.19	\$ 107.45	\$ 109.33	\$ 111.24	\$ 113.19	\$ 115.17
Disaster Recovery Analyst	\$ 73.12	\$ 74.40	\$ 75.70	\$ 77.03	\$ 78.37	\$ 77.84	\$ 79.20	\$ 80.58	\$ 81.99	\$ 83.43
Documentation Specialist - Intermediate	\$ 55.44	\$ 56.41	\$ 57.40	\$ 58.40	\$ 59.42	\$ 59.02	\$ 60.05	\$ 61.10	\$ 62.17	\$ 63.26
Documentation Specialist - Senior	\$ 69.09	\$ 70.30	\$ 71.53	\$ 72.78	\$ 74.05	\$ 73.55	\$ 74.83	\$ 76.14	\$ 77.48	\$ 78.83
E-Business Manager	\$ 76.39	\$ 77.73	\$ 79.09	\$ 80.47	\$ 81.88	\$ 81.32	\$ 82.74	\$ 84.19	\$ 85.66	\$ 87.16
Electronic Data Interchange (EDI) Manager	\$ 87.70	\$ 89.23	\$ 90.80	\$ 92.39	\$ 94.00	\$ 93.36	\$ 94.99	\$ 96.65	\$ 98.34	\$ 100.07
Electronic Data Interchange (EDI) Specialist	\$ 63.46	\$ 64.57	\$ 65.70	\$ 66.85	\$ 68.02	\$ 67.55	\$ 68.74	\$ 69.94	\$ 71.16	\$ 72.41
Electronic Mail Coordinator	\$ 67.39	\$ 68.57	\$ 69.77	\$ 70.99	\$ 72.23	\$ 71.74	\$ 72.99	\$ 74.27	\$ 75.57	\$ 76.89
Engineering Subject Matter Specialist	\$ 126.04	\$ 128.25	\$ 130.49	\$ 132.77	\$ 135.10	\$ 134.17	\$ 136.52	\$ 138.91	\$ 141.34	\$ 143.81
ERP Busienss/Architectural Specialist	\$ 131.09	\$ 133.38	\$ 135.72	\$ 138.09	\$ 140.51	\$ 139.55	\$ 141.99	\$ 144.47	\$ 147.00	\$ 149.57
ERP Business Analyst - Intermediate	\$ 111.48	\$ 113.43	\$ 115.42	\$ 117.44	\$ 119.49	\$ 118.67	\$ 120.75	\$ 122.86	\$ 125.01	\$ 127.20
ERP Business Analyst - Senior	\$ 118.21	\$ 120.28	\$ 122.38	\$ 124.53	\$ 126.70	\$ 125.83	\$ 128.04	\$ 130.28	\$ 132.56	\$ 134.88
ERP Programmer	\$ 109.48	\$ 111.40	\$ 113.35	\$ 115.33	\$ 117.35	\$ 116.54	\$ 118.58	\$ 120.66	\$ 122.77	\$ 124.92
Graphics Specialist	\$ 50.42	\$ 51.30	\$ 52.20	\$ 53.11	\$ 54.04	\$ 53.67	\$ 54.61	\$ 55.57	\$ 56.54	\$ 57.53
Groupware Specialist	\$ 81.01	\$ 82.43	\$ 83.87	\$ 85.34	\$ 86.83	\$ 86.24	\$ 87.74	\$ 89.28	\$ 90.84	\$ 92.43
Help Desk Coordinator - Intermediate	\$ 46.57	\$ 47.38	\$ 48.21	\$ 49.06	\$ 49.92	\$ 49.57	\$ 50.44	\$ 51.32	\$ 52.22	\$ 53.14
Help Desk Coordinator - Senior	\$ 64.71	\$ 65.84	\$ 66.99	\$ 68.17	\$ 69.36	\$ 68.88	\$ 70.09	\$ 71.32	\$ 72.56	\$ 73.83
Help Desk Manager	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.71	\$ 99.41	\$ 98.73	\$ 100.46	\$ 102.22	\$ 104.01	\$ 105.83
Help Desk Specialist	\$ 47.06	\$ 47.88	\$ 48.72	\$ 49.57	\$ 50.44	\$ 50.10	\$ 50.97	\$ 51.86	\$ 52.77	\$ 53.70
Help Desk Support Services Specialist - Intermediate	\$ 63.02	\$ 64.12	\$ 65.24	\$ 66.39	\$ 67.55	\$ 67.08	\$ 68.26	\$ 69.45	\$ 70.67	\$ 71.91
Help Desk Support Services Specialist - Senior	\$ 75.62	\$ 76.94	\$ 78.29	\$ 79.66	\$ 81.05	\$ 80.50	\$ 81.91	\$ 83.34	\$ 84.80	\$ 86.28
Information Assurance Development Engineer	\$ 94.23	\$ 95.88	\$ 97.56	\$ 99.26	\$ 101.00	\$ 100.31	\$ 102.06	\$ 103.85	\$ 105.67	\$ 107.52
Information Assurance Engineer	\$ 92.43	\$ 94.05	\$ 95.69	\$ 97.37	\$ 99.07	\$ 98.39	\$ 100.11	\$ 101.87	\$ 103.65	\$ 105.46

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CIFA1

<u>Labor Category</u>	Philadelphia Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 118.06	\$ 120.13	\$ 122.23	\$ 124.37	\$ 126.54	\$ 125.67	\$ 127.87	\$ 130.11	\$ 132.39	\$ 134.71
Information Assurance Systems/Network Specialist	\$ 122.25	\$ 124.39	\$ 126.57	\$ 128.78	\$ 131.03	\$ 130.14	\$ 132.41	\$ 134.73	\$ 137.09	\$ 139.49
Information Center Consultant	\$ 92.52	\$ 94.14	\$ 95.79	\$ 97.46	\$ 99.17	\$ 98.49	\$ 100.21	\$ 101.96	\$ 103.75	\$ 105.56
Information Center Specialist	\$ 105.04	\$ 106.88	\$ 108.75	\$ 110.65	\$ 112.59	\$ 111.82	\$ 113.77	\$ 115.76	\$ 117.79	\$ 119.85
Information Security Business Analyst	\$ 84.02	\$ 85.49	\$ 86.99	\$ 88.51	\$ 90.06	\$ 89.44	\$ 91.00	\$ 92.60	\$ 94.22	\$ 95.87
Information Services Consultant	\$ 109.23	\$ 111.14	\$ 113.09	\$ 115.07	\$ 117.08	\$ 116.28	\$ 118.31	\$ 120.38	\$ 122.49	\$ 124.63
Information Systems Auditor - Intermediate	\$ 85.29	\$ 86.78	\$ 88.30	\$ 89.85	\$ 91.42	\$ 90.79	\$ 92.38	\$ 94.00	\$ 95.64	\$ 97.32
Information Systems Auditor - Senior	\$ 98.31	\$ 100.03	\$ 101.78	\$ 103.56	\$ 105.37	\$ 104.65	\$ 106.48	\$ 108.35	\$ 110.24	\$ 112.17
Information Systems Training Specialist - Intermediate	\$ 75.62	\$ 76.94	\$ 78.29	\$ 79.66	\$ 81.05	\$ 80.50	\$ 81.91	\$ 83.34	\$ 84.80	\$ 86.28
Information Systems Training Specialist - Senior	\$ 84.02	\$ 85.49	\$ 86.99	\$ 88.51	\$ 90.06	\$ 89.44	\$ 91.00	\$ 92.60	\$ 94.22	\$ 95.87
Internal Communications Systems Consultant	\$ 119.54	\$ 121.63	\$ 123.76	\$ 125.93	\$ 128.13	\$ 127.25	\$ 129.48	\$ 131.74	\$ 134.05	\$ 136.39
IT Subject Matter Specialist	\$ 134.86	\$ 137.22	\$ 139.62	\$ 142.06	\$ 144.55	\$ 143.56	\$ 146.07	\$ 148.63	\$ 151.23	\$ 153.87
LAN Administrator - Intermediate	\$ 71.65	\$ 72.90	\$ 74.18	\$ 75.48	\$ 76.80	\$ 76.27	\$ 77.61	\$ 78.96	\$ 80.35	\$ 81.75
LAN Administrator - Senior	\$ 89.98	\$ 91.55	\$ 93.16	\$ 94.79	\$ 96.45	\$ 95.78	\$ 97.46	\$ 99.17	\$ 100.90	\$ 102.67
LAN Support Technician - Intermediate	\$ 71.65	\$ 72.90	\$ 74.18	\$ 75.48	\$ 76.80	\$ 76.27	\$ 77.61	\$ 78.96	\$ 80.35	\$ 81.75
LAN Support Technician - Senior	\$ 77.63	\$ 78.99	\$ 80.37	\$ 81.78	\$ 83.21	\$ 82.64	\$ 84.08	\$ 85.55	\$ 87.05	\$ 88.58
LAN/WAN Administrator	\$ 75.43	\$ 76.75	\$ 78.09	\$ 79.46	\$ 80.85	\$ 80.30	\$ 81.70	\$ 83.13	\$ 84.58	\$ 86.07
LAN/WAN Integrator	\$ 100.09	\$ 101.84	\$ 103.62	\$ 105.44	\$ 107.28	\$ 106.55	\$ 108.41	\$ 110.31	\$ 112.24	\$ 114.20
LAN/WAN/MAN Administrator	\$ 75.43	\$ 76.75	\$ 78.09	\$ 79.46	\$ 80.85	\$ 80.30	\$ 81.70	\$ 83.13	\$ 84.58	\$ 86.07
Network Control Technician	\$ 54.58	\$ 55.54	\$ 56.51	\$ 57.50	\$ 58.50	\$ 58.10	\$ 59.12	\$ 60.15	\$ 61.20	\$ 62.28
Network Engineer - Intermediate	\$ 81.36	\$ 82.78	\$ 84.23	\$ 85.71	\$ 87.21	\$ 86.61	\$ 88.12	\$ 89.67	\$ 91.23	\$ 92.83
Network Engineer - Senior	\$ 94.87	\$ 96.53	\$ 98.22	\$ 99.94	\$ 101.69	\$ 100.99	\$ 102.76	\$ 104.55	\$ 106.38	\$ 108.25
Network Operations Supervisor	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34	\$ 105.15	\$ 104.43	\$ 106.25	\$ 108.11	\$ 110.01	\$ 111.93
Network Planning Analyst - Intermediate	\$ 76.88	\$ 78.23	\$ 79.59	\$ 80.99	\$ 82.40	\$ 81.84	\$ 83.27	\$ 84.73	\$ 86.21	\$ 87.72
Network Planning Analyst - Senior	\$ 94.03	\$ 95.68	\$ 97.35	\$ 99.05	\$ 100.79	\$ 100.09	\$ 101.85	\$ 103.63	\$ 105.44	\$ 107.29
Network Planning Manager	\$ 105.90	\$ 107.75	\$ 109.64	\$ 111.56	\$ 113.51	\$ 112.73	\$ 114.70	\$ 116.71	\$ 118.75	\$ 120.83
Network Systems Administrator	\$ 72.75	\$ 74.02	\$ 75.32	\$ 76.64	\$ 77.98	\$ 77.44	\$ 78.80	\$ 80.18	\$ 81.58	\$ 83.01
Network Systems Manager	\$ 99.60	\$ 101.34	\$ 103.12	\$ 104.92	\$ 106.76	\$ 106.02	\$ 107.88	\$ 109.77	\$ 111.69	\$ 113.64
Network/Hardware Support Technician	\$ 52.56	\$ 53.48	\$ 54.42	\$ 55.37	\$ 56.34	\$ 55.95	\$ 56.93	\$ 57.93	\$ 58.94	\$ 59.97

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CIFA1

<u>Labor Category</u>	Philadelphia Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34	\$ 105.15	\$ 104.43	\$ 106.25	\$ 108.11	\$ 110.01	\$ 111.93
Operations Manager - Voice Communications	\$ 80.03	\$ 81.43	\$ 82.86	\$ 84.31	\$ 85.78	\$ 85.19	\$ 86.68	\$ 88.20	\$ 89.74	\$ 91.31
Operations Systems Manager	\$ 92.43	\$ 94.05	\$ 95.69	\$ 97.37	\$ 99.07	\$ 98.39	\$ 100.11	\$ 101.87	\$ 103.65	\$ 105.46
Operations/ Technical Support Manager	\$ 93.02	\$ 94.65	\$ 96.30	\$ 97.99	\$ 99.70	\$ 99.02	\$ 100.75	\$ 102.52	\$ 104.31	\$ 106.14
Operations/Network LAN Administrator	\$ 69.98	\$ 71.20	\$ 72.45	\$ 73.72	\$ 75.01	\$ 74.49	\$ 75.80	\$ 77.12	\$ 78.47	\$ 79.85
Operations/Technical Support Analyst	\$ 50.67	\$ 51.56	\$ 52.46	\$ 53.38	\$ 54.31	\$ 53.94	\$ 54.88	\$ 55.84	\$ 56.82	\$ 57.81
PC Products Analyst	\$ 63.42	\$ 64.53	\$ 65.66	\$ 66.81	\$ 67.98	\$ 67.51	\$ 68.69	\$ 69.89	\$ 71.12	\$ 72.36
PC Systems Specialist	\$ 69.67	\$ 70.89	\$ 72.13	\$ 73.39	\$ 74.68	\$ 74.16	\$ 75.46	\$ 76.78	\$ 78.13	\$ 79.49
PC/LAN Mgmt Analyst - Intermediate	\$ 64.90	\$ 66.04	\$ 67.19	\$ 68.37	\$ 69.56	\$ 69.09	\$ 70.30	\$ 71.53	\$ 72.78	\$ 74.05
PC/LAN Mgmt Analyst – Senior	\$ 78.89	\$ 80.27	\$ 81.68	\$ 83.10	\$ 84.56	\$ 83.98	\$ 85.45	\$ 86.94	\$ 88.46	\$ 90.01
Project Engineer	\$ 107.78	\$ 109.67	\$ 111.59	\$ 113.54	\$ 115.52	\$ 114.73	\$ 116.74	\$ 118.78	\$ 120.86	\$ 122.98
Project Manager – Senior	\$ 134.44	\$ 136.79	\$ 139.19	\$ 141.62	\$ 144.10	\$ 143.11	\$ 145.62	\$ 148.16	\$ 150.76	\$ 153.40
Quality Assurance Analyst - Intermediate	\$ 77.30	\$ 78.65	\$ 80.03	\$ 81.43	\$ 82.85	\$ 82.29	\$ 83.73	\$ 85.19	\$ 86.68	\$ 88.20
Quality Assurance Analyst - Senior	\$ 93.20	\$ 94.83	\$ 96.49	\$ 98.18	\$ 99.90	\$ 99.21	\$ 100.95	\$ 102.71	\$ 104.51	\$ 106.34
Quality Assurance Specialist	\$ 89.66	\$ 91.23	\$ 92.83	\$ 94.45	\$ 96.10	\$ 95.44	\$ 97.11	\$ 98.81	\$ 100.54	\$ 102.30
Security Coordinator	\$ 71.51	\$ 72.76	\$ 74.03	\$ 75.33	\$ 76.65	\$ 76.12	\$ 77.45	\$ 78.81	\$ 80.19	\$ 81.59
Site Manager	\$ 110.02	\$ 111.95	\$ 113.90	\$ 115.90	\$ 117.93	\$ 117.12	\$ 119.17	\$ 121.25	\$ 123.37	\$ 125.53
Software Architect	\$ 126.04	\$ 128.25	\$ 130.49	\$ 132.77	\$ 135.10	\$ 134.17	\$ 136.52	\$ 138.91	\$ 141.34	\$ 143.81
Software Developer – Intermediate	\$ 101.44	\$ 103.22	\$ 105.02	\$ 106.86	\$ 108.73	\$ 107.98	\$ 109.87	\$ 111.80	\$ 113.75	\$ 115.74
Software Developer – Senior	\$ 113.44	\$ 115.43	\$ 117.45	\$ 119.50	\$ 121.59	\$ 120.76	\$ 122.87	\$ 125.02	\$ 127.21	\$ 129.43
Software Systems Engineer - Intermediate	\$ 100.83	\$ 102.59	\$ 104.39	\$ 106.22	\$ 108.08	\$ 107.33	\$ 109.21	\$ 111.12	\$ 113.07	\$ 115.05
Software Systems Engineer - Senior	\$ 108.02	\$ 109.91	\$ 111.83	\$ 113.79	\$ 115.78	\$ 114.99	\$ 117.00	\$ 119.05	\$ 121.13	\$ 123.25
Strategic Planner	\$ 113.44	\$ 115.43	\$ 117.45	\$ 119.50	\$ 121.59	\$ 120.76	\$ 122.87	\$ 125.02	\$ 127.21	\$ 129.43
Systems Administrator - Intermediate	\$ 68.71	\$ 69.91	\$ 71.14	\$ 72.38	\$ 73.65	\$ 73.14	\$ 74.42	\$ 75.72	\$ 77.05	\$ 78.40
Systems Administrator - Senior	\$ 85.11	\$ 86.60	\$ 88.11	\$ 89.66	\$ 91.23	\$ 90.60	\$ 92.19	\$ 93.80	\$ 95.44	\$ 97.11
Systems Analysis and Programming Director	\$ 134.44	\$ 136.79	\$ 139.19	\$ 141.62	\$ 144.10	\$ 143.11	\$ 145.62	\$ 148.16	\$ 150.76	\$ 153.40
Systems Engineer	\$ 79.83	\$ 81.23	\$ 82.65	\$ 84.09	\$ 85.57	\$ 84.98	\$ 86.47	\$ 87.98	\$ 89.52	\$ 91.09
Systems Management Technologist	\$ 108.33	\$ 110.23	\$ 112.15	\$ 114.12	\$ 116.11	\$ 115.32	\$ 117.34	\$ 119.39	\$ 121.48	\$ 123.60
Technical Editor	\$ 64.20	\$ 65.32	\$ 66.47	\$ 67.63	\$ 68.81	\$ 68.34	\$ 69.54	\$ 70.75	\$ 71.99	\$ 73.25

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	Philadelphia Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 66.36	\$ 67.52	\$ 68.70	\$ 69.91	\$ 71.13	\$ 70.64	\$ 71.88	\$ 73.13	\$ 74.41	\$ 75.72
Telecommunications Analyst/Technician	\$ 55.86	\$ 56.84	\$ 57.83	\$ 58.84	\$ 59.87	\$ 59.46	\$ 60.50	\$ 61.56	\$ 62.64	\$ 63.74
Telecommunications Engineer/ Analyst – Intermediate	\$ 63.29	\$ 64.40	\$ 65.52	\$ 66.67	\$ 67.84	\$ 67.37	\$ 68.55	\$ 69.75	\$ 70.97	\$ 72.21
Telecommunications Engineer/ Analyst – Senior	\$ 74.36	\$ 75.66	\$ 76.99	\$ 78.33	\$ 79.70	\$ 79.16	\$ 80.54	\$ 81.95	\$ 83.39	\$ 84.84
Telecommunications Manager - Multiple Incumbents	\$ 117.64	\$ 119.70	\$ 121.79	\$ 123.92	\$ 126.09	\$ 125.23	\$ 127.42	\$ 129.65	\$ 131.92	\$ 134.23
Telecommunications Manager - Single Incumbent	\$ 108.95	\$ 110.86	\$ 112.80	\$ 114.77	\$ 116.78	\$ 115.98	\$ 118.01	\$ 120.07	\$ 122.17	\$ 124.31
Telecommunications Network Help Desk	\$ 44.75	\$ 45.53	\$ 46.33	\$ 47.14	\$ 47.97	\$ 47.64	\$ 48.47	\$ 49.32	\$ 50.18	\$ 51.06
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 74.96	\$ 76.27	\$ 77.61	\$ 78.96	\$ 80.35	\$ 79.79	\$ 81.19	\$ 82.61	\$ 84.06	\$ 85.53
Telecommunications Programmer/ Systems Analyst – Senior	\$ 92.43	\$ 94.05	\$ 95.69	\$ 97.37	\$ 99.07	\$ 98.39	\$ 100.11	\$ 101.87	\$ 103.65	\$ 105.46
Telecommunications Technician	\$ 51.21	\$ 52.11	\$ 53.02	\$ 53.95	\$ 54.89	\$ 54.51	\$ 55.47	\$ 56.44	\$ 57.43	\$ 58.43
Telecommunications/Communications Integration Engineer	\$ 82.61	\$ 84.06	\$ 85.53	\$ 87.02	\$ 88.55	\$ 87.94	\$ 89.48	\$ 91.04	\$ 92.64	\$ 94.26
Test Engineer	\$ 84.02	\$ 85.49	\$ 86.99	\$ 88.51	\$ 90.06	\$ 89.44	\$ 91.00	\$ 92.60	\$ 94.22	\$ 95.87
UNIX Systems Administrator	\$ 96.63	\$ 98.32	\$ 100.04	\$ 101.79	\$ 103.57	\$ 102.86	\$ 104.66	\$ 106.49	\$ 108.36	\$ 110.25
Voice Communications Administrator	\$ 62.61	\$ 63.71	\$ 64.82	\$ 65.95	\$ 67.11	\$ 66.65	\$ 67.81	\$ 69.00	\$ 70.21	\$ 71.44
Voice Communications Manager - Planning & Implementation	\$ 96.63	\$ 98.32	\$ 100.04	\$ 101.79	\$ 103.57	\$ 102.86	\$ 104.66	\$ 106.49	\$ 108.36	\$ 110.25
Voice Communications Technician	\$ 52.10	\$ 53.01	\$ 53.94	\$ 54.88	\$ 55.84	\$ 55.46	\$ 56.43	\$ 57.42	\$ 58.42	\$ 59.45
Web Content Administrator	\$ 65.92	\$ 67.07	\$ 68.25	\$ 69.44	\$ 70.66	\$ 70.17	\$ 71.40	\$ 72.65	\$ 73.92	\$ 75.21
Web Content Analyst	\$ 63.02	\$ 64.12	\$ 65.24	\$ 66.39	\$ 67.55	\$ 67.08	\$ 68.26	\$ 69.45	\$ 70.67	\$ 71.91
Web Designer	\$ 70.13	\$ 71.36	\$ 72.61	\$ 73.88	\$ 75.17	\$ 74.65	\$ 75.96	\$ 77.29	\$ 78.64	\$ 80.02
Web Marketing Manager	\$ 98.03	\$ 99.75	\$ 101.49	\$ 103.27	\$ 105.07	\$ 104.35	\$ 106.18	\$ 108.04	\$ 109.93	\$ 111.85
Web Operations Manager	\$ 90.85	\$ 92.44	\$ 94.06	\$ 95.70	\$ 97.38	\$ 96.71	\$ 98.40	\$ 100.12	\$ 101.88	\$ 103.66
Web Project Manager	\$ 107.78	\$ 109.67	\$ 111.59	\$ 113.54	\$ 115.52	\$ 114.73	\$ 116.74	\$ 118.78	\$ 120.86	\$ 122.98
Web Security Administrator	\$ 82.34	\$ 83.78	\$ 85.25	\$ 86.74	\$ 88.26	\$ 87.65	\$ 89.18	\$ 90.75	\$ 92.33	\$ 93.95
Web Security Analyst	\$ 94.03	\$ 95.68	\$ 97.35	\$ 99.05	\$ 100.79	\$ 100.09	\$ 101.85	\$ 103.63	\$ 105.44	\$ 107.29
Web Software Developer	\$ 78.83	\$ 80.21	\$ 81.61	\$ 83.04	\$ 84.49	\$ 83.91	\$ 85.38	\$ 86.88	\$ 88.40	\$ 89.94
Web Technical Administrator	\$ 76.71	\$ 78.05	\$ 79.42	\$ 80.81	\$ 82.22	\$ 81.66	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Phoenix Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 76.21	\$ 77.54	\$ 78.90	\$ 80.28	\$ 81.69	\$ 81.13	\$ 82.55	\$ 83.99	\$ 85.46	\$ 86.96
Applications Systems Analyst/ Programmer – Intermediate	\$ 80.67	\$ 82.08	\$ 83.52	\$ 84.98	\$ 86.47	\$ 85.87	\$ 87.38	\$ 88.91	\$ 90.46	\$ 92.04
Applications Systems Analyst/ Programmer – Senior	\$ 98.15	\$ 99.87	\$ 101.62	\$ 103.39	\$ 105.20	\$ 104.48	\$ 106.31	\$ 108.17	\$ 110.06	\$ 111.99
Business Process Consultant	\$ 100.97	\$ 102.74	\$ 104.53	\$ 106.36	\$ 108.23	\$ 107.48	\$ 109.36	\$ 111.28	\$ 113.22	\$ 115.21
Business Subject Matter Specialist	\$ 117.85	\$ 119.91	\$ 122.01	\$ 124.15	\$ 126.32	\$ 125.45	\$ 127.65	\$ 129.88	\$ 132.15	\$ 134.47
Business Systems Analyst - Intermediate	\$ 78.92	\$ 80.30	\$ 81.71	\$ 83.14	\$ 84.59	\$ 84.01	\$ 85.48	\$ 86.98	\$ 88.50	\$ 90.05
Business Systems Analyst - Senior	\$ 88.25	\$ 89.79	\$ 91.37	\$ 92.96	\$ 94.59	\$ 93.94	\$ 95.59	\$ 97.26	\$ 98.96	\$ 100.69
Business Systems Specialist	\$ 94.99	\$ 96.65	\$ 98.34	\$ 100.06	\$ 101.82	\$ 101.12	\$ 102.89	\$ 104.69	\$ 106.52	\$ 108.38
Chief Information Security Officer	\$ 133.05	\$ 135.38	\$ 137.75	\$ 140.16	\$ 142.61	\$ 141.63	\$ 144.11	\$ 146.63	\$ 149.20	\$ 151.81
Client/Server Database Manager	\$ 97.51	\$ 99.22	\$ 100.95	\$ 102.72	\$ 104.52	\$ 103.80	\$ 105.62	\$ 107.46	\$ 109.34	\$ 111.26
Client/Server Network Architect	\$ 104.40	\$ 106.23	\$ 108.09	\$ 109.98	\$ 111.90	\$ 111.13	\$ 113.08	\$ 115.06	\$ 117.07	\$ 119.12
Client/Server Support Analyst	\$ 75.32	\$ 76.64	\$ 77.98	\$ 79.34	\$ 80.73	\$ 80.18	\$ 81.58	\$ 83.01	\$ 84.46	\$ 85.94
Communications Analyst - Intermediate	\$ 77.57	\$ 78.93	\$ 80.31	\$ 81.71	\$ 83.14	\$ 82.57	\$ 84.02	\$ 85.49	\$ 86.98	\$ 88.51
Communications Analyst - Senior	\$ 88.08	\$ 89.62	\$ 91.19	\$ 92.79	\$ 94.41	\$ 93.76	\$ 95.40	\$ 97.07	\$ 98.77	\$ 100.50
Communications Facility Engineer	\$ 76.93	\$ 78.28	\$ 79.65	\$ 81.04	\$ 82.46	\$ 81.89	\$ 83.33	\$ 84.78	\$ 86.27	\$ 87.78
Communications Installer	\$ 68.00	\$ 69.19	\$ 70.40	\$ 71.63	\$ 72.89	\$ 72.39	\$ 73.65	\$ 74.94	\$ 76.25	\$ 77.59
Communications Transmission Engineer	\$ 85.98	\$ 87.48	\$ 89.02	\$ 90.57	\$ 92.16	\$ 91.53	\$ 93.13	\$ 94.76	\$ 96.42	\$ 98.10
Computer Operations Manager	\$ 87.78	\$ 89.32	\$ 90.88	\$ 92.47	\$ 94.09	\$ 93.44	\$ 95.08	\$ 96.74	\$ 98.43	\$ 100.16
Consultant	\$ 115.87	\$ 117.90	\$ 119.96	\$ 122.06	\$ 124.20	\$ 123.34	\$ 125.50	\$ 127.70	\$ 129.93	\$ 132.21
Data Architect	\$ 102.97	\$ 104.77	\$ 106.61	\$ 108.47	\$ 110.37	\$ 109.61	\$ 111.53	\$ 113.48	\$ 115.47	\$ 117.49
Data Communications Manager - Planning & Implementation	\$ 103.38	\$ 105.19	\$ 107.03	\$ 108.90	\$ 110.81	\$ 110.05	\$ 111.97	\$ 113.93	\$ 115.93	\$ 117.96
Data Entry Supervisor	\$ 48.36	\$ 49.21	\$ 50.07	\$ 50.94	\$ 51.84	\$ 51.48	\$ 52.38	\$ 53.30	\$ 54.23	\$ 55.18
Data Security Administration Manager	\$ 103.36	\$ 105.17	\$ 107.01	\$ 108.88	\$ 110.79	\$ 110.03	\$ 111.95	\$ 113.91	\$ 115.90	\$ 117.93
Data Security Analyst - Intermediate	\$ 76.68	\$ 78.02	\$ 79.39	\$ 80.78	\$ 82.19	\$ 81.63	\$ 83.05	\$ 84.51	\$ 85.99	\$ 87.49
Data Security Analyst - Senior	\$ 90.49	\$ 92.07	\$ 93.68	\$ 95.32	\$ 96.99	\$ 96.33	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25
Data Warehousing Administrator	\$ 80.98	\$ 82.40	\$ 83.84	\$ 85.31	\$ 86.80	\$ 86.20	\$ 87.71	\$ 89.25	\$ 90.81	\$ 92.40
Data Warehousing Analyst	\$ 87.45	\$ 88.98	\$ 90.54	\$ 92.12	\$ 93.73	\$ 93.09	\$ 94.72	\$ 96.38	\$ 98.06	\$ 99.78
Data Warehousing Programmer	\$ 96.27	\$ 97.95	\$ 99.67	\$ 101.41	\$ 103.19	\$ 102.48	\$ 104.27	\$ 106.10	\$ 107.95	\$ 109.84

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<u>Labor Category</u>	<u>Phoenix Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>
Data Warehousing Project Manager	\$ 107.19	\$ 109.07	\$ 110.97	\$ 112.92	\$ 114.89	\$ 114.10	\$ 116.10	\$ 118.13	\$ 120.20	\$ 122.30
Data/Configuration Management Specialist	\$ 100.62	\$ 102.38	\$ 104.17	\$ 106.00	\$ 107.85	\$ 107.11	\$ 108.98	\$ 110.89	\$ 112.83	\$ 114.81
Database Administrator	\$ 87.39	\$ 88.92	\$ 90.48	\$ 92.06	\$ 93.67	\$ 93.03	\$ 94.65	\$ 96.31	\$ 98.00	\$ 99.71
Database Analyst/ Programmer - Intermediate	\$ 78.01	\$ 79.38	\$ 80.76	\$ 82.18	\$ 83.62	\$ 83.04	\$ 84.49	\$ 85.97	\$ 87.48	\$ 89.01
Database Analyst/ Programmer – Senior	\$ 94.06	\$ 95.71	\$ 97.38	\$ 99.09	\$ 100.82	\$ 100.13	\$ 101.88	\$ 103.66	\$ 105.48	\$ 107.32
Database Manager	\$ 121.30	\$ 123.42	\$ 125.58	\$ 127.78	\$ 130.02	\$ 129.12	\$ 131.38	\$ 133.68	\$ 136.02	\$ 138.40
Disaster Recovery Administrator	\$ 96.37	\$ 98.06	\$ 99.77	\$ 101.52	\$ 103.30	\$ 102.59	\$ 104.38	\$ 106.21	\$ 108.07	\$ 109.96
Disaster Recovery Analyst	\$ 69.81	\$ 71.03	\$ 72.27	\$ 73.54	\$ 74.83	\$ 74.31	\$ 75.61	\$ 76.94	\$ 78.28	\$ 79.65
Documentation Specialist - Intermediate	\$ 52.93	\$ 53.86	\$ 54.80	\$ 55.76	\$ 56.73	\$ 56.34	\$ 57.33	\$ 58.33	\$ 59.35	\$ 60.39
Documentation Specialist - Senior	\$ 65.96	\$ 67.11	\$ 68.29	\$ 69.48	\$ 70.70	\$ 70.21	\$ 71.44	\$ 72.69	\$ 73.97	\$ 75.26
E-Business Manager	\$ 72.93	\$ 74.21	\$ 75.50	\$ 76.83	\$ 78.17	\$ 77.63	\$ 78.99	\$ 80.37	\$ 81.78	\$ 83.21
Electronic Data Interchange (EDI) Manager	\$ 83.73	\$ 85.20	\$ 86.69	\$ 88.20	\$ 89.75	\$ 89.13	\$ 90.69	\$ 92.28	\$ 93.89	\$ 95.54
Electronic Data Interchange (EDI) Specialist	\$ 60.58	\$ 61.64	\$ 62.72	\$ 63.82	\$ 64.93	\$ 64.49	\$ 65.62	\$ 66.76	\$ 67.93	\$ 69.12
Electronic Mail Coordinator	\$ 64.34	\$ 65.47	\$ 66.61	\$ 67.78	\$ 68.96	\$ 68.49	\$ 69.69	\$ 70.91	\$ 72.15	\$ 73.41
Engineering Subject Matter Specialist	\$ 120.33	\$ 122.44	\$ 124.58	\$ 126.76	\$ 128.98	\$ 128.09	\$ 130.33	\$ 132.61	\$ 134.93	\$ 137.30
ERP Busienss/Architectural Specialist	\$ 125.15	\$ 127.34	\$ 129.57	\$ 131.84	\$ 134.14	\$ 133.22	\$ 135.55	\$ 137.93	\$ 140.34	\$ 142.80
ERP Business Analyst - Intermediate	\$ 106.43	\$ 108.29	\$ 110.19	\$ 112.12	\$ 114.08	\$ 113.29	\$ 115.28	\$ 117.29	\$ 119.35	\$ 121.44
ERP Business Analyst - Senior	\$ 112.86	\$ 114.84	\$ 116.84	\$ 118.89	\$ 120.97	\$ 120.14	\$ 122.24	\$ 124.38	\$ 126.56	\$ 128.77
ERP Programmer	\$ 104.52	\$ 106.35	\$ 108.21	\$ 110.10	\$ 112.03	\$ 111.26	\$ 113.21	\$ 115.19	\$ 117.21	\$ 119.26
Graphics Specialist	\$ 48.13	\$ 48.97	\$ 49.83	\$ 50.70	\$ 51.59	\$ 51.23	\$ 52.13	\$ 53.04	\$ 53.97	\$ 54.92
Groupware Specialist	\$ 77.34	\$ 78.69	\$ 80.07	\$ 81.47	\$ 82.90	\$ 82.33	\$ 83.77	\$ 85.24	\$ 86.73	\$ 88.24
Help Desk Coordinator - Intermediate	\$ 44.46	\$ 45.24	\$ 46.03	\$ 46.84	\$ 47.65	\$ 47.33	\$ 48.16	\$ 49.00	\$ 49.86	\$ 50.73
Help Desk Coordinator - Senior	\$ 61.78	\$ 62.86	\$ 63.96	\$ 65.08	\$ 66.22	\$ 65.76	\$ 66.92	\$ 68.09	\$ 69.28	\$ 70.49
Help Desk Manager	\$ 88.55	\$ 90.10	\$ 91.68	\$ 93.28	\$ 94.91	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.04
Help Desk Specialist	\$ 44.93	\$ 45.72	\$ 46.52	\$ 47.33	\$ 48.16	\$ 47.83	\$ 48.66	\$ 49.52	\$ 50.38	\$ 51.26
Help Desk Support Services Specialist - Intermediate	\$ 60.17	\$ 61.22	\$ 62.29	\$ 63.38	\$ 64.49	\$ 64.05	\$ 65.17	\$ 66.31	\$ 67.47	\$ 68.65
Help Desk Support Services Specialist - Senior	\$ 72.20	\$ 73.46	\$ 74.75	\$ 76.06	\$ 77.39	\$ 76.86	\$ 78.20	\$ 79.57	\$ 80.96	\$ 82.38
Information Assurance Development Engineer	\$ 89.97	\$ 91.54	\$ 93.15	\$ 94.78	\$ 96.44	\$ 95.77	\$ 97.45	\$ 99.15	\$ 100.89	\$ 102.66
Information Assurance Engineer	\$ 88.25	\$ 89.79	\$ 91.37	\$ 92.96	\$ 94.59	\$ 93.94	\$ 95.59	\$ 97.26	\$ 98.96	\$ 100.69

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Phoenix Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 112.71	\$ 114.68	\$ 116.69	\$ 118.73	\$ 120.81	\$ 119.98	\$ 122.08	\$ 124.22	\$ 126.39	\$ 128.60
Information Assurance Systems/Network Specialist	\$ 116.72	\$ 118.76	\$ 120.84	\$ 122.96	\$ 125.11	\$ 124.25	\$ 126.42	\$ 128.64	\$ 130.89	\$ 133.18
Information Center Consultant	\$ 88.33	\$ 89.88	\$ 91.45	\$ 93.05	\$ 94.68	\$ 94.03	\$ 95.67	\$ 97.35	\$ 99.05	\$ 100.78
Information Center Specialist	\$ 100.28	\$ 102.03	\$ 103.82	\$ 105.64	\$ 107.49	\$ 106.75	\$ 108.62	\$ 110.52	\$ 112.45	\$ 114.42
Information Security Business Analyst	\$ 80.22	\$ 81.62	\$ 83.05	\$ 84.51	\$ 85.98	\$ 85.39	\$ 86.89	\$ 88.41	\$ 89.96	\$ 91.53
Information Services Consultant	\$ 104.29	\$ 106.12	\$ 107.97	\$ 109.86	\$ 111.78	\$ 111.02	\$ 112.96	\$ 114.94	\$ 116.95	\$ 118.99
Information Systems Auditor - Intermediate	\$ 81.42	\$ 82.84	\$ 84.29	\$ 85.77	\$ 87.27	\$ 86.67	\$ 88.19	\$ 89.73	\$ 91.30	\$ 92.90
Information Systems Auditor - Senior	\$ 93.86	\$ 95.50	\$ 97.17	\$ 98.87	\$ 100.60	\$ 99.91	\$ 101.66	\$ 103.44	\$ 105.25	\$ 107.09
Information Systems Training Specialist - Intermediate	\$ 72.20	\$ 73.46	\$ 74.75	\$ 76.06	\$ 77.39	\$ 76.86	\$ 78.20	\$ 79.57	\$ 80.96	\$ 82.38
Information Systems Training Specialist - Senior	\$ 80.22	\$ 81.62	\$ 83.05	\$ 84.51	\$ 85.98	\$ 85.39	\$ 86.89	\$ 88.41	\$ 89.96	\$ 91.53
Internal Communications Systems Consultant	\$ 114.13	\$ 116.13	\$ 118.16	\$ 120.23	\$ 122.33	\$ 121.49	\$ 123.62	\$ 125.78	\$ 127.98	\$ 130.22
IT Subject Matter Specialist	\$ 128.75	\$ 131.00	\$ 133.30	\$ 135.63	\$ 138.00	\$ 137.05	\$ 139.45	\$ 141.89	\$ 144.38	\$ 146.90
LAN Administrator - Intermediate	\$ 68.40	\$ 69.60	\$ 70.81	\$ 72.05	\$ 73.32	\$ 72.81	\$ 74.09	\$ 75.38	\$ 76.70	\$ 78.04
LAN Administrator - Senior	\$ 85.90	\$ 87.40	\$ 88.93	\$ 90.49	\$ 92.07	\$ 91.44	\$ 93.04	\$ 94.67	\$ 96.33	\$ 98.01
LAN Support Technician - Intermediate	\$ 68.40	\$ 69.60	\$ 70.81	\$ 72.05	\$ 73.32	\$ 72.81	\$ 74.09	\$ 75.38	\$ 76.70	\$ 78.04
LAN Support Technician - Senior	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08	\$ 79.45	\$ 78.90	\$ 80.28	\$ 81.69	\$ 83.12	\$ 84.57
LAN/WAN Administrator	\$ 72.02	\$ 73.28	\$ 74.56	\$ 75.87	\$ 77.20	\$ 76.67	\$ 78.01	\$ 79.37	\$ 80.76	\$ 82.17
LAN/WAN Integrator	\$ 95.55	\$ 97.22	\$ 98.92	\$ 100.65	\$ 102.42	\$ 101.71	\$ 103.49	\$ 105.30	\$ 107.15	\$ 109.02
LAN/WAN/MAN Administrator	\$ 72.02	\$ 73.28	\$ 74.56	\$ 75.87	\$ 77.20	\$ 76.67	\$ 78.01	\$ 79.37	\$ 80.76	\$ 82.17
Network Control Technician	\$ 52.11	\$ 53.02	\$ 53.95	\$ 54.89	\$ 55.85	\$ 55.47	\$ 56.44	\$ 57.43	\$ 58.43	\$ 59.46
Network Engineer - Intermediate	\$ 77.68	\$ 79.04	\$ 80.42	\$ 81.83	\$ 83.26	\$ 82.69	\$ 84.14	\$ 85.61	\$ 87.11	\$ 88.63
Network Engineer - Senior	\$ 90.57	\$ 92.15	\$ 93.77	\$ 95.41	\$ 97.08	\$ 96.41	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34
Network Operations Supervisor	\$ 93.66	\$ 95.30	\$ 96.97	\$ 98.66	\$ 100.39	\$ 99.70	\$ 101.45	\$ 103.22	\$ 105.03	\$ 106.87
Network Planning Analyst - Intermediate	\$ 73.40	\$ 74.68	\$ 75.99	\$ 77.32	\$ 78.67	\$ 78.13	\$ 79.50	\$ 80.89	\$ 82.31	\$ 83.75
Network Planning Analyst - Senior	\$ 89.78	\$ 91.35	\$ 92.95	\$ 94.58	\$ 96.23	\$ 95.57	\$ 97.24	\$ 98.95	\$ 100.68	\$ 102.44
Network Planning Manager	\$ 101.11	\$ 102.88	\$ 104.68	\$ 106.51	\$ 108.38	\$ 107.63	\$ 109.52	\$ 111.43	\$ 113.38	\$ 115.37
Network Systems Administrator	\$ 69.46	\$ 70.68	\$ 71.91	\$ 73.17	\$ 74.45	\$ 73.94	\$ 75.23	\$ 76.55	\$ 77.89	\$ 79.25
Network Systems Manager	\$ 95.09	\$ 96.75	\$ 98.45	\$ 100.17	\$ 101.92	\$ 101.22	\$ 102.99	\$ 104.80	\$ 106.63	\$ 108.50
Network/Hardware Support Technician	\$ 50.18	\$ 51.06	\$ 51.95	\$ 52.86	\$ 53.79	\$ 53.42	\$ 54.35	\$ 55.30	\$ 56.27	\$ 57.26

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Phoenix Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>
Operations Manager - Data Communications	\$ 93.66	\$ 95.30	\$ 96.97	\$ 98.66	\$ 100.39	\$ 99.70	\$ 101.45	\$ 103.22	\$ 105.03	\$ 106.87
Operations Manager - Voice Communications	\$ 76.40	\$ 77.74	\$ 79.10	\$ 80.48	\$ 81.89	\$ 81.33	\$ 82.75	\$ 84.20	\$ 85.67	\$ 87.17
Operations Systems Manager	\$ 88.25	\$ 89.79	\$ 91.37	\$ 92.96	\$ 94.59	\$ 93.94	\$ 95.59	\$ 97.26	\$ 98.96	\$ 100.69
Operations/ Technical Support Manager	\$ 88.81	\$ 90.36	\$ 91.95	\$ 93.55	\$ 95.19	\$ 94.54	\$ 96.19	\$ 97.88	\$ 99.59	\$ 101.33
Operations/Network LAN Administrator	\$ 66.81	\$ 67.98	\$ 69.17	\$ 70.38	\$ 71.61	\$ 71.12	\$ 72.36	\$ 73.63	\$ 74.92	\$ 76.23
Operations/Technical Support Analyst	\$ 48.38	\$ 49.23	\$ 50.09	\$ 50.96	\$ 51.86	\$ 51.50	\$ 52.40	\$ 53.32	\$ 54.25	\$ 55.20
PC Products Analyst	\$ 60.55	\$ 61.61	\$ 62.69	\$ 63.78	\$ 64.90	\$ 64.46	\$ 65.58	\$ 66.73	\$ 67.90	\$ 69.09
PC Systems Specialist	\$ 66.52	\$ 67.68	\$ 68.87	\$ 70.07	\$ 71.30	\$ 70.81	\$ 72.05	\$ 73.31	\$ 74.59	\$ 75.90
PC/LAN Mgmt Analyst - Intermediate	\$ 61.96	\$ 63.04	\$ 64.15	\$ 65.27	\$ 66.41	\$ 65.96	\$ 67.11	\$ 68.29	\$ 69.48	\$ 70.70
PC/LAN Mgmt Analyst – Senior	\$ 75.32	\$ 76.64	\$ 77.98	\$ 79.34	\$ 80.73	\$ 80.18	\$ 81.58	\$ 83.01	\$ 84.46	\$ 85.94
Project Engineer	\$ 102.90	\$ 104.70	\$ 106.53	\$ 108.40	\$ 110.29	\$ 109.54	\$ 111.45	\$ 113.40	\$ 115.39	\$ 117.41
Project Manager – Senior	\$ 128.35	\$ 130.60	\$ 132.88	\$ 135.21	\$ 137.57	\$ 136.63	\$ 139.02	\$ 141.45	\$ 143.93	\$ 146.45
Quality Assurance Analyst - Intermediate	\$ 73.80	\$ 75.09	\$ 76.41	\$ 77.74	\$ 79.10	\$ 78.56	\$ 79.93	\$ 81.33	\$ 82.76	\$ 84.21
Quality Assurance Analyst - Senior	\$ 88.98	\$ 90.54	\$ 92.12	\$ 93.73	\$ 95.37	\$ 94.72	\$ 96.38	\$ 98.06	\$ 99.78	\$ 101.53
Quality Assurance Specialist	\$ 85.60	\$ 87.10	\$ 88.62	\$ 90.17	\$ 91.75	\$ 91.12	\$ 92.72	\$ 94.34	\$ 95.99	\$ 97.67
Security Coordinator	\$ 68.27	\$ 69.46	\$ 70.68	\$ 71.92	\$ 73.18	\$ 72.67	\$ 73.95	\$ 75.24	\$ 76.56	\$ 77.90
Site Manager	\$ 105.04	\$ 106.88	\$ 108.75	\$ 110.65	\$ 112.59	\$ 111.82	\$ 113.77	\$ 115.76	\$ 117.79	\$ 119.85
Software Architect	\$ 120.33	\$ 122.44	\$ 124.58	\$ 126.76	\$ 128.98	\$ 128.09	\$ 130.33	\$ 132.61	\$ 134.93	\$ 137.30
Software Developer – Intermediate	\$ 96.85	\$ 98.54	\$ 100.27	\$ 102.02	\$ 103.81	\$ 103.10	\$ 104.90	\$ 106.74	\$ 108.60	\$ 110.51
Software Developer – Senior	\$ 108.30	\$ 110.20	\$ 112.12	\$ 114.09	\$ 116.08	\$ 115.29	\$ 117.30	\$ 119.36	\$ 121.44	\$ 123.57
Software Systems Engineer - Intermediate	\$ 96.27	\$ 97.95	\$ 99.67	\$ 101.41	\$ 103.19	\$ 102.48	\$ 104.27	\$ 106.10	\$ 107.95	\$ 109.84
Software Systems Engineer - Senior	\$ 103.13	\$ 104.93	\$ 106.77	\$ 108.64	\$ 110.54	\$ 109.78	\$ 111.70	\$ 113.66	\$ 115.65	\$ 117.67
Strategic Planner	\$ 108.30	\$ 110.20	\$ 112.12	\$ 114.09	\$ 116.08	\$ 115.29	\$ 117.30	\$ 119.36	\$ 121.44	\$ 123.57
Systems Administrator - Intermediate	\$ 65.59	\$ 66.74	\$ 67.91	\$ 69.09	\$ 70.30	\$ 69.82	\$ 71.04	\$ 72.29	\$ 73.55	\$ 74.84
Systems Administrator - Senior	\$ 81.25	\$ 82.67	\$ 84.12	\$ 85.59	\$ 87.09	\$ 86.49	\$ 88.00	\$ 89.54	\$ 91.11	\$ 92.71
Systems Analysis and Programming Director	\$ 128.35	\$ 130.60	\$ 132.88	\$ 135.21	\$ 137.57	\$ 136.63	\$ 139.02	\$ 141.45	\$ 143.93	\$ 146.45
Systems Engineer	\$ 76.21	\$ 77.54	\$ 78.90	\$ 80.28	\$ 81.69	\$ 81.13	\$ 82.55	\$ 83.99	\$ 85.46	\$ 86.96
Systems Management Technologist	\$ 103.42	\$ 105.23	\$ 107.07	\$ 108.95	\$ 110.85	\$ 110.09	\$ 112.02	\$ 113.98	\$ 115.97	\$ 118.00
Technical Editor	\$ 61.30	\$ 62.37	\$ 63.46	\$ 64.57	\$ 65.70	\$ 65.25	\$ 66.40	\$ 67.56	\$ 68.74	\$ 69.94

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>Phoenix Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Technical Writer	\$ 63.36	\$ 64.47	\$ 65.60	\$ 66.74	\$ 67.91	\$ 67.45	\$ 68.63	\$ 69.83	\$ 71.05	\$ 72.29
Telecommunications Analyst/Technician	\$ 53.33	\$ 54.26	\$ 55.21	\$ 56.18	\$ 57.16	\$ 56.77	\$ 57.76	\$ 58.77	\$ 59.80	\$ 60.85
Telecommunications Engineer/ Analyst – Intermediate	\$ 60.42	\$ 61.48	\$ 62.55	\$ 63.65	\$ 64.76	\$ 64.32	\$ 65.44	\$ 66.59	\$ 67.75	\$ 68.94
Telecommunications Engineer/ Analyst – Senior	\$ 70.99	\$ 72.23	\$ 73.50	\$ 74.78	\$ 76.09	\$ 75.57	\$ 76.89	\$ 78.24	\$ 79.61	\$ 81.00
Telecommunications Manager - Multiple Incumbents	\$ 112.31	\$ 114.28	\$ 116.28	\$ 118.31	\$ 120.38	\$ 119.55	\$ 121.65	\$ 123.77	\$ 125.94	\$ 128.15
Telecommunications Manager - Single Incumbent	\$ 104.02	\$ 105.84	\$ 107.69	\$ 109.58	\$ 111.49	\$ 110.73	\$ 112.67	\$ 114.64	\$ 116.64	\$ 118.69
Telecommunications Network Help Desk	\$ 42.72	\$ 43.47	\$ 44.23	\$ 45.00	\$ 45.79	\$ 45.48	\$ 46.27	\$ 47.08	\$ 47.90	\$ 48.74
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 71.56	\$ 72.81	\$ 74.09	\$ 75.38	\$ 76.70	\$ 76.18	\$ 77.51	\$ 78.87	\$ 80.25	\$ 81.65
Telecommunications Programmer/ Systems Analyst – Senior	\$ 88.25	\$ 89.79	\$ 91.37	\$ 92.96	\$ 94.59	\$ 93.94	\$ 95.59	\$ 97.26	\$ 98.96	\$ 100.69
Telecommunications Technician	\$ 48.89	\$ 49.75	\$ 50.62	\$ 51.50	\$ 52.40	\$ 52.04	\$ 52.95	\$ 53.88	\$ 54.82	\$ 55.78
Telecommunications/Communications Integration Engineer	\$ 78.87	\$ 80.25	\$ 81.65	\$ 83.08	\$ 84.54	\$ 83.96	\$ 85.43	\$ 86.92	\$ 88.44	\$ 89.99
Test Engineer	\$ 80.22	\$ 81.62	\$ 83.05	\$ 84.51	\$ 85.98	\$ 85.39	\$ 86.89	\$ 88.41	\$ 89.96	\$ 91.53
UNIX Systems Administrator	\$ 92.25	\$ 93.86	\$ 95.51	\$ 97.18	\$ 98.88	\$ 98.20	\$ 99.92	\$ 101.67	\$ 103.45	\$ 105.26
Voice Communications Administrator	\$ 59.78	\$ 60.83	\$ 61.89	\$ 62.97	\$ 64.08	\$ 63.64	\$ 64.75	\$ 65.88	\$ 67.04	\$ 68.21
Voice Communications Manager - Planning & Implementation	\$ 92.25	\$ 93.86	\$ 95.51	\$ 97.18	\$ 98.88	\$ 98.20	\$ 99.92	\$ 101.67	\$ 103.45	\$ 105.26
Voice Communications Technician	\$ 49.74	\$ 50.61	\$ 51.50	\$ 52.40	\$ 53.31	\$ 52.95	\$ 53.87	\$ 54.82	\$ 55.78	\$ 56.75
Web Content Administrator	\$ 62.94	\$ 64.04	\$ 65.16	\$ 66.30	\$ 67.46	\$ 67.00	\$ 68.17	\$ 69.37	\$ 70.58	\$ 71.81
Web Content Analyst	\$ 60.17	\$ 61.22	\$ 62.29	\$ 63.38	\$ 64.49	\$ 64.05	\$ 65.17	\$ 66.31	\$ 67.47	\$ 68.65
Web Designer	\$ 66.95	\$ 68.12	\$ 69.31	\$ 70.53	\$ 71.76	\$ 71.27	\$ 72.52	\$ 73.78	\$ 75.08	\$ 76.39
Web Marketing Manager	\$ 93.59	\$ 95.23	\$ 96.89	\$ 98.59	\$ 100.32	\$ 99.63	\$ 101.37	\$ 103.14	\$ 104.95	\$ 106.79
Web Operations Manager	\$ 86.74	\$ 88.26	\$ 89.80	\$ 91.37	\$ 92.97	\$ 92.33	\$ 93.95	\$ 95.59	\$ 97.27	\$ 98.97
Web Project Manager	\$ 102.90	\$ 104.70	\$ 106.53	\$ 108.40	\$ 110.29	\$ 109.54	\$ 111.45	\$ 113.40	\$ 115.39	\$ 117.41
Web Security Administrator	\$ 78.62	\$ 80.00	\$ 81.40	\$ 82.82	\$ 84.27	\$ 83.69	\$ 85.16	\$ 86.65	\$ 88.16	\$ 89.70
Web Security Analyst	\$ 89.78	\$ 91.35	\$ 92.95	\$ 94.58	\$ 96.23	\$ 95.57	\$ 97.24	\$ 98.95	\$ 100.68	\$ 102.44
Web Software Developer	\$ 75.27	\$ 76.59	\$ 77.93	\$ 79.29	\$ 80.68	\$ 80.12	\$ 81.53	\$ 82.95	\$ 84.41	\$ 85.88
Web Technical Administrator	\$ 73.23	\$ 74.51	\$ 75.82	\$ 77.14	\$ 78.49	\$ 77.95	\$ 79.32	\$ 80.71	\$ 82.12	\$ 83.55

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<u>Labor Category</u>	Pittsburgh Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 76.37	\$ 77.71	\$ 79.07	\$ 80.45	\$ 81.86	\$ 81.30	\$ 82.72	\$ 84.17	\$ 85.64	\$ 87.14
Applications Systems Analyst/ Programmer – Intermediate	\$ 80.84	\$ 82.25	\$ 83.69	\$ 85.16	\$ 86.65	\$ 86.05	\$ 87.56	\$ 89.09	\$ 90.65	\$ 92.24
Applications Systems Analyst/ Programmer – Senior	\$ 98.35	\$ 100.07	\$ 101.82	\$ 103.60	\$ 105.42	\$ 104.69	\$ 106.53	\$ 108.39	\$ 110.29	\$ 112.22
Business Process Consultant	\$ 101.19	\$ 102.96	\$ 104.76	\$ 106.60	\$ 108.46	\$ 107.72	\$ 109.60	\$ 111.52	\$ 113.47	\$ 115.46
Business Subject Matter Specialist	\$ 118.10	\$ 120.17	\$ 122.27	\$ 124.41	\$ 126.59	\$ 125.72	\$ 127.92	\$ 130.16	\$ 132.43	\$ 134.75
Business Systems Analyst - Intermediate	\$ 79.09	\$ 80.47	\$ 81.88	\$ 83.32	\$ 84.77	\$ 84.19	\$ 85.66	\$ 87.16	\$ 88.69	\$ 90.24
Business Systems Analyst - Senior	\$ 88.43	\$ 89.98	\$ 91.55	\$ 93.15	\$ 94.78	\$ 94.13	\$ 95.78	\$ 97.46	\$ 99.16	\$ 100.90
Business Systems Specialist	\$ 95.19	\$ 96.86	\$ 98.55	\$ 100.28	\$ 102.03	\$ 101.33	\$ 103.10	\$ 104.91	\$ 106.74	\$ 108.61
Chief Information Security Officer	\$ 133.33	\$ 135.66	\$ 138.04	\$ 140.45	\$ 142.91	\$ 141.93	\$ 144.41	\$ 146.94	\$ 149.51	\$ 152.13
Client/Server Database Manager	\$ 97.72	\$ 99.43	\$ 101.17	\$ 102.94	\$ 104.74	\$ 104.02	\$ 105.84	\$ 107.70	\$ 109.58	\$ 111.50
Client/Server Network Architect	\$ 104.62	\$ 106.45	\$ 108.31	\$ 110.21	\$ 112.14	\$ 111.37	\$ 113.32	\$ 115.30	\$ 117.32	\$ 119.37
Client/Server Support Analyst	\$ 75.48	\$ 76.80	\$ 78.14	\$ 79.51	\$ 80.90	\$ 80.35	\$ 81.75	\$ 83.19	\$ 84.64	\$ 86.12
Communications Analyst - Intermediate	\$ 77.73	\$ 79.09	\$ 80.47	\$ 81.88	\$ 83.32	\$ 82.74	\$ 84.19	\$ 85.66	\$ 87.16	\$ 88.69
Communications Analyst - Senior	\$ 88.26	\$ 89.80	\$ 91.38	\$ 92.98	\$ 94.60	\$ 93.95	\$ 95.60	\$ 97.27	\$ 98.97	\$ 100.70
Communications Facility Engineer	\$ 77.09	\$ 78.44	\$ 79.81	\$ 81.21	\$ 82.63	\$ 82.06	\$ 83.50	\$ 84.96	\$ 86.45	\$ 87.96
Communications Installer	\$ 68.14	\$ 69.33	\$ 70.55	\$ 71.78	\$ 73.04	\$ 72.54	\$ 73.80	\$ 75.10	\$ 76.41	\$ 77.75
Communications Transmission Engineer	\$ 86.16	\$ 87.67	\$ 89.20	\$ 90.76	\$ 92.35	\$ 91.72	\$ 93.32	\$ 94.96	\$ 96.62	\$ 98.31
Computer Operations Manager	\$ 87.97	\$ 89.51	\$ 91.08	\$ 92.67	\$ 94.29	\$ 93.64	\$ 95.28	\$ 96.95	\$ 98.65	\$ 100.37
Consultant	\$ 116.12	\$ 118.15	\$ 120.22	\$ 122.32	\$ 124.46	\$ 123.61	\$ 125.77	\$ 127.97	\$ 130.21	\$ 132.49
Data Architect	\$ 103.18	\$ 104.99	\$ 106.82	\$ 108.69	\$ 110.59	\$ 109.84	\$ 111.76	\$ 113.71	\$ 115.70	\$ 117.73
Data Communications Manager - Planning & Implementation	\$ 103.60	\$ 105.41	\$ 107.26	\$ 109.13	\$ 111.04	\$ 110.28	\$ 112.21	\$ 114.18	\$ 116.17	\$ 118.21
Data Entry Supervisor	\$ 48.46	\$ 49.31	\$ 50.17	\$ 51.05	\$ 51.94	\$ 51.59	\$ 52.49	\$ 53.41	\$ 54.34	\$ 55.29
Data Security Administration Manager	\$ 103.57	\$ 105.38	\$ 107.23	\$ 109.10	\$ 111.01	\$ 110.25	\$ 112.18	\$ 114.14	\$ 116.14	\$ 118.17
Data Security Analyst - Intermediate	\$ 76.84	\$ 78.18	\$ 79.55	\$ 80.95	\$ 82.36	\$ 81.80	\$ 83.23	\$ 84.68	\$ 86.17	\$ 87.67
Data Security Analyst - Senior	\$ 90.68	\$ 92.27	\$ 93.88	\$ 95.52	\$ 97.20	\$ 96.53	\$ 98.22	\$ 99.94	\$ 101.69	\$ 103.47
Data Warehousing Administrator	\$ 81.15	\$ 82.57	\$ 84.02	\$ 85.49	\$ 86.98	\$ 86.38	\$ 87.90	\$ 89.43	\$ 91.00	\$ 92.59
Data Warehousing Analyst	\$ 87.63	\$ 89.16	\$ 90.72	\$ 92.31	\$ 93.93	\$ 93.28	\$ 94.91	\$ 96.58	\$ 98.27	\$ 99.99
Data Warehousing Programmer	\$ 96.47	\$ 98.16	\$ 99.88	\$ 101.62	\$ 103.40	\$ 102.69	\$ 104.49	\$ 106.32	\$ 108.18	\$ 110.07

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<u>Labor Category</u>	Pittsburgh Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 107.42	\$ 109.30	\$ 111.21	\$ 113.16	\$ 115.14	\$ 114.35	\$ 116.35	\$ 118.39	\$ 120.46	\$ 122.57
Data/Configuration Management Specialist	\$ 100.83	\$ 102.59	\$ 104.39	\$ 106.22	\$ 108.08	\$ 107.33	\$ 109.21	\$ 111.12	\$ 113.07	\$ 115.05
Database Administrator	\$ 87.58	\$ 89.11	\$ 90.67	\$ 92.26	\$ 93.87	\$ 93.23	\$ 94.86	\$ 96.52	\$ 98.21	\$ 99.93
Database Analyst/ Programmer - Intermediate	\$ 78.17	\$ 79.54	\$ 80.93	\$ 82.35	\$ 83.79	\$ 83.21	\$ 84.67	\$ 86.15	\$ 87.66	\$ 89.19
Database Analyst/ Programmer – Senior	\$ 94.25	\$ 95.90	\$ 97.58	\$ 99.29	\$ 101.02	\$ 100.33	\$ 102.08	\$ 103.87	\$ 105.69	\$ 107.54
Database Manager	\$ 121.56	\$ 123.69	\$ 125.85	\$ 128.05	\$ 130.30	\$ 129.40	\$ 131.67	\$ 133.97	\$ 136.31	\$ 138.70
Disaster Recovery Administrator	\$ 96.57	\$ 98.26	\$ 99.98	\$ 101.73	\$ 103.51	\$ 102.80	\$ 104.60	\$ 106.43	\$ 108.29	\$ 110.19
Disaster Recovery Analyst	\$ 69.96	\$ 71.18	\$ 72.43	\$ 73.70	\$ 74.99	\$ 74.47	\$ 75.78	\$ 77.10	\$ 78.45	\$ 79.82
Documentation Specialist - Intermediate	\$ 53.04	\$ 53.97	\$ 54.91	\$ 55.87	\$ 56.85	\$ 56.46	\$ 57.45	\$ 58.45	\$ 59.48	\$ 60.52
Documentation Specialist - Senior	\$ 66.10	\$ 67.26	\$ 68.43	\$ 69.63	\$ 70.85	\$ 70.36	\$ 71.59	\$ 72.85	\$ 74.12	\$ 75.42
E-Business Manager	\$ 73.08	\$ 74.36	\$ 75.66	\$ 76.98	\$ 78.33	\$ 77.79	\$ 79.16	\$ 80.54	\$ 81.95	\$ 83.38
Electronic Data Interchange (EDI) Manager	\$ 83.91	\$ 85.38	\$ 86.87	\$ 88.39	\$ 89.94	\$ 89.32	\$ 90.89	\$ 92.48	\$ 94.09	\$ 95.74
Electronic Data Interchange (EDI) Specialist	\$ 60.71	\$ 61.77	\$ 62.85	\$ 63.95	\$ 65.07	\$ 64.63	\$ 65.76	\$ 66.91	\$ 68.08	\$ 69.27
Electronic Mail Coordinator	\$ 64.48	\$ 65.61	\$ 66.76	\$ 67.92	\$ 69.11	\$ 68.64	\$ 69.84	\$ 71.06	\$ 72.31	\$ 73.57
Engineering Subject Matter Specialist	\$ 120.59	\$ 122.70	\$ 124.85	\$ 127.03	\$ 129.26	\$ 128.37	\$ 130.61	\$ 132.90	\$ 135.23	\$ 137.59
ERP Busienss/Architectural Specialist	\$ 125.42	\$ 127.61	\$ 129.85	\$ 132.12	\$ 134.43	\$ 133.51	\$ 135.85	\$ 138.22	\$ 140.64	\$ 143.10
ERP Business Analyst - Intermediate	\$ 106.65	\$ 108.52	\$ 110.42	\$ 112.35	\$ 114.31	\$ 113.53	\$ 115.52	\$ 117.54	\$ 119.59	\$ 121.69
ERP Business Analyst - Senior	\$ 113.09	\$ 115.07	\$ 117.08	\$ 119.13	\$ 121.22	\$ 120.38	\$ 122.49	\$ 124.63	\$ 126.82	\$ 129.04
ERP Programmer	\$ 104.74	\$ 106.57	\$ 108.44	\$ 110.34	\$ 112.27	\$ 111.50	\$ 113.45	\$ 115.43	\$ 117.45	\$ 119.51
Graphics Specialist	\$ 48.23	\$ 49.07	\$ 49.93	\$ 50.81	\$ 51.70	\$ 51.34	\$ 52.24	\$ 53.15	\$ 54.08	\$ 55.03
Groupware Specialist	\$ 77.51	\$ 78.87	\$ 80.25	\$ 81.65	\$ 83.08	\$ 82.51	\$ 83.95	\$ 85.42	\$ 86.92	\$ 88.44
Help Desk Coordinator - Intermediate	\$ 44.55	\$ 45.33	\$ 46.12	\$ 46.93	\$ 47.75	\$ 47.42	\$ 48.25	\$ 49.10	\$ 49.96	\$ 50.83
Help Desk Coordinator - Senior	\$ 61.91	\$ 62.99	\$ 64.10	\$ 65.22	\$ 66.36	\$ 65.90	\$ 67.06	\$ 68.23	\$ 69.42	\$ 70.64
Help Desk Manager	\$ 88.74	\$ 90.29	\$ 91.87	\$ 93.48	\$ 95.12	\$ 94.46	\$ 96.12	\$ 97.80	\$ 99.51	\$ 101.25
Help Desk Specialist	\$ 45.02	\$ 45.81	\$ 46.61	\$ 47.43	\$ 48.26	\$ 47.92	\$ 48.76	\$ 49.62	\$ 50.48	\$ 51.37
Help Desk Support Services Specialist - Intermediate	\$ 60.29	\$ 61.35	\$ 62.42	\$ 63.51	\$ 64.62	\$ 64.18	\$ 65.30	\$ 66.44	\$ 67.61	\$ 68.79
Help Desk Support Services Specialist - Senior	\$ 72.35	\$ 73.62	\$ 74.90	\$ 76.22	\$ 77.55	\$ 77.02	\$ 78.36	\$ 79.74	\$ 81.13	\$ 82.55
Information Assurance Development Engineer	\$ 90.15	\$ 91.73	\$ 93.33	\$ 94.97	\$ 96.63	\$ 95.96	\$ 97.64	\$ 99.35	\$ 101.09	\$ 102.86
Information Assurance Engineer	\$ 88.43	\$ 89.98	\$ 91.55	\$ 93.15	\$ 94.78	\$ 94.13	\$ 95.78	\$ 97.46	\$ 99.16	\$ 100.90

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<u>Labor Category</u>	Pittsburgh Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 112.95	\$ 114.93	\$ 116.94	\$ 118.98	\$ 121.07	\$ 120.24	\$ 122.34	\$ 124.48	\$ 126.66	\$ 128.88
Information Assurance Systems/Network Specialist	\$ 116.96	\$ 119.01	\$ 121.09	\$ 123.21	\$ 125.36	\$ 124.50	\$ 126.68	\$ 128.90	\$ 131.16	\$ 133.45
Information Center Consultant	\$ 88.52	\$ 90.07	\$ 91.65	\$ 93.25	\$ 94.88	\$ 94.23	\$ 95.88	\$ 97.56	\$ 99.26	\$ 101.00
Information Center Specialist	\$ 100.49	\$ 102.25	\$ 104.04	\$ 105.86	\$ 107.71	\$ 106.97	\$ 108.84	\$ 110.75	\$ 112.69	\$ 114.66
Information Security Business Analyst	\$ 80.39	\$ 81.80	\$ 83.23	\$ 84.68	\$ 86.17	\$ 85.58	\$ 87.07	\$ 88.60	\$ 90.15	\$ 91.72
Information Services Consultant	\$ 104.51	\$ 106.34	\$ 108.20	\$ 110.09	\$ 112.02	\$ 111.25	\$ 113.20	\$ 115.18	\$ 117.19	\$ 119.25
Information Systems Auditor - Intermediate	\$ 81.60	\$ 83.03	\$ 84.48	\$ 85.96	\$ 87.46	\$ 86.86	\$ 88.38	\$ 89.93	\$ 91.50	\$ 93.11
Information Systems Auditor - Senior	\$ 94.05	\$ 95.70	\$ 97.37	\$ 99.07	\$ 100.81	\$ 100.12	\$ 101.87	\$ 103.65	\$ 105.46	\$ 107.31
Information Systems Training Specialist - Intermediate	\$ 72.35	\$ 73.62	\$ 74.90	\$ 76.22	\$ 77.55	\$ 77.02	\$ 78.36	\$ 79.74	\$ 81.13	\$ 82.55
Information Systems Training Specialist - Senior	\$ 80.39	\$ 81.80	\$ 83.23	\$ 84.68	\$ 86.17	\$ 85.58	\$ 87.07	\$ 88.60	\$ 90.15	\$ 91.72
Internal Communications Systems Consultant	\$ 114.37	\$ 116.37	\$ 118.41	\$ 120.48	\$ 122.59	\$ 121.75	\$ 123.88	\$ 126.05	\$ 128.25	\$ 130.50
IT Subject Matter Specialist	\$ 129.02	\$ 131.28	\$ 133.58	\$ 135.91	\$ 138.29	\$ 137.34	\$ 139.75	\$ 142.19	\$ 144.68	\$ 147.21
LAN Administrator - Intermediate	\$ 68.55	\$ 69.75	\$ 70.97	\$ 72.21	\$ 73.48	\$ 72.97	\$ 74.25	\$ 75.55	\$ 76.87	\$ 78.22
LAN Administrator - Senior	\$ 86.08	\$ 87.59	\$ 89.12	\$ 90.68	\$ 92.27	\$ 91.63	\$ 93.24	\$ 94.87	\$ 96.53	\$ 98.22
LAN Support Technician - Intermediate	\$ 68.55	\$ 69.75	\$ 70.97	\$ 72.21	\$ 73.48	\$ 72.97	\$ 74.25	\$ 75.55	\$ 76.87	\$ 78.22
LAN Support Technician - Senior	\$ 74.27	\$ 75.57	\$ 76.89	\$ 78.24	\$ 79.61	\$ 79.06	\$ 80.44	\$ 81.85	\$ 83.28	\$ 84.74
LAN/WAN Administrator	\$ 72.17	\$ 73.43	\$ 74.72	\$ 76.03	\$ 77.36	\$ 76.82	\$ 78.17	\$ 79.54	\$ 80.93	\$ 82.35
LAN/WAN Integrator	\$ 95.76	\$ 97.44	\$ 99.14	\$ 100.88	\$ 102.64	\$ 101.94	\$ 103.72	\$ 105.54	\$ 107.38	\$ 109.26
LAN/WAN/MAN Administrator	\$ 72.17	\$ 73.43	\$ 74.72	\$ 76.03	\$ 77.36	\$ 76.82	\$ 78.17	\$ 79.54	\$ 80.93	\$ 82.35
Network Control Technician	\$ 52.22	\$ 53.13	\$ 54.06	\$ 55.01	\$ 55.97	\$ 55.59	\$ 56.56	\$ 57.55	\$ 58.56	\$ 59.58
Network Engineer - Intermediate	\$ 77.84	\$ 79.20	\$ 80.59	\$ 82.00	\$ 83.43	\$ 82.86	\$ 84.31	\$ 85.79	\$ 87.29	\$ 88.81
Network Engineer - Senior	\$ 90.76	\$ 92.35	\$ 93.96	\$ 95.61	\$ 97.28	\$ 96.61	\$ 98.30	\$ 100.03	\$ 101.78	\$ 103.56
Network Operations Supervisor	\$ 93.85	\$ 95.49	\$ 97.16	\$ 98.86	\$ 100.59	\$ 99.90	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08
Network Planning Analyst - Intermediate	\$ 73.55	\$ 74.84	\$ 76.15	\$ 77.48	\$ 78.84	\$ 78.29	\$ 79.66	\$ 81.06	\$ 82.48	\$ 83.92
Network Planning Analyst - Senior	\$ 89.96	\$ 91.53	\$ 93.14	\$ 94.77	\$ 96.42	\$ 95.76	\$ 97.44	\$ 99.14	\$ 100.88	\$ 102.64
Network Planning Manager	\$ 101.32	\$ 103.09	\$ 104.90	\$ 106.73	\$ 108.60	\$ 107.86	\$ 109.74	\$ 111.66	\$ 113.62	\$ 115.61
Network Systems Administrator	\$ 69.60	\$ 70.82	\$ 72.06	\$ 73.32	\$ 74.60	\$ 74.09	\$ 75.39	\$ 76.71	\$ 78.05	\$ 79.41
Network Systems Manager	\$ 95.29	\$ 96.96	\$ 98.65	\$ 100.38	\$ 102.14	\$ 101.44	\$ 103.21	\$ 105.02	\$ 106.86	\$ 108.73
Network/Hardware Support Technician	\$ 50.29	\$ 51.17	\$ 52.07	\$ 52.98	\$ 53.90	\$ 53.53	\$ 54.47	\$ 55.42	\$ 56.39	\$ 57.38

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	Pittsburgh Locality									
	Government Site					Contractor Site				
Labor Category	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021
Operations Manager - Data Communications	\$ 93.85	\$ 95.49	\$ 97.16	\$ 98.86	\$ 100.59	\$ 99.90	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08
Operations Manager - Voice Communications	\$ 76.57	\$ 77.91	\$ 79.27	\$ 80.66	\$ 82.07	\$ 81.51	\$ 82.94	\$ 84.39	\$ 85.86	\$ 87.37
Operations Systems Manager	\$ 88.43	\$ 89.98	\$ 91.55	\$ 93.15	\$ 94.78	\$ 94.13	\$ 95.78	\$ 97.46	\$ 99.16	\$ 100.90
Operations/ Technical Support Manager	\$ 88.99	\$ 90.55	\$ 92.13	\$ 93.74	\$ 95.38	\$ 94.73	\$ 96.39	\$ 98.07	\$ 99.79	\$ 101.54
Operations/Network LAN Administrator	\$ 66.95	\$ 68.12	\$ 69.31	\$ 70.53	\$ 71.76	\$ 71.27	\$ 72.52	\$ 73.78	\$ 75.08	\$ 76.39
Operations/Technical Support Analyst	\$ 48.48	\$ 49.33	\$ 50.19	\$ 51.07	\$ 51.96	\$ 51.61	\$ 52.51	\$ 53.43	\$ 54.36	\$ 55.32
PC Products Analyst	\$ 60.67	\$ 61.73	\$ 62.81	\$ 63.91	\$ 65.03	\$ 64.58	\$ 65.71	\$ 66.86	\$ 68.03	\$ 69.22
PC Systems Specialist	\$ 66.66	\$ 67.83	\$ 69.01	\$ 70.22	\$ 71.45	\$ 70.96	\$ 72.20	\$ 73.46	\$ 74.75	\$ 76.06
PC/LAN Mgmt Analyst - Intermediate	\$ 62.09	\$ 63.18	\$ 64.28	\$ 65.41	\$ 66.55	\$ 66.09	\$ 67.25	\$ 68.43	\$ 69.63	\$ 70.84
PC/LAN Mgmt Analyst – Senior	\$ 75.48	\$ 76.80	\$ 78.14	\$ 79.51	\$ 80.90	\$ 80.35	\$ 81.75	\$ 83.19	\$ 84.64	\$ 86.12
Project Engineer	\$ 103.12	\$ 104.92	\$ 106.76	\$ 108.63	\$ 110.53	\$ 109.77	\$ 111.69	\$ 113.65	\$ 115.64	\$ 117.66
Project Manager – Senior	\$ 128.62	\$ 130.87	\$ 133.16	\$ 135.49	\$ 137.86	\$ 136.92	\$ 139.31	\$ 141.75	\$ 144.23	\$ 146.75
Quality Assurance Analyst - Intermediate	\$ 73.96	\$ 75.25	\$ 76.57	\$ 77.91	\$ 79.27	\$ 78.73	\$ 80.11	\$ 81.51	\$ 82.94	\$ 84.39
Quality Assurance Analyst - Senior	\$ 89.17	\$ 90.73	\$ 92.32	\$ 93.93	\$ 95.58	\$ 94.92	\$ 96.58	\$ 98.27	\$ 99.99	\$ 101.74
Quality Assurance Specialist	\$ 85.78	\$ 87.28	\$ 88.81	\$ 90.36	\$ 91.94	\$ 91.31	\$ 92.91	\$ 94.54	\$ 96.19	\$ 97.87
Security Coordinator	\$ 68.41	\$ 69.61	\$ 70.83	\$ 72.06	\$ 73.33	\$ 72.82	\$ 74.10	\$ 75.39	\$ 76.71	\$ 78.06
Site Manager	\$ 105.26	\$ 107.10	\$ 108.98	\$ 110.88	\$ 112.82	\$ 112.05	\$ 114.01	\$ 116.01	\$ 118.04	\$ 120.10
Software Architect	\$ 120.59	\$ 122.70	\$ 124.85	\$ 127.03	\$ 129.26	\$ 128.37	\$ 130.61	\$ 132.90	\$ 135.23	\$ 137.59
Software Developer – Intermediate	\$ 97.05	\$ 98.75	\$ 100.48	\$ 102.23	\$ 104.02	\$ 103.31	\$ 105.12	\$ 106.96	\$ 108.83	\$ 110.73
Software Developer – Senior	\$ 108.53	\$ 110.43	\$ 112.36	\$ 114.33	\$ 116.33	\$ 115.53	\$ 117.55	\$ 119.61	\$ 121.70	\$ 123.83
Software Systems Engineer - Intermediate	\$ 96.47	\$ 98.16	\$ 99.88	\$ 101.62	\$ 103.40	\$ 102.69	\$ 104.49	\$ 106.32	\$ 108.18	\$ 110.07
Software Systems Engineer - Senior	\$ 103.35	\$ 105.16	\$ 107.00	\$ 108.87	\$ 110.78	\$ 110.02	\$ 111.94	\$ 113.90	\$ 115.89	\$ 117.92
Strategic Planner	\$ 108.53	\$ 110.43	\$ 112.36	\$ 114.33	\$ 116.33	\$ 115.53	\$ 117.55	\$ 119.61	\$ 121.70	\$ 123.83
Systems Administrator - Intermediate	\$ 65.73	\$ 66.88	\$ 68.05	\$ 69.24	\$ 70.45	\$ 69.97	\$ 71.19	\$ 72.44	\$ 73.71	\$ 75.00
Systems Administrator - Senior	\$ 81.42	\$ 82.84	\$ 84.29	\$ 85.77	\$ 87.27	\$ 86.67	\$ 88.19	\$ 89.73	\$ 91.30	\$ 92.90
Systems Analysis and Programming Director	\$ 128.62	\$ 130.87	\$ 133.16	\$ 135.49	\$ 137.86	\$ 136.92	\$ 139.31	\$ 141.75	\$ 144.23	\$ 146.75
Systems Engineer	\$ 76.37	\$ 77.71	\$ 79.07	\$ 80.45	\$ 81.86	\$ 81.30	\$ 82.72	\$ 84.17	\$ 85.64	\$ 87.14
Systems Management Technologist	\$ 103.64	\$ 105.45	\$ 107.30	\$ 109.18	\$ 111.09	\$ 110.32	\$ 112.26	\$ 114.22	\$ 116.22	\$ 118.25
Technical Editor	\$ 61.43	\$ 62.51	\$ 63.60	\$ 64.71	\$ 65.84	\$ 65.39	\$ 66.54	\$ 67.70	\$ 68.89	\$ 70.09

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<u>Labor Category</u>	Pittsburgh Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 63.49	\$ 64.60	\$ 65.73	\$ 66.88	\$ 68.05	\$ 67.59	\$ 68.77	\$ 69.97	\$ 71.20	\$ 72.44
Telecommunications Analyst/Technician	\$ 53.45	\$ 54.39	\$ 55.34	\$ 56.31	\$ 57.29	\$ 56.90	\$ 57.89	\$ 58.91	\$ 59.94	\$ 60.99
Telecommunications Engineer/ Analyst – Intermediate	\$ 60.55	\$ 61.61	\$ 62.69	\$ 63.78	\$ 64.90	\$ 64.46	\$ 65.58	\$ 66.73	\$ 67.90	\$ 69.09
Telecommunications Engineer/ Analyst – Senior	\$ 71.14	\$ 72.38	\$ 73.65	\$ 74.94	\$ 76.25	\$ 75.73	\$ 77.05	\$ 78.40	\$ 79.77	\$ 81.17
Telecommunications Manager - Multiple Incumbents	\$ 112.55	\$ 114.52	\$ 116.52	\$ 118.56	\$ 120.64	\$ 119.81	\$ 121.91	\$ 124.04	\$ 126.21	\$ 128.42
Telecommunications Manager - Single Incumbent	\$ 104.24	\$ 106.06	\$ 107.92	\$ 109.81	\$ 111.73	\$ 110.96	\$ 112.91	\$ 114.88	\$ 116.89	\$ 118.94
Telecommunications Network Help Desk	\$ 42.81	\$ 43.56	\$ 44.32	\$ 45.10	\$ 45.89	\$ 45.57	\$ 46.37	\$ 47.18	\$ 48.01	\$ 48.85
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 71.71	\$ 72.96	\$ 74.24	\$ 75.54	\$ 76.86	\$ 76.34	\$ 77.67	\$ 79.03	\$ 80.41	\$ 81.82
Telecommunications Programmer/ Systems Analyst – Senior	\$ 88.43	\$ 89.98	\$ 91.55	\$ 93.15	\$ 94.78	\$ 94.13	\$ 95.78	\$ 97.46	\$ 99.16	\$ 100.90
Telecommunications Technician	\$ 49.00	\$ 49.86	\$ 50.73	\$ 51.62	\$ 52.52	\$ 52.16	\$ 53.07	\$ 54.00	\$ 54.95	\$ 55.91
Telecommunications/Communications Integration Engineer	\$ 79.04	\$ 80.42	\$ 81.83	\$ 83.26	\$ 84.72	\$ 84.14	\$ 85.61	\$ 87.11	\$ 88.63	\$ 90.18
Test Engineer	\$ 80.39	\$ 81.80	\$ 83.23	\$ 84.68	\$ 86.17	\$ 85.58	\$ 87.07	\$ 88.60	\$ 90.15	\$ 91.72
UNIX Systems Administrator	\$ 92.45	\$ 94.07	\$ 95.71	\$ 97.39	\$ 99.09	\$ 98.41	\$ 100.14	\$ 101.89	\$ 103.67	\$ 105.48
Voice Communications Administrator	\$ 59.90	\$ 60.95	\$ 62.01	\$ 63.10	\$ 64.20	\$ 63.76	\$ 64.88	\$ 66.01	\$ 67.17	\$ 68.35
Voice Communications Manager - Planning & Implementation	\$ 92.45	\$ 94.07	\$ 95.71	\$ 97.39	\$ 99.09	\$ 98.41	\$ 100.14	\$ 101.89	\$ 103.67	\$ 105.48
Voice Communications Technician	\$ 49.84	\$ 50.71	\$ 51.60	\$ 52.50	\$ 53.42	\$ 53.05	\$ 53.98	\$ 54.93	\$ 55.89	\$ 56.87
Web Content Administrator	\$ 63.07	\$ 64.17	\$ 65.30	\$ 66.44	\$ 67.60	\$ 67.14	\$ 68.31	\$ 69.51	\$ 70.72	\$ 71.96
Web Content Analyst	\$ 60.29	\$ 61.35	\$ 62.42	\$ 63.51	\$ 64.62	\$ 64.18	\$ 65.30	\$ 66.44	\$ 67.61	\$ 68.79
Web Designer	\$ 67.09	\$ 68.26	\$ 69.46	\$ 70.67	\$ 71.91	\$ 71.42	\$ 72.67	\$ 73.94	\$ 75.23	\$ 76.55
Web Marketing Manager	\$ 93.79	\$ 95.43	\$ 97.10	\$ 98.80	\$ 100.53	\$ 99.84	\$ 101.59	\$ 103.36	\$ 105.17	\$ 107.01
Web Operations Manager	\$ 86.92	\$ 88.44	\$ 89.99	\$ 91.56	\$ 93.17	\$ 92.53	\$ 94.15	\$ 95.79	\$ 97.47	\$ 99.18
Web Project Manager	\$ 103.12	\$ 104.92	\$ 106.76	\$ 108.63	\$ 110.53	\$ 109.77	\$ 111.69	\$ 113.65	\$ 115.64	\$ 117.66
Web Security Administrator	\$ 78.78	\$ 80.16	\$ 81.56	\$ 82.99	\$ 84.44	\$ 83.86	\$ 85.33	\$ 86.82	\$ 88.34	\$ 89.89
Web Security Analyst	\$ 89.96	\$ 91.53	\$ 93.14	\$ 94.77	\$ 96.42	\$ 95.76	\$ 97.44	\$ 99.14	\$ 100.88	\$ 102.64
Web Software Developer	\$ 75.42	\$ 76.74	\$ 78.08	\$ 79.45	\$ 80.84	\$ 80.28	\$ 81.69	\$ 83.12	\$ 84.57	\$ 86.05
Web Technical Administrator	\$ 73.39	\$ 74.67	\$ 75.98	\$ 77.31	\$ 78.66	\$ 78.12	\$ 79.49	\$ 80.88	\$ 82.30	\$ 83.74

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<u>Labor Category</u>	Portland Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 78.86	\$ 80.24	\$ 81.64	\$ 83.07	\$ 84.53	\$ 83.95	\$ 85.42	\$ 86.91	\$ 88.43	\$ 89.98
Applications Systems Analyst/ Programmer – Intermediate	\$ 83.47	\$ 84.93	\$ 86.42	\$ 87.93	\$ 89.47	\$ 88.85	\$ 90.41	\$ 91.99	\$ 93.60	\$ 95.24
Applications Systems Analyst/ Programmer – Senior	\$ 101.56	\$ 103.34	\$ 105.15	\$ 106.99	\$ 108.86	\$ 108.11	\$ 110.00	\$ 111.93	\$ 113.89	\$ 115.88
Business Process Consultant	\$ 104.48	\$ 106.31	\$ 108.17	\$ 110.06	\$ 111.99	\$ 111.22	\$ 113.17	\$ 115.15	\$ 117.16	\$ 119.21
Business Subject Matter Specialist	\$ 121.94	\$ 124.07	\$ 126.25	\$ 128.45	\$ 130.70	\$ 129.81	\$ 132.08	\$ 134.39	\$ 136.74	\$ 139.13
Business Systems Analyst - Intermediate	\$ 81.66	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53	\$ 86.93	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.17
Business Systems Analyst - Senior	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20
Business Systems Specialist	\$ 98.29	\$ 100.01	\$ 101.76	\$ 103.54	\$ 105.35	\$ 104.63	\$ 106.46	\$ 108.32	\$ 110.22	\$ 112.15
Chief Information Security Officer	\$ 137.68	\$ 140.09	\$ 142.54	\$ 145.04	\$ 147.57	\$ 146.56	\$ 149.13	\$ 151.73	\$ 154.39	\$ 157.09
Client/Server Database Manager	\$ 100.90	\$ 102.67	\$ 104.46	\$ 106.29	\$ 108.15	\$ 107.41	\$ 109.29	\$ 111.20	\$ 113.15	\$ 115.13
Client/Server Network Architect	\$ 108.03	\$ 109.92	\$ 111.84	\$ 113.80	\$ 115.79	\$ 115.00	\$ 117.01	\$ 119.06	\$ 121.14	\$ 123.26
Client/Server Support Analyst	\$ 77.94	\$ 79.30	\$ 80.69	\$ 82.10	\$ 83.54	\$ 82.97	\$ 84.42	\$ 85.90	\$ 87.40	\$ 88.93
Communications Analyst - Intermediate	\$ 80.27	\$ 81.67	\$ 83.10	\$ 84.56	\$ 86.04	\$ 85.45	\$ 86.94	\$ 88.46	\$ 90.01	\$ 91.59
Communications Analyst - Senior	\$ 91.14	\$ 92.73	\$ 94.36	\$ 96.01	\$ 97.69	\$ 97.02	\$ 98.72	\$ 100.44	\$ 102.20	\$ 103.99
Communications Facility Engineer	\$ 79.60	\$ 80.99	\$ 82.41	\$ 83.85	\$ 85.32	\$ 84.73	\$ 86.22	\$ 87.73	\$ 89.26	\$ 90.82
Communications Installer	\$ 70.36	\$ 71.59	\$ 72.84	\$ 74.12	\$ 75.42	\$ 74.90	\$ 76.21	\$ 77.54	\$ 78.90	\$ 80.28
Communications Transmission Engineer	\$ 88.97	\$ 90.53	\$ 92.11	\$ 93.72	\$ 95.36	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77	\$ 101.51
Computer Operations Manager	\$ 90.84	\$ 92.43	\$ 94.05	\$ 95.69	\$ 97.37	\$ 96.70	\$ 98.39	\$ 100.11	\$ 101.87	\$ 103.65
Consultant	\$ 119.90	\$ 122.00	\$ 124.13	\$ 126.31	\$ 128.52	\$ 127.63	\$ 129.87	\$ 132.14	\$ 134.45	\$ 136.81
Data Architect	\$ 106.55	\$ 108.41	\$ 110.31	\$ 112.24	\$ 114.21	\$ 113.42	\$ 115.41	\$ 117.43	\$ 119.48	\$ 121.57
Data Communications Manager - Planning & Implementation	\$ 106.98	\$ 108.85	\$ 110.76	\$ 112.70	\$ 114.67	\$ 113.88	\$ 115.87	\$ 117.90	\$ 119.96	\$ 122.06
Data Entry Supervisor	\$ 50.04	\$ 50.92	\$ 51.81	\$ 52.71	\$ 53.64	\$ 53.27	\$ 54.20	\$ 55.15	\$ 56.11	\$ 57.10
Data Security Administration Manager	\$ 106.95	\$ 108.82	\$ 110.73	\$ 112.66	\$ 114.64	\$ 113.85	\$ 115.84	\$ 117.87	\$ 119.93	\$ 122.03
Data Security Analyst - Intermediate	\$ 79.35	\$ 80.74	\$ 82.15	\$ 83.59	\$ 85.05	\$ 84.47	\$ 85.95	\$ 87.45	\$ 88.98	\$ 90.54
Data Security Analyst - Senior	\$ 93.63	\$ 95.27	\$ 96.94	\$ 98.63	\$ 100.36	\$ 99.67	\$ 101.41	\$ 103.19	\$ 104.99	\$ 106.83
Data Warehousing Administrator	\$ 83.79	\$ 85.26	\$ 86.75	\$ 88.27	\$ 89.81	\$ 89.19	\$ 90.76	\$ 92.34	\$ 93.96	\$ 95.60
Data Warehousing Analyst	\$ 90.49	\$ 92.07	\$ 93.68	\$ 95.32	\$ 96.99	\$ 96.33	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25
Data Warehousing Programmer	\$ 99.61	\$ 101.35	\$ 103.13	\$ 104.93	\$ 106.77	\$ 106.03	\$ 107.89	\$ 109.78	\$ 111.70	\$ 113.65

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<u>Labor Category</u>	Portland Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 110.92	\$ 112.86	\$ 114.84	\$ 116.85	\$ 118.89	\$ 118.07	\$ 120.14	\$ 122.24	\$ 124.38	\$ 126.56
Data/Configuration Management Specialist	\$ 104.12	\$ 105.94	\$ 107.80	\$ 109.68	\$ 111.60	\$ 110.84	\$ 112.78	\$ 114.75	\$ 116.76	\$ 118.80
Database Administrator	\$ 90.43	\$ 92.01	\$ 93.62	\$ 95.26	\$ 96.93	\$ 96.26	\$ 97.95	\$ 99.66	\$ 101.41	\$ 103.18
Database Analyst/ Programmer - Intermediate	\$ 80.72	\$ 82.13	\$ 83.57	\$ 85.03	\$ 86.52	\$ 85.93	\$ 87.43	\$ 88.96	\$ 90.52	\$ 92.10
Database Analyst/ Programmer – Senior	\$ 97.33	\$ 99.03	\$ 100.77	\$ 102.53	\$ 104.32	\$ 103.61	\$ 105.42	\$ 107.27	\$ 109.14	\$ 111.05
Database Manager	\$ 125.52	\$ 127.72	\$ 129.95	\$ 132.23	\$ 134.54	\$ 133.62	\$ 135.95	\$ 138.33	\$ 140.75	\$ 143.22
Disaster Recovery Administrator	\$ 99.72	\$ 101.47	\$ 103.24	\$ 105.05	\$ 106.89	\$ 106.15	\$ 108.01	\$ 109.90	\$ 111.82	\$ 113.78
Disaster Recovery Analyst	\$ 72.24	\$ 73.50	\$ 74.79	\$ 76.10	\$ 77.43	\$ 76.90	\$ 78.25	\$ 79.61	\$ 81.01	\$ 82.43
Documentation Specialist - Intermediate	\$ 54.77	\$ 55.73	\$ 56.70	\$ 57.70	\$ 58.71	\$ 58.30	\$ 59.32	\$ 60.36	\$ 61.42	\$ 62.49
Documentation Specialist - Senior	\$ 68.26	\$ 69.45	\$ 70.67	\$ 71.91	\$ 73.17	\$ 72.66	\$ 73.93	\$ 75.23	\$ 76.54	\$ 77.88
E-Business Manager	\$ 75.47	\$ 76.79	\$ 78.13	\$ 79.50	\$ 80.89	\$ 80.34	\$ 81.74	\$ 83.17	\$ 84.63	\$ 86.11
Electronic Data Interchange (EDI) Manager	\$ 86.64	\$ 88.16	\$ 89.70	\$ 91.27	\$ 92.87	\$ 92.23	\$ 93.84	\$ 95.48	\$ 97.16	\$ 98.86
Electronic Data Interchange (EDI) Specialist	\$ 62.69	\$ 63.79	\$ 64.90	\$ 66.04	\$ 67.19	\$ 66.73	\$ 67.90	\$ 69.09	\$ 70.30	\$ 71.53
Electronic Mail Coordinator	\$ 66.58	\$ 67.75	\$ 68.93	\$ 70.14	\$ 71.36	\$ 70.87	\$ 72.11	\$ 73.38	\$ 74.66	\$ 75.97
Engineering Subject Matter Specialist	\$ 124.52	\$ 126.70	\$ 128.92	\$ 131.17	\$ 133.47	\$ 132.55	\$ 134.87	\$ 137.23	\$ 139.63	\$ 142.08
ERP Busienss/Architectural Specialist	\$ 129.51	\$ 131.78	\$ 134.08	\$ 136.43	\$ 138.82	\$ 137.86	\$ 140.28	\$ 142.73	\$ 145.23	\$ 147.77
ERP Business Analyst - Intermediate	\$ 110.13	\$ 112.06	\$ 114.02	\$ 116.01	\$ 118.04	\$ 117.23	\$ 119.28	\$ 121.37	\$ 123.50	\$ 125.66
ERP Business Analyst - Senior	\$ 116.78	\$ 118.82	\$ 120.90	\$ 123.02	\$ 125.17	\$ 124.31	\$ 126.49	\$ 128.70	\$ 130.95	\$ 133.25
ERP Programmer	\$ 108.16	\$ 110.05	\$ 111.98	\$ 113.94	\$ 115.93	\$ 115.14	\$ 117.15	\$ 119.20	\$ 121.29	\$ 123.41
Graphics Specialist	\$ 49.81	\$ 50.68	\$ 51.57	\$ 52.47	\$ 53.39	\$ 53.02	\$ 53.95	\$ 54.89	\$ 55.86	\$ 56.83
Groupware Specialist	\$ 80.03	\$ 81.43	\$ 82.86	\$ 84.31	\$ 85.78	\$ 85.19	\$ 86.68	\$ 88.20	\$ 89.74	\$ 91.31
Help Desk Coordinator - Intermediate	\$ 46.01	\$ 46.82	\$ 47.63	\$ 48.47	\$ 49.32	\$ 48.98	\$ 49.83	\$ 50.71	\$ 51.59	\$ 52.50
Help Desk Coordinator - Senior	\$ 63.93	\$ 65.05	\$ 66.19	\$ 67.35	\$ 68.52	\$ 68.05	\$ 69.24	\$ 70.46	\$ 71.69	\$ 72.94
Help Desk Manager	\$ 91.63	\$ 93.23	\$ 94.87	\$ 96.53	\$ 98.21	\$ 97.54	\$ 99.25	\$ 100.98	\$ 102.75	\$ 104.55
Help Desk Specialist	\$ 46.49	\$ 47.30	\$ 48.13	\$ 48.97	\$ 49.83	\$ 49.49	\$ 50.35	\$ 51.24	\$ 52.13	\$ 53.04
Help Desk Support Services Specialist - Intermediate	\$ 62.26	\$ 63.35	\$ 64.46	\$ 65.59	\$ 66.73	\$ 66.28	\$ 67.44	\$ 68.62	\$ 69.82	\$ 71.04
Help Desk Support Services Specialist - Senior	\$ 74.71	\$ 76.02	\$ 77.35	\$ 78.70	\$ 80.08	\$ 79.53	\$ 80.92	\$ 82.34	\$ 83.78	\$ 85.24
Information Assurance Development Engineer	\$ 93.09	\$ 94.72	\$ 96.38	\$ 98.06	\$ 99.78	\$ 99.09	\$ 100.83	\$ 102.59	\$ 104.39	\$ 106.22
Information Assurance Engineer	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20

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<u>Labor Category</u>	Portland Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 116.63	\$ 118.67	\$ 120.75	\$ 122.86	\$ 125.01	\$ 124.15	\$ 126.33	\$ 128.54	\$ 130.79	\$ 133.07
Information Assurance Systems/Network Specialist	\$ 120.78	\$ 122.89	\$ 125.04	\$ 127.23	\$ 129.46	\$ 128.57	\$ 130.82	\$ 133.11	\$ 135.44	\$ 137.81
Information Center Consultant	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.28	\$ 97.97	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.49	\$ 104.29
Information Center Specialist	\$ 103.77	\$ 105.59	\$ 107.43	\$ 109.31	\$ 111.23	\$ 110.46	\$ 112.40	\$ 114.36	\$ 116.36	\$ 118.40
Information Security Business Analyst	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 88.98	\$ 88.36	\$ 89.91	\$ 91.48	\$ 93.08	\$ 94.71
Information Services Consultant	\$ 107.91	\$ 109.80	\$ 111.72	\$ 113.67	\$ 115.66	\$ 114.87	\$ 116.88	\$ 118.93	\$ 121.01	\$ 123.12
Information Systems Auditor - Intermediate	\$ 84.26	\$ 85.73	\$ 87.23	\$ 88.76	\$ 90.31	\$ 89.69	\$ 91.26	\$ 92.86	\$ 94.49	\$ 96.14
Information Systems Auditor - Senior	\$ 97.12	\$ 98.82	\$ 100.55	\$ 102.31	\$ 104.10	\$ 103.38	\$ 105.19	\$ 107.03	\$ 108.91	\$ 110.81
Information Systems Training Specialist - Intermediate	\$ 74.71	\$ 76.02	\$ 77.35	\$ 78.70	\$ 80.08	\$ 79.53	\$ 80.92	\$ 82.34	\$ 83.78	\$ 85.24
Information Systems Training Specialist - Senior	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 88.98	\$ 88.36	\$ 89.91	\$ 91.48	\$ 93.08	\$ 94.71
Internal Communications Systems Consultant	\$ 118.10	\$ 120.17	\$ 122.27	\$ 124.41	\$ 126.59	\$ 125.72	\$ 127.92	\$ 130.16	\$ 132.43	\$ 134.75
IT Subject Matter Specialist	\$ 133.23	\$ 135.56	\$ 137.93	\$ 140.35	\$ 142.80	\$ 141.82	\$ 144.31	\$ 146.83	\$ 149.40	\$ 152.01
LAN Administrator - Intermediate	\$ 70.78	\$ 72.02	\$ 73.28	\$ 74.56	\$ 75.87	\$ 75.35	\$ 76.66	\$ 78.01	\$ 79.37	\$ 80.76
LAN Administrator - Senior	\$ 88.89	\$ 90.45	\$ 92.03	\$ 93.64	\$ 95.28	\$ 94.62	\$ 96.28	\$ 97.96	\$ 99.68	\$ 101.42
LAN Support Technician - Intermediate	\$ 70.78	\$ 72.02	\$ 73.28	\$ 74.56	\$ 75.87	\$ 75.35	\$ 76.66	\$ 78.01	\$ 79.37	\$ 80.76
LAN Support Technician - Senior	\$ 76.69	\$ 78.03	\$ 79.40	\$ 80.79	\$ 82.20	\$ 81.64	\$ 83.07	\$ 84.52	\$ 86.00	\$ 87.50
LAN/WAN Administrator	\$ 74.52	\$ 75.82	\$ 77.15	\$ 78.50	\$ 79.87	\$ 79.33	\$ 80.71	\$ 82.13	\$ 83.56	\$ 85.03
LAN/WAN Integrator	\$ 98.88	\$ 100.61	\$ 102.37	\$ 104.16	\$ 105.99	\$ 105.26	\$ 107.10	\$ 108.97	\$ 110.88	\$ 112.82
LAN/WAN/MAN Administrator	\$ 74.52	\$ 75.82	\$ 77.15	\$ 78.50	\$ 79.87	\$ 79.33	\$ 80.71	\$ 82.13	\$ 83.56	\$ 85.03
Network Control Technician	\$ 53.92	\$ 54.86	\$ 55.82	\$ 56.80	\$ 57.79	\$ 57.40	\$ 58.40	\$ 59.42	\$ 60.46	\$ 61.52
Network Engineer - Intermediate	\$ 80.38	\$ 81.79	\$ 83.22	\$ 84.67	\$ 86.16	\$ 85.56	\$ 87.06	\$ 88.59	\$ 90.14	\$ 91.71
Network Engineer - Senior	\$ 93.72	\$ 95.36	\$ 97.03	\$ 98.73	\$ 100.45	\$ 99.76	\$ 101.51	\$ 103.29	\$ 105.09	\$ 106.93
Network Operations Supervisor	\$ 96.91	\$ 98.61	\$ 100.33	\$ 102.09	\$ 103.87	\$ 103.16	\$ 104.97	\$ 106.80	\$ 108.67	\$ 110.57
Network Planning Analyst - Intermediate	\$ 75.95	\$ 77.28	\$ 78.63	\$ 80.01	\$ 81.41	\$ 80.85	\$ 82.26	\$ 83.70	\$ 85.17	\$ 86.66
Network Planning Analyst - Senior	\$ 92.90	\$ 94.53	\$ 96.18	\$ 97.86	\$ 99.58	\$ 98.89	\$ 100.62	\$ 102.38	\$ 104.18	\$ 106.00
Network Planning Manager	\$ 104.62	\$ 106.45	\$ 108.31	\$ 110.21	\$ 112.14	\$ 111.37	\$ 113.32	\$ 115.30	\$ 117.32	\$ 119.37
Network Systems Administrator	\$ 71.87	\$ 73.13	\$ 74.41	\$ 75.71	\$ 77.03	\$ 76.51	\$ 77.84	\$ 79.21	\$ 80.59	\$ 82.00
Network Systems Manager	\$ 98.40	\$ 100.12	\$ 101.87	\$ 103.66	\$ 105.47	\$ 104.75	\$ 106.58	\$ 108.45	\$ 110.34	\$ 112.27
Network/Hardware Support Technician	\$ 51.93	\$ 52.84	\$ 53.76	\$ 54.70	\$ 55.66	\$ 55.28	\$ 56.25	\$ 57.23	\$ 58.23	\$ 59.25

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<u>Labor Category</u>	Portland Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 96.91	\$ 98.61	\$ 100.33	\$ 102.09	\$ 103.87	\$ 103.16	\$ 104.97	\$ 106.80	\$ 108.67	\$ 110.57
Operations Manager - Voice Communications	\$ 79.06	\$ 80.44	\$ 81.85	\$ 83.28	\$ 84.74	\$ 84.16	\$ 85.63	\$ 87.13	\$ 88.66	\$ 90.21
Operations Systems Manager	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20
Operations/ Technical Support Manager	\$ 91.90	\$ 93.51	\$ 95.14	\$ 96.81	\$ 98.50	\$ 97.83	\$ 99.54	\$ 101.28	\$ 103.05	\$ 104.86
Operations/Network LAN Administrator	\$ 69.13	\$ 70.34	\$ 71.57	\$ 72.82	\$ 74.10	\$ 73.59	\$ 74.88	\$ 76.19	\$ 77.52	\$ 78.88
Operations/Technical Support Analyst	\$ 50.06	\$ 50.94	\$ 51.83	\$ 52.73	\$ 53.66	\$ 53.29	\$ 54.22	\$ 55.17	\$ 56.14	\$ 57.12
PC Products Analyst	\$ 62.65	\$ 63.75	\$ 64.86	\$ 66.00	\$ 67.15	\$ 66.69	\$ 67.86	\$ 69.05	\$ 70.25	\$ 71.48
PC Systems Specialist	\$ 68.83	\$ 70.03	\$ 71.26	\$ 72.51	\$ 73.78	\$ 73.27	\$ 74.55	\$ 75.86	\$ 77.18	\$ 78.53
PC/LAN Mgmt Analyst - Intermediate	\$ 64.11	\$ 65.23	\$ 66.37	\$ 67.54	\$ 68.72	\$ 68.25	\$ 69.44	\$ 70.65	\$ 71.89	\$ 73.15
PC/LAN Mgmt Analyst – Senior	\$ 77.94	\$ 79.30	\$ 80.69	\$ 82.10	\$ 83.54	\$ 82.97	\$ 84.42	\$ 85.90	\$ 87.40	\$ 88.93
Project Engineer	\$ 106.48	\$ 108.34	\$ 110.24	\$ 112.17	\$ 114.13	\$ 113.35	\$ 115.33	\$ 117.35	\$ 119.40	\$ 121.49
Project Manager – Senior	\$ 132.82	\$ 135.14	\$ 137.51	\$ 139.92	\$ 142.36	\$ 141.39	\$ 143.86	\$ 146.38	\$ 148.94	\$ 151.55
Quality Assurance Analyst - Intermediate	\$ 76.37	\$ 77.71	\$ 79.07	\$ 80.45	\$ 81.86	\$ 81.30	\$ 82.72	\$ 84.17	\$ 85.64	\$ 87.14
Quality Assurance Analyst - Senior	\$ 92.07	\$ 93.68	\$ 95.32	\$ 96.99	\$ 98.69	\$ 98.01	\$ 99.72	\$ 101.47	\$ 103.24	\$ 105.05
Quality Assurance Specialist	\$ 88.58	\$ 90.13	\$ 91.71	\$ 93.31	\$ 94.95	\$ 94.29	\$ 95.94	\$ 97.62	\$ 99.33	\$ 101.07
Security Coordinator	\$ 70.65	\$ 71.89	\$ 73.14	\$ 74.42	\$ 75.73	\$ 75.21	\$ 76.52	\$ 77.86	\$ 79.22	\$ 80.61
Site Manager	\$ 108.69	\$ 110.59	\$ 112.53	\$ 114.50	\$ 116.50	\$ 115.70	\$ 117.73	\$ 119.79	\$ 121.88	\$ 124.01
Software Architect	\$ 124.52	\$ 126.70	\$ 128.92	\$ 131.17	\$ 133.47	\$ 132.55	\$ 134.87	\$ 137.23	\$ 139.63	\$ 142.08
Software Developer – Intermediate	\$ 100.21	\$ 101.96	\$ 103.75	\$ 105.56	\$ 107.41	\$ 106.67	\$ 108.54	\$ 110.44	\$ 112.37	\$ 114.34
Software Developer – Senior	\$ 112.07	\$ 114.03	\$ 116.03	\$ 118.06	\$ 120.12	\$ 119.30	\$ 121.39	\$ 123.51	\$ 125.67	\$ 127.87
Software Systems Engineer - Intermediate	\$ 99.61	\$ 101.35	\$ 103.13	\$ 104.93	\$ 106.77	\$ 106.03	\$ 107.89	\$ 109.78	\$ 111.70	\$ 113.65
Software Systems Engineer - Senior	\$ 106.71	\$ 108.58	\$ 110.48	\$ 112.41	\$ 114.38	\$ 113.59	\$ 115.58	\$ 117.60	\$ 119.66	\$ 121.76
Strategic Planner	\$ 112.07	\$ 114.03	\$ 116.03	\$ 118.06	\$ 120.12	\$ 119.30	\$ 121.39	\$ 123.51	\$ 125.67	\$ 127.87
Systems Administrator - Intermediate	\$ 67.88	\$ 69.07	\$ 70.28	\$ 71.51	\$ 72.76	\$ 72.26	\$ 73.52	\$ 74.81	\$ 76.12	\$ 77.45
Systems Administrator - Senior	\$ 84.08	\$ 85.55	\$ 87.05	\$ 88.57	\$ 90.12	\$ 89.50	\$ 91.07	\$ 92.66	\$ 94.28	\$ 95.93
Systems Analysis and Programming Director	\$ 132.82	\$ 135.14	\$ 137.51	\$ 139.92	\$ 142.36	\$ 141.39	\$ 143.86	\$ 146.38	\$ 148.94	\$ 151.55
Systems Engineer	\$ 78.86	\$ 80.24	\$ 81.64	\$ 83.07	\$ 84.53	\$ 83.95	\$ 85.42	\$ 86.91	\$ 88.43	\$ 89.98
Systems Management Technologist	\$ 107.02	\$ 108.89	\$ 110.80	\$ 112.74	\$ 114.71	\$ 113.92	\$ 115.92	\$ 117.94	\$ 120.01	\$ 122.11
Technical Editor	\$ 63.43	\$ 64.54	\$ 65.67	\$ 66.82	\$ 67.99	\$ 67.52	\$ 68.70	\$ 69.91	\$ 71.13	\$ 72.37

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<u>Labor Category</u>	Portland Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 65.56	\$ 66.71	\$ 67.87	\$ 69.06	\$ 70.27	\$ 69.79	\$ 71.01	\$ 72.25	\$ 73.52	\$ 74.80
Telecommunications Analyst/Technician	\$ 55.19	\$ 56.16	\$ 57.14	\$ 58.14	\$ 59.16	\$ 58.75	\$ 59.78	\$ 60.82	\$ 61.89	\$ 62.97
Telecommunications Engineer/ Analyst – Intermediate	\$ 62.52	\$ 63.61	\$ 64.73	\$ 65.86	\$ 67.01	\$ 66.55	\$ 67.72	\$ 68.90	\$ 70.11	\$ 71.33
Telecommunications Engineer/ Analyst – Senior	\$ 73.46	\$ 74.75	\$ 76.05	\$ 77.38	\$ 78.74	\$ 78.20	\$ 79.57	\$ 80.96	\$ 82.38	\$ 83.82
Telecommunications Manager - Multiple Incumbents	\$ 116.22	\$ 118.25	\$ 120.32	\$ 122.43	\$ 124.57	\$ 123.72	\$ 125.88	\$ 128.08	\$ 130.33	\$ 132.61
Telecommunications Manager - Single Incumbent	\$ 107.64	\$ 109.52	\$ 111.44	\$ 113.39	\$ 115.37	\$ 114.58	\$ 116.59	\$ 118.63	\$ 120.70	\$ 122.82
Telecommunications Network Help Desk	\$ 44.21	\$ 44.98	\$ 45.77	\$ 46.57	\$ 47.39	\$ 47.06	\$ 47.89	\$ 48.72	\$ 49.58	\$ 50.44
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 74.05	\$ 75.35	\$ 76.66	\$ 78.01	\$ 79.37	\$ 78.83	\$ 80.21	\$ 81.61	\$ 83.04	\$ 84.49
Telecommunications Programmer/ Systems Analyst – Senior	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20
Telecommunications Technician	\$ 50.59	\$ 51.48	\$ 52.38	\$ 53.29	\$ 54.23	\$ 53.85	\$ 54.80	\$ 55.75	\$ 56.73	\$ 57.72
Telecommunications/Communications Integration Engineer	\$ 81.61	\$ 83.04	\$ 84.49	\$ 85.97	\$ 87.47	\$ 86.87	\$ 88.39	\$ 89.94	\$ 91.52	\$ 93.12
Test Engineer	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.44	\$ 88.98	\$ 88.36	\$ 89.91	\$ 91.48	\$ 93.08	\$ 94.71
UNIX Systems Administrator	\$ 95.46	\$ 97.13	\$ 98.83	\$ 100.56	\$ 102.32	\$ 101.62	\$ 103.40	\$ 105.20	\$ 107.05	\$ 108.92
Voice Communications Administrator	\$ 61.86	\$ 62.94	\$ 64.04	\$ 65.16	\$ 66.31	\$ 65.85	\$ 67.00	\$ 68.17	\$ 69.37	\$ 70.58
Voice Communications Manager - Planning & Implementation	\$ 95.46	\$ 97.13	\$ 98.83	\$ 100.56	\$ 102.32	\$ 101.62	\$ 103.40	\$ 105.20	\$ 107.05	\$ 108.92
Voice Communications Technician	\$ 51.47	\$ 52.37	\$ 53.29	\$ 54.22	\$ 55.17	\$ 54.79	\$ 55.75	\$ 56.72	\$ 57.72	\$ 58.73
Web Content Administrator	\$ 65.13	\$ 66.27	\$ 67.43	\$ 68.61	\$ 69.81	\$ 69.33	\$ 70.54	\$ 71.78	\$ 73.03	\$ 74.31
Web Content Analyst	\$ 62.26	\$ 63.35	\$ 64.46	\$ 65.59	\$ 66.73	\$ 66.28	\$ 67.44	\$ 68.62	\$ 69.82	\$ 71.04
Web Designer	\$ 69.28	\$ 70.49	\$ 71.73	\$ 72.98	\$ 74.26	\$ 73.75	\$ 75.04	\$ 76.35	\$ 77.69	\$ 79.05
Web Marketing Manager	\$ 96.84	\$ 98.53	\$ 100.26	\$ 102.01	\$ 103.80	\$ 103.09	\$ 104.89	\$ 106.73	\$ 108.59	\$ 110.49
Web Operations Manager	\$ 89.75	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 95.54	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40
Web Project Manager	\$ 106.48	\$ 108.34	\$ 110.24	\$ 112.17	\$ 114.13	\$ 113.35	\$ 115.33	\$ 117.35	\$ 119.40	\$ 121.49
Web Security Administrator	\$ 81.35	\$ 82.77	\$ 84.22	\$ 85.70	\$ 87.20	\$ 86.60	\$ 88.11	\$ 89.65	\$ 91.22	\$ 92.82
Web Security Analyst	\$ 92.90	\$ 94.53	\$ 96.18	\$ 97.86	\$ 99.58	\$ 98.89	\$ 100.62	\$ 102.38	\$ 104.18	\$ 106.00
Web Software Developer	\$ 77.88	\$ 79.24	\$ 80.63	\$ 82.04	\$ 83.48	\$ 82.90	\$ 84.35	\$ 85.83	\$ 87.33	\$ 88.86
Web Technical Administrator	\$ 75.78	\$ 77.11	\$ 78.46	\$ 79.83	\$ 81.23	\$ 80.67	\$ 82.08	\$ 83.52	\$ 84.98	\$ 86.46

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<u>Labor Category</u>	Raleigh Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 77.58	\$ 78.94	\$ 80.32	\$ 81.72	\$ 83.15	\$ 82.58	\$ 84.03	\$ 85.50	\$ 87.00	\$ 88.52
Applications Systems Analyst/ Programmer – Intermediate	\$ 82.11	\$ 83.55	\$ 85.01	\$ 86.50	\$ 88.01	\$ 87.41	\$ 88.94	\$ 90.49	\$ 92.08	\$ 93.69
Applications Systems Analyst/ Programmer – Senior	\$ 99.90	\$ 101.65	\$ 103.43	\$ 105.24	\$ 107.08	\$ 106.34	\$ 108.20	\$ 110.10	\$ 112.02	\$ 113.99
Business Process Consultant	\$ 102.78	\$ 104.58	\$ 106.41	\$ 108.27	\$ 110.17	\$ 109.41	\$ 111.32	\$ 113.27	\$ 115.25	\$ 117.27
Business Subject Matter Specialist	\$ 119.96	\$ 122.06	\$ 124.20	\$ 126.37	\$ 128.58	\$ 127.70	\$ 129.93	\$ 132.21	\$ 134.52	\$ 136.87
Business Systems Analyst - Intermediate	\$ 80.33	\$ 81.74	\$ 83.17	\$ 84.62	\$ 86.10	\$ 85.51	\$ 87.01	\$ 88.53	\$ 90.08	\$ 91.66
Business Systems Analyst - Senior	\$ 89.83	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.29	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.50
Business Systems Specialist	\$ 96.69	\$ 98.38	\$ 100.10	\$ 101.86	\$ 103.64	\$ 102.93	\$ 104.73	\$ 106.56	\$ 108.43	\$ 110.32
Chief Information Security Officer	\$ 135.43	\$ 137.80	\$ 140.21	\$ 142.67	\$ 145.16	\$ 144.17	\$ 146.69	\$ 149.26	\$ 151.87	\$ 154.52
Client/Server Database Manager	\$ 99.26	\$ 101.00	\$ 102.76	\$ 104.56	\$ 106.39	\$ 105.66	\$ 107.51	\$ 109.39	\$ 111.31	\$ 113.26
Client/Server Network Architect	\$ 106.27	\$ 108.13	\$ 110.02	\$ 111.95	\$ 113.91	\$ 113.12	\$ 115.10	\$ 117.12	\$ 119.17	\$ 121.25
Client/Server Support Analyst	\$ 76.67	\$ 78.01	\$ 79.38	\$ 80.77	\$ 82.18	\$ 81.62	\$ 83.04	\$ 84.50	\$ 85.98	\$ 87.48
Communications Analyst - Intermediate	\$ 78.96	\$ 80.34	\$ 81.75	\$ 83.18	\$ 84.63	\$ 84.05	\$ 85.52	\$ 87.02	\$ 88.54	\$ 90.09
Communications Analyst - Senior	\$ 89.65	\$ 91.22	\$ 92.82	\$ 94.44	\$ 96.09	\$ 95.43	\$ 97.10	\$ 98.80	\$ 100.53	\$ 102.29
Communications Facility Engineer	\$ 78.30	\$ 79.67	\$ 81.06	\$ 82.48	\$ 83.93	\$ 83.35	\$ 84.81	\$ 86.29	\$ 87.80	\$ 89.34
Communications Installer	\$ 69.21	\$ 70.42	\$ 71.65	\$ 72.91	\$ 74.18	\$ 73.67	\$ 74.96	\$ 76.28	\$ 77.61	\$ 78.97
Communications Transmission Engineer	\$ 87.52	\$ 89.05	\$ 90.61	\$ 92.20	\$ 93.81	\$ 93.17	\$ 94.80	\$ 96.45	\$ 98.14	\$ 99.86
Computer Operations Manager	\$ 89.36	\$ 90.92	\$ 92.51	\$ 94.13	\$ 95.78	\$ 95.12	\$ 96.79	\$ 98.48	\$ 100.21	\$ 101.96
Consultant	\$ 117.95	\$ 120.01	\$ 122.11	\$ 124.25	\$ 126.43	\$ 125.56	\$ 127.76	\$ 129.99	\$ 132.27	\$ 134.58
Data Architect	\$ 104.81	\$ 106.64	\$ 108.51	\$ 110.41	\$ 112.34	\$ 111.57	\$ 113.52	\$ 115.51	\$ 117.53	\$ 119.59
Data Communications Manager - Planning & Implementation	\$ 105.24	\$ 107.08	\$ 108.96	\$ 110.86	\$ 112.80	\$ 112.03	\$ 113.99	\$ 115.98	\$ 118.01	\$ 120.08
Data Entry Supervisor	\$ 49.23	\$ 50.09	\$ 50.97	\$ 51.86	\$ 52.77	\$ 52.41	\$ 53.32	\$ 54.26	\$ 55.21	\$ 56.17
Data Security Administration Manager	\$ 105.21	\$ 107.05	\$ 108.92	\$ 110.83	\$ 112.77	\$ 112.00	\$ 113.96	\$ 115.95	\$ 117.98	\$ 120.04
Data Security Analyst - Intermediate	\$ 78.05	\$ 79.42	\$ 80.81	\$ 82.22	\$ 83.66	\$ 83.08	\$ 84.54	\$ 86.02	\$ 87.52	\$ 89.05
Data Security Analyst - Senior	\$ 92.11	\$ 93.72	\$ 95.36	\$ 97.03	\$ 98.73	\$ 98.05	\$ 99.77	\$ 101.51	\$ 103.29	\$ 105.10
Data Warehousing Administrator	\$ 82.43	\$ 83.87	\$ 85.34	\$ 86.83	\$ 88.35	\$ 87.75	\$ 89.28	\$ 90.84	\$ 92.43	\$ 94.05
Data Warehousing Analyst	\$ 89.02	\$ 90.58	\$ 92.16	\$ 93.78	\$ 95.42	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57
Data Warehousing Programmer	\$ 97.99	\$ 99.70	\$ 101.45	\$ 103.23	\$ 105.03	\$ 104.31	\$ 106.14	\$ 107.99	\$ 109.88	\$ 111.81

<u>Labor Category</u>	Raleigh Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 109.11	\$ 111.02	\$ 112.96	\$ 114.94	\$ 116.95	\$ 116.15	\$ 118.18	\$ 120.25	\$ 122.35	\$ 124.49
Data/Configuration Management Specialist	\$ 102.42	\$ 104.21	\$ 106.04	\$ 107.89	\$ 109.78	\$ 109.03	\$ 110.93	\$ 112.88	\$ 114.85	\$ 116.86
Database Administrator	\$ 88.96	\$ 90.52	\$ 92.10	\$ 93.71	\$ 95.35	\$ 94.70	\$ 96.36	\$ 98.04	\$ 99.76	\$ 101.50
Database Analyst/ Programmer - Intermediate	\$ 79.41	\$ 80.80	\$ 82.21	\$ 83.65	\$ 85.12	\$ 84.53	\$ 86.01	\$ 87.52	\$ 89.05	\$ 90.61
Database Analyst/ Programmer – Senior	\$ 95.74	\$ 97.42	\$ 99.12	\$ 100.85	\$ 102.62	\$ 101.92	\$ 103.70	\$ 105.51	\$ 107.36	\$ 109.24
Database Manager	\$ 123.47	\$ 125.63	\$ 127.83	\$ 130.07	\$ 132.34	\$ 131.43	\$ 133.73	\$ 136.07	\$ 138.46	\$ 140.88
Disaster Recovery Administrator	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34	\$ 105.15	\$ 104.43	\$ 106.25	\$ 108.11	\$ 110.01	\$ 111.93
Disaster Recovery Analyst	\$ 71.06	\$ 72.30	\$ 73.57	\$ 74.86	\$ 76.17	\$ 75.64	\$ 76.97	\$ 78.31	\$ 79.68	\$ 81.08
Documentation Specialist - Intermediate	\$ 53.87	\$ 54.81	\$ 55.77	\$ 56.75	\$ 57.74	\$ 57.34	\$ 58.35	\$ 59.37	\$ 60.41	\$ 61.47
Documentation Specialist - Senior	\$ 67.15	\$ 68.33	\$ 69.52	\$ 70.74	\$ 71.98	\$ 71.48	\$ 72.73	\$ 74.00	\$ 75.30	\$ 76.62
E-Business Manager	\$ 74.24	\$ 75.54	\$ 76.86	\$ 78.21	\$ 79.57	\$ 79.03	\$ 80.41	\$ 81.82	\$ 83.25	\$ 84.71
Electronic Data Interchange (EDI) Manager	\$ 85.23	\$ 86.72	\$ 88.24	\$ 89.78	\$ 91.35	\$ 90.73	\$ 92.32	\$ 93.93	\$ 95.57	\$ 97.25
Electronic Data Interchange (EDI) Specialist	\$ 61.67	\$ 62.75	\$ 63.85	\$ 64.96	\$ 66.10	\$ 65.65	\$ 66.80	\$ 67.97	\$ 69.15	\$ 70.37
Electronic Mail Coordinator	\$ 65.49	\$ 66.64	\$ 67.80	\$ 68.99	\$ 70.20	\$ 69.71	\$ 70.93	\$ 72.18	\$ 73.44	\$ 74.72
Engineering Subject Matter Specialist	\$ 122.49	\$ 124.63	\$ 126.81	\$ 129.03	\$ 131.29	\$ 130.39	\$ 132.67	\$ 134.99	\$ 137.36	\$ 139.76
ERP Busienss/Architectural Specialist	\$ 127.40	\$ 129.63	\$ 131.90	\$ 134.21	\$ 136.55	\$ 135.62	\$ 137.99	\$ 140.41	\$ 142.86	\$ 145.36
ERP Business Analyst - Intermediate	\$ 108.34	\$ 110.24	\$ 112.17	\$ 114.13	\$ 116.13	\$ 115.33	\$ 117.35	\$ 119.40	\$ 121.49	\$ 123.62
ERP Business Analyst - Senior	\$ 114.88	\$ 116.89	\$ 118.94	\$ 121.02	\$ 123.14	\$ 122.29	\$ 124.43	\$ 126.61	\$ 128.82	\$ 131.08
ERP Programmer	\$ 106.40	\$ 108.26	\$ 110.16	\$ 112.08	\$ 114.05	\$ 113.26	\$ 115.24	\$ 117.26	\$ 119.31	\$ 121.40
Graphics Specialist	\$ 49.00	\$ 49.86	\$ 50.73	\$ 51.62	\$ 52.52	\$ 52.16	\$ 53.07	\$ 54.00	\$ 54.95	\$ 55.91
Groupware Specialist	\$ 78.73	\$ 80.11	\$ 81.51	\$ 82.94	\$ 84.39	\$ 83.81	\$ 85.27	\$ 86.77	\$ 88.29	\$ 89.83
Help Desk Coordinator - Intermediate	\$ 45.26	\$ 46.05	\$ 46.86	\$ 47.68	\$ 48.51	\$ 48.18	\$ 49.02	\$ 49.88	\$ 50.75	\$ 51.64
Help Desk Coordinator - Senior	\$ 62.89	\$ 63.99	\$ 65.11	\$ 66.25	\$ 67.41	\$ 66.95	\$ 68.12	\$ 69.31	\$ 70.52	\$ 71.76
Help Desk Manager	\$ 90.14	\$ 91.72	\$ 93.32	\$ 94.96	\$ 96.62	\$ 95.95	\$ 97.63	\$ 99.34	\$ 101.08	\$ 102.85
Help Desk Specialist	\$ 45.73	\$ 46.53	\$ 47.34	\$ 48.17	\$ 49.02	\$ 48.68	\$ 49.53	\$ 50.40	\$ 51.28	\$ 52.18
Help Desk Support Services Specialist - Intermediate	\$ 61.24	\$ 62.31	\$ 63.40	\$ 64.51	\$ 65.64	\$ 65.19	\$ 66.33	\$ 67.49	\$ 68.67	\$ 69.87
Help Desk Support Services Specialist - Senior	\$ 73.49	\$ 74.78	\$ 76.08	\$ 77.42	\$ 78.77	\$ 78.23	\$ 79.60	\$ 80.99	\$ 82.41	\$ 83.85
Information Assurance Development Engineer	\$ 91.58	\$ 93.18	\$ 94.81	\$ 96.47	\$ 98.16	\$ 97.49	\$ 99.19	\$ 100.93	\$ 102.70	\$ 104.49
Information Assurance Engineer	\$ 89.83	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.29	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.50

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<u>Labor Category</u>	Raleigh Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 114.73	\$ 116.74	\$ 118.78	\$ 120.86	\$ 122.97	\$ 122.13	\$ 124.27	\$ 126.44	\$ 128.65	\$ 130.91
Information Assurance Systems/Network Specialist	\$ 118.81	\$ 120.89	\$ 123.00	\$ 125.16	\$ 127.35	\$ 126.47	\$ 128.69	\$ 130.94	\$ 133.23	\$ 135.56
Information Center Consultant	\$ 89.92	\$ 91.49	\$ 93.09	\$ 94.72	\$ 96.38	\$ 95.72	\$ 97.39	\$ 99.10	\$ 100.83	\$ 102.60
Information Center Specialist	\$ 102.08	\$ 103.87	\$ 105.68	\$ 107.53	\$ 109.42	\$ 108.66	\$ 110.57	\$ 112.50	\$ 114.47	\$ 116.47
Information Security Business Analyst	\$ 81.66	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53	\$ 86.93	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.17
Information Services Consultant	\$ 106.15	\$ 108.01	\$ 109.90	\$ 111.82	\$ 113.78	\$ 113.00	\$ 114.97	\$ 116.99	\$ 119.03	\$ 121.12
Information Systems Auditor - Intermediate	\$ 82.88	\$ 84.33	\$ 85.81	\$ 87.31	\$ 88.84	\$ 88.23	\$ 89.77	\$ 91.34	\$ 92.94	\$ 94.57
Information Systems Auditor - Senior	\$ 95.54	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.41	\$ 101.70	\$ 103.48	\$ 105.29	\$ 107.14	\$ 109.01
Information Systems Training Specialist - Intermediate	\$ 73.49	\$ 74.78	\$ 76.08	\$ 77.42	\$ 78.77	\$ 78.23	\$ 79.60	\$ 80.99	\$ 82.41	\$ 83.85
Information Systems Training Specialist - Senior	\$ 81.66	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53	\$ 86.93	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.17
Internal Communications Systems Consultant	\$ 116.17	\$ 118.20	\$ 120.27	\$ 122.38	\$ 124.52	\$ 123.66	\$ 125.83	\$ 128.03	\$ 130.27	\$ 132.55
IT Subject Matter Specialist	\$ 131.06	\$ 133.35	\$ 135.69	\$ 138.06	\$ 140.48	\$ 139.51	\$ 141.95	\$ 144.44	\$ 146.97	\$ 149.54
LAN Administrator - Intermediate	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35	\$ 74.63	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08	\$ 79.45
LAN Administrator - Senior	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.11	\$ 93.72	\$ 93.08	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77
LAN Support Technician - Intermediate	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35	\$ 74.63	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08	\$ 79.45
LAN Support Technician - Senior	\$ 75.44	\$ 76.76	\$ 78.10	\$ 79.47	\$ 80.86	\$ 80.31	\$ 81.71	\$ 83.14	\$ 84.60	\$ 86.08
LAN/WAN Administrator	\$ 73.31	\$ 74.59	\$ 75.90	\$ 77.23	\$ 78.58	\$ 78.04	\$ 79.40	\$ 80.79	\$ 82.21	\$ 83.65
LAN/WAN Integrator	\$ 97.27	\$ 98.97	\$ 100.70	\$ 102.47	\$ 104.26	\$ 103.54	\$ 105.36	\$ 107.20	\$ 109.08	\$ 110.98
LAN/WAN/MAN Administrator	\$ 73.31	\$ 74.59	\$ 75.90	\$ 77.23	\$ 78.58	\$ 78.04	\$ 79.40	\$ 80.79	\$ 82.21	\$ 83.65
Network Control Technician	\$ 53.04	\$ 53.97	\$ 54.91	\$ 55.87	\$ 56.85	\$ 56.46	\$ 57.45	\$ 58.45	\$ 59.48	\$ 60.52
Network Engineer - Intermediate	\$ 79.07	\$ 80.45	\$ 81.86	\$ 83.29	\$ 84.75	\$ 84.17	\$ 85.64	\$ 87.14	\$ 88.67	\$ 90.22
Network Engineer - Senior	\$ 92.20	\$ 93.81	\$ 95.46	\$ 97.13	\$ 98.83	\$ 98.15	\$ 99.86	\$ 101.61	\$ 103.39	\$ 105.20
Network Operations Supervisor	\$ 95.33	\$ 97.00	\$ 98.70	\$ 100.42	\$ 102.18	\$ 101.48	\$ 103.25	\$ 105.06	\$ 106.90	\$ 108.77
Network Planning Analyst - Intermediate	\$ 74.71	\$ 76.02	\$ 77.35	\$ 78.70	\$ 80.08	\$ 79.53	\$ 80.92	\$ 82.34	\$ 83.78	\$ 85.24
Network Planning Analyst - Senior	\$ 91.38	\$ 92.98	\$ 94.61	\$ 96.26	\$ 97.95	\$ 97.27	\$ 98.98	\$ 100.71	\$ 102.47	\$ 104.26
Network Planning Manager	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.42	\$ 110.32	\$ 109.56	\$ 111.48	\$ 113.43	\$ 115.41	\$ 117.43
Network Systems Administrator	\$ 70.70	\$ 71.94	\$ 73.20	\$ 74.48	\$ 75.78	\$ 75.26	\$ 76.58	\$ 77.92	\$ 79.28	\$ 80.67
Network Systems Manager	\$ 96.79	\$ 98.48	\$ 100.21	\$ 101.96	\$ 103.75	\$ 103.03	\$ 104.84	\$ 106.67	\$ 108.54	\$ 110.44
Network/Hardware Support Technician	\$ 51.08	\$ 51.97	\$ 52.88	\$ 53.81	\$ 54.75	\$ 54.37	\$ 55.33	\$ 56.29	\$ 57.28	\$ 58.28

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<u>Labor Category</u>	Raleigh Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 95.33	\$ 97.00	\$ 98.70	\$ 100.42	\$ 102.18	\$ 101.48	\$ 103.25	\$ 105.06	\$ 106.90	\$ 108.77
Operations Manager - Voice Communications	\$ 77.77	\$ 79.13	\$ 80.52	\$ 81.92	\$ 83.36	\$ 82.79	\$ 84.23	\$ 85.71	\$ 87.21	\$ 88.74
Operations Systems Manager	\$ 89.83	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.29	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.50
Operations/ Technical Support Manager	\$ 90.40	\$ 91.98	\$ 93.59	\$ 95.23	\$ 96.90	\$ 96.23	\$ 97.91	\$ 99.63	\$ 101.37	\$ 103.15
Operations/Network LAN Administrator	\$ 68.01	\$ 69.20	\$ 70.41	\$ 71.64	\$ 72.90	\$ 72.40	\$ 73.66	\$ 74.95	\$ 76.26	\$ 77.60
Operations/Technical Support Analyst	\$ 49.25	\$ 50.11	\$ 50.99	\$ 51.88	\$ 52.79	\$ 52.43	\$ 53.34	\$ 54.28	\$ 55.23	\$ 56.19
PC Products Analyst	\$ 61.63	\$ 62.71	\$ 63.81	\$ 64.92	\$ 66.06	\$ 65.61	\$ 66.75	\$ 67.92	\$ 69.11	\$ 70.32
PC Systems Specialist	\$ 67.71	\$ 68.89	\$ 70.10	\$ 71.33	\$ 72.58	\$ 72.08	\$ 73.34	\$ 74.62	\$ 75.93	\$ 77.26
PC/LAN Mgmt Analyst - Intermediate	\$ 63.07	\$ 64.17	\$ 65.30	\$ 66.44	\$ 67.60	\$ 67.14	\$ 68.31	\$ 69.51	\$ 70.72	\$ 71.96
PC/LAN Mgmt Analyst – Senior	\$ 76.67	\$ 78.01	\$ 79.38	\$ 80.77	\$ 82.18	\$ 81.62	\$ 83.04	\$ 84.50	\$ 85.98	\$ 87.48
Project Engineer	\$ 104.74	\$ 106.57	\$ 108.44	\$ 110.34	\$ 112.27	\$ 111.50	\$ 113.45	\$ 115.43	\$ 117.45	\$ 119.51
Project Manager – Senior	\$ 130.65	\$ 132.94	\$ 135.26	\$ 137.63	\$ 140.04	\$ 139.08	\$ 141.51	\$ 143.99	\$ 146.51	\$ 149.07
Quality Assurance Analyst - Intermediate	\$ 75.13	\$ 76.44	\$ 77.78	\$ 79.14	\$ 80.53	\$ 79.98	\$ 81.38	\$ 82.80	\$ 84.25	\$ 85.72
Quality Assurance Analyst - Senior	\$ 90.57	\$ 92.15	\$ 93.77	\$ 95.41	\$ 97.08	\$ 96.41	\$ 98.10	\$ 99.82	\$ 101.56	\$ 103.34
Quality Assurance Specialist	\$ 87.13	\$ 88.65	\$ 90.21	\$ 91.78	\$ 93.39	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.70	\$ 99.41
Security Coordinator	\$ 69.49	\$ 70.71	\$ 71.94	\$ 73.20	\$ 74.48	\$ 73.97	\$ 75.27	\$ 76.58	\$ 77.92	\$ 79.29
Site Manager	\$ 106.92	\$ 108.79	\$ 110.69	\$ 112.63	\$ 114.60	\$ 113.82	\$ 115.81	\$ 117.83	\$ 119.90	\$ 122.00
Software Architect	\$ 122.49	\$ 124.63	\$ 126.81	\$ 129.03	\$ 131.29	\$ 130.39	\$ 132.67	\$ 134.99	\$ 137.36	\$ 139.76
Software Developer – Intermediate	\$ 98.58	\$ 100.31	\$ 102.06	\$ 103.85	\$ 105.66	\$ 104.94	\$ 106.77	\$ 108.64	\$ 110.54	\$ 112.48
Software Developer – Senior	\$ 110.24	\$ 112.17	\$ 114.13	\$ 116.13	\$ 118.16	\$ 117.35	\$ 119.40	\$ 121.49	\$ 123.62	\$ 125.78
Software Systems Engineer - Intermediate	\$ 97.99	\$ 99.70	\$ 101.45	\$ 103.23	\$ 105.03	\$ 104.31	\$ 106.14	\$ 107.99	\$ 109.88	\$ 111.81
Software Systems Engineer - Senior	\$ 104.98	\$ 106.82	\$ 108.69	\$ 110.59	\$ 112.52	\$ 111.75	\$ 113.71	\$ 115.70	\$ 117.72	\$ 119.78
Strategic Planner	\$ 110.24	\$ 112.17	\$ 114.13	\$ 116.13	\$ 118.16	\$ 117.35	\$ 119.40	\$ 121.49	\$ 123.62	\$ 125.78
Systems Administrator - Intermediate	\$ 66.77	\$ 67.94	\$ 69.13	\$ 70.34	\$ 71.57	\$ 71.08	\$ 72.32	\$ 73.59	\$ 74.87	\$ 76.18
Systems Administrator - Senior	\$ 82.71	\$ 84.16	\$ 85.63	\$ 87.13	\$ 88.65	\$ 88.04	\$ 89.59	\$ 91.15	\$ 92.75	\$ 94.37
Systems Analysis and Programming Director	\$ 130.65	\$ 132.94	\$ 135.26	\$ 137.63	\$ 140.04	\$ 139.08	\$ 141.51	\$ 143.99	\$ 146.51	\$ 149.07
Systems Engineer	\$ 77.58	\$ 78.94	\$ 80.32	\$ 81.72	\$ 83.15	\$ 82.58	\$ 84.03	\$ 85.50	\$ 87.00	\$ 88.52
Systems Management Technologist	\$ 105.27	\$ 107.11	\$ 108.99	\$ 110.89	\$ 112.83	\$ 112.06	\$ 114.02	\$ 116.02	\$ 118.05	\$ 120.11
Technical Editor	\$ 62.39	\$ 63.48	\$ 64.59	\$ 65.72	\$ 66.87	\$ 66.41	\$ 67.58	\$ 68.76	\$ 69.96	\$ 71.19

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<u>Labor Category</u>	Raleigh Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 64.49	\$ 65.62	\$ 66.77	\$ 67.94	\$ 69.12	\$ 68.65	\$ 69.85	\$ 71.07	\$ 72.32	\$ 73.58
Telecommunications Analyst/Technician	\$ 54.29	\$ 55.24	\$ 56.21	\$ 57.19	\$ 58.19	\$ 57.79	\$ 58.80	\$ 59.83	\$ 60.88	\$ 61.94
Telecommunications Engineer/ Analyst – Intermediate	\$ 61.51	\$ 62.59	\$ 63.68	\$ 64.80	\$ 65.93	\$ 65.48	\$ 66.62	\$ 67.79	\$ 68.98	\$ 70.18
Telecommunications Engineer/ Analyst – Senior	\$ 72.27	\$ 73.53	\$ 74.82	\$ 76.13	\$ 77.46	\$ 76.93	\$ 78.28	\$ 79.65	\$ 81.04	\$ 82.46
Telecommunications Manager - Multiple Incumbents	\$ 114.33	\$ 116.33	\$ 118.37	\$ 120.44	\$ 122.55	\$ 121.70	\$ 123.83	\$ 126.00	\$ 128.21	\$ 130.45
Telecommunications Manager - Single Incumbent	\$ 105.88	\$ 107.73	\$ 109.62	\$ 111.54	\$ 113.49	\$ 112.71	\$ 114.68	\$ 116.69	\$ 118.73	\$ 120.81
Telecommunications Network Help Desk	\$ 43.49	\$ 44.25	\$ 45.03	\$ 45.81	\$ 46.62	\$ 46.30	\$ 47.11	\$ 47.93	\$ 48.77	\$ 49.62
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 72.85	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08	\$ 77.55	\$ 78.91	\$ 80.29	\$ 81.69	\$ 83.12
Telecommunications Programmer/ Systems Analyst – Senior	\$ 89.83	\$ 91.40	\$ 93.00	\$ 94.63	\$ 96.29	\$ 95.62	\$ 97.30	\$ 99.00	\$ 100.73	\$ 102.50
Telecommunications Technician	\$ 49.77	\$ 50.64	\$ 51.53	\$ 52.43	\$ 53.35	\$ 52.98	\$ 53.91	\$ 54.85	\$ 55.81	\$ 56.79
Telecommunications/Communications Integration Engineer	\$ 80.28	\$ 81.68	\$ 83.11	\$ 84.57	\$ 86.05	\$ 85.46	\$ 86.95	\$ 88.48	\$ 90.02	\$ 91.60
Test Engineer	\$ 81.66	\$ 83.09	\$ 84.54	\$ 86.02	\$ 87.53	\$ 86.93	\$ 88.45	\$ 90.00	\$ 91.57	\$ 93.17
UNIX Systems Administrator	\$ 93.90	\$ 95.54	\$ 97.22	\$ 98.92	\$ 100.65	\$ 99.96	\$ 101.71	\$ 103.49	\$ 105.30	\$ 107.14
Voice Communications Administrator	\$ 60.85	\$ 61.91	\$ 63.00	\$ 64.10	\$ 65.22	\$ 64.77	\$ 65.91	\$ 67.06	\$ 68.24	\$ 69.43
Voice Communications Manager - Planning & Implementation	\$ 93.90	\$ 95.54	\$ 97.22	\$ 98.92	\$ 100.65	\$ 99.96	\$ 101.71	\$ 103.49	\$ 105.30	\$ 107.14
Voice Communications Technician	\$ 50.63	\$ 51.52	\$ 52.42	\$ 53.33	\$ 54.27	\$ 53.90	\$ 54.84	\$ 55.80	\$ 56.77	\$ 57.77
Web Content Administrator	\$ 64.07	\$ 65.19	\$ 66.33	\$ 67.49	\$ 68.67	\$ 68.20	\$ 69.40	\$ 70.61	\$ 71.85	\$ 73.10
Web Content Analyst	\$ 61.24	\$ 62.31	\$ 63.40	\$ 64.51	\$ 65.64	\$ 65.19	\$ 66.33	\$ 67.49	\$ 68.67	\$ 69.87
Web Designer	\$ 68.15	\$ 69.34	\$ 70.56	\$ 71.79	\$ 73.05	\$ 72.55	\$ 73.82	\$ 75.11	\$ 76.42	\$ 77.76
Web Marketing Manager	\$ 95.27	\$ 96.94	\$ 98.63	\$ 100.36	\$ 102.12	\$ 101.41	\$ 103.19	\$ 105.00	\$ 106.83	\$ 108.70
Web Operations Manager	\$ 88.29	\$ 89.84	\$ 91.41	\$ 93.01	\$ 94.63	\$ 93.98	\$ 95.63	\$ 97.30	\$ 99.01	\$ 100.74
Web Project Manager	\$ 104.74	\$ 106.57	\$ 108.44	\$ 110.34	\$ 112.27	\$ 111.50	\$ 113.45	\$ 115.43	\$ 117.45	\$ 119.51
Web Security Administrator	\$ 80.02	\$ 81.42	\$ 82.85	\$ 84.29	\$ 85.77	\$ 85.18	\$ 86.67	\$ 88.19	\$ 89.73	\$ 91.30
Web Security Analyst	\$ 91.38	\$ 92.98	\$ 94.61	\$ 96.26	\$ 97.95	\$ 97.27	\$ 98.98	\$ 100.71	\$ 102.47	\$ 104.26
Web Software Developer	\$ 76.61	\$ 77.95	\$ 79.31	\$ 80.70	\$ 82.12	\$ 81.55	\$ 82.98	\$ 84.43	\$ 85.91	\$ 87.41
Web Technical Administrator	\$ 74.55	\$ 75.85	\$ 77.18	\$ 78.53	\$ 79.91	\$ 79.36	\$ 80.75	\$ 82.16	\$ 83.60	\$ 85.06

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<u>Labor Category</u>	Richmond Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 76.70	\$ 78.04	\$ 79.41	\$ 80.80	\$ 82.21	\$ 81.65	\$ 83.08	\$ 84.53	\$ 86.01	\$ 87.51
Applications Systems Analyst/ Programmer – Intermediate	\$ 81.18	\$ 82.60	\$ 84.05	\$ 85.52	\$ 87.01	\$ 86.42	\$ 87.93	\$ 89.47	\$ 91.03	\$ 92.63
Applications Systems Analyst/ Programmer – Senior	\$ 98.77	\$ 100.50	\$ 102.26	\$ 104.05	\$ 105.87	\$ 105.14	\$ 106.98	\$ 108.85	\$ 110.76	\$ 112.70
Business Process Consultant	\$ 101.61	\$ 103.39	\$ 105.20	\$ 107.04	\$ 108.91	\$ 108.16	\$ 110.06	\$ 111.98	\$ 113.94	\$ 115.94
Business Subject Matter Specialist	\$ 118.59	\$ 120.67	\$ 122.78	\$ 124.93	\$ 127.11	\$ 126.24	\$ 128.45	\$ 130.70	\$ 132.98	\$ 135.31
Business Systems Analyst - Intermediate	\$ 79.42	\$ 80.81	\$ 82.22	\$ 83.66	\$ 85.13	\$ 84.54	\$ 86.02	\$ 87.53	\$ 89.06	\$ 90.62
Business Systems Analyst - Senior	\$ 88.81	\$ 90.36	\$ 91.95	\$ 93.55	\$ 95.19	\$ 94.54	\$ 96.19	\$ 97.88	\$ 99.59	\$ 101.33
Business Systems Specialist	\$ 95.59	\$ 97.26	\$ 98.96	\$ 100.70	\$ 102.46	\$ 101.76	\$ 103.54	\$ 105.35	\$ 107.19	\$ 109.07
Chief Information Security Officer	\$ 133.89	\$ 136.23	\$ 138.62	\$ 141.04	\$ 143.51	\$ 142.53	\$ 145.02	\$ 147.56	\$ 150.14	\$ 152.77
Client/Server Database Manager	\$ 98.13	\$ 99.85	\$ 101.59	\$ 103.37	\$ 105.18	\$ 104.46	\$ 106.29	\$ 108.15	\$ 110.04	\$ 111.97
Client/Server Network Architect	\$ 105.06	\$ 106.90	\$ 108.77	\$ 110.67	\$ 112.61	\$ 111.84	\$ 113.79	\$ 115.78	\$ 117.81	\$ 119.87
Client/Server Support Analyst	\$ 75.80	\$ 77.13	\$ 78.48	\$ 79.85	\$ 81.25	\$ 80.69	\$ 82.10	\$ 83.54	\$ 85.00	\$ 86.49
Communications Analyst - Intermediate	\$ 78.06	\$ 79.43	\$ 80.82	\$ 82.23	\$ 83.67	\$ 83.09	\$ 84.55	\$ 86.03	\$ 87.53	\$ 89.07
Communications Analyst - Senior	\$ 88.63	\$ 90.18	\$ 91.76	\$ 93.36	\$ 95.00	\$ 94.35	\$ 96.00	\$ 97.68	\$ 99.39	\$ 101.13
Communications Facility Engineer	\$ 77.41	\$ 78.76	\$ 80.14	\$ 81.55	\$ 82.97	\$ 82.40	\$ 83.84	\$ 85.31	\$ 86.81	\$ 88.32
Communications Installer	\$ 68.43	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35	\$ 72.84	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08
Communications Transmission Engineer	\$ 86.52	\$ 88.03	\$ 89.57	\$ 91.14	\$ 92.74	\$ 92.10	\$ 93.71	\$ 95.35	\$ 97.02	\$ 98.72
Computer Operations Manager	\$ 88.34	\$ 89.89	\$ 91.46	\$ 93.06	\$ 94.69	\$ 94.04	\$ 95.68	\$ 97.36	\$ 99.06	\$ 100.80
Consultant	\$ 116.61	\$ 118.65	\$ 120.73	\$ 122.84	\$ 124.99	\$ 124.13	\$ 126.30	\$ 128.51	\$ 130.76	\$ 133.05
Data Architect	\$ 103.62	\$ 105.43	\$ 107.28	\$ 109.16	\$ 111.07	\$ 110.30	\$ 112.23	\$ 114.20	\$ 116.20	\$ 118.23
Data Communications Manager - Planning & Implementation	\$ 104.04	\$ 105.86	\$ 107.71	\$ 109.60	\$ 111.52	\$ 110.75	\$ 112.69	\$ 114.66	\$ 116.67	\$ 118.71
Data Entry Supervisor	\$ 48.67	\$ 49.52	\$ 50.39	\$ 51.27	\$ 52.17	\$ 51.81	\$ 52.72	\$ 53.64	\$ 54.58	\$ 55.53
Data Security Administration Manager	\$ 104.01	\$ 105.83	\$ 107.68	\$ 109.57	\$ 111.48	\$ 110.72	\$ 112.66	\$ 114.63	\$ 116.63	\$ 118.67
Data Security Analyst - Intermediate	\$ 77.16	\$ 78.51	\$ 79.88	\$ 81.28	\$ 82.70	\$ 82.14	\$ 83.57	\$ 85.04	\$ 86.52	\$ 88.04
Data Security Analyst - Senior	\$ 91.06	\$ 92.65	\$ 94.27	\$ 95.92	\$ 97.60	\$ 96.93	\$ 98.63	\$ 100.36	\$ 102.11	\$ 103.90
Data Warehousing Administrator	\$ 81.49	\$ 82.92	\$ 84.37	\$ 85.84	\$ 87.35	\$ 86.75	\$ 88.26	\$ 89.81	\$ 91.38	\$ 92.98
Data Warehousing Analyst	\$ 88.00	\$ 89.54	\$ 91.11	\$ 92.70	\$ 94.32	\$ 93.68	\$ 95.32	\$ 96.98	\$ 98.68	\$ 100.41
Data Warehousing Programmer	\$ 96.88	\$ 98.58	\$ 100.30	\$ 102.06	\$ 103.84	\$ 103.13	\$ 104.93	\$ 106.77	\$ 108.64	\$ 110.54

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	<u>Richmond Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 107.87	\$ 109.76	\$ 111.68	\$ 113.63	\$ 115.62	\$ 114.83	\$ 116.84	\$ 118.88	\$ 120.96	\$ 123.08
Data/Configuration Management Specialist	\$ 101.26	\$ 103.03	\$ 104.84	\$ 106.67	\$ 108.54	\$ 107.79	\$ 109.68	\$ 111.60	\$ 113.55	\$ 115.54
Database Administrator	\$ 87.95	\$ 89.49	\$ 91.06	\$ 92.65	\$ 94.27	\$ 93.62	\$ 95.26	\$ 96.93	\$ 98.62	\$ 100.35
Database Analyst/ Programmer - Intermediate	\$ 78.50	\$ 79.87	\$ 81.27	\$ 82.69	\$ 84.14	\$ 83.56	\$ 85.03	\$ 86.51	\$ 88.03	\$ 89.57
Database Analyst/ Programmer – Senior	\$ 94.65	\$ 96.31	\$ 97.99	\$ 99.71	\$ 101.45	\$ 100.75	\$ 102.52	\$ 104.31	\$ 106.14	\$ 108.00
Database Manager	\$ 122.07	\$ 124.21	\$ 126.38	\$ 128.59	\$ 130.84	\$ 129.94	\$ 132.22	\$ 134.53	\$ 136.89	\$ 139.28
Disaster Recovery Administrator	\$ 96.98	\$ 98.68	\$ 100.40	\$ 102.16	\$ 103.95	\$ 103.24	\$ 105.04	\$ 106.88	\$ 108.75	\$ 110.65
Disaster Recovery Analyst	\$ 70.25	\$ 71.48	\$ 72.73	\$ 74.00	\$ 75.30	\$ 74.78	\$ 76.09	\$ 77.42	\$ 78.78	\$ 80.15
Documentation Specialist - Intermediate	\$ 53.26	\$ 54.19	\$ 55.14	\$ 56.11	\$ 57.09	\$ 56.70	\$ 57.69	\$ 58.70	\$ 59.72	\$ 60.77
Documentation Specialist - Senior	\$ 66.38	\$ 67.54	\$ 68.72	\$ 69.93	\$ 71.15	\$ 70.66	\$ 71.90	\$ 73.16	\$ 74.44	\$ 75.74
E-Business Manager	\$ 73.39	\$ 74.67	\$ 75.98	\$ 77.31	\$ 78.66	\$ 78.12	\$ 79.49	\$ 80.88	\$ 82.30	\$ 83.74
Electronic Data Interchange (EDI) Manager	\$ 84.26	\$ 85.73	\$ 87.23	\$ 88.76	\$ 90.31	\$ 89.69	\$ 91.26	\$ 92.86	\$ 94.49	\$ 96.14
Electronic Data Interchange (EDI) Specialist	\$ 60.97	\$ 62.04	\$ 63.12	\$ 64.23	\$ 65.35	\$ 64.90	\$ 66.04	\$ 67.19	\$ 68.37	\$ 69.57
Electronic Mail Coordinator	\$ 64.75	\$ 65.88	\$ 67.04	\$ 68.21	\$ 69.40	\$ 68.93	\$ 70.13	\$ 71.36	\$ 72.61	\$ 73.88
Engineering Subject Matter Specialist	\$ 121.09	\$ 123.21	\$ 125.37	\$ 127.56	\$ 129.79	\$ 128.90	\$ 131.16	\$ 133.45	\$ 135.79	\$ 138.16
ERP Busienss/Architectural Specialist	\$ 125.95	\$ 128.15	\$ 130.40	\$ 132.68	\$ 135.00	\$ 134.07	\$ 136.42	\$ 138.81	\$ 141.24	\$ 143.71
ERP Business Analyst - Intermediate	\$ 107.10	\$ 108.97	\$ 110.88	\$ 112.82	\$ 114.80	\$ 114.01	\$ 116.00	\$ 118.03	\$ 120.10	\$ 122.20
ERP Business Analyst - Senior	\$ 113.57	\$ 115.56	\$ 117.58	\$ 119.64	\$ 121.73	\$ 120.90	\$ 123.01	\$ 125.16	\$ 127.35	\$ 129.58
ERP Programmer	\$ 105.18	\$ 107.02	\$ 108.89	\$ 110.80	\$ 112.74	\$ 111.96	\$ 113.92	\$ 115.92	\$ 117.95	\$ 120.01
Graphics Specialist	\$ 48.44	\$ 49.29	\$ 50.15	\$ 51.03	\$ 51.92	\$ 51.56	\$ 52.47	\$ 53.38	\$ 54.32	\$ 55.27
Groupware Specialist	\$ 77.83	\$ 79.19	\$ 80.58	\$ 81.99	\$ 83.42	\$ 82.85	\$ 84.30	\$ 85.78	\$ 87.28	\$ 88.80
Help Desk Coordinator - Intermediate	\$ 44.74	\$ 45.52	\$ 46.32	\$ 47.13	\$ 47.95	\$ 47.63	\$ 48.46	\$ 49.31	\$ 50.17	\$ 51.05
Help Desk Coordinator - Senior	\$ 62.17	\$ 63.26	\$ 64.36	\$ 65.49	\$ 66.64	\$ 66.18	\$ 67.34	\$ 68.52	\$ 69.72	\$ 70.94
Help Desk Manager	\$ 89.11	\$ 90.67	\$ 92.26	\$ 93.87	\$ 95.51	\$ 94.86	\$ 96.52	\$ 98.21	\$ 99.93	\$ 101.67
Help Desk Specialist	\$ 45.21	\$ 46.00	\$ 46.81	\$ 47.63	\$ 48.46	\$ 48.13	\$ 48.97	\$ 49.83	\$ 50.70	\$ 51.58
Help Desk Support Services Specialist - Intermediate	\$ 60.55	\$ 61.61	\$ 62.69	\$ 63.78	\$ 64.90	\$ 64.46	\$ 65.58	\$ 66.73	\$ 67.90	\$ 69.09
Help Desk Support Services Specialist - Senior	\$ 72.66	\$ 73.93	\$ 75.23	\$ 76.54	\$ 77.88	\$ 77.35	\$ 78.70	\$ 80.08	\$ 81.48	\$ 82.90
Information Assurance Development Engineer	\$ 90.53	\$ 92.11	\$ 93.73	\$ 95.37	\$ 97.04	\$ 96.37	\$ 98.06	\$ 99.77	\$ 101.52	\$ 103.29
Information Assurance Engineer	\$ 88.81	\$ 90.36	\$ 91.95	\$ 93.55	\$ 95.19	\$ 94.54	\$ 96.19	\$ 97.88	\$ 99.59	\$ 101.33

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Richmond Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Information Assurance Network Specialist	\$ 113.43	\$ 115.42	\$ 117.43	\$ 119.49	\$ 121.58	\$ 120.75	\$ 122.86	\$ 125.01	\$ 127.20	\$ 129.42
Information Assurance Systems/Network Speicalist	\$ 117.46	\$ 119.52	\$ 121.61	\$ 123.74	\$ 125.90	\$ 125.04	\$ 127.22	\$ 129.45	\$ 131.72	\$ 134.02
Information Center Consultant	\$ 88.89	\$ 90.45	\$ 92.03	\$ 93.64	\$ 95.28	\$ 94.62	\$ 96.28	\$ 97.96	\$ 99.68	\$ 101.42
Information Center Specialist	\$ 100.91	\$ 102.68	\$ 104.47	\$ 106.30	\$ 108.16	\$ 107.42	\$ 109.30	\$ 111.21	\$ 113.16	\$ 115.14
Information Security Business Analyst	\$ 80.73	\$ 82.14	\$ 83.58	\$ 85.04	\$ 86.53	\$ 85.94	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.11
Information Services Consultant	\$ 104.94	\$ 106.78	\$ 108.65	\$ 110.55	\$ 112.48	\$ 111.71	\$ 113.66	\$ 115.65	\$ 117.68	\$ 119.74
Information Systems Auditor - Intermediate	\$ 81.94	\$ 83.37	\$ 84.83	\$ 86.32	\$ 87.83	\$ 87.23	\$ 88.75	\$ 90.30	\$ 91.89	\$ 93.49
Information Systems Auditor - Senior	\$ 94.45	\$ 96.10	\$ 97.78	\$ 99.50	\$ 101.24	\$ 100.54	\$ 102.30	\$ 104.09	\$ 105.91	\$ 107.77
Information Systems Training Specialist - Intermediate	\$ 72.66	\$ 73.93	\$ 75.23	\$ 76.54	\$ 77.88	\$ 77.35	\$ 78.70	\$ 80.08	\$ 81.48	\$ 82.90
Information Systems Training Specialist - Senior	\$ 80.73	\$ 82.14	\$ 83.58	\$ 85.04	\$ 86.53	\$ 85.94	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.11
Internal Communications Systems Consultant	\$ 114.85	\$ 116.86	\$ 118.90	\$ 120.99	\$ 123.10	\$ 122.26	\$ 124.40	\$ 126.57	\$ 128.79	\$ 131.04
IT Subject Matter Specialist	\$ 129.56	\$ 131.83	\$ 134.13	\$ 136.48	\$ 138.87	\$ 137.92	\$ 140.33	\$ 142.79	\$ 145.28	\$ 147.83
LAN Administrator - Intermediate	\$ 68.84	\$ 70.04	\$ 71.27	\$ 72.52	\$ 73.79	\$ 73.28	\$ 74.56	\$ 75.87	\$ 77.20	\$ 78.55
LAN Administrator - Senior	\$ 86.45	\$ 87.96	\$ 89.50	\$ 91.07	\$ 92.66	\$ 92.03	\$ 93.64	\$ 95.28	\$ 96.94	\$ 98.64
LAN Support Technician - Intermediate	\$ 68.84	\$ 70.04	\$ 71.27	\$ 72.52	\$ 73.79	\$ 73.28	\$ 74.56	\$ 75.87	\$ 77.20	\$ 78.55
LAN Support Technician - Senior	\$ 74.59	\$ 75.90	\$ 77.22	\$ 78.57	\$ 79.95	\$ 79.40	\$ 80.79	\$ 82.20	\$ 83.64	\$ 85.11
LAN/WAN Administrator	\$ 72.47	\$ 73.74	\$ 75.03	\$ 76.34	\$ 77.68	\$ 77.14	\$ 78.49	\$ 79.87	\$ 81.27	\$ 82.69
LAN/WAN Integrator	\$ 96.16	\$ 97.84	\$ 99.56	\$ 101.30	\$ 103.07	\$ 102.36	\$ 104.15	\$ 105.98	\$ 107.83	\$ 109.72
LAN/WAN/MAN Administrator	\$ 72.47	\$ 73.74	\$ 75.03	\$ 76.34	\$ 77.68	\$ 77.14	\$ 78.49	\$ 79.87	\$ 81.27	\$ 82.69
Network Control Technician	\$ 52.44	\$ 53.36	\$ 54.29	\$ 55.24	\$ 56.21	\$ 55.82	\$ 56.80	\$ 57.79	\$ 58.80	\$ 59.83
Network Engineer - Intermediate	\$ 78.17	\$ 79.54	\$ 80.93	\$ 82.35	\$ 83.79	\$ 83.21	\$ 84.67	\$ 86.15	\$ 87.66	\$ 89.19
Network Engineer - Senior	\$ 91.15	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.70	\$ 97.03	\$ 98.73	\$ 100.45	\$ 102.21	\$ 104.00
Network Operations Supervisor	\$ 94.25	\$ 95.90	\$ 97.58	\$ 99.29	\$ 101.02	\$ 100.33	\$ 102.08	\$ 103.87	\$ 105.69	\$ 107.54
Network Planning Analyst - Intermediate	\$ 73.86	\$ 75.15	\$ 76.47	\$ 77.81	\$ 79.17	\$ 78.62	\$ 80.00	\$ 81.40	\$ 82.82	\$ 84.27
Network Planning Analyst - Senior	\$ 90.34	\$ 91.92	\$ 93.53	\$ 95.17	\$ 96.83	\$ 96.17	\$ 97.85	\$ 99.56	\$ 101.30	\$ 103.08
Network Planning Manager	\$ 101.75	\$ 103.53	\$ 105.34	\$ 107.19	\$ 109.06	\$ 108.31	\$ 110.21	\$ 112.14	\$ 114.10	\$ 116.10
Network Systems Administrator	\$ 69.90	\$ 71.12	\$ 72.37	\$ 73.63	\$ 74.92	\$ 74.41	\$ 75.71	\$ 77.04	\$ 78.38	\$ 79.76
Network Systems Manager	\$ 95.69	\$ 97.36	\$ 99.07	\$ 100.80	\$ 102.57	\$ 101.86	\$ 103.64	\$ 105.46	\$ 107.30	\$ 109.18
Network/Hardware Support Technician	\$ 50.50	\$ 51.38	\$ 52.28	\$ 53.20	\$ 54.13	\$ 53.76	\$ 54.70	\$ 55.66	\$ 56.63	\$ 57.62

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<u>Labor Category</u>	<u>Richmond Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 94.25	\$ 95.90	\$ 97.58	\$ 99.29	\$ 101.02	\$ 100.33	\$ 102.08	\$ 103.87	\$ 105.69	\$ 107.54
Operations Manager - Voice Communications	\$ 76.89	\$ 78.24	\$ 79.60	\$ 81.00	\$ 82.42	\$ 81.85	\$ 83.28	\$ 84.74	\$ 86.22	\$ 87.73
Operations Systems Manager	\$ 88.81	\$ 90.36	\$ 91.95	\$ 93.55	\$ 95.19	\$ 94.54	\$ 96.19	\$ 97.88	\$ 99.59	\$ 101.33
Operations/ Technical Support Manager	\$ 89.37	\$ 90.93	\$ 92.53	\$ 94.14	\$ 95.79	\$ 95.13	\$ 96.80	\$ 98.49	\$ 100.22	\$ 101.97
Operations/Network LAN Administrator	\$ 67.23	\$ 68.41	\$ 69.60	\$ 70.82	\$ 72.06	\$ 71.57	\$ 72.82	\$ 74.09	\$ 75.39	\$ 76.71
Operations/Technical Support Analyst	\$ 48.69	\$ 49.54	\$ 50.41	\$ 51.29	\$ 52.19	\$ 51.83	\$ 52.74	\$ 53.66	\$ 54.60	\$ 55.55
PC Products Analyst	\$ 60.93	\$ 62.00	\$ 63.08	\$ 64.19	\$ 65.31	\$ 64.86	\$ 66.00	\$ 67.15	\$ 68.33	\$ 69.52
PC Systems Specialist	\$ 66.94	\$ 68.11	\$ 69.30	\$ 70.52	\$ 71.75	\$ 71.26	\$ 72.50	\$ 73.77	\$ 75.06	\$ 76.38
PC/LAN Mgmt Analyst - Intermediate	\$ 62.35	\$ 63.44	\$ 64.55	\$ 65.68	\$ 66.83	\$ 66.37	\$ 67.53	\$ 68.71	\$ 69.92	\$ 71.14
PC/LAN Mgmt Analyst – Senior	\$ 75.80	\$ 77.13	\$ 78.48	\$ 79.85	\$ 81.25	\$ 80.69	\$ 82.10	\$ 83.54	\$ 85.00	\$ 86.49
Project Engineer	\$ 103.55	\$ 105.36	\$ 107.21	\$ 109.08	\$ 110.99	\$ 110.23	\$ 112.16	\$ 114.12	\$ 116.12	\$ 118.15
Project Manager – Senior	\$ 129.16	\$ 131.42	\$ 133.72	\$ 136.06	\$ 138.44	\$ 137.49	\$ 139.90	\$ 142.35	\$ 144.84	\$ 147.37
Quality Assurance Analyst - Intermediate	\$ 74.27	\$ 75.57	\$ 76.89	\$ 78.24	\$ 79.61	\$ 79.06	\$ 80.44	\$ 81.85	\$ 83.28	\$ 84.74
Quality Assurance Analyst - Senior	\$ 89.54	\$ 91.11	\$ 92.70	\$ 94.32	\$ 95.97	\$ 95.32	\$ 96.98	\$ 98.68	\$ 100.41	\$ 102.16
Quality Assurance Specialist	\$ 86.14	\$ 87.65	\$ 89.18	\$ 90.74	\$ 92.33	\$ 91.70	\$ 93.30	\$ 94.93	\$ 96.59	\$ 98.29
Security Coordinator	\$ 68.70	\$ 69.90	\$ 71.13	\$ 72.37	\$ 73.64	\$ 73.13	\$ 74.41	\$ 75.71	\$ 77.04	\$ 78.39
Site Manager	\$ 105.70	\$ 107.55	\$ 109.43	\$ 111.35	\$ 113.30	\$ 112.52	\$ 114.49	\$ 116.49	\$ 118.53	\$ 120.60
Software Architect	\$ 121.09	\$ 123.21	\$ 125.37	\$ 127.56	\$ 129.79	\$ 128.90	\$ 131.16	\$ 133.45	\$ 135.79	\$ 138.16
Software Developer – Intermediate	\$ 97.46	\$ 99.17	\$ 100.90	\$ 102.67	\$ 104.46	\$ 103.75	\$ 105.56	\$ 107.41	\$ 109.29	\$ 111.20
Software Developer – Senior	\$ 108.98	\$ 110.89	\$ 112.83	\$ 114.80	\$ 116.81	\$ 116.01	\$ 118.04	\$ 120.11	\$ 122.21	\$ 124.35
Software Systems Engineer - Intermediate	\$ 96.88	\$ 98.58	\$ 100.30	\$ 102.06	\$ 103.84	\$ 103.13	\$ 104.93	\$ 106.77	\$ 108.64	\$ 110.54
Software Systems Engineer - Senior	\$ 103.78	\$ 105.60	\$ 107.44	\$ 109.32	\$ 111.24	\$ 110.47	\$ 112.41	\$ 114.37	\$ 116.38	\$ 118.41
Strategic Planner	\$ 108.98	\$ 110.89	\$ 112.83	\$ 114.80	\$ 116.81	\$ 116.01	\$ 118.04	\$ 120.11	\$ 122.21	\$ 124.35
Systems Administrator - Intermediate	\$ 66.01	\$ 67.17	\$ 68.34	\$ 69.54	\$ 70.75	\$ 70.27	\$ 71.50	\$ 72.75	\$ 74.02	\$ 75.32
Systems Administrator - Senior	\$ 81.77	\$ 83.20	\$ 84.66	\$ 86.14	\$ 87.65	\$ 87.04	\$ 88.57	\$ 90.12	\$ 91.69	\$ 93.30
Systems Analysis and Programming Director	\$ 129.16	\$ 131.42	\$ 133.72	\$ 136.06	\$ 138.44	\$ 137.49	\$ 139.90	\$ 142.35	\$ 144.84	\$ 147.37
Systems Engineer	\$ 76.70	\$ 78.04	\$ 79.41	\$ 80.80	\$ 82.21	\$ 81.65	\$ 83.08	\$ 84.53	\$ 86.01	\$ 87.51
Systems Management Technologist	\$ 104.08	\$ 105.90	\$ 107.75	\$ 109.64	\$ 111.56	\$ 110.79	\$ 112.73	\$ 114.70	\$ 116.71	\$ 118.75
Technical Editor	\$ 61.68	\$ 62.76	\$ 63.86	\$ 64.98	\$ 66.11	\$ 65.66	\$ 66.81	\$ 67.98	\$ 69.17	\$ 70.38

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<u>Labor Category</u>	Richmond Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 63.76	\$ 64.88	\$ 66.01	\$ 67.17	\$ 68.34	\$ 67.87	\$ 69.06	\$ 70.27	\$ 71.50	\$ 72.75
Telecommunications Analyst/Technician	\$ 53.67	\$ 54.61	\$ 55.56	\$ 56.54	\$ 57.53	\$ 57.13	\$ 58.13	\$ 59.15	\$ 60.18	\$ 61.24
Telecommunications Engineer/ Analyst – Intermediate	\$ 60.80	\$ 61.86	\$ 62.95	\$ 64.05	\$ 65.17	\$ 64.72	\$ 65.85	\$ 67.01	\$ 68.18	\$ 69.37
Telecommunications Engineer/ Analyst – Senior	\$ 71.44	\$ 72.69	\$ 73.96	\$ 75.26	\$ 76.57	\$ 76.05	\$ 77.38	\$ 78.73	\$ 80.11	\$ 81.51
Telecommunications Manager - Multiple Incumbents	\$ 113.02	\$ 115.00	\$ 117.01	\$ 119.06	\$ 121.14	\$ 120.31	\$ 122.42	\$ 124.56	\$ 126.74	\$ 128.96
Telecommunications Manager - Single Incumbent	\$ 104.68	\$ 106.51	\$ 108.38	\$ 110.27	\$ 112.20	\$ 111.43	\$ 113.38	\$ 115.37	\$ 117.39	\$ 119.44
Telecommunications Network Help Desk	\$ 42.99	\$ 43.74	\$ 44.51	\$ 45.29	\$ 46.08	\$ 45.76	\$ 46.56	\$ 47.38	\$ 48.21	\$ 49.05
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 72.02	\$ 73.28	\$ 74.56	\$ 75.87	\$ 77.20	\$ 76.67	\$ 78.01	\$ 79.37	\$ 80.76	\$ 82.17
Telecommunications Programmer/ Systems Analyst – Senior	\$ 88.81	\$ 90.36	\$ 91.95	\$ 93.55	\$ 95.19	\$ 94.54	\$ 96.19	\$ 97.88	\$ 99.59	\$ 101.33
Telecommunications Technician	\$ 49.20	\$ 50.06	\$ 50.94	\$ 51.83	\$ 52.74	\$ 52.37	\$ 53.29	\$ 54.22	\$ 55.17	\$ 56.14
Telecommunications/Communications Integration Engineer	\$ 79.37	\$ 80.76	\$ 82.17	\$ 83.61	\$ 85.07	\$ 84.49	\$ 85.97	\$ 87.47	\$ 89.00	\$ 90.56
Test Engineer	\$ 80.73	\$ 82.14	\$ 83.58	\$ 85.04	\$ 86.53	\$ 85.94	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.11
UNIX Systems Administrator	\$ 92.84	\$ 94.46	\$ 96.12	\$ 97.80	\$ 99.51	\$ 98.83	\$ 100.56	\$ 102.32	\$ 104.11	\$ 105.93
Voice Communications Administrator	\$ 60.16	\$ 61.21	\$ 62.28	\$ 63.37	\$ 64.48	\$ 64.04	\$ 65.16	\$ 66.30	\$ 67.46	\$ 68.64
Voice Communications Manager - Planning & Implementation	\$ 92.84	\$ 94.46	\$ 96.12	\$ 97.80	\$ 99.51	\$ 98.83	\$ 100.56	\$ 102.32	\$ 104.11	\$ 105.93
Voice Communications Technician	\$ 50.05	\$ 50.93	\$ 51.82	\$ 52.72	\$ 53.65	\$ 53.28	\$ 54.21	\$ 55.16	\$ 56.12	\$ 57.11
Web Content Administrator	\$ 63.34	\$ 64.45	\$ 65.58	\$ 66.72	\$ 67.89	\$ 67.43	\$ 68.61	\$ 69.81	\$ 71.03	\$ 72.27
Web Content Analyst	\$ 60.55	\$ 61.61	\$ 62.69	\$ 63.78	\$ 64.90	\$ 64.46	\$ 65.58	\$ 66.73	\$ 67.90	\$ 69.09
Web Designer	\$ 67.38	\$ 68.56	\$ 69.76	\$ 70.98	\$ 72.22	\$ 71.73	\$ 72.98	\$ 74.26	\$ 75.56	\$ 76.88
Web Marketing Manager	\$ 94.18	\$ 95.83	\$ 97.51	\$ 99.21	\$ 100.95	\$ 100.25	\$ 102.01	\$ 103.79	\$ 105.61	\$ 107.46
Web Operations Manager	\$ 87.29	\$ 88.82	\$ 90.37	\$ 91.95	\$ 93.56	\$ 92.92	\$ 94.55	\$ 96.20	\$ 97.88	\$ 99.60
Web Project Manager	\$ 103.55	\$ 105.36	\$ 107.21	\$ 109.08	\$ 110.99	\$ 110.23	\$ 112.16	\$ 114.12	\$ 116.12	\$ 118.15
Web Security Administrator	\$ 79.11	\$ 80.49	\$ 81.90	\$ 83.34	\$ 84.79	\$ 84.21	\$ 85.69	\$ 87.19	\$ 88.71	\$ 90.26
Web Security Analyst	\$ 90.34	\$ 91.92	\$ 93.53	\$ 95.17	\$ 96.83	\$ 96.17	\$ 97.85	\$ 99.56	\$ 101.30	\$ 103.08
Web Software Developer	\$ 75.74	\$ 77.07	\$ 78.41	\$ 79.79	\$ 81.18	\$ 80.63	\$ 82.04	\$ 83.47	\$ 84.93	\$ 86.42
Web Technical Administrator	\$ 73.70	\$ 74.99	\$ 76.30	\$ 77.64	\$ 79.00	\$ 78.45	\$ 79.83	\$ 81.22	\$ 82.64	\$ 84.09

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<u>Labor Category</u>	Sacramento Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 76.70	\$ 78.04	\$ 79.41	\$ 80.80	\$ 82.21	\$ 81.65	\$ 83.08	\$ 84.53	\$ 86.01	\$ 87.51
Applications Systems Analyst/ Programmer – Intermediate	\$ 81.18	\$ 82.60	\$ 84.05	\$ 85.52	\$ 87.01	\$ 86.42	\$ 87.93	\$ 89.47	\$ 91.03	\$ 92.63
Applications Systems Analyst/ Programmer – Senior	\$ 98.77	\$ 100.50	\$ 102.26	\$ 104.05	\$ 105.87	\$ 105.14	\$ 106.98	\$ 108.85	\$ 110.76	\$ 112.70
Business Process Consultant	\$ 101.61	\$ 103.39	\$ 105.20	\$ 107.04	\$ 108.91	\$ 108.16	\$ 110.06	\$ 111.98	\$ 113.94	\$ 115.94
Business Subject Matter Specialist	\$ 118.59	\$ 120.67	\$ 122.78	\$ 124.93	\$ 127.11	\$ 126.24	\$ 128.45	\$ 130.70	\$ 132.98	\$ 135.31
Business Systems Analyst - Intermediate	\$ 79.42	\$ 80.81	\$ 82.22	\$ 83.66	\$ 85.13	\$ 84.54	\$ 86.02	\$ 87.53	\$ 89.06	\$ 90.62
Business Systems Analyst - Senior	\$ 88.81	\$ 90.36	\$ 91.95	\$ 93.55	\$ 95.19	\$ 94.54	\$ 96.19	\$ 97.88	\$ 99.59	\$ 101.33
Business Systems Specialist	\$ 95.59	\$ 97.26	\$ 98.96	\$ 100.70	\$ 102.46	\$ 101.76	\$ 103.54	\$ 105.35	\$ 107.19	\$ 109.07
Chief Information Security Officer	\$ 133.89	\$ 136.23	\$ 138.62	\$ 141.04	\$ 143.51	\$ 142.53	\$ 145.02	\$ 147.56	\$ 150.14	\$ 152.77
Client/Server Database Manager	\$ 98.13	\$ 99.85	\$ 101.59	\$ 103.37	\$ 105.18	\$ 104.46	\$ 106.29	\$ 108.15	\$ 110.04	\$ 111.97
Client/Server Network Architect	\$ 105.06	\$ 106.90	\$ 108.77	\$ 110.67	\$ 112.61	\$ 111.84	\$ 113.79	\$ 115.78	\$ 117.81	\$ 119.87
Client/Server Support Analyst	\$ 75.80	\$ 77.13	\$ 78.48	\$ 79.85	\$ 81.25	\$ 80.69	\$ 82.10	\$ 83.54	\$ 85.00	\$ 86.49
Communications Analyst - Intermediate	\$ 78.06	\$ 79.43	\$ 80.82	\$ 82.23	\$ 83.67	\$ 83.09	\$ 84.55	\$ 86.03	\$ 87.53	\$ 89.07
Communications Analyst - Senior	\$ 88.63	\$ 90.18	\$ 91.76	\$ 93.36	\$ 95.00	\$ 94.35	\$ 96.00	\$ 97.68	\$ 99.39	\$ 101.13
Communications Facility Engineer	\$ 77.41	\$ 78.76	\$ 80.14	\$ 81.55	\$ 82.97	\$ 82.40	\$ 83.84	\$ 85.31	\$ 86.81	\$ 88.32
Communications Installer	\$ 68.43	\$ 69.63	\$ 70.85	\$ 72.09	\$ 73.35	\$ 72.84	\$ 74.12	\$ 75.42	\$ 76.74	\$ 78.08
Communications Transmission Engineer	\$ 86.52	\$ 88.03	\$ 89.57	\$ 91.14	\$ 92.74	\$ 92.10	\$ 93.71	\$ 95.35	\$ 97.02	\$ 98.72
Computer Operations Manager	\$ 88.34	\$ 89.89	\$ 91.46	\$ 93.06	\$ 94.69	\$ 94.04	\$ 95.68	\$ 97.36	\$ 99.06	\$ 100.80
Consultant	\$ 116.61	\$ 118.65	\$ 120.73	\$ 122.84	\$ 124.99	\$ 124.13	\$ 126.30	\$ 128.51	\$ 130.76	\$ 133.05
Data Architect	\$ 103.62	\$ 105.43	\$ 107.28	\$ 109.16	\$ 111.07	\$ 110.30	\$ 112.23	\$ 114.20	\$ 116.20	\$ 118.23
Data Communications Manager - Planning & Implementation	\$ 104.04	\$ 105.86	\$ 107.71	\$ 109.60	\$ 111.52	\$ 110.75	\$ 112.69	\$ 114.66	\$ 116.67	\$ 118.71
Data Entry Supervisor	\$ 48.67	\$ 49.52	\$ 50.39	\$ 51.27	\$ 52.17	\$ 51.81	\$ 52.72	\$ 53.64	\$ 54.58	\$ 55.53
Data Security Administration Manager	\$ 104.01	\$ 105.83	\$ 107.68	\$ 109.57	\$ 111.48	\$ 110.72	\$ 112.66	\$ 114.63	\$ 116.63	\$ 118.67
Data Security Analyst - Intermediate	\$ 77.16	\$ 78.51	\$ 79.88	\$ 81.28	\$ 82.70	\$ 82.14	\$ 83.57	\$ 85.04	\$ 86.52	\$ 88.04
Data Security Analyst - Senior	\$ 91.06	\$ 92.65	\$ 94.27	\$ 95.92	\$ 97.60	\$ 96.93	\$ 98.63	\$ 100.36	\$ 102.11	\$ 103.90
Data Warehousing Administrator	\$ 81.49	\$ 82.92	\$ 84.37	\$ 85.84	\$ 87.35	\$ 86.75	\$ 88.26	\$ 89.81	\$ 91.38	\$ 92.98
Data Warehousing Analyst	\$ 88.00	\$ 89.54	\$ 91.11	\$ 92.70	\$ 94.32	\$ 93.68	\$ 95.32	\$ 96.98	\$ 98.68	\$ 100.41
Data Warehousing Programmer	\$ 96.88	\$ 98.58	\$ 100.30	\$ 102.06	\$ 103.84	\$ 103.13	\$ 104.93	\$ 106.77	\$ 108.64	\$ 110.54

<u>Labor Category</u>	Sacramento Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 107.87	\$ 109.76	\$ 111.68	\$ 113.63	\$ 115.62	\$ 114.83	\$ 116.84	\$ 118.88	\$ 120.96	\$ 123.08
Data/Configuration Management Specialist	\$ 101.26	\$ 103.03	\$ 104.84	\$ 106.67	\$ 108.54	\$ 107.79	\$ 109.68	\$ 111.60	\$ 113.55	\$ 115.54
Database Administrator	\$ 87.95	\$ 89.49	\$ 91.06	\$ 92.65	\$ 94.27	\$ 93.62	\$ 95.26	\$ 96.93	\$ 98.62	\$ 100.35
Database Analyst/ Programmer - Intermediate	\$ 78.50	\$ 79.87	\$ 81.27	\$ 82.69	\$ 84.14	\$ 83.56	\$ 85.03	\$ 86.51	\$ 88.03	\$ 89.57
Database Analyst/ Programmer – Senior	\$ 94.65	\$ 96.31	\$ 97.99	\$ 99.71	\$ 101.45	\$ 100.75	\$ 102.52	\$ 104.31	\$ 106.14	\$ 108.00
Database Manager	\$ 122.07	\$ 124.21	\$ 126.38	\$ 128.59	\$ 130.84	\$ 129.94	\$ 132.22	\$ 134.53	\$ 136.89	\$ 139.28
Disaster Recovery Administrator	\$ 96.98	\$ 98.68	\$ 100.40	\$ 102.16	\$ 103.95	\$ 103.24	\$ 105.04	\$ 106.88	\$ 108.75	\$ 110.65
Disaster Recovery Analyst	\$ 70.25	\$ 71.48	\$ 72.73	\$ 74.00	\$ 75.30	\$ 74.78	\$ 76.09	\$ 77.42	\$ 78.78	\$ 80.15
Documentation Specialist - Intermediate	\$ 53.26	\$ 54.19	\$ 55.14	\$ 56.11	\$ 57.09	\$ 56.70	\$ 57.69	\$ 58.70	\$ 59.72	\$ 60.77
Documentation Specialist - Senior	\$ 66.38	\$ 67.54	\$ 68.72	\$ 69.93	\$ 71.15	\$ 70.66	\$ 71.90	\$ 73.16	\$ 74.44	\$ 75.74
E-Business Manager	\$ 73.39	\$ 74.67	\$ 75.98	\$ 77.31	\$ 78.66	\$ 78.12	\$ 79.49	\$ 80.88	\$ 82.30	\$ 83.74
Electronic Data Interchange (EDI) Manager	\$ 84.26	\$ 85.73	\$ 87.23	\$ 88.76	\$ 90.31	\$ 89.69	\$ 91.26	\$ 92.86	\$ 94.49	\$ 96.14
Electronic Data Interchange (EDI) Specialist	\$ 60.97	\$ 62.04	\$ 63.12	\$ 64.23	\$ 65.35	\$ 64.90	\$ 66.04	\$ 67.19	\$ 68.37	\$ 69.57
Electronic Mail Coordinator	\$ 64.75	\$ 65.88	\$ 67.04	\$ 68.21	\$ 69.40	\$ 68.93	\$ 70.13	\$ 71.36	\$ 72.61	\$ 73.88
Engineering Subject Matter Specialist	\$ 121.09	\$ 123.21	\$ 125.37	\$ 127.56	\$ 129.79	\$ 128.90	\$ 131.16	\$ 133.45	\$ 135.79	\$ 138.16
ERP Busienss/Architectural Specialist	\$ 125.95	\$ 128.15	\$ 130.40	\$ 132.68	\$ 135.00	\$ 134.07	\$ 136.42	\$ 138.81	\$ 141.24	\$ 143.71
ERP Business Analyst - Intermediate	\$ 107.10	\$ 108.97	\$ 110.88	\$ 112.82	\$ 114.80	\$ 114.01	\$ 116.00	\$ 118.03	\$ 120.10	\$ 122.20
ERP Business Analyst - Senior	\$ 113.57	\$ 115.56	\$ 117.58	\$ 119.64	\$ 121.73	\$ 120.90	\$ 123.01	\$ 125.16	\$ 127.35	\$ 129.58
ERP Programmer	\$ 105.18	\$ 107.02	\$ 108.89	\$ 110.80	\$ 112.74	\$ 111.96	\$ 113.92	\$ 115.92	\$ 117.95	\$ 120.01
Graphics Specialist	\$ 48.44	\$ 49.29	\$ 50.15	\$ 51.03	\$ 51.92	\$ 51.56	\$ 52.47	\$ 53.38	\$ 54.32	\$ 55.27
Groupware Specialist	\$ 77.83	\$ 79.19	\$ 80.58	\$ 81.99	\$ 83.42	\$ 82.85	\$ 84.30	\$ 85.78	\$ 87.28	\$ 88.80
Help Desk Coordinator - Intermediate	\$ 44.74	\$ 45.52	\$ 46.32	\$ 47.13	\$ 47.95	\$ 47.63	\$ 48.46	\$ 49.31	\$ 50.17	\$ 51.05
Help Desk Coordinator - Senior	\$ 62.17	\$ 63.26	\$ 64.36	\$ 65.49	\$ 66.64	\$ 66.18	\$ 67.34	\$ 68.52	\$ 69.72	\$ 70.94
Help Desk Manager	\$ 89.11	\$ 90.67	\$ 92.26	\$ 93.87	\$ 95.51	\$ 94.86	\$ 96.52	\$ 98.21	\$ 99.93	\$ 101.67
Help Desk Specialist	\$ 45.21	\$ 46.00	\$ 46.81	\$ 47.63	\$ 48.46	\$ 48.13	\$ 48.97	\$ 49.83	\$ 50.70	\$ 51.58
Help Desk Support Services Specialist - Intermediate	\$ 60.55	\$ 61.61	\$ 62.69	\$ 63.78	\$ 64.90	\$ 64.46	\$ 65.58	\$ 66.73	\$ 67.90	\$ 69.09
Help Desk Support Services Specialist - Senior	\$ 72.66	\$ 73.93	\$ 75.23	\$ 76.54	\$ 77.88	\$ 77.35	\$ 78.70	\$ 80.08	\$ 81.48	\$ 82.90
Information Assurance Development Engineer	\$ 90.53	\$ 92.11	\$ 93.73	\$ 95.37	\$ 97.04	\$ 96.37	\$ 98.06	\$ 99.77	\$ 101.52	\$ 103.29
Information Assurance Engineer	\$ 88.81	\$ 90.36	\$ 91.95	\$ 93.55	\$ 95.19	\$ 94.54	\$ 96.19	\$ 97.88	\$ 99.59	\$ 101.33

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<u>Labor Category</u>	Sacramento Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 113.43	\$ 115.42	\$ 117.43	\$ 119.49	\$ 121.58	\$ 120.75	\$ 122.86	\$ 125.01	\$ 127.20	\$ 129.42
Information Assurance Systems/Network Speicalist	\$ 117.46	\$ 119.52	\$ 121.61	\$ 123.74	\$ 125.90	\$ 125.04	\$ 127.22	\$ 129.45	\$ 131.72	\$ 134.02
Information Center Consultant	\$ 88.89	\$ 90.45	\$ 92.03	\$ 93.64	\$ 95.28	\$ 94.62	\$ 96.28	\$ 97.96	\$ 99.68	\$ 101.42
Information Center Specialist	\$ 100.91	\$ 102.68	\$ 104.47	\$ 106.30	\$ 108.16	\$ 107.42	\$ 109.30	\$ 111.21	\$ 113.16	\$ 115.14
Information Security Business Analyst	\$ 80.73	\$ 82.14	\$ 83.58	\$ 85.04	\$ 86.53	\$ 85.94	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.11
Information Services Consultant	\$ 104.94	\$ 106.78	\$ 108.65	\$ 110.55	\$ 112.48	\$ 111.71	\$ 113.66	\$ 115.65	\$ 117.68	\$ 119.74
Information Systems Auditor - Intermediate	\$ 81.94	\$ 83.37	\$ 84.83	\$ 86.32	\$ 87.83	\$ 87.23	\$ 88.75	\$ 90.30	\$ 91.89	\$ 93.49
Information Systems Auditor - Senior	\$ 94.45	\$ 96.10	\$ 97.78	\$ 99.50	\$ 101.24	\$ 100.54	\$ 102.30	\$ 104.09	\$ 105.91	\$ 107.77
Information Systems Training Specialist - Intermediate	\$ 72.66	\$ 73.93	\$ 75.23	\$ 76.54	\$ 77.88	\$ 77.35	\$ 78.70	\$ 80.08	\$ 81.48	\$ 82.90
Information Systems Training Specialist - Senior	\$ 80.73	\$ 82.14	\$ 83.58	\$ 85.04	\$ 86.53	\$ 85.94	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.11
Internal Communications Systems Consultant	\$ 114.85	\$ 116.86	\$ 118.90	\$ 120.99	\$ 123.10	\$ 122.26	\$ 124.40	\$ 126.57	\$ 128.79	\$ 131.04
IT Subject Matter Specialist	\$ 129.56	\$ 131.83	\$ 134.13	\$ 136.48	\$ 138.87	\$ 137.92	\$ 140.33	\$ 142.79	\$ 145.28	\$ 147.83
LAN Administrator - Intermediate	\$ 68.84	\$ 70.04	\$ 71.27	\$ 72.52	\$ 73.79	\$ 73.28	\$ 74.56	\$ 75.87	\$ 77.20	\$ 78.55
LAN Administrator - Senior	\$ 86.45	\$ 87.96	\$ 89.50	\$ 91.07	\$ 92.66	\$ 92.03	\$ 93.64	\$ 95.28	\$ 96.94	\$ 98.64
LAN Support Technician - Intermediate	\$ 68.84	\$ 70.04	\$ 71.27	\$ 72.52	\$ 73.79	\$ 73.28	\$ 74.56	\$ 75.87	\$ 77.20	\$ 78.55
LAN Support Technician - Senior	\$ 74.59	\$ 75.90	\$ 77.22	\$ 78.57	\$ 79.95	\$ 79.40	\$ 80.79	\$ 82.20	\$ 83.64	\$ 85.11
LAN/WAN Administrator	\$ 72.47	\$ 73.74	\$ 75.03	\$ 76.34	\$ 77.68	\$ 77.14	\$ 78.49	\$ 79.87	\$ 81.27	\$ 82.69
LAN/WAN Integrator	\$ 96.16	\$ 97.84	\$ 99.56	\$ 101.30	\$ 103.07	\$ 102.36	\$ 104.15	\$ 105.98	\$ 107.83	\$ 109.72
LAN/WAN/MAN Administrator	\$ 72.47	\$ 73.74	\$ 75.03	\$ 76.34	\$ 77.68	\$ 77.14	\$ 78.49	\$ 79.87	\$ 81.27	\$ 82.69
Network Control Technician	\$ 52.44	\$ 53.36	\$ 54.29	\$ 55.24	\$ 56.21	\$ 55.82	\$ 56.80	\$ 57.79	\$ 58.80	\$ 59.83
Network Engineer - Intermediate	\$ 78.17	\$ 79.54	\$ 80.93	\$ 82.35	\$ 83.79	\$ 83.21	\$ 84.67	\$ 86.15	\$ 87.66	\$ 89.19
Network Engineer - Senior	\$ 91.15	\$ 92.75	\$ 94.37	\$ 96.02	\$ 97.70	\$ 97.03	\$ 98.73	\$ 100.45	\$ 102.21	\$ 104.00
Network Operations Supervisor	\$ 94.25	\$ 95.90	\$ 97.58	\$ 99.29	\$ 101.02	\$ 100.33	\$ 102.08	\$ 103.87	\$ 105.69	\$ 107.54
Network Planning Analyst - Intermediate	\$ 73.86	\$ 75.15	\$ 76.47	\$ 77.81	\$ 79.17	\$ 78.62	\$ 80.00	\$ 81.40	\$ 82.82	\$ 84.27
Network Planning Analyst - Senior	\$ 90.34	\$ 91.92	\$ 93.53	\$ 95.17	\$ 96.83	\$ 96.17	\$ 97.85	\$ 99.56	\$ 101.30	\$ 103.08
Network Planning Manager	\$ 101.75	\$ 103.53	\$ 105.34	\$ 107.19	\$ 109.06	\$ 108.31	\$ 110.21	\$ 112.14	\$ 114.10	\$ 116.10
Network Systems Administrator	\$ 69.90	\$ 71.12	\$ 72.37	\$ 73.63	\$ 74.92	\$ 74.41	\$ 75.71	\$ 77.04	\$ 78.38	\$ 79.76
Network Systems Manager	\$ 95.69	\$ 97.36	\$ 99.07	\$ 100.80	\$ 102.57	\$ 101.86	\$ 103.64	\$ 105.46	\$ 107.30	\$ 109.18
Network/Hardware Support Technician	\$ 50.50	\$ 51.38	\$ 52.28	\$ 53.20	\$ 54.13	\$ 53.76	\$ 54.70	\$ 55.66	\$ 56.63	\$ 57.62

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<u>Labor Category</u>	Sacramento Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 94.25	\$ 95.90	\$ 97.58	\$ 99.29	\$ 101.02	\$ 100.33	\$ 102.08	\$ 103.87	\$ 105.69	\$ 107.54
Operations Manager - Voice Communications	\$ 76.89	\$ 78.24	\$ 79.60	\$ 81.00	\$ 82.42	\$ 81.85	\$ 83.28	\$ 84.74	\$ 86.22	\$ 87.73
Operations Systems Manager	\$ 88.81	\$ 90.36	\$ 91.95	\$ 93.55	\$ 95.19	\$ 94.54	\$ 96.19	\$ 97.88	\$ 99.59	\$ 101.33
Operations/ Technical Support Manager	\$ 89.37	\$ 90.93	\$ 92.53	\$ 94.14	\$ 95.79	\$ 95.13	\$ 96.80	\$ 98.49	\$ 100.22	\$ 101.97
Operations/Network LAN Administrator	\$ 67.23	\$ 68.41	\$ 69.60	\$ 70.82	\$ 72.06	\$ 71.57	\$ 72.82	\$ 74.09	\$ 75.39	\$ 76.71
Operations/Technical Support Analyst	\$ 48.69	\$ 49.54	\$ 50.41	\$ 51.29	\$ 52.19	\$ 51.83	\$ 52.74	\$ 53.66	\$ 54.60	\$ 55.55
PC Products Analyst	\$ 60.93	\$ 62.00	\$ 63.08	\$ 64.19	\$ 65.31	\$ 64.86	\$ 66.00	\$ 67.15	\$ 68.33	\$ 69.52
PC Systems Specialist	\$ 66.94	\$ 68.11	\$ 69.30	\$ 70.52	\$ 71.75	\$ 71.26	\$ 72.50	\$ 73.77	\$ 75.06	\$ 76.38
PC/LAN Mgmt Analyst - Intermediate	\$ 62.35	\$ 63.44	\$ 64.55	\$ 65.68	\$ 66.83	\$ 66.37	\$ 67.53	\$ 68.71	\$ 69.92	\$ 71.14
PC/LAN Mgmt Analyst – Senior	\$ 75.80	\$ 77.13	\$ 78.48	\$ 79.85	\$ 81.25	\$ 80.69	\$ 82.10	\$ 83.54	\$ 85.00	\$ 86.49
Project Engineer	\$ 103.55	\$ 105.36	\$ 107.21	\$ 109.08	\$ 110.99	\$ 110.23	\$ 112.16	\$ 114.12	\$ 116.12	\$ 118.15
Project Manager – Senior	\$ 129.16	\$ 131.42	\$ 133.72	\$ 136.06	\$ 138.44	\$ 137.49	\$ 139.90	\$ 142.35	\$ 144.84	\$ 147.37
Quality Assurance Analyst - Intermediate	\$ 74.27	\$ 75.57	\$ 76.89	\$ 78.24	\$ 79.61	\$ 79.06	\$ 80.44	\$ 81.85	\$ 83.28	\$ 84.74
Quality Assurance Analyst - Senior	\$ 89.54	\$ 91.11	\$ 92.70	\$ 94.32	\$ 95.97	\$ 95.32	\$ 96.98	\$ 98.68	\$ 100.41	\$ 102.16
Quality Assurance Specialist	\$ 86.14	\$ 87.65	\$ 89.18	\$ 90.74	\$ 92.33	\$ 91.70	\$ 93.30	\$ 94.93	\$ 96.59	\$ 98.29
Security Coordinator	\$ 68.70	\$ 69.90	\$ 71.13	\$ 72.37	\$ 73.64	\$ 73.13	\$ 74.41	\$ 75.71	\$ 77.04	\$ 78.39
Site Manager	\$ 105.70	\$ 107.55	\$ 109.43	\$ 111.35	\$ 113.30	\$ 112.52	\$ 114.49	\$ 116.49	\$ 118.53	\$ 120.60
Software Architect	\$ 121.09	\$ 123.21	\$ 125.37	\$ 127.56	\$ 129.79	\$ 128.90	\$ 131.16	\$ 133.45	\$ 135.79	\$ 138.16
Software Developer – Intermediate	\$ 97.46	\$ 99.17	\$ 100.90	\$ 102.67	\$ 104.46	\$ 103.75	\$ 105.56	\$ 107.41	\$ 109.29	\$ 111.20
Software Developer – Senior	\$ 108.98	\$ 110.89	\$ 112.83	\$ 114.80	\$ 116.81	\$ 116.01	\$ 118.04	\$ 120.11	\$ 122.21	\$ 124.35
Software Systems Engineer - Intermediate	\$ 96.88	\$ 98.58	\$ 100.30	\$ 102.06	\$ 103.84	\$ 103.13	\$ 104.93	\$ 106.77	\$ 108.64	\$ 110.54
Software Systems Engineer - Senior	\$ 103.78	\$ 105.60	\$ 107.44	\$ 109.32	\$ 111.24	\$ 110.47	\$ 112.41	\$ 114.37	\$ 116.38	\$ 118.41
Strategic Planner	\$ 108.98	\$ 110.89	\$ 112.83	\$ 114.80	\$ 116.81	\$ 116.01	\$ 118.04	\$ 120.11	\$ 122.21	\$ 124.35
Systems Administrator - Intermediate	\$ 66.01	\$ 67.17	\$ 68.34	\$ 69.54	\$ 70.75	\$ 70.27	\$ 71.50	\$ 72.75	\$ 74.02	\$ 75.32
Systems Administrator - Senior	\$ 81.77	\$ 83.20	\$ 84.66	\$ 86.14	\$ 87.65	\$ 87.04	\$ 88.57	\$ 90.12	\$ 91.69	\$ 93.30
Systems Analysis and Programming Director	\$ 129.16	\$ 131.42	\$ 133.72	\$ 136.06	\$ 138.44	\$ 137.49	\$ 139.90	\$ 142.35	\$ 144.84	\$ 147.37
Systems Engineer	\$ 76.70	\$ 78.04	\$ 79.41	\$ 80.80	\$ 82.21	\$ 81.65	\$ 83.08	\$ 84.53	\$ 86.01	\$ 87.51
Systems Management Technologist	\$ 104.08	\$ 105.90	\$ 107.75	\$ 109.64	\$ 111.56	\$ 110.79	\$ 112.73	\$ 114.70	\$ 116.71	\$ 118.75
Technical Editor	\$ 61.68	\$ 62.76	\$ 63.86	\$ 64.98	\$ 66.11	\$ 65.66	\$ 66.81	\$ 67.98	\$ 69.17	\$ 70.38

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<u>Labor Category</u>	Sacramento Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 63.76	\$ 64.88	\$ 66.01	\$ 67.17	\$ 68.34	\$ 67.87	\$ 69.06	\$ 70.27	\$ 71.50	\$ 72.75
Telecommunications Analyst/Technician	\$ 53.67	\$ 54.61	\$ 55.56	\$ 56.54	\$ 57.53	\$ 57.13	\$ 58.13	\$ 59.15	\$ 60.18	\$ 61.24
Telecommunications Engineer/ Analyst – Intermediate	\$ 60.80	\$ 61.86	\$ 62.95	\$ 64.05	\$ 65.17	\$ 64.72	\$ 65.85	\$ 67.01	\$ 68.18	\$ 69.37
Telecommunications Engineer/ Analyst – Senior	\$ 71.44	\$ 72.69	\$ 73.96	\$ 75.26	\$ 76.57	\$ 76.05	\$ 77.38	\$ 78.73	\$ 80.11	\$ 81.51
Telecommunications Manager - Multiple Incumbents	\$ 113.02	\$ 115.00	\$ 117.01	\$ 119.06	\$ 121.14	\$ 120.31	\$ 122.42	\$ 124.56	\$ 126.74	\$ 128.96
Telecommunications Manager - Single Incumbent	\$ 104.68	\$ 106.51	\$ 108.38	\$ 110.27	\$ 112.20	\$ 111.43	\$ 113.38	\$ 115.37	\$ 117.39	\$ 119.44
Telecommunications Network Help Desk	\$ 42.99	\$ 43.74	\$ 44.51	\$ 45.29	\$ 46.08	\$ 45.76	\$ 46.56	\$ 47.38	\$ 48.21	\$ 49.05
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 72.02	\$ 73.28	\$ 74.56	\$ 75.87	\$ 77.20	\$ 76.67	\$ 78.01	\$ 79.37	\$ 80.76	\$ 82.17
Telecommunications Programmer/ Systems Analyst – Senior	\$ 88.81	\$ 90.36	\$ 91.95	\$ 93.55	\$ 95.19	\$ 94.54	\$ 96.19	\$ 97.88	\$ 99.59	\$ 101.33
Telecommunications Technician	\$ 49.20	\$ 50.06	\$ 50.94	\$ 51.83	\$ 52.74	\$ 52.37	\$ 53.29	\$ 54.22	\$ 55.17	\$ 56.14
Telecommunications/Communications Integration Engineer	\$ 79.37	\$ 80.76	\$ 82.17	\$ 83.61	\$ 85.07	\$ 84.49	\$ 85.97	\$ 87.47	\$ 89.00	\$ 90.56
Test Engineer	\$ 80.73	\$ 82.14	\$ 83.58	\$ 85.04	\$ 86.53	\$ 85.94	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.11
UNIX Systems Administrator	\$ 92.84	\$ 94.46	\$ 96.12	\$ 97.80	\$ 99.51	\$ 98.83	\$ 100.56	\$ 102.32	\$ 104.11	\$ 105.93
Voice Communications Administrator	\$ 60.16	\$ 61.21	\$ 62.28	\$ 63.37	\$ 64.48	\$ 64.04	\$ 65.16	\$ 66.30	\$ 67.46	\$ 68.64
Voice Communications Manager - Planning & Implementation	\$ 92.84	\$ 94.46	\$ 96.12	\$ 97.80	\$ 99.51	\$ 98.83	\$ 100.56	\$ 102.32	\$ 104.11	\$ 105.93
Voice Communications Technician	\$ 50.05	\$ 50.93	\$ 51.82	\$ 52.72	\$ 53.65	\$ 53.28	\$ 54.21	\$ 55.16	\$ 56.12	\$ 57.11
Web Content Administrator	\$ 63.34	\$ 64.45	\$ 65.58	\$ 66.72	\$ 67.89	\$ 67.43	\$ 68.61	\$ 69.81	\$ 71.03	\$ 72.27
Web Content Analyst	\$ 60.55	\$ 61.61	\$ 62.69	\$ 63.78	\$ 64.90	\$ 64.46	\$ 65.58	\$ 66.73	\$ 67.90	\$ 69.09
Web Designer	\$ 67.38	\$ 68.56	\$ 69.76	\$ 70.98	\$ 72.22	\$ 71.73	\$ 72.98	\$ 74.26	\$ 75.56	\$ 76.88
Web Marketing Manager	\$ 94.18	\$ 95.83	\$ 97.51	\$ 99.21	\$ 100.95	\$ 100.25	\$ 102.01	\$ 103.79	\$ 105.61	\$ 107.46
Web Operations Manager	\$ 87.29	\$ 88.82	\$ 90.37	\$ 91.95	\$ 93.56	\$ 92.92	\$ 94.55	\$ 96.20	\$ 97.88	\$ 99.60
Web Project Manager	\$ 103.55	\$ 105.36	\$ 107.21	\$ 109.08	\$ 110.99	\$ 110.23	\$ 112.16	\$ 114.12	\$ 116.12	\$ 118.15
Web Security Administrator	\$ 79.11	\$ 80.49	\$ 81.90	\$ 83.34	\$ 84.79	\$ 84.21	\$ 85.69	\$ 87.19	\$ 88.71	\$ 90.26
Web Security Analyst	\$ 90.34	\$ 91.92	\$ 93.53	\$ 95.17	\$ 96.83	\$ 96.17	\$ 97.85	\$ 99.56	\$ 101.30	\$ 103.08
Web Software Developer	\$ 75.74	\$ 77.07	\$ 78.41	\$ 79.79	\$ 81.18	\$ 80.63	\$ 82.04	\$ 83.47	\$ 84.93	\$ 86.42
Web Technical Administrator	\$ 73.70	\$ 74.99	\$ 76.30	\$ 77.64	\$ 79.00	\$ 78.45	\$ 79.83	\$ 81.22	\$ 82.64	\$ 84.09

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<u>Labor Category</u>	San Diego Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 81.03	\$ 82.45	\$ 83.89	\$ 85.36	\$ 86.85	\$ 86.26	\$ 87.77	\$ 89.30	\$ 90.86	\$ 92.45
Applications Systems Analyst/ Programmer – Intermediate	\$ 85.77	\$ 87.27	\$ 88.80	\$ 90.35	\$ 91.93	\$ 91.30	\$ 92.90	\$ 94.53	\$ 96.18	\$ 97.86
Applications Systems Analyst/ Programmer – Senior	\$ 104.35	\$ 106.18	\$ 108.03	\$ 109.92	\$ 111.85	\$ 111.08	\$ 113.02	\$ 115.00	\$ 117.01	\$ 119.06
Business Process Consultant	\$ 107.36	\$ 109.24	\$ 111.15	\$ 113.10	\$ 115.07	\$ 114.28	\$ 116.28	\$ 118.32	\$ 120.39	\$ 122.50
Business Subject Matter Specialist	\$ 125.30	\$ 127.49	\$ 129.72	\$ 131.99	\$ 134.30	\$ 133.38	\$ 135.72	\$ 138.09	\$ 140.51	\$ 142.97
Business Systems Analyst - Intermediate	\$ 83.91	\$ 85.38	\$ 86.87	\$ 88.39	\$ 89.94	\$ 89.32	\$ 90.89	\$ 92.48	\$ 94.09	\$ 95.74
Business Systems Analyst - Senior	\$ 93.83	\$ 95.47	\$ 97.14	\$ 98.84	\$ 100.57	\$ 99.88	\$ 101.63	\$ 103.41	\$ 105.22	\$ 107.06
Business Systems Specialist	\$ 100.99	\$ 102.76	\$ 104.56	\$ 106.39	\$ 108.25	\$ 107.50	\$ 109.39	\$ 111.30	\$ 113.25	\$ 115.23
Chief Information Security Officer	\$ 141.46	\$ 143.94	\$ 146.45	\$ 149.02	\$ 151.63	\$ 150.58	\$ 153.22	\$ 155.90	\$ 158.63	\$ 161.41
Client/Server Database Manager	\$ 103.67	\$ 105.48	\$ 107.33	\$ 109.21	\$ 111.12	\$ 110.36	\$ 112.29	\$ 114.25	\$ 116.25	\$ 118.29
Client/Server Network Architect	\$ 111.00	\$ 112.94	\$ 114.92	\$ 116.93	\$ 118.98	\$ 118.16	\$ 120.23	\$ 122.33	\$ 124.47	\$ 126.65
Client/Server Support Analyst	\$ 80.08	\$ 81.48	\$ 82.91	\$ 84.36	\$ 85.83	\$ 85.25	\$ 86.74	\$ 88.25	\$ 89.80	\$ 91.37
Communications Analyst - Intermediate	\$ 82.48	\$ 83.92	\$ 85.39	\$ 86.89	\$ 88.41	\$ 87.80	\$ 89.34	\$ 90.90	\$ 92.49	\$ 94.11
Communications Analyst - Senior	\$ 93.65	\$ 95.29	\$ 96.96	\$ 98.65	\$ 100.38	\$ 99.69	\$ 101.44	\$ 103.21	\$ 105.02	\$ 106.85
Communications Facility Engineer	\$ 81.79	\$ 83.22	\$ 84.68	\$ 86.16	\$ 87.67	\$ 87.07	\$ 88.59	\$ 90.14	\$ 91.72	\$ 93.32
Communications Installer	\$ 72.29	\$ 73.56	\$ 74.84	\$ 76.15	\$ 77.48	\$ 76.95	\$ 78.30	\$ 79.67	\$ 81.06	\$ 82.48
Communications Transmission Engineer	\$ 91.42	\$ 93.02	\$ 94.65	\$ 96.30	\$ 97.99	\$ 97.32	\$ 99.02	\$ 100.75	\$ 102.52	\$ 104.31
Computer Operations Manager	\$ 93.33	\$ 94.96	\$ 96.63	\$ 98.32	\$ 100.04	\$ 99.35	\$ 101.09	\$ 102.86	\$ 104.66	\$ 106.49
Consultant	\$ 123.20	\$ 125.36	\$ 127.55	\$ 129.78	\$ 132.05	\$ 131.15	\$ 133.44	\$ 135.78	\$ 138.15	\$ 140.57
Data Architect	\$ 109.48	\$ 111.40	\$ 113.35	\$ 115.33	\$ 117.35	\$ 116.54	\$ 118.58	\$ 120.66	\$ 122.77	\$ 124.92
Data Communications Manager - Planning & Implementation	\$ 109.92	\$ 111.84	\$ 113.80	\$ 115.79	\$ 117.82	\$ 117.01	\$ 119.06	\$ 121.14	\$ 123.26	\$ 125.42
Data Entry Supervisor	\$ 51.42	\$ 52.32	\$ 53.24	\$ 54.17	\$ 55.11	\$ 54.74	\$ 55.69	\$ 56.67	\$ 57.66	\$ 58.67
Data Security Administration Manager	\$ 109.89	\$ 111.81	\$ 113.77	\$ 115.76	\$ 117.79	\$ 116.98	\$ 119.03	\$ 121.11	\$ 123.23	\$ 125.38
Data Security Analyst - Intermediate	\$ 81.53	\$ 82.96	\$ 84.41	\$ 85.89	\$ 87.39	\$ 86.79	\$ 88.31	\$ 89.85	\$ 91.43	\$ 93.03
Data Security Analyst - Senior	\$ 96.21	\$ 97.89	\$ 99.61	\$ 101.35	\$ 103.12	\$ 102.42	\$ 104.21	\$ 106.03	\$ 107.89	\$ 109.78
Data Warehousing Administrator	\$ 86.10	\$ 87.61	\$ 89.14	\$ 90.70	\$ 92.29	\$ 91.65	\$ 93.26	\$ 94.89	\$ 96.55	\$ 98.24
Data Warehousing Analyst	\$ 92.98	\$ 94.61	\$ 96.26	\$ 97.95	\$ 99.66	\$ 98.98	\$ 100.71	\$ 102.47	\$ 104.26	\$ 106.09
Data Warehousing Programmer	\$ 102.35	\$ 104.14	\$ 105.96	\$ 107.82	\$ 109.70	\$ 108.95	\$ 110.86	\$ 112.80	\$ 114.77	\$ 116.78

Digitalspec, LLC

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<u>Labor Category</u>	San Diego Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 113.97	\$ 115.96	\$ 117.99	\$ 120.06	\$ 122.16	\$ 121.32	\$ 123.44	\$ 125.60	\$ 127.80	\$ 130.04
Data/Configuration Management Specialist	\$ 106.98	\$ 108.85	\$ 110.76	\$ 112.70	\$ 114.67	\$ 113.88	\$ 115.87	\$ 117.90	\$ 119.96	\$ 122.06
Database Administrator	\$ 92.92	\$ 94.55	\$ 96.20	\$ 97.88	\$ 99.60	\$ 98.91	\$ 100.64	\$ 102.41	\$ 104.20	\$ 106.02
Database Analyst/ Programmer - Intermediate	\$ 82.94	\$ 84.39	\$ 85.87	\$ 87.37	\$ 88.90	\$ 88.29	\$ 89.83	\$ 91.41	\$ 93.01	\$ 94.63
Database Analyst/ Programmer – Senior	\$ 100.00	\$ 101.75	\$ 103.53	\$ 105.34	\$ 107.19	\$ 106.45	\$ 108.31	\$ 110.21	\$ 112.14	\$ 114.10
Database Manager	\$ 128.97	\$ 131.23	\$ 133.52	\$ 135.86	\$ 138.24	\$ 137.29	\$ 139.69	\$ 142.14	\$ 144.62	\$ 147.15
Disaster Recovery Administrator	\$ 102.46	\$ 104.25	\$ 106.08	\$ 107.93	\$ 109.82	\$ 109.07	\$ 110.98	\$ 112.92	\$ 114.90	\$ 116.91
Disaster Recovery Analyst	\$ 74.22	\$ 75.52	\$ 76.84	\$ 78.19	\$ 79.55	\$ 79.01	\$ 80.39	\$ 81.80	\$ 83.23	\$ 84.68
Documentation Specialist - Intermediate	\$ 56.27	\$ 57.25	\$ 58.26	\$ 59.28	\$ 60.31	\$ 59.90	\$ 60.95	\$ 62.01	\$ 63.10	\$ 64.20
Documentation Specialist - Senior	\$ 70.14	\$ 71.37	\$ 72.62	\$ 73.89	\$ 75.18	\$ 74.66	\$ 75.97	\$ 77.30	\$ 78.65	\$ 80.03
E-Business Manager	\$ 77.54	\$ 78.90	\$ 80.28	\$ 81.68	\$ 83.11	\$ 82.54	\$ 83.99	\$ 85.46	\$ 86.95	\$ 88.47
Electronic Data Interchange (EDI) Manager	\$ 89.02	\$ 90.58	\$ 92.16	\$ 93.78	\$ 95.42	\$ 94.76	\$ 96.42	\$ 98.11	\$ 99.82	\$ 101.57
Electronic Data Interchange (EDI) Specialist	\$ 64.41	\$ 65.54	\$ 66.68	\$ 67.85	\$ 69.04	\$ 68.56	\$ 69.76	\$ 70.99	\$ 72.23	\$ 73.49
Electronic Mail Coordinator	\$ 68.41	\$ 69.61	\$ 70.83	\$ 72.06	\$ 73.33	\$ 72.82	\$ 74.10	\$ 75.39	\$ 76.71	\$ 78.06
Engineering Subject Matter Specialist	\$ 127.94	\$ 130.18	\$ 132.46	\$ 134.78	\$ 137.13	\$ 136.19	\$ 138.58	\$ 141.00	\$ 143.47	\$ 145.98
ERP Busienss/Architectural Specialist	\$ 133.07	\$ 135.40	\$ 137.77	\$ 140.18	\$ 142.63	\$ 141.65	\$ 144.13	\$ 146.65	\$ 149.22	\$ 151.83
ERP Business Analyst - Intermediate	\$ 113.16	\$ 115.14	\$ 117.16	\$ 119.21	\$ 121.29	\$ 120.46	\$ 122.57	\$ 124.71	\$ 126.89	\$ 129.11
ERP Business Analyst - Senior	\$ 119.99	\$ 122.09	\$ 124.23	\$ 126.40	\$ 128.61	\$ 127.73	\$ 129.96	\$ 132.24	\$ 134.55	\$ 136.91
ERP Programmer	\$ 111.13	\$ 113.07	\$ 115.05	\$ 117.07	\$ 119.12	\$ 118.30	\$ 120.37	\$ 122.47	\$ 124.62	\$ 126.80
Graphics Specialist	\$ 51.18	\$ 52.08	\$ 52.99	\$ 53.91	\$ 54.86	\$ 54.48	\$ 55.43	\$ 56.40	\$ 57.39	\$ 58.40
Groupware Specialist	\$ 82.23	\$ 83.67	\$ 85.13	\$ 86.62	\$ 88.14	\$ 87.53	\$ 89.07	\$ 90.62	\$ 92.21	\$ 93.82
Help Desk Coordinator - Intermediate	\$ 47.27	\$ 48.10	\$ 48.94	\$ 49.80	\$ 50.67	\$ 50.32	\$ 51.20	\$ 52.10	\$ 53.01	\$ 53.93
Help Desk Coordinator - Senior	\$ 65.69	\$ 66.84	\$ 68.01	\$ 69.20	\$ 70.41	\$ 69.93	\$ 71.15	\$ 72.40	\$ 73.66	\$ 74.95
Help Desk Manager	\$ 94.15	\$ 95.80	\$ 97.47	\$ 99.18	\$ 100.92	\$ 100.22	\$ 101.98	\$ 103.76	\$ 105.58	\$ 107.42
Help Desk Specialist	\$ 47.77	\$ 48.61	\$ 49.46	\$ 50.32	\$ 51.20	\$ 50.85	\$ 51.74	\$ 52.65	\$ 53.57	\$ 54.51
Help Desk Support Services Specialist - Intermediate	\$ 63.97	\$ 65.09	\$ 66.23	\$ 67.39	\$ 68.57	\$ 68.10	\$ 69.29	\$ 70.50	\$ 71.73	\$ 72.99
Help Desk Support Services Specialist - Senior	\$ 76.76	\$ 78.10	\$ 79.47	\$ 80.86	\$ 82.28	\$ 81.71	\$ 83.14	\$ 84.60	\$ 86.08	\$ 87.58
Information Assurance Development Engineer	\$ 95.65	\$ 97.32	\$ 99.03	\$ 100.76	\$ 102.52	\$ 101.82	\$ 103.60	\$ 105.41	\$ 107.26	\$ 109.14
Information Assurance Engineer	\$ 93.83	\$ 95.47	\$ 97.14	\$ 98.84	\$ 100.57	\$ 99.88	\$ 101.63	\$ 103.41	\$ 105.22	\$ 107.06

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<u>Labor Category</u>	San Diego Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 119.84	\$ 121.94	\$ 124.07	\$ 126.24	\$ 128.45	\$ 127.57	\$ 129.80	\$ 132.07	\$ 134.38	\$ 136.74
Information Assurance Systems/Network Specialist	\$ 124.10	\$ 126.27	\$ 128.48	\$ 130.73	\$ 133.02	\$ 132.10	\$ 134.42	\$ 136.77	\$ 139.16	\$ 141.60
Information Center Consultant	\$ 93.92	\$ 95.56	\$ 97.24	\$ 98.94	\$ 100.67	\$ 99.98	\$ 101.73	\$ 103.51	\$ 105.32	\$ 107.16
Information Center Specialist	\$ 106.62	\$ 108.49	\$ 110.38	\$ 112.32	\$ 114.28	\$ 113.50	\$ 115.48	\$ 117.50	\$ 119.56	\$ 121.65
Information Security Business Analyst	\$ 85.29	\$ 86.78	\$ 88.30	\$ 89.85	\$ 91.42	\$ 90.79	\$ 92.38	\$ 94.00	\$ 95.64	\$ 97.32
Information Services Consultant	\$ 110.88	\$ 112.82	\$ 114.79	\$ 116.80	\$ 118.85	\$ 118.03	\$ 120.10	\$ 122.20	\$ 124.34	\$ 126.51
Information Systems Auditor - Intermediate	\$ 86.57	\$ 88.08	\$ 89.63	\$ 91.19	\$ 92.79	\$ 92.15	\$ 93.77	\$ 95.41	\$ 97.08	\$ 98.78
Information Systems Auditor - Senior	\$ 99.79	\$ 101.54	\$ 103.31	\$ 105.12	\$ 106.96	\$ 106.23	\$ 108.09	\$ 109.98	\$ 111.90	\$ 113.86
Information Systems Training Specialist - Intermediate	\$ 76.76	\$ 78.10	\$ 79.47	\$ 80.86	\$ 82.28	\$ 81.71	\$ 83.14	\$ 84.60	\$ 86.08	\$ 87.58
Information Systems Training Specialist - Senior	\$ 85.29	\$ 86.78	\$ 88.30	\$ 89.85	\$ 91.42	\$ 90.79	\$ 92.38	\$ 94.00	\$ 95.64	\$ 97.32
Internal Communications Systems Consultant	\$ 121.34	\$ 123.46	\$ 125.62	\$ 127.82	\$ 130.06	\$ 129.17	\$ 131.43	\$ 133.73	\$ 136.07	\$ 138.45
IT Subject Matter Specialist	\$ 136.89	\$ 139.29	\$ 141.72	\$ 144.20	\$ 146.73	\$ 145.72	\$ 148.27	\$ 150.86	\$ 153.50	\$ 156.19
LAN Administrator - Intermediate	\$ 72.73	\$ 74.00	\$ 75.30	\$ 76.62	\$ 77.96	\$ 77.42	\$ 78.78	\$ 80.15	\$ 81.56	\$ 82.98
LAN Administrator - Senior	\$ 91.33	\$ 92.93	\$ 94.55	\$ 96.21	\$ 97.89	\$ 97.22	\$ 98.92	\$ 100.65	\$ 102.41	\$ 104.21
LAN Support Technician - Intermediate	\$ 72.73	\$ 74.00	\$ 75.30	\$ 76.62	\$ 77.96	\$ 77.42	\$ 78.78	\$ 80.15	\$ 81.56	\$ 82.98
LAN Support Technician - Senior	\$ 78.80	\$ 80.18	\$ 81.58	\$ 83.01	\$ 84.46	\$ 83.88	\$ 85.35	\$ 86.84	\$ 88.36	\$ 89.91
LAN/WAN Administrator	\$ 76.57	\$ 77.91	\$ 79.27	\$ 80.66	\$ 82.07	\$ 81.51	\$ 82.94	\$ 84.39	\$ 85.86	\$ 87.37
LAN/WAN Integrator	\$ 101.60	\$ 103.38	\$ 105.19	\$ 107.03	\$ 108.90	\$ 108.15	\$ 110.05	\$ 111.97	\$ 113.93	\$ 115.92
LAN/WAN/MAN Administrator	\$ 76.57	\$ 77.91	\$ 79.27	\$ 80.66	\$ 82.07	\$ 81.51	\$ 82.94	\$ 84.39	\$ 85.86	\$ 87.37
Network Control Technician	\$ 55.40	\$ 56.37	\$ 57.36	\$ 58.36	\$ 59.38	\$ 58.97	\$ 60.01	\$ 61.06	\$ 62.12	\$ 63.21
Network Engineer - Intermediate	\$ 82.59	\$ 84.04	\$ 85.51	\$ 87.00	\$ 88.52	\$ 87.92	\$ 89.46	\$ 91.02	\$ 92.61	\$ 94.23
Network Engineer - Senior	\$ 96.30	\$ 97.99	\$ 99.70	\$ 101.44	\$ 103.22	\$ 102.51	\$ 104.31	\$ 106.13	\$ 107.99	\$ 109.88
Network Operations Supervisor	\$ 99.58	\$ 101.32	\$ 103.10	\$ 104.90	\$ 106.74	\$ 106.00	\$ 107.86	\$ 109.75	\$ 111.67	\$ 113.62
Network Planning Analyst - Intermediate	\$ 78.04	\$ 79.41	\$ 80.80	\$ 82.21	\$ 83.65	\$ 83.07	\$ 84.53	\$ 86.01	\$ 87.51	\$ 89.04
Network Planning Analyst - Senior	\$ 95.45	\$ 97.12	\$ 98.82	\$ 100.55	\$ 102.31	\$ 101.61	\$ 103.38	\$ 105.19	\$ 107.03	\$ 108.91
Network Planning Manager	\$ 107.50	\$ 109.38	\$ 111.30	\$ 113.24	\$ 115.22	\$ 114.43	\$ 116.44	\$ 118.47	\$ 120.55	\$ 122.66
Network Systems Administrator	\$ 73.85	\$ 75.14	\$ 76.46	\$ 77.80	\$ 79.16	\$ 78.61	\$ 79.99	\$ 81.39	\$ 82.81	\$ 84.26
Network Systems Manager	\$ 101.10	\$ 102.87	\$ 104.67	\$ 106.50	\$ 108.36	\$ 107.62	\$ 109.50	\$ 111.42	\$ 113.37	\$ 115.35
Network/Hardware Support Technician	\$ 53.36	\$ 54.29	\$ 55.24	\$ 56.21	\$ 57.19	\$ 56.80	\$ 57.80	\$ 58.81	\$ 59.84	\$ 60.88

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<u>Labor Category</u>	San Diego Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 99.58	\$ 101.32	\$ 103.10	\$ 104.90	\$ 106.74	\$ 106.00	\$ 107.86	\$ 109.75	\$ 111.67	\$ 113.62
Operations Manager - Voice Communications	\$ 81.23	\$ 82.65	\$ 84.10	\$ 85.57	\$ 87.07	\$ 86.47	\$ 87.98	\$ 89.52	\$ 91.09	\$ 92.68
Operations Systems Manager	\$ 93.83	\$ 95.47	\$ 97.14	\$ 98.84	\$ 100.57	\$ 99.88	\$ 101.63	\$ 103.41	\$ 105.22	\$ 107.06
Operations/ Technical Support Manager	\$ 94.42	\$ 96.07	\$ 97.75	\$ 99.46	\$ 101.20	\$ 100.51	\$ 102.27	\$ 104.06	\$ 105.88	\$ 107.73
Operations/Network LAN Administrator	\$ 71.03	\$ 72.27	\$ 73.54	\$ 74.82	\$ 76.13	\$ 75.61	\$ 76.93	\$ 78.28	\$ 79.65	\$ 81.04
Operations/Technical Support Analyst	\$ 51.44	\$ 52.34	\$ 53.26	\$ 54.19	\$ 55.14	\$ 54.76	\$ 55.72	\$ 56.69	\$ 57.68	\$ 58.69
PC Products Analyst	\$ 64.37	\$ 65.50	\$ 66.64	\$ 67.81	\$ 69.00	\$ 68.52	\$ 69.72	\$ 70.94	\$ 72.18	\$ 73.45
PC Systems Specialist	\$ 70.72	\$ 71.96	\$ 73.22	\$ 74.50	\$ 75.80	\$ 75.28	\$ 76.60	\$ 77.94	\$ 79.30	\$ 80.69
PC/LAN Mgmt Analyst - Intermediate	\$ 65.88	\$ 67.03	\$ 68.21	\$ 69.40	\$ 70.61	\$ 70.13	\$ 71.36	\$ 72.61	\$ 73.88	\$ 75.17
PC/LAN Mgmt Analyst – Senior	\$ 80.08	\$ 81.48	\$ 82.91	\$ 84.36	\$ 85.83	\$ 85.25	\$ 86.74	\$ 88.25	\$ 89.80	\$ 91.37
Project Engineer	\$ 109.41	\$ 111.32	\$ 113.27	\$ 115.26	\$ 117.27	\$ 116.47	\$ 118.51	\$ 120.58	\$ 122.69	\$ 124.84
Project Manager – Senior	\$ 136.47	\$ 138.86	\$ 141.29	\$ 143.76	\$ 146.28	\$ 145.27	\$ 147.81	\$ 150.40	\$ 153.03	\$ 155.71
Quality Assurance Analyst - Intermediate	\$ 78.47	\$ 79.84	\$ 81.24	\$ 82.66	\$ 84.11	\$ 83.53	\$ 84.99	\$ 86.48	\$ 87.99	\$ 89.53
Quality Assurance Analyst - Senior	\$ 94.60	\$ 96.26	\$ 97.94	\$ 99.65	\$ 101.40	\$ 100.70	\$ 102.46	\$ 104.26	\$ 106.08	\$ 107.94
Quality Assurance Specialist	\$ 91.01	\$ 92.60	\$ 94.22	\$ 95.87	\$ 97.55	\$ 96.88	\$ 98.58	\$ 100.30	\$ 102.06	\$ 103.84
Security Coordinator	\$ 72.59	\$ 73.86	\$ 75.15	\$ 76.47	\$ 77.81	\$ 77.27	\$ 78.62	\$ 80.00	\$ 81.40	\$ 82.82
Site Manager	\$ 111.68	\$ 113.63	\$ 115.62	\$ 117.65	\$ 119.71	\$ 118.88	\$ 120.96	\$ 123.08	\$ 125.23	\$ 127.43
Software Architect	\$ 127.94	\$ 130.18	\$ 132.46	\$ 134.78	\$ 137.13	\$ 136.19	\$ 138.58	\$ 141.00	\$ 143.47	\$ 145.98
Software Developer – Intermediate	\$ 102.97	\$ 104.77	\$ 106.61	\$ 108.47	\$ 110.37	\$ 109.61	\$ 111.53	\$ 113.48	\$ 115.47	\$ 117.49
Software Developer – Senior	\$ 115.15	\$ 117.17	\$ 119.22	\$ 121.30	\$ 123.42	\$ 122.58	\$ 124.72	\$ 126.90	\$ 129.13	\$ 131.39
Software Systems Engineer - Intermediate	\$ 102.35	\$ 104.14	\$ 105.96	\$ 107.82	\$ 109.70	\$ 108.95	\$ 110.86	\$ 112.80	\$ 114.77	\$ 116.78
Software Systems Engineer - Senior	\$ 109.65	\$ 111.57	\$ 113.52	\$ 115.51	\$ 117.53	\$ 116.72	\$ 118.77	\$ 120.84	\$ 122.96	\$ 125.11
Strategic Planner	\$ 115.15	\$ 117.17	\$ 119.22	\$ 121.30	\$ 123.42	\$ 122.58	\$ 124.72	\$ 126.90	\$ 129.13	\$ 131.39
Systems Administrator - Intermediate	\$ 69.74	\$ 70.96	\$ 72.20	\$ 73.47	\$ 74.75	\$ 74.24	\$ 75.54	\$ 76.86	\$ 78.20	\$ 79.57
Systems Administrator - Senior	\$ 86.39	\$ 87.90	\$ 89.44	\$ 91.01	\$ 92.60	\$ 91.96	\$ 93.57	\$ 95.21	\$ 96.88	\$ 98.57
Systems Analysis and Programming Director	\$ 136.47	\$ 138.86	\$ 141.29	\$ 143.76	\$ 146.28	\$ 145.27	\$ 147.81	\$ 150.40	\$ 153.03	\$ 155.71
Systems Engineer	\$ 81.03	\$ 82.45	\$ 83.89	\$ 85.36	\$ 86.85	\$ 86.26	\$ 87.77	\$ 89.30	\$ 90.86	\$ 92.45
Systems Management Technologist	\$ 109.96	\$ 111.88	\$ 113.84	\$ 115.83	\$ 117.86	\$ 117.05	\$ 119.10	\$ 121.19	\$ 123.31	\$ 125.46
Technical Editor	\$ 65.17	\$ 66.31	\$ 67.47	\$ 68.65	\$ 69.85	\$ 69.37	\$ 70.59	\$ 71.82	\$ 73.08	\$ 74.36

Digitalspec, LLC

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<u>Labor Category</u>	San Diego Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 67.36	\$ 68.54	\$ 69.74	\$ 70.96	\$ 72.20	\$ 71.70	\$ 72.96	\$ 74.24	\$ 75.54	\$ 76.86
Telecommunications Analyst/Technician	\$ 56.71	\$ 57.70	\$ 58.71	\$ 59.74	\$ 60.79	\$ 60.37	\$ 61.42	\$ 62.50	\$ 63.59	\$ 64.71
Telecommunications Engineer/ Analyst – Intermediate	\$ 64.24	\$ 65.36	\$ 66.51	\$ 67.67	\$ 68.86	\$ 68.38	\$ 69.58	\$ 70.80	\$ 72.04	\$ 73.30
Telecommunications Engineer/ Analyst – Senior	\$ 75.48	\$ 76.80	\$ 78.14	\$ 79.51	\$ 80.90	\$ 80.35	\$ 81.75	\$ 83.19	\$ 84.64	\$ 86.12
Telecommunications Manager - Multiple Incumbents	\$ 119.42	\$ 121.51	\$ 123.64	\$ 125.80	\$ 128.00	\$ 127.12	\$ 129.35	\$ 131.61	\$ 133.91	\$ 136.26
Telecommunications Manager - Single Incumbent	\$ 110.60	\$ 112.54	\$ 114.50	\$ 116.51	\$ 118.55	\$ 117.73	\$ 119.79	\$ 121.89	\$ 124.02	\$ 126.19
Telecommunications Network Help Desk	\$ 45.43	\$ 46.23	\$ 47.03	\$ 47.86	\$ 48.69	\$ 48.36	\$ 49.21	\$ 50.07	\$ 50.94	\$ 51.84
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 76.09	\$ 77.42	\$ 78.78	\$ 80.16	\$ 81.56	\$ 81.00	\$ 82.42	\$ 83.86	\$ 85.33	\$ 86.82
Telecommunications Programmer/ Systems Analyst – Senior	\$ 93.83	\$ 95.47	\$ 97.14	\$ 98.84	\$ 100.57	\$ 99.88	\$ 101.63	\$ 103.41	\$ 105.22	\$ 107.06
Telecommunications Technician	\$ 51.98	\$ 52.89	\$ 53.82	\$ 54.76	\$ 55.72	\$ 55.33	\$ 56.30	\$ 57.29	\$ 58.29	\$ 59.31
Telecommunications/Communications Integration Engineer	\$ 83.86	\$ 85.33	\$ 86.82	\$ 88.34	\$ 89.89	\$ 89.27	\$ 90.83	\$ 92.42	\$ 94.04	\$ 95.68
Test Engineer	\$ 85.29	\$ 86.78	\$ 88.30	\$ 89.85	\$ 91.42	\$ 90.79	\$ 92.38	\$ 94.00	\$ 95.64	\$ 97.32
UNIX Systems Administrator	\$ 98.08	\$ 99.80	\$ 101.54	\$ 103.32	\$ 105.13	\$ 104.41	\$ 106.23	\$ 108.09	\$ 109.98	\$ 111.91
Voice Communications Administrator	\$ 63.56	\$ 64.67	\$ 65.80	\$ 66.96	\$ 68.13	\$ 67.66	\$ 68.84	\$ 70.05	\$ 71.27	\$ 72.52
Voice Communications Manager - Planning & Implementation	\$ 98.08	\$ 99.80	\$ 101.54	\$ 103.32	\$ 105.13	\$ 104.41	\$ 106.23	\$ 108.09	\$ 109.98	\$ 111.91
Voice Communications Technician	\$ 52.88	\$ 53.81	\$ 54.75	\$ 55.71	\$ 56.68	\$ 56.29	\$ 57.28	\$ 58.28	\$ 59.30	\$ 60.34
Web Content Administrator	\$ 66.92	\$ 68.09	\$ 69.28	\$ 70.50	\$ 71.73	\$ 71.24	\$ 72.48	\$ 73.75	\$ 75.04	\$ 76.36
Web Content Analyst	\$ 63.97	\$ 65.09	\$ 66.23	\$ 67.39	\$ 68.57	\$ 68.10	\$ 69.29	\$ 70.50	\$ 71.73	\$ 72.99
Web Designer	\$ 71.18	\$ 72.43	\$ 73.69	\$ 74.98	\$ 76.29	\$ 75.77	\$ 77.10	\$ 78.45	\$ 79.82	\$ 81.22
Web Marketing Manager	\$ 99.51	\$ 101.25	\$ 103.02	\$ 104.83	\$ 106.66	\$ 105.93	\$ 107.78	\$ 109.67	\$ 111.59	\$ 113.54
Web Operations Manager	\$ 92.22	\$ 93.83	\$ 95.48	\$ 97.15	\$ 98.85	\$ 98.17	\$ 99.89	\$ 101.63	\$ 103.41	\$ 105.22
Web Project Manager	\$ 109.41	\$ 111.32	\$ 113.27	\$ 115.26	\$ 117.27	\$ 116.47	\$ 118.51	\$ 120.58	\$ 122.69	\$ 124.84
Web Security Administrator	\$ 83.59	\$ 85.05	\$ 86.54	\$ 88.06	\$ 89.60	\$ 88.98	\$ 90.54	\$ 92.12	\$ 93.74	\$ 95.38
Web Security Analyst	\$ 95.45	\$ 97.12	\$ 98.82	\$ 100.55	\$ 102.31	\$ 101.61	\$ 103.38	\$ 105.19	\$ 107.03	\$ 108.91
Web Software Developer	\$ 80.02	\$ 81.42	\$ 82.85	\$ 84.29	\$ 85.77	\$ 85.18	\$ 86.67	\$ 88.19	\$ 89.73	\$ 91.30
Web Technical Administrator	\$ 77.86	\$ 79.22	\$ 80.61	\$ 82.02	\$ 83.45	\$ 82.88	\$ 84.33	\$ 85.81	\$ 87.31	\$ 88.84

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<u>Labor Category</u>	San Jose Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 88.02	\$ 89.56	\$ 91.13	\$ 92.72	\$ 94.35	\$ 93.70	\$ 95.34	\$ 97.01	\$ 98.70	\$ 100.43
Applications Systems Analyst/ Programmer – Intermediate	\$ 93.16	\$ 94.79	\$ 96.45	\$ 98.14	\$ 99.85	\$ 99.17	\$ 100.90	\$ 102.67	\$ 104.47	\$ 106.29
Applications Systems Analyst/ Programmer – Senior	\$ 113.35	\$ 115.33	\$ 117.35	\$ 119.41	\$ 121.50	\$ 120.66	\$ 122.77	\$ 124.92	\$ 127.11	\$ 129.33
Business Process Consultant	\$ 116.61	\$ 118.65	\$ 120.73	\$ 122.84	\$ 124.99	\$ 124.13	\$ 126.30	\$ 128.51	\$ 130.76	\$ 133.05
Business Subject Matter Specialist	\$ 136.10	\$ 138.48	\$ 140.91	\$ 143.37	\$ 145.88	\$ 144.88	\$ 147.41	\$ 149.99	\$ 152.62	\$ 155.29
Business Systems Analyst - Intermediate	\$ 91.14	\$ 92.73	\$ 94.36	\$ 96.01	\$ 97.69	\$ 97.02	\$ 98.72	\$ 100.44	\$ 102.20	\$ 103.99
Business Systems Analyst - Senior	\$ 101.92	\$ 103.70	\$ 105.52	\$ 107.36	\$ 109.24	\$ 108.49	\$ 110.39	\$ 112.32	\$ 114.29	\$ 116.29
Business Systems Specialist	\$ 109.70	\$ 111.62	\$ 113.57	\$ 115.56	\$ 117.58	\$ 116.78	\$ 118.82	\$ 120.90	\$ 123.01	\$ 125.17
Chief Information Security Officer	\$ 153.66	\$ 156.35	\$ 159.09	\$ 161.87	\$ 164.70	\$ 163.57	\$ 166.43	\$ 169.35	\$ 172.31	\$ 175.33
Client/Server Database Manager	\$ 112.61	\$ 114.58	\$ 116.59	\$ 118.63	\$ 120.70	\$ 119.87	\$ 121.97	\$ 124.11	\$ 126.28	\$ 128.49
Client/Server Network Architect	\$ 120.57	\$ 122.68	\$ 124.83	\$ 127.01	\$ 129.23	\$ 128.35	\$ 130.59	\$ 132.88	\$ 135.20	\$ 137.57
Client/Server Support Analyst	\$ 86.99	\$ 88.51	\$ 90.06	\$ 91.64	\$ 93.24	\$ 92.60	\$ 94.22	\$ 95.87	\$ 97.55	\$ 99.26
Communications Analyst - Intermediate	\$ 89.59	\$ 91.16	\$ 92.75	\$ 94.38	\$ 96.03	\$ 95.37	\$ 97.04	\$ 98.74	\$ 100.46	\$ 102.22
Communications Analyst - Senior	\$ 101.72	\$ 103.50	\$ 105.31	\$ 107.15	\$ 109.03	\$ 108.28	\$ 110.18	\$ 112.10	\$ 114.07	\$ 116.06
Communications Facility Engineer	\$ 88.84	\$ 90.39	\$ 91.98	\$ 93.59	\$ 95.22	\$ 94.57	\$ 96.23	\$ 97.91	\$ 99.62	\$ 101.37
Communications Installer	\$ 78.53	\$ 79.90	\$ 81.30	\$ 82.73	\$ 84.17	\$ 83.60	\$ 85.06	\$ 86.55	\$ 88.06	\$ 89.60
Communications Transmission Engineer	\$ 99.30	\$ 101.04	\$ 102.81	\$ 104.61	\$ 106.44	\$ 105.70	\$ 107.55	\$ 109.44	\$ 111.35	\$ 113.30
Computer Operations Manager	\$ 101.38	\$ 103.15	\$ 104.96	\$ 106.80	\$ 108.67	\$ 107.92	\$ 109.81	\$ 111.73	\$ 113.68	\$ 115.67
Consultant	\$ 133.82	\$ 136.16	\$ 138.54	\$ 140.97	\$ 143.44	\$ 142.45	\$ 144.94	\$ 147.48	\$ 150.06	\$ 152.69
Data Architect	\$ 118.92	\$ 121.00	\$ 123.12	\$ 125.27	\$ 127.47	\$ 126.59	\$ 128.81	\$ 131.06	\$ 133.35	\$ 135.69
Data Communications Manager - Planning & Implementation	\$ 119.40	\$ 121.49	\$ 123.62	\$ 125.78	\$ 127.98	\$ 127.10	\$ 129.33	\$ 131.59	\$ 133.89	\$ 136.23
Data Entry Supervisor	\$ 55.85	\$ 56.83	\$ 57.82	\$ 58.83	\$ 59.86	\$ 59.45	\$ 60.49	\$ 61.55	\$ 62.63	\$ 63.72
Data Security Administration Manager	\$ 119.37	\$ 121.46	\$ 123.58	\$ 125.75	\$ 127.95	\$ 127.07	\$ 129.29	\$ 131.56	\$ 133.86	\$ 136.20
Data Security Analyst - Intermediate	\$ 88.56	\$ 90.11	\$ 91.69	\$ 93.29	\$ 94.92	\$ 94.27	\$ 95.92	\$ 97.60	\$ 99.31	\$ 101.05
Data Security Analyst - Senior	\$ 104.50	\$ 106.33	\$ 108.19	\$ 110.08	\$ 112.01	\$ 111.24	\$ 113.19	\$ 115.17	\$ 117.18	\$ 119.23
Data Warehousing Administrator	\$ 93.52	\$ 95.16	\$ 96.82	\$ 98.52	\$ 100.24	\$ 99.55	\$ 101.29	\$ 103.07	\$ 104.87	\$ 106.71
Data Warehousing Analyst	\$ 101.00	\$ 102.77	\$ 104.57	\$ 106.40	\$ 108.26	\$ 107.51	\$ 109.40	\$ 111.31	\$ 113.26	\$ 115.24
Data Warehousing Programmer	\$ 111.18	\$ 113.13	\$ 115.11	\$ 117.12	\$ 119.17	\$ 118.35	\$ 120.42	\$ 122.53	\$ 124.67	\$ 126.86

Digitalspec, LLC

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<u>Labor Category</u>	San Jose Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 123.79	\$ 125.96	\$ 128.16	\$ 130.40	\$ 132.69	\$ 131.77	\$ 134.08	\$ 136.43	\$ 138.81	\$ 141.24
Data/Configuration Management Specialist	\$ 116.21	\$ 118.24	\$ 120.31	\$ 122.42	\$ 124.56	\$ 123.71	\$ 125.87	\$ 128.07	\$ 130.31	\$ 132.59
Database Administrator	\$ 100.93	\$ 102.70	\$ 104.49	\$ 106.32	\$ 108.18	\$ 107.44	\$ 109.32	\$ 111.23	\$ 113.18	\$ 115.16
Database Analyst/ Programmer - Intermediate	\$ 90.09	\$ 91.67	\$ 93.27	\$ 94.90	\$ 96.56	\$ 95.90	\$ 97.58	\$ 99.29	\$ 101.02	\$ 102.79
Database Analyst/ Programmer – Senior	\$ 108.62	\$ 110.52	\$ 112.45	\$ 114.42	\$ 116.43	\$ 115.63	\$ 117.65	\$ 119.71	\$ 121.80	\$ 123.93
Database Manager	\$ 140.09	\$ 142.54	\$ 145.04	\$ 147.57	\$ 150.16	\$ 149.13	\$ 151.74	\$ 154.39	\$ 157.09	\$ 159.84
Disaster Recovery Administrator	\$ 111.30	\$ 113.25	\$ 115.23	\$ 117.25	\$ 119.30	\$ 118.48	\$ 120.55	\$ 122.66	\$ 124.81	\$ 126.99
Disaster Recovery Analyst	\$ 80.62	\$ 82.03	\$ 83.47	\$ 84.93	\$ 86.41	\$ 85.82	\$ 87.32	\$ 88.85	\$ 90.40	\$ 91.99
Documentation Specialist - Intermediate	\$ 61.12	\$ 62.19	\$ 63.28	\$ 64.39	\$ 65.51	\$ 65.06	\$ 66.20	\$ 67.36	\$ 68.54	\$ 69.74
Documentation Specialist - Senior	\$ 76.18	\$ 77.51	\$ 78.87	\$ 80.25	\$ 81.65	\$ 81.09	\$ 82.51	\$ 83.96	\$ 85.43	\$ 86.92
E-Business Manager	\$ 84.23	\$ 85.70	\$ 87.20	\$ 88.73	\$ 90.28	\$ 89.66	\$ 91.23	\$ 92.83	\$ 94.45	\$ 96.11
Electronic Data Interchange (EDI) Manager	\$ 96.70	\$ 98.39	\$ 100.11	\$ 101.87	\$ 103.65	\$ 102.94	\$ 104.74	\$ 106.57	\$ 108.44	\$ 110.33
Electronic Data Interchange (EDI) Specialist	\$ 69.97	\$ 71.19	\$ 72.44	\$ 73.71	\$ 75.00	\$ 74.48	\$ 75.79	\$ 77.11	\$ 78.46	\$ 79.84
Electronic Mail Coordinator	\$ 74.31	\$ 75.61	\$ 76.93	\$ 78.28	\$ 79.65	\$ 79.10	\$ 80.49	\$ 81.90	\$ 83.33	\$ 84.79
Engineering Subject Matter Specialist	\$ 138.97	\$ 141.40	\$ 143.88	\$ 146.39	\$ 148.96	\$ 147.93	\$ 150.52	\$ 153.16	\$ 155.84	\$ 158.56
ERP Busienss/Architectural Specialist	\$ 144.54	\$ 147.07	\$ 149.64	\$ 152.26	\$ 154.93	\$ 153.86	\$ 156.56	\$ 159.30	\$ 162.08	\$ 164.92
ERP Business Analyst - Intermediate	\$ 122.92	\$ 125.07	\$ 127.26	\$ 129.49	\$ 131.75	\$ 130.85	\$ 133.14	\$ 135.47	\$ 137.84	\$ 140.25
ERP Business Analyst - Senior	\$ 130.34	\$ 132.62	\$ 134.94	\$ 137.30	\$ 139.71	\$ 138.75	\$ 141.18	\$ 143.65	\$ 146.16	\$ 148.72
ERP Programmer	\$ 120.71	\$ 122.82	\$ 124.97	\$ 127.16	\$ 129.38	\$ 128.50	\$ 130.74	\$ 133.03	\$ 135.36	\$ 137.73
Graphics Specialist	\$ 55.59	\$ 56.56	\$ 57.55	\$ 58.56	\$ 59.58	\$ 59.18	\$ 60.21	\$ 61.26	\$ 62.34	\$ 63.43
Groupware Specialist	\$ 89.32	\$ 90.88	\$ 92.47	\$ 94.09	\$ 95.74	\$ 95.08	\$ 96.75	\$ 98.44	\$ 100.16	\$ 101.91
Help Desk Coordinator - Intermediate	\$ 51.35	\$ 52.25	\$ 53.16	\$ 54.09	\$ 55.04	\$ 54.66	\$ 55.62	\$ 56.59	\$ 57.58	\$ 58.59
Help Desk Coordinator - Senior	\$ 71.35	\$ 72.60	\$ 73.87	\$ 75.16	\$ 76.48	\$ 75.95	\$ 77.28	\$ 78.63	\$ 80.01	\$ 81.41
Help Desk Manager	\$ 102.27	\$ 104.06	\$ 105.88	\$ 107.73	\$ 109.62	\$ 108.87	\$ 110.77	\$ 112.71	\$ 114.68	\$ 116.69
Help Desk Specialist	\$ 51.88	\$ 52.79	\$ 53.71	\$ 54.65	\$ 55.61	\$ 55.23	\$ 56.19	\$ 57.18	\$ 58.18	\$ 59.19
Help Desk Support Services Specialist - Intermediate	\$ 69.49	\$ 70.71	\$ 71.94	\$ 73.20	\$ 74.48	\$ 73.97	\$ 75.27	\$ 76.58	\$ 77.92	\$ 79.29
Help Desk Support Services Specialist - Senior	\$ 83.38	\$ 84.84	\$ 86.32	\$ 87.83	\$ 89.37	\$ 88.76	\$ 90.31	\$ 91.89	\$ 93.50	\$ 95.14
Information Assurance Development Engineer	\$ 103.90	\$ 105.72	\$ 107.57	\$ 109.45	\$ 111.37	\$ 110.60	\$ 112.54	\$ 114.51	\$ 116.51	\$ 118.55
Information Assurance Engineer	\$ 101.92	\$ 103.70	\$ 105.52	\$ 107.36	\$ 109.24	\$ 108.49	\$ 110.39	\$ 112.32	\$ 114.29	\$ 116.29

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<u>Labor Category</u>	San Jose Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 130.17	\$ 132.45	\$ 134.77	\$ 137.12	\$ 139.52	\$ 138.57	\$ 140.99	\$ 143.46	\$ 145.97	\$ 148.52
Information Assurance Systems/Network Specialist	\$ 134.80	\$ 137.16	\$ 139.56	\$ 142.00	\$ 144.49	\$ 143.49	\$ 146.01	\$ 148.56	\$ 151.16	\$ 153.81
Information Center Consultant	\$ 102.02	\$ 103.81	\$ 105.62	\$ 107.47	\$ 109.35	\$ 108.60	\$ 110.50	\$ 112.43	\$ 114.40	\$ 116.40
Information Center Specialist	\$ 115.81	\$ 117.84	\$ 119.90	\$ 122.00	\$ 124.13	\$ 123.28	\$ 125.44	\$ 127.63	\$ 129.87	\$ 132.14
Information Security Business Analyst	\$ 92.64	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 98.62	\$ 100.34	\$ 102.10	\$ 103.88	\$ 105.70
Information Services Consultant	\$ 120.44	\$ 122.55	\$ 124.69	\$ 126.87	\$ 129.09	\$ 128.21	\$ 130.45	\$ 132.73	\$ 135.06	\$ 137.42
Information Systems Auditor - Intermediate	\$ 94.04	\$ 95.69	\$ 97.36	\$ 99.06	\$ 100.80	\$ 100.11	\$ 101.86	\$ 103.64	\$ 105.45	\$ 107.30
Information Systems Auditor - Senior	\$ 108.39	\$ 110.29	\$ 112.22	\$ 114.18	\$ 116.18	\$ 115.38	\$ 117.40	\$ 119.45	\$ 121.55	\$ 123.67
Information Systems Training Specialist - Intermediate	\$ 83.38	\$ 84.84	\$ 86.32	\$ 87.83	\$ 89.37	\$ 88.76	\$ 90.31	\$ 91.89	\$ 93.50	\$ 95.14
Information Systems Training Specialist - Senior	\$ 92.64	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 98.62	\$ 100.34	\$ 102.10	\$ 103.88	\$ 105.70
Internal Communications Systems Consultant	\$ 131.80	\$ 134.11	\$ 136.45	\$ 138.84	\$ 141.27	\$ 140.30	\$ 142.76	\$ 145.25	\$ 147.80	\$ 150.38
IT Subject Matter Specialist	\$ 148.69	\$ 151.29	\$ 153.94	\$ 156.63	\$ 159.37	\$ 158.28	\$ 161.05	\$ 163.87	\$ 166.74	\$ 169.65
LAN Administrator - Intermediate	\$ 79.00	\$ 80.38	\$ 81.79	\$ 83.22	\$ 84.68	\$ 84.10	\$ 85.57	\$ 87.06	\$ 88.59	\$ 90.14
LAN Administrator - Senior	\$ 99.21	\$ 100.95	\$ 102.71	\$ 104.51	\$ 106.34	\$ 105.61	\$ 107.46	\$ 109.34	\$ 111.25	\$ 113.20
LAN Support Technician - Intermediate	\$ 79.00	\$ 80.38	\$ 81.79	\$ 83.22	\$ 84.68	\$ 84.10	\$ 85.57	\$ 87.06	\$ 88.59	\$ 90.14
LAN Support Technician - Senior	\$ 85.60	\$ 87.10	\$ 88.62	\$ 90.17	\$ 91.75	\$ 91.12	\$ 92.72	\$ 94.34	\$ 95.99	\$ 97.67
LAN/WAN Administrator	\$ 83.18	\$ 84.64	\$ 86.12	\$ 87.62	\$ 89.16	\$ 88.55	\$ 90.09	\$ 91.67	\$ 93.28	\$ 94.91
LAN/WAN Integrator	\$ 110.36	\$ 112.29	\$ 114.26	\$ 116.26	\$ 118.29	\$ 117.48	\$ 119.53	\$ 121.63	\$ 123.75	\$ 125.92
LAN/WAN/MAN Administrator	\$ 83.18	\$ 84.64	\$ 86.12	\$ 87.62	\$ 89.16	\$ 88.55	\$ 90.09	\$ 91.67	\$ 93.28	\$ 94.91
Network Control Technician	\$ 60.18	\$ 61.23	\$ 62.30	\$ 63.40	\$ 64.50	\$ 64.06	\$ 65.18	\$ 66.32	\$ 67.48	\$ 68.67
Network Engineer - Intermediate	\$ 89.71	\$ 91.28	\$ 92.88	\$ 94.50	\$ 96.16	\$ 95.50	\$ 97.17	\$ 98.87	\$ 100.60	\$ 102.36
Network Engineer - Senior	\$ 104.60	\$ 106.43	\$ 108.29	\$ 110.19	\$ 112.12	\$ 111.35	\$ 113.30	\$ 115.28	\$ 117.30	\$ 119.35
Network Operations Supervisor	\$ 108.16	\$ 110.05	\$ 111.98	\$ 113.94	\$ 115.93	\$ 115.14	\$ 117.15	\$ 119.20	\$ 121.29	\$ 123.41
Network Planning Analyst - Intermediate	\$ 84.76	\$ 86.24	\$ 87.75	\$ 89.29	\$ 90.85	\$ 90.23	\$ 91.81	\$ 93.41	\$ 95.05	\$ 96.71
Network Planning Analyst - Senior	\$ 103.68	\$ 105.49	\$ 107.34	\$ 109.22	\$ 111.13	\$ 110.37	\$ 112.30	\$ 114.26	\$ 116.26	\$ 118.30
Network Planning Manager	\$ 116.77	\$ 118.81	\$ 120.89	\$ 123.01	\$ 125.16	\$ 124.30	\$ 126.48	\$ 128.69	\$ 130.94	\$ 133.23
Network Systems Administrator	\$ 80.22	\$ 81.62	\$ 83.05	\$ 84.51	\$ 85.98	\$ 85.39	\$ 86.89	\$ 88.41	\$ 89.96	\$ 91.53
Network Systems Manager	\$ 109.82	\$ 111.74	\$ 113.70	\$ 115.69	\$ 117.71	\$ 116.90	\$ 118.95	\$ 121.03	\$ 123.15	\$ 125.30
Network/Hardware Support Technician	\$ 57.96	\$ 58.97	\$ 60.01	\$ 61.06	\$ 62.12	\$ 61.70	\$ 62.78	\$ 63.88	\$ 64.99	\$ 66.13

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<u>Labor Category</u>	San Jose Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 108.16	\$ 110.05	\$ 111.98	\$ 113.94	\$ 115.93	\$ 115.14	\$ 117.15	\$ 119.20	\$ 121.29	\$ 123.41
Operations Manager - Voice Communications	\$ 88.24	\$ 89.78	\$ 91.36	\$ 92.95	\$ 94.58	\$ 93.93	\$ 95.58	\$ 97.25	\$ 98.95	\$ 100.68
Operations Systems Manager	\$ 101.92	\$ 103.70	\$ 105.52	\$ 107.36	\$ 109.24	\$ 108.49	\$ 110.39	\$ 112.32	\$ 114.29	\$ 116.29
Operations/ Technical Support Manager	\$ 102.56	\$ 104.35	\$ 106.18	\$ 108.04	\$ 109.93	\$ 109.18	\$ 111.09	\$ 113.03	\$ 115.01	\$ 117.02
Operations/Network LAN Administrator	\$ 77.16	\$ 78.51	\$ 79.88	\$ 81.28	\$ 82.70	\$ 82.14	\$ 83.57	\$ 85.04	\$ 86.52	\$ 88.04
Operations/Technical Support Analyst	\$ 55.87	\$ 56.85	\$ 57.84	\$ 58.85	\$ 59.88	\$ 59.47	\$ 60.51	\$ 61.57	\$ 62.65	\$ 63.75
PC Products Analyst	\$ 69.92	\$ 71.14	\$ 72.39	\$ 73.66	\$ 74.94	\$ 74.43	\$ 75.73	\$ 77.06	\$ 78.41	\$ 79.78
PC Systems Specialist	\$ 76.82	\$ 78.16	\$ 79.53	\$ 80.92	\$ 82.34	\$ 81.77	\$ 83.21	\$ 84.66	\$ 86.14	\$ 87.65
PC/LAN Mgmt Analyst - Intermediate	\$ 71.56	\$ 72.81	\$ 74.09	\$ 75.38	\$ 76.70	\$ 76.18	\$ 77.51	\$ 78.87	\$ 80.25	\$ 81.65
PC/LAN Mgmt Analyst – Senior	\$ 86.99	\$ 88.51	\$ 90.06	\$ 91.64	\$ 93.24	\$ 92.60	\$ 94.22	\$ 95.87	\$ 97.55	\$ 99.26
Project Engineer	\$ 118.84	\$ 120.92	\$ 123.04	\$ 125.19	\$ 127.38	\$ 126.51	\$ 128.72	\$ 130.97	\$ 133.26	\$ 135.60
Project Manager – Senior	\$ 148.23	\$ 150.82	\$ 153.46	\$ 156.15	\$ 158.88	\$ 157.79	\$ 160.55	\$ 163.36	\$ 166.22	\$ 169.13
Quality Assurance Analyst - Intermediate	\$ 85.24	\$ 86.73	\$ 88.25	\$ 89.79	\$ 91.37	\$ 90.74	\$ 92.33	\$ 93.94	\$ 95.59	\$ 97.26
Quality Assurance Analyst - Senior	\$ 102.76	\$ 104.56	\$ 106.39	\$ 108.25	\$ 110.14	\$ 109.39	\$ 111.30	\$ 113.25	\$ 115.23	\$ 117.25
Quality Assurance Specialist	\$ 98.86	\$ 100.59	\$ 102.35	\$ 104.14	\$ 105.96	\$ 105.24	\$ 107.08	\$ 108.95	\$ 110.86	\$ 112.80
Security Coordinator	\$ 78.85	\$ 80.23	\$ 81.63	\$ 83.06	\$ 84.52	\$ 83.94	\$ 85.40	\$ 86.90	\$ 88.42	\$ 89.97
Site Manager	\$ 121.31	\$ 123.43	\$ 125.59	\$ 127.79	\$ 130.03	\$ 129.13	\$ 131.39	\$ 133.69	\$ 136.03	\$ 138.41
Software Architect	\$ 138.97	\$ 141.40	\$ 143.88	\$ 146.39	\$ 148.96	\$ 147.93	\$ 150.52	\$ 153.16	\$ 155.84	\$ 158.56
Software Developer – Intermediate	\$ 111.85	\$ 113.81	\$ 115.80	\$ 117.83	\$ 119.89	\$ 119.06	\$ 121.15	\$ 123.27	\$ 125.43	\$ 127.62
Software Developer – Senior	\$ 125.08	\$ 127.27	\$ 129.50	\$ 131.76	\$ 134.07	\$ 133.15	\$ 135.48	\$ 137.85	\$ 140.26	\$ 142.72
Software Systems Engineer - Intermediate	\$ 111.18	\$ 113.13	\$ 115.11	\$ 117.12	\$ 119.17	\$ 118.35	\$ 120.42	\$ 122.53	\$ 124.67	\$ 126.86
Software Systems Engineer - Senior	\$ 119.10	\$ 121.18	\$ 123.30	\$ 125.46	\$ 127.66	\$ 126.78	\$ 129.00	\$ 131.26	\$ 133.56	\$ 135.89
Strategic Planner	\$ 125.08	\$ 127.27	\$ 129.50	\$ 131.76	\$ 134.07	\$ 133.15	\$ 135.48	\$ 137.85	\$ 140.26	\$ 142.72
Systems Administrator - Intermediate	\$ 75.76	\$ 77.09	\$ 78.43	\$ 79.81	\$ 81.20	\$ 80.65	\$ 82.06	\$ 83.49	\$ 84.95	\$ 86.44
Systems Administrator - Senior	\$ 93.84	\$ 95.48	\$ 97.15	\$ 98.85	\$ 100.58	\$ 99.89	\$ 101.64	\$ 103.42	\$ 105.23	\$ 107.07
Systems Analysis and Programming Director	\$ 148.23	\$ 150.82	\$ 153.46	\$ 156.15	\$ 158.88	\$ 157.79	\$ 160.55	\$ 163.36	\$ 166.22	\$ 169.13
Systems Engineer	\$ 88.02	\$ 89.56	\$ 91.13	\$ 92.72	\$ 94.35	\$ 93.70	\$ 95.34	\$ 97.01	\$ 98.70	\$ 100.43
Systems Management Technologist	\$ 119.44	\$ 121.53	\$ 123.66	\$ 125.82	\$ 128.02	\$ 127.14	\$ 129.37	\$ 131.63	\$ 133.94	\$ 136.28
Technical Editor	\$ 70.79	\$ 72.03	\$ 73.29	\$ 74.57	\$ 75.88	\$ 75.36	\$ 76.67	\$ 78.02	\$ 79.38	\$ 80.77

Digitalspec, LLC

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	San Jose Locality									
	Government Site					Contractor Site				
Labor Category	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021
Technical Writer	\$ 73.17	\$ 74.45	\$ 75.75	\$ 77.08	\$ 78.43	\$ 77.89	\$ 79.25	\$ 80.64	\$ 82.05	\$ 83.49
Telecommunications Analyst/Technician	\$ 61.60	\$ 62.68	\$ 63.77	\$ 64.89	\$ 66.03	\$ 65.57	\$ 66.72	\$ 67.89	\$ 69.08	\$ 70.29
Telecommunications Engineer/ Analyst – Intermediate	\$ 69.78	\$ 71.00	\$ 72.24	\$ 73.51	\$ 74.79	\$ 74.28	\$ 75.58	\$ 76.90	\$ 78.25	\$ 79.62
Telecommunications Engineer/ Analyst – Senior	\$ 81.99	\$ 83.42	\$ 84.88	\$ 86.37	\$ 87.88	\$ 87.28	\$ 88.81	\$ 90.36	\$ 91.94	\$ 93.55
Telecommunications Manager - Multiple Incumbents	\$ 129.71	\$ 131.98	\$ 134.29	\$ 136.64	\$ 139.03	\$ 138.08	\$ 140.49	\$ 142.95	\$ 145.45	\$ 148.00
Telecommunications Manager - Single Incumbent	\$ 120.13	\$ 122.23	\$ 124.37	\$ 126.55	\$ 128.76	\$ 127.88	\$ 130.12	\$ 132.39	\$ 134.71	\$ 137.07
Telecommunications Network Help Desk	\$ 49.34	\$ 50.20	\$ 51.08	\$ 51.98	\$ 52.89	\$ 52.52	\$ 53.44	\$ 54.38	\$ 55.33	\$ 56.30
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 82.65	\$ 84.10	\$ 85.57	\$ 87.07	\$ 88.59	\$ 87.98	\$ 89.52	\$ 91.09	\$ 92.68	\$ 94.30
Telecommunications Programmer/ Systems Analyst – Senior	\$ 101.92	\$ 103.70	\$ 105.52	\$ 107.36	\$ 109.24	\$ 108.49	\$ 110.39	\$ 112.32	\$ 114.29	\$ 116.29
Telecommunications Technician	\$ 56.47	\$ 57.46	\$ 58.46	\$ 59.49	\$ 60.53	\$ 60.11	\$ 61.16	\$ 62.23	\$ 63.32	\$ 64.43
Telecommunications/Communications Integration Engineer	\$ 91.09	\$ 92.68	\$ 94.31	\$ 95.96	\$ 97.64	\$ 96.97	\$ 98.66	\$ 100.39	\$ 102.15	\$ 103.93
Test Engineer	\$ 92.64	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 98.62	\$ 100.34	\$ 102.10	\$ 103.88	\$ 105.70
UNIX Systems Administrator	\$ 106.54	\$ 108.40	\$ 110.30	\$ 112.23	\$ 114.20	\$ 113.41	\$ 115.40	\$ 117.42	\$ 119.47	\$ 121.56
Voice Communications Administrator	\$ 69.04	\$ 70.25	\$ 71.48	\$ 72.73	\$ 74.00	\$ 73.49	\$ 74.78	\$ 76.09	\$ 77.42	\$ 78.77
Voice Communications Manager - Planning & Implementation	\$ 106.54	\$ 108.40	\$ 110.30	\$ 112.23	\$ 114.20	\$ 113.41	\$ 115.40	\$ 117.42	\$ 119.47	\$ 121.56
Voice Communications Technician	\$ 57.44	\$ 58.45	\$ 59.47	\$ 60.51	\$ 61.57	\$ 61.14	\$ 62.21	\$ 63.30	\$ 64.41	\$ 65.54
Web Content Administrator	\$ 72.69	\$ 73.96	\$ 75.26	\$ 76.57	\$ 77.91	\$ 77.38	\$ 78.73	\$ 80.11	\$ 81.51	\$ 82.94
Web Content Analyst	\$ 69.49	\$ 70.71	\$ 71.94	\$ 73.20	\$ 74.48	\$ 73.97	\$ 75.27	\$ 76.58	\$ 77.92	\$ 79.29
Web Designer	\$ 77.32	\$ 78.67	\$ 80.05	\$ 81.45	\$ 82.88	\$ 82.31	\$ 83.75	\$ 85.21	\$ 86.70	\$ 88.22
Web Marketing Manager	\$ 108.09	\$ 109.98	\$ 111.91	\$ 113.86	\$ 115.86	\$ 115.06	\$ 117.08	\$ 119.12	\$ 121.21	\$ 123.33
Web Operations Manager	\$ 100.17	\$ 101.92	\$ 103.71	\$ 105.52	\$ 107.37	\$ 106.63	\$ 108.50	\$ 110.40	\$ 112.33	\$ 114.29
Web Project Manager	\$ 118.84	\$ 120.92	\$ 123.04	\$ 125.19	\$ 127.38	\$ 126.51	\$ 128.72	\$ 130.97	\$ 133.26	\$ 135.60
Web Security Administrator	\$ 90.79	\$ 92.38	\$ 94.00	\$ 95.64	\$ 97.31	\$ 96.65	\$ 98.34	\$ 100.06	\$ 101.81	\$ 103.59
Web Security Analyst	\$ 103.68	\$ 105.49	\$ 107.34	\$ 109.22	\$ 111.13	\$ 110.37	\$ 112.30	\$ 114.26	\$ 116.26	\$ 118.30
Web Software Developer	\$ 86.92	\$ 88.44	\$ 89.99	\$ 91.56	\$ 93.17	\$ 92.53	\$ 94.15	\$ 95.79	\$ 97.47	\$ 99.18
Web Technical Administrator	\$ 84.58	\$ 86.06	\$ 87.57	\$ 89.10	\$ 90.66	\$ 90.04	\$ 91.61	\$ 93.21	\$ 94.85	\$ 96.51

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<u>Labor Category</u>	Seattle Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 79.59	\$ 80.98	\$ 82.40	\$ 83.84	\$ 85.31	\$ 84.72	\$ 86.21	\$ 87.71	\$ 89.25	\$ 90.81
Applications Systems Analyst/ Programmer – Intermediate	\$ 84.24	\$ 85.71	\$ 87.21	\$ 88.74	\$ 90.29	\$ 89.67	\$ 91.24	\$ 92.84	\$ 94.46	\$ 96.12
Applications Systems Analyst/ Programmer – Senior	\$ 102.49	\$ 104.28	\$ 106.11	\$ 107.97	\$ 109.85	\$ 109.10	\$ 111.01	\$ 112.95	\$ 114.93	\$ 116.94
Business Process Consultant	\$ 105.44	\$ 107.29	\$ 109.16	\$ 111.07	\$ 113.02	\$ 112.24	\$ 114.21	\$ 116.20	\$ 118.24	\$ 120.31
Business Subject Matter Specialist	\$ 123.06	\$ 125.21	\$ 127.40	\$ 129.63	\$ 131.90	\$ 131.00	\$ 133.29	\$ 135.62	\$ 138.00	\$ 140.41
Business Systems Analyst - Intermediate	\$ 82.41	\$ 83.85	\$ 85.32	\$ 86.81	\$ 88.33	\$ 87.73	\$ 89.26	\$ 90.82	\$ 92.41	\$ 94.03
Business Systems Analyst - Senior	\$ 92.15	\$ 93.76	\$ 95.40	\$ 97.07	\$ 98.77	\$ 98.09	\$ 99.81	\$ 101.56	\$ 103.33	\$ 105.14
Business Systems Specialist	\$ 99.19	\$ 100.93	\$ 102.69	\$ 104.49	\$ 106.32	\$ 105.59	\$ 107.44	\$ 109.32	\$ 111.23	\$ 113.18
Chief Information Security Officer	\$ 138.94	\$ 141.37	\$ 143.85	\$ 146.36	\$ 148.92	\$ 147.90	\$ 150.49	\$ 153.12	\$ 155.80	\$ 158.53
Client/Server Database Manager	\$ 101.83	\$ 103.61	\$ 105.43	\$ 107.27	\$ 109.15	\$ 108.40	\$ 110.30	\$ 112.23	\$ 114.19	\$ 116.19
Client/Server Network Architect	\$ 109.02	\$ 110.93	\$ 112.87	\$ 114.84	\$ 116.85	\$ 116.05	\$ 118.08	\$ 120.15	\$ 122.25	\$ 124.39
Client/Server Support Analyst	\$ 78.66	\$ 80.04	\$ 81.44	\$ 82.86	\$ 84.31	\$ 83.73	\$ 85.20	\$ 86.69	\$ 88.21	\$ 89.75
Communications Analyst - Intermediate	\$ 81.00	\$ 82.42	\$ 83.86	\$ 85.33	\$ 86.82	\$ 86.22	\$ 87.73	\$ 89.27	\$ 90.83	\$ 92.42
Communications Analyst - Senior	\$ 91.97	\$ 93.58	\$ 95.22	\$ 96.88	\$ 98.58	\$ 97.90	\$ 99.62	\$ 101.36	\$ 103.13	\$ 104.94
Communications Facility Engineer	\$ 80.33	\$ 81.74	\$ 83.17	\$ 84.62	\$ 86.10	\$ 85.51	\$ 87.01	\$ 88.53	\$ 90.08	\$ 91.66
Communications Installer	\$ 71.01	\$ 72.25	\$ 73.52	\$ 74.80	\$ 76.11	\$ 75.59	\$ 76.91	\$ 78.26	\$ 79.63	\$ 81.02
Communications Transmission Engineer	\$ 89.78	\$ 91.35	\$ 92.95	\$ 94.58	\$ 96.23	\$ 95.57	\$ 97.24	\$ 98.95	\$ 100.68	\$ 102.44
Computer Operations Manager	\$ 91.67	\$ 93.27	\$ 94.91	\$ 96.57	\$ 98.26	\$ 97.58	\$ 99.29	\$ 101.03	\$ 102.80	\$ 104.59
Consultant	\$ 121.00	\$ 123.12	\$ 125.27	\$ 127.46	\$ 129.69	\$ 128.80	\$ 131.06	\$ 133.35	\$ 135.69	\$ 138.06
Data Architect	\$ 107.52	\$ 109.40	\$ 111.32	\$ 113.26	\$ 115.25	\$ 114.46	\$ 116.46	\$ 118.50	\$ 120.57	\$ 122.68
Data Communications Manager - Planning & Implementation	\$ 107.96	\$ 109.85	\$ 111.77	\$ 113.73	\$ 115.72	\$ 114.92	\$ 116.93	\$ 118.98	\$ 121.06	\$ 123.18
Data Entry Supervisor	\$ 50.50	\$ 51.38	\$ 52.28	\$ 53.20	\$ 54.13	\$ 53.76	\$ 54.70	\$ 55.66	\$ 56.63	\$ 57.62
Data Security Administration Manager	\$ 107.93	\$ 109.82	\$ 111.74	\$ 113.70	\$ 115.69	\$ 114.89	\$ 116.90	\$ 118.95	\$ 121.03	\$ 123.15
Data Security Analyst - Intermediate	\$ 80.07	\$ 81.47	\$ 82.90	\$ 84.35	\$ 85.82	\$ 85.23	\$ 86.73	\$ 88.24	\$ 89.79	\$ 91.36
Data Security Analyst - Senior	\$ 94.49	\$ 96.14	\$ 97.83	\$ 99.54	\$ 101.28	\$ 100.58	\$ 102.34	\$ 104.14	\$ 105.96	\$ 107.81
Data Warehousing Administrator	\$ 84.56	\$ 86.04	\$ 87.55	\$ 89.08	\$ 90.64	\$ 90.01	\$ 91.59	\$ 93.19	\$ 94.82	\$ 96.48
Data Warehousing Analyst	\$ 91.32	\$ 92.92	\$ 94.54	\$ 96.20	\$ 97.88	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20
Data Warehousing Programmer	\$ 100.53	\$ 102.29	\$ 104.08	\$ 105.90	\$ 107.75	\$ 107.01	\$ 108.89	\$ 110.79	\$ 112.73	\$ 114.70

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CIFA1

<u>Labor Category</u>	Seattle Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 111.93	\$ 113.89	\$ 115.88	\$ 117.91	\$ 119.97	\$ 119.15	\$ 121.23	\$ 123.36	\$ 125.51	\$ 127.71
Data/Configuration Management Specialist	\$ 105.08	\$ 106.92	\$ 108.79	\$ 110.69	\$ 112.63	\$ 111.86	\$ 113.82	\$ 115.81	\$ 117.83	\$ 119.90
Database Administrator	\$ 91.26	\$ 92.86	\$ 94.48	\$ 96.14	\$ 97.82	\$ 97.15	\$ 98.85	\$ 100.58	\$ 102.34	\$ 104.13
Database Analyst/ Programmer - Intermediate	\$ 81.46	\$ 82.89	\$ 84.34	\$ 85.81	\$ 87.31	\$ 86.71	\$ 88.23	\$ 89.78	\$ 91.35	\$ 92.95
Database Analyst/ Programmer – Senior	\$ 98.22	\$ 99.94	\$ 101.69	\$ 103.47	\$ 105.28	\$ 104.56	\$ 106.38	\$ 108.25	\$ 110.14	\$ 112.07
Database Manager	\$ 126.67	\$ 128.89	\$ 131.14	\$ 133.44	\$ 135.77	\$ 134.84	\$ 137.20	\$ 139.60	\$ 142.04	\$ 144.53
Disaster Recovery Administrator	\$ 100.64	\$ 102.40	\$ 104.19	\$ 106.02	\$ 107.87	\$ 107.13	\$ 109.01	\$ 110.91	\$ 112.85	\$ 114.83
Disaster Recovery Analyst	\$ 72.90	\$ 74.18	\$ 75.47	\$ 76.79	\$ 78.14	\$ 77.60	\$ 78.96	\$ 80.34	\$ 81.75	\$ 83.18
Documentation Specialist - Intermediate	\$ 55.27	\$ 56.24	\$ 57.22	\$ 58.22	\$ 59.24	\$ 58.83	\$ 59.86	\$ 60.91	\$ 61.98	\$ 63.06
Documentation Specialist - Senior	\$ 68.88	\$ 70.09	\$ 71.31	\$ 72.56	\$ 73.83	\$ 73.32	\$ 74.61	\$ 75.91	\$ 77.24	\$ 78.59
E-Business Manager	\$ 76.16	\$ 77.49	\$ 78.85	\$ 80.23	\$ 81.63	\$ 81.07	\$ 82.49	\$ 83.93	\$ 85.40	\$ 86.90
Electronic Data Interchange (EDI) Manager	\$ 87.44	\$ 88.97	\$ 90.53	\$ 92.11	\$ 93.72	\$ 93.08	\$ 94.71	\$ 96.37	\$ 98.05	\$ 99.77
Electronic Data Interchange (EDI) Specialist	\$ 63.27	\$ 64.38	\$ 65.50	\$ 66.65	\$ 67.82	\$ 67.35	\$ 68.53	\$ 69.73	\$ 70.95	\$ 72.19
Electronic Mail Coordinator	\$ 67.19	\$ 68.37	\$ 69.56	\$ 70.78	\$ 72.02	\$ 71.52	\$ 72.78	\$ 74.05	\$ 75.34	\$ 76.66
Engineering Subject Matter Specialist	\$ 125.66	\$ 127.86	\$ 130.10	\$ 132.37	\$ 134.69	\$ 133.77	\$ 136.11	\$ 138.49	\$ 140.91	\$ 143.38
ERP Busienss/Architectural Specialist	\$ 130.69	\$ 132.98	\$ 135.30	\$ 137.67	\$ 140.08	\$ 139.12	\$ 141.55	\$ 144.03	\$ 146.55	\$ 149.12
ERP Business Analyst - Intermediate	\$ 111.14	\$ 113.08	\$ 115.06	\$ 117.08	\$ 119.13	\$ 118.31	\$ 120.38	\$ 122.49	\$ 124.63	\$ 126.81
ERP Business Analyst - Senior	\$ 117.85	\$ 119.91	\$ 122.01	\$ 124.15	\$ 126.32	\$ 125.45	\$ 127.65	\$ 129.88	\$ 132.15	\$ 134.47
ERP Programmer	\$ 109.15	\$ 111.06	\$ 113.00	\$ 114.98	\$ 116.99	\$ 116.19	\$ 118.22	\$ 120.29	\$ 122.40	\$ 124.54
Graphics Specialist	\$ 50.26	\$ 51.14	\$ 52.03	\$ 52.95	\$ 53.87	\$ 53.50	\$ 54.44	\$ 55.39	\$ 56.36	\$ 57.35
Groupware Specialist	\$ 80.77	\$ 82.18	\$ 83.62	\$ 85.09	\$ 86.57	\$ 85.98	\$ 87.48	\$ 89.02	\$ 90.57	\$ 92.16
Help Desk Coordinator - Intermediate	\$ 46.43	\$ 47.24	\$ 48.07	\$ 48.91	\$ 49.77	\$ 49.42	\$ 50.29	\$ 51.17	\$ 52.07	\$ 52.98
Help Desk Coordinator - Senior	\$ 64.51	\$ 65.64	\$ 66.79	\$ 67.96	\$ 69.15	\$ 68.67	\$ 69.87	\$ 71.10	\$ 72.34	\$ 73.61
Help Desk Manager	\$ 92.47	\$ 94.09	\$ 95.73	\$ 97.41	\$ 99.11	\$ 98.43	\$ 100.16	\$ 101.91	\$ 103.69	\$ 105.51
Help Desk Specialist	\$ 46.91	\$ 47.73	\$ 48.57	\$ 49.42	\$ 50.28	\$ 49.94	\$ 50.81	\$ 51.70	\$ 52.60	\$ 53.52
Help Desk Support Services Specialist - Intermediate	\$ 62.83	\$ 63.93	\$ 65.05	\$ 66.19	\$ 67.34	\$ 66.88	\$ 68.05	\$ 69.24	\$ 70.46	\$ 71.69
Help Desk Support Services Specialist - Senior	\$ 75.40	\$ 76.72	\$ 78.06	\$ 79.43	\$ 80.82	\$ 80.26	\$ 81.67	\$ 83.10	\$ 84.55	\$ 86.03
Information Assurance Development Engineer	\$ 93.95	\$ 95.59	\$ 97.27	\$ 98.97	\$ 100.70	\$ 100.01	\$ 101.76	\$ 103.54	\$ 105.35	\$ 107.20
Information Assurance Engineer	\$ 92.15	\$ 93.76	\$ 95.40	\$ 97.07	\$ 98.77	\$ 98.09	\$ 99.81	\$ 101.56	\$ 103.33	\$ 105.14

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Seattle Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 117.70	\$ 119.76	\$ 121.86	\$ 123.99	\$ 126.16	\$ 125.29	\$ 127.48	\$ 129.72	\$ 131.99	\$ 134.29
Information Assurance Systems/Network Specialist	\$ 121.88	\$ 124.01	\$ 126.18	\$ 128.39	\$ 130.64	\$ 129.74	\$ 132.01	\$ 134.32	\$ 136.67	\$ 139.06
Information Center Consultant	\$ 92.24	\$ 93.85	\$ 95.50	\$ 97.17	\$ 98.87	\$ 98.19	\$ 99.91	\$ 101.66	\$ 103.44	\$ 105.25
Information Center Specialist	\$ 104.72	\$ 106.55	\$ 108.42	\$ 110.31	\$ 112.25	\$ 111.47	\$ 113.43	\$ 115.41	\$ 117.43	\$ 119.48
Information Security Business Analyst	\$ 83.77	\$ 85.24	\$ 86.73	\$ 88.25	\$ 89.79	\$ 89.17	\$ 90.73	\$ 92.32	\$ 93.94	\$ 95.58
Information Services Consultant	\$ 108.90	\$ 110.81	\$ 112.74	\$ 114.72	\$ 116.73	\$ 115.92	\$ 117.95	\$ 120.02	\$ 122.12	\$ 124.25
Information Systems Auditor - Intermediate	\$ 85.03	\$ 86.52	\$ 88.03	\$ 89.57	\$ 91.14	\$ 90.51	\$ 92.10	\$ 93.71	\$ 95.35	\$ 97.02
Information Systems Auditor - Senior	\$ 98.01	\$ 99.73	\$ 101.47	\$ 103.25	\$ 105.05	\$ 104.33	\$ 106.16	\$ 108.02	\$ 109.91	\$ 111.83
Information Systems Training Specialist - Intermediate	\$ 75.40	\$ 76.72	\$ 78.06	\$ 79.43	\$ 80.82	\$ 80.26	\$ 81.67	\$ 83.10	\$ 84.55	\$ 86.03
Information Systems Training Specialist - Senior	\$ 83.77	\$ 85.24	\$ 86.73	\$ 88.25	\$ 89.79	\$ 89.17	\$ 90.73	\$ 92.32	\$ 93.94	\$ 95.58
Internal Communications Systems Consultant	\$ 119.18	\$ 121.27	\$ 123.39	\$ 125.55	\$ 127.74	\$ 126.87	\$ 129.09	\$ 131.35	\$ 133.64	\$ 135.98
IT Subject Matter Specialist	\$ 134.45	\$ 136.80	\$ 139.20	\$ 141.63	\$ 144.11	\$ 143.12	\$ 145.63	\$ 148.18	\$ 150.77	\$ 153.41
LAN Administrator - Intermediate	\$ 71.43	\$ 72.68	\$ 73.95	\$ 75.25	\$ 76.56	\$ 76.04	\$ 77.37	\$ 78.72	\$ 80.10	\$ 81.50
LAN Administrator - Senior	\$ 89.71	\$ 91.28	\$ 92.88	\$ 94.50	\$ 96.16	\$ 95.50	\$ 97.17	\$ 98.87	\$ 100.60	\$ 102.36
LAN Support Technician - Intermediate	\$ 71.43	\$ 72.68	\$ 73.95	\$ 75.25	\$ 76.56	\$ 76.04	\$ 77.37	\$ 78.72	\$ 80.10	\$ 81.50
LAN Support Technician - Senior	\$ 77.40	\$ 78.75	\$ 80.13	\$ 81.54	\$ 82.96	\$ 82.39	\$ 83.83	\$ 85.30	\$ 86.79	\$ 88.31
LAN/WAN Administrator	\$ 75.21	\$ 76.53	\$ 77.87	\$ 79.23	\$ 80.61	\$ 80.06	\$ 81.46	\$ 82.89	\$ 84.34	\$ 85.81
LAN/WAN Integrator	\$ 99.78	\$ 101.53	\$ 103.30	\$ 105.11	\$ 106.95	\$ 106.22	\$ 108.07	\$ 109.97	\$ 111.89	\$ 113.85
LAN/WAN/MAN Administrator	\$ 75.21	\$ 76.53	\$ 77.87	\$ 79.23	\$ 80.61	\$ 80.06	\$ 81.46	\$ 82.89	\$ 84.34	\$ 85.81
Network Control Technician	\$ 54.42	\$ 55.37	\$ 56.34	\$ 57.33	\$ 58.33	\$ 57.93	\$ 58.94	\$ 59.98	\$ 61.02	\$ 62.09
Network Engineer - Intermediate	\$ 81.11	\$ 82.53	\$ 83.97	\$ 85.44	\$ 86.94	\$ 86.34	\$ 87.85	\$ 89.39	\$ 90.95	\$ 92.55
Network Engineer - Senior	\$ 94.58	\$ 96.24	\$ 97.92	\$ 99.63	\$ 101.38	\$ 100.68	\$ 102.44	\$ 104.24	\$ 106.06	\$ 107.92
Network Operations Supervisor	\$ 97.80	\$ 99.51	\$ 101.25	\$ 103.02	\$ 104.83	\$ 104.11	\$ 105.93	\$ 107.78	\$ 109.67	\$ 111.59
Network Planning Analyst - Intermediate	\$ 76.64	\$ 77.98	\$ 79.35	\$ 80.73	\$ 82.15	\$ 81.58	\$ 83.01	\$ 84.46	\$ 85.94	\$ 87.45
Network Planning Analyst - Senior	\$ 93.75	\$ 95.39	\$ 97.06	\$ 98.76	\$ 100.49	\$ 99.80	\$ 101.54	\$ 103.32	\$ 105.13	\$ 106.97
Network Planning Manager	\$ 105.58	\$ 107.43	\$ 109.31	\$ 111.22	\$ 113.17	\$ 112.39	\$ 114.36	\$ 116.36	\$ 118.39	\$ 120.47
Network Systems Administrator	\$ 72.53	\$ 73.80	\$ 75.09	\$ 76.40	\$ 77.74	\$ 77.21	\$ 78.56	\$ 79.93	\$ 81.33	\$ 82.76
Network Systems Manager	\$ 99.30	\$ 101.04	\$ 102.81	\$ 104.61	\$ 106.44	\$ 105.70	\$ 107.55	\$ 109.44	\$ 111.35	\$ 113.30
Network/Hardware Support Technician	\$ 52.40	\$ 53.32	\$ 54.25	\$ 55.20	\$ 56.17	\$ 55.78	\$ 56.76	\$ 57.75	\$ 58.76	\$ 59.79

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	<u>Seattle Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 97.80	\$ 99.51	\$ 101.25	\$ 103.02	\$ 104.83	\$ 104.11	\$ 105.93	\$ 107.78	\$ 109.67	\$ 111.59
Operations Manager - Voice Communications	\$ 79.79	\$ 81.19	\$ 82.61	\$ 84.05	\$ 85.52	\$ 84.94	\$ 86.42	\$ 87.94	\$ 89.47	\$ 91.04
Operations Systems Manager	\$ 92.15	\$ 93.76	\$ 95.40	\$ 97.07	\$ 98.77	\$ 98.09	\$ 99.81	\$ 101.56	\$ 103.33	\$ 105.14
Operations/ Technical Support Manager	\$ 92.74	\$ 94.36	\$ 96.01	\$ 97.69	\$ 99.40	\$ 98.72	\$ 100.45	\$ 102.21	\$ 104.00	\$ 105.82
Operations/Network LAN Administrator	\$ 69.77	\$ 70.99	\$ 72.23	\$ 73.50	\$ 74.78	\$ 74.27	\$ 75.57	\$ 76.89	\$ 78.24	\$ 79.61
Operations/Technical Support Analyst	\$ 50.52	\$ 51.40	\$ 52.30	\$ 53.22	\$ 54.15	\$ 53.78	\$ 54.72	\$ 55.68	\$ 56.65	\$ 57.64
PC Products Analyst	\$ 63.23	\$ 64.34	\$ 65.46	\$ 66.61	\$ 67.77	\$ 67.31	\$ 68.49	\$ 69.68	\$ 70.90	\$ 72.15
PC Systems Specialist	\$ 69.46	\$ 70.68	\$ 71.91	\$ 73.17	\$ 74.45	\$ 73.94	\$ 75.23	\$ 76.55	\$ 77.89	\$ 79.25
PC/LAN Mgmt Analyst - Intermediate	\$ 64.70	\$ 65.83	\$ 66.98	\$ 68.16	\$ 69.35	\$ 68.87	\$ 70.08	\$ 71.30	\$ 72.55	\$ 73.82
PC/LAN Mgmt Analyst – Senior	\$ 78.66	\$ 80.04	\$ 81.44	\$ 82.86	\$ 84.31	\$ 83.73	\$ 85.20	\$ 86.69	\$ 88.21	\$ 89.75
Project Engineer	\$ 107.45	\$ 109.33	\$ 111.24	\$ 113.19	\$ 115.17	\$ 114.38	\$ 116.38	\$ 118.42	\$ 120.49	\$ 122.60
Project Manager – Senior	\$ 134.03	\$ 136.38	\$ 138.76	\$ 141.19	\$ 143.66	\$ 142.67	\$ 145.17	\$ 147.71	\$ 150.30	\$ 152.93
Quality Assurance Analyst - Intermediate	\$ 77.07	\$ 78.42	\$ 79.79	\$ 81.19	\$ 82.61	\$ 82.04	\$ 83.48	\$ 84.94	\$ 86.42	\$ 87.94
Quality Assurance Analyst - Senior	\$ 92.92	\$ 94.55	\$ 96.20	\$ 97.88	\$ 99.60	\$ 98.91	\$ 100.64	\$ 102.41	\$ 104.20	\$ 106.02
Quality Assurance Specialist	\$ 89.39	\$ 90.95	\$ 92.55	\$ 94.17	\$ 95.81	\$ 95.16	\$ 96.82	\$ 98.52	\$ 100.24	\$ 101.99
Security Coordinator	\$ 71.29	\$ 72.54	\$ 73.81	\$ 75.10	\$ 76.41	\$ 75.89	\$ 77.22	\$ 78.57	\$ 79.94	\$ 81.34
Site Manager	\$ 109.68	\$ 111.60	\$ 113.55	\$ 115.54	\$ 117.56	\$ 116.75	\$ 118.80	\$ 120.88	\$ 122.99	\$ 125.14
Software Architect	\$ 125.66	\$ 127.86	\$ 130.10	\$ 132.37	\$ 134.69	\$ 133.77	\$ 136.11	\$ 138.49	\$ 140.91	\$ 143.38
Software Developer – Intermediate	\$ 101.13	\$ 102.90	\$ 104.70	\$ 106.53	\$ 108.40	\$ 107.65	\$ 109.54	\$ 111.45	\$ 113.40	\$ 115.39
Software Developer – Senior	\$ 113.09	\$ 115.07	\$ 117.08	\$ 119.13	\$ 121.22	\$ 120.38	\$ 122.49	\$ 124.63	\$ 126.82	\$ 129.04
Software Systems Engineer - Intermediate	\$ 100.53	\$ 102.29	\$ 104.08	\$ 105.90	\$ 107.75	\$ 107.01	\$ 108.89	\$ 110.79	\$ 112.73	\$ 114.70
Software Systems Engineer - Senior	\$ 107.69	\$ 109.57	\$ 111.49	\$ 113.44	\$ 115.43	\$ 114.64	\$ 116.64	\$ 118.68	\$ 120.76	\$ 122.87
Strategic Planner	\$ 113.09	\$ 115.07	\$ 117.08	\$ 119.13	\$ 121.22	\$ 120.38	\$ 122.49	\$ 124.63	\$ 126.82	\$ 129.04
Systems Administrator - Intermediate	\$ 68.50	\$ 69.70	\$ 70.92	\$ 72.16	\$ 73.42	\$ 72.92	\$ 74.19	\$ 75.49	\$ 76.81	\$ 78.16
Systems Administrator - Senior	\$ 84.85	\$ 86.33	\$ 87.85	\$ 89.38	\$ 90.95	\$ 90.32	\$ 91.90	\$ 93.51	\$ 95.15	\$ 96.81
Systems Analysis and Programming Director	\$ 134.03	\$ 136.38	\$ 138.76	\$ 141.19	\$ 143.66	\$ 142.67	\$ 145.17	\$ 147.71	\$ 150.30	\$ 152.93
Systems Engineer	\$ 79.59	\$ 80.98	\$ 82.40	\$ 83.84	\$ 85.31	\$ 84.72	\$ 86.21	\$ 87.71	\$ 89.25	\$ 90.81
Systems Management Technologist	\$ 108.00	\$ 109.89	\$ 111.81	\$ 113.77	\$ 115.76	\$ 114.97	\$ 116.98	\$ 119.03	\$ 121.11	\$ 123.23
Technical Editor	\$ 64.01	\$ 65.13	\$ 66.27	\$ 67.43	\$ 68.61	\$ 68.14	\$ 69.33	\$ 70.54	\$ 71.78	\$ 73.04

Digitalspec, LLC

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CIFA1

<u>Labor Category</u>	Seattle Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 66.16	\$ 67.32	\$ 68.50	\$ 69.69	\$ 70.91	\$ 70.43	\$ 71.66	\$ 72.91	\$ 74.19	\$ 75.49
Telecommunications Analyst/Technician	\$ 55.69	\$ 56.66	\$ 57.66	\$ 58.67	\$ 59.69	\$ 59.28	\$ 60.32	\$ 61.38	\$ 62.45	\$ 63.54
Telecommunications Engineer/ Analyst – Intermediate	\$ 63.10	\$ 64.20	\$ 65.33	\$ 66.47	\$ 67.63	\$ 67.17	\$ 68.35	\$ 69.54	\$ 70.76	\$ 72.00
Telecommunications Engineer/ Analyst – Senior	\$ 74.14	\$ 75.44	\$ 76.76	\$ 78.10	\$ 79.47	\$ 78.92	\$ 80.30	\$ 81.71	\$ 83.14	\$ 84.59
Telecommunications Manager - Multiple Incumbents	\$ 117.28	\$ 119.33	\$ 121.42	\$ 123.55	\$ 125.71	\$ 124.84	\$ 127.03	\$ 129.25	\$ 131.51	\$ 133.82
Telecommunications Manager - Single Incumbent	\$ 108.62	\$ 110.52	\$ 112.45	\$ 114.42	\$ 116.43	\$ 115.63	\$ 117.65	\$ 119.71	\$ 121.80	\$ 123.93
Telecommunications Network Help Desk	\$ 44.61	\$ 45.39	\$ 46.19	\$ 46.99	\$ 47.82	\$ 47.49	\$ 48.32	\$ 49.16	\$ 50.02	\$ 50.90
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 74.73	\$ 76.04	\$ 77.37	\$ 78.72	\$ 80.10	\$ 79.55	\$ 80.94	\$ 82.36	\$ 83.80	\$ 85.27
Telecommunications Programmer/ Systems Analyst – Senior	\$ 92.15	\$ 93.76	\$ 95.40	\$ 97.07	\$ 98.77	\$ 98.09	\$ 99.81	\$ 101.56	\$ 103.33	\$ 105.14
Telecommunications Technician	\$ 51.06	\$ 51.95	\$ 52.86	\$ 53.79	\$ 54.73	\$ 54.35	\$ 55.30	\$ 56.27	\$ 57.26	\$ 58.26
Telecommunications/Communications Integration Engineer	\$ 82.36	\$ 83.80	\$ 85.27	\$ 86.76	\$ 88.28	\$ 87.67	\$ 89.21	\$ 90.77	\$ 92.36	\$ 93.97
Test Engineer	\$ 83.77	\$ 85.24	\$ 86.73	\$ 88.25	\$ 89.79	\$ 89.17	\$ 90.73	\$ 92.32	\$ 93.94	\$ 95.58
UNIX Systems Administrator	\$ 96.34	\$ 98.03	\$ 99.74	\$ 101.49	\$ 103.26	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03	\$ 109.92
Voice Communications Administrator	\$ 62.42	\$ 63.51	\$ 64.62	\$ 65.75	\$ 66.91	\$ 66.45	\$ 67.61	\$ 68.79	\$ 70.00	\$ 71.22
Voice Communications Manager - Planning & Implementation	\$ 96.34	\$ 98.03	\$ 99.74	\$ 101.49	\$ 103.26	\$ 102.55	\$ 104.35	\$ 106.17	\$ 108.03	\$ 109.92
Voice Communications Technician	\$ 51.94	\$ 52.85	\$ 53.77	\$ 54.71	\$ 55.67	\$ 55.29	\$ 56.26	\$ 57.24	\$ 58.24	\$ 59.26
Web Content Administrator	\$ 65.72	\$ 66.87	\$ 68.04	\$ 69.23	\$ 70.44	\$ 69.96	\$ 71.18	\$ 72.43	\$ 73.70	\$ 74.99
Web Content Analyst	\$ 62.83	\$ 63.93	\$ 65.05	\$ 66.19	\$ 67.34	\$ 66.88	\$ 68.05	\$ 69.24	\$ 70.46	\$ 71.69
Web Designer	\$ 69.92	\$ 71.14	\$ 72.39	\$ 73.66	\$ 74.94	\$ 74.43	\$ 75.73	\$ 77.06	\$ 78.41	\$ 79.78
Web Marketing Manager	\$ 97.73	\$ 99.44	\$ 101.18	\$ 102.95	\$ 104.75	\$ 104.03	\$ 105.85	\$ 107.71	\$ 109.59	\$ 111.51
Web Operations Manager	\$ 90.58	\$ 92.17	\$ 93.78	\$ 95.42	\$ 97.09	\$ 96.42	\$ 98.11	\$ 99.83	\$ 101.57	\$ 103.35
Web Project Manager	\$ 107.45	\$ 109.33	\$ 111.24	\$ 113.19	\$ 115.17	\$ 114.38	\$ 116.38	\$ 118.42	\$ 120.49	\$ 122.60
Web Security Administrator	\$ 82.09	\$ 83.53	\$ 84.99	\$ 86.48	\$ 87.99	\$ 87.38	\$ 88.91	\$ 90.47	\$ 92.05	\$ 93.66
Web Security Analyst	\$ 93.75	\$ 95.39	\$ 97.06	\$ 98.76	\$ 100.49	\$ 99.80	\$ 101.54	\$ 103.32	\$ 105.13	\$ 106.97
Web Software Developer	\$ 78.60	\$ 79.98	\$ 81.38	\$ 82.80	\$ 84.25	\$ 83.67	\$ 85.13	\$ 86.62	\$ 88.14	\$ 89.68
Web Technical Administrator	\$ 76.48	\$ 77.82	\$ 79.18	\$ 80.57	\$ 81.98	\$ 81.41	\$ 82.84	\$ 84.29	\$ 85.76	\$ 87.26

DigitalSpec, LLC

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CIFA1

<u>Labor Category</u>	Rest of the U.S. Locality									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Applications Programmer	\$ 75.17	\$ 76.49	\$ 77.82	\$ 79.19	\$ 80.57	\$ 80.02	\$ 81.42	\$ 82.84	\$ 84.29	\$ 85.77
Applications Systems Analyst/ Programmer – Intermediate	\$ 79.56	\$ 80.95	\$ 82.37	\$ 83.81	\$ 85.28	\$ 84.69	\$ 86.17	\$ 87.68	\$ 89.22	\$ 90.78
Applications Systems Analyst/ Programmer – Senior	\$ 96.80	\$ 98.49	\$ 100.22	\$ 101.97	\$ 103.76	\$ 103.04	\$ 104.85	\$ 106.68	\$ 108.55	\$ 110.45
Business Process Consultant	\$ 99.59	\$ 101.33	\$ 103.11	\$ 104.91	\$ 106.75	\$ 106.01	\$ 107.87	\$ 109.76	\$ 111.68	\$ 113.63
Business Subject Matter Specialist	\$ 116.23	\$ 118.26	\$ 120.33	\$ 122.44	\$ 124.58	\$ 123.73	\$ 125.89	\$ 128.10	\$ 130.34	\$ 132.62
Business Systems Analyst - Intermediate	\$ 77.84	\$ 79.20	\$ 80.59	\$ 82.00	\$ 83.43	\$ 82.86	\$ 84.31	\$ 85.79	\$ 87.29	\$ 88.81
Business Systems Analyst - Senior	\$ 87.04	\$ 88.56	\$ 90.11	\$ 91.69	\$ 93.29	\$ 92.65	\$ 94.28	\$ 95.93	\$ 97.60	\$ 99.31
Business Systems Specialist	\$ 93.68	\$ 95.32	\$ 96.99	\$ 98.68	\$ 100.41	\$ 99.72	\$ 101.47	\$ 103.24	\$ 105.05	\$ 106.89
Chief Information Security Officer	\$ 131.23	\$ 133.53	\$ 135.86	\$ 138.24	\$ 140.66	\$ 139.69	\$ 142.14	\$ 144.63	\$ 147.16	\$ 149.73
Client/Server Database Manager	\$ 96.17	\$ 97.85	\$ 99.57	\$ 101.31	\$ 103.08	\$ 102.37	\$ 104.16	\$ 105.99	\$ 107.84	\$ 109.73
Client/Server Network Architect	\$ 102.97	\$ 104.77	\$ 106.61	\$ 108.47	\$ 110.37	\$ 109.61	\$ 111.53	\$ 113.48	\$ 115.47	\$ 117.49
Client/Server Support Analyst	\$ 74.29	\$ 75.59	\$ 76.91	\$ 78.26	\$ 79.63	\$ 79.08	\$ 80.47	\$ 81.87	\$ 83.31	\$ 84.76
Communications Analyst - Intermediate	\$ 76.51	\$ 77.85	\$ 79.21	\$ 80.60	\$ 82.01	\$ 81.44	\$ 82.87	\$ 84.32	\$ 85.80	\$ 87.30
Communications Analyst - Senior	\$ 86.87	\$ 88.39	\$ 89.94	\$ 91.51	\$ 93.11	\$ 92.47	\$ 94.09	\$ 95.74	\$ 97.41	\$ 99.12
Communications Facility Engineer	\$ 75.87	\$ 77.20	\$ 78.55	\$ 79.92	\$ 81.32	\$ 80.76	\$ 82.18	\$ 83.62	\$ 85.08	\$ 86.57
Communications Installer	\$ 67.06	\$ 68.23	\$ 69.43	\$ 70.64	\$ 71.88	\$ 71.39	\$ 72.63	\$ 73.91	\$ 75.20	\$ 76.52
Communications Transmission Engineer	\$ 84.80	\$ 86.28	\$ 87.79	\$ 89.33	\$ 90.89	\$ 90.27	\$ 91.85	\$ 93.46	\$ 95.09	\$ 96.76
Computer Operations Manager	\$ 86.58	\$ 88.10	\$ 89.64	\$ 91.21	\$ 92.80	\$ 92.16	\$ 93.78	\$ 95.42	\$ 97.09	\$ 98.79
Consultant	\$ 114.29	\$ 116.29	\$ 118.33	\$ 120.40	\$ 122.50	\$ 121.66	\$ 123.79	\$ 125.96	\$ 128.16	\$ 130.40
Data Architect	\$ 101.56	\$ 103.34	\$ 105.15	\$ 106.99	\$ 108.86	\$ 108.11	\$ 110.00	\$ 111.93	\$ 113.89	\$ 115.88
Data Communications Manager - Planning & Implementation	\$ 101.97	\$ 103.75	\$ 105.57	\$ 107.42	\$ 109.30	\$ 108.55	\$ 110.45	\$ 112.38	\$ 114.35	\$ 116.35
Data Entry Supervisor	\$ 47.70	\$ 48.53	\$ 49.38	\$ 50.25	\$ 51.13	\$ 50.78	\$ 51.67	\$ 52.57	\$ 53.49	\$ 54.43
Data Security Administration Manager	\$ 101.94	\$ 103.72	\$ 105.54	\$ 107.39	\$ 109.27	\$ 108.52	\$ 110.41	\$ 112.35	\$ 114.31	\$ 116.31
Data Security Analyst - Intermediate	\$ 75.63	\$ 76.95	\$ 78.30	\$ 79.67	\$ 81.06	\$ 80.51	\$ 81.92	\$ 83.35	\$ 84.81	\$ 86.29
Data Security Analyst - Senior	\$ 89.25	\$ 90.81	\$ 92.40	\$ 94.02	\$ 95.66	\$ 95.01	\$ 96.67	\$ 98.36	\$ 100.08	\$ 101.83
Data Warehousing Administrator	\$ 79.87	\$ 81.27	\$ 82.69	\$ 84.14	\$ 85.61	\$ 85.02	\$ 86.51	\$ 88.02	\$ 89.56	\$ 91.13
Data Warehousing Analyst	\$ 86.25	\$ 87.76	\$ 89.30	\$ 90.86	\$ 92.45	\$ 91.81	\$ 93.42	\$ 95.05	\$ 96.72	\$ 98.41
Data Warehousing Programmer	\$ 94.95	\$ 96.61	\$ 98.30	\$ 100.02	\$ 101.77	\$ 101.07	\$ 102.84	\$ 104.64	\$ 106.47	\$ 108.34

<u>Labor Category</u>	<u>Rest of the U.S. Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Data Warehousing Project Manager	\$ 105.72	\$ 107.57	\$ 109.45	\$ 111.37	\$ 113.32	\$ 112.54	\$ 114.51	\$ 116.51	\$ 118.55	\$ 120.63
Data/Configuration Management Specialist	\$ 99.24	\$ 100.98	\$ 102.74	\$ 104.54	\$ 106.37	\$ 105.64	\$ 107.49	\$ 109.37	\$ 111.28	\$ 113.23
Database Administrator	\$ 86.20	\$ 87.71	\$ 89.24	\$ 90.81	\$ 92.39	\$ 91.76	\$ 93.37	\$ 95.00	\$ 96.66	\$ 98.35
Database Analyst/ Programmer - Intermediate	\$ 76.94	\$ 78.29	\$ 79.66	\$ 81.05	\$ 82.47	\$ 81.90	\$ 83.34	\$ 84.79	\$ 86.28	\$ 87.79
Database Analyst/ Programmer – Senior	\$ 92.77	\$ 94.39	\$ 96.05	\$ 97.73	\$ 99.44	\$ 98.75	\$ 100.48	\$ 102.24	\$ 104.03	\$ 105.85
Database Manager	\$ 119.64	\$ 121.73	\$ 123.86	\$ 126.03	\$ 128.24	\$ 127.36	\$ 129.59	\$ 131.85	\$ 134.16	\$ 136.51
Disaster Recovery Administrator	\$ 95.05	\$ 96.71	\$ 98.41	\$ 100.13	\$ 101.88	\$ 101.18	\$ 102.95	\$ 104.75	\$ 106.59	\$ 108.45
Disaster Recovery Analyst	\$ 68.85	\$ 70.05	\$ 71.28	\$ 72.53	\$ 73.80	\$ 73.29	\$ 74.57	\$ 75.88	\$ 77.21	\$ 78.56
Documentation Specialist - Intermediate	\$ 52.20	\$ 53.11	\$ 54.04	\$ 54.99	\$ 55.95	\$ 55.57	\$ 56.54	\$ 57.53	\$ 58.54	\$ 59.56
Documentation Specialist - Senior	\$ 65.06	\$ 66.20	\$ 67.36	\$ 68.54	\$ 69.74	\$ 69.26	\$ 70.47	\$ 71.70	\$ 72.96	\$ 74.23
E-Business Manager	\$ 71.93	\$ 73.19	\$ 74.47	\$ 75.77	\$ 77.10	\$ 76.57	\$ 77.91	\$ 79.27	\$ 80.66	\$ 82.07
Electronic Data Interchange (EDI) Manager	\$ 82.58	\$ 84.03	\$ 85.50	\$ 86.99	\$ 88.51	\$ 87.91	\$ 89.44	\$ 91.01	\$ 92.60	\$ 94.22
Electronic Data Interchange (EDI) Specialist	\$ 59.75	\$ 60.80	\$ 61.86	\$ 62.94	\$ 64.04	\$ 63.60	\$ 64.72	\$ 65.85	\$ 67.00	\$ 68.17
Electronic Mail Coordinator	\$ 63.46	\$ 64.57	\$ 65.70	\$ 66.85	\$ 68.02	\$ 67.55	\$ 68.74	\$ 69.94	\$ 71.16	\$ 72.41
Engineering Subject Matter Specialist	\$ 118.68	\$ 120.76	\$ 122.87	\$ 125.02	\$ 127.21	\$ 126.33	\$ 128.55	\$ 130.80	\$ 133.08	\$ 135.41
ERP Busienss/Architectural Specialist	\$ 123.44	\$ 125.60	\$ 127.80	\$ 130.03	\$ 132.31	\$ 131.40	\$ 133.70	\$ 136.04	\$ 138.42	\$ 140.84
ERP Business Analyst - Intermediate	\$ 104.97	\$ 106.81	\$ 108.68	\$ 110.58	\$ 112.51	\$ 111.74	\$ 113.70	\$ 115.69	\$ 117.71	\$ 119.77
ERP Business Analyst - Senior	\$ 111.31	\$ 113.26	\$ 115.24	\$ 117.26	\$ 119.31	\$ 118.49	\$ 120.56	\$ 122.67	\$ 124.82	\$ 127.00
ERP Programmer	\$ 103.09	\$ 104.89	\$ 106.73	\$ 108.60	\$ 110.50	\$ 109.74	\$ 111.66	\$ 113.61	\$ 115.60	\$ 117.63
Graphics Specialist	\$ 47.47	\$ 48.30	\$ 49.15	\$ 50.01	\$ 50.88	\$ 50.53	\$ 51.42	\$ 52.32	\$ 53.23	\$ 54.16
Groupware Specialist	\$ 76.28	\$ 77.61	\$ 78.97	\$ 80.36	\$ 81.76	\$ 81.20	\$ 82.62	\$ 84.07	\$ 85.54	\$ 87.04
Help Desk Coordinator - Intermediate	\$ 43.85	\$ 44.62	\$ 45.40	\$ 46.19	\$ 47.00	\$ 46.68	\$ 47.50	\$ 48.33	\$ 49.17	\$ 50.03
Help Desk Coordinator - Senior	\$ 60.93	\$ 62.00	\$ 63.08	\$ 64.19	\$ 65.31	\$ 64.86	\$ 66.00	\$ 67.15	\$ 68.33	\$ 69.52
Help Desk Manager	\$ 87.34	\$ 88.87	\$ 90.42	\$ 92.01	\$ 93.62	\$ 92.97	\$ 94.60	\$ 96.26	\$ 97.94	\$ 99.65
Help Desk Specialist	\$ 44.31	\$ 45.09	\$ 45.87	\$ 46.68	\$ 47.49	\$ 47.17	\$ 47.99	\$ 48.83	\$ 49.69	\$ 50.56
Help Desk Support Services Specialist - Intermediate	\$ 59.34	\$ 60.38	\$ 61.44	\$ 62.51	\$ 63.60	\$ 63.17	\$ 64.27	\$ 65.40	\$ 66.54	\$ 67.71
Help Desk Support Services Specialist - Senior	\$ 71.21	\$ 72.46	\$ 73.72	\$ 75.01	\$ 76.33	\$ 75.80	\$ 77.13	\$ 78.48	\$ 79.85	\$ 81.25
Information Assurance Development Engineer	\$ 88.73	\$ 90.28	\$ 91.86	\$ 93.47	\$ 95.11	\$ 94.45	\$ 96.11	\$ 97.79	\$ 99.50	\$ 101.24
Information Assurance Engineer	\$ 87.04	\$ 88.56	\$ 90.11	\$ 91.69	\$ 93.29	\$ 92.65	\$ 94.28	\$ 95.93	\$ 97.60	\$ 99.31

DigitalSpec, LLC

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<u>Labor Category</u>	<u>Rest of the U.S. Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Information Assurance Network Specialist	\$ 111.17	\$ 113.12	\$ 115.09	\$ 117.11	\$ 119.16	\$ 118.34	\$ 120.41	\$ 122.52	\$ 124.66	\$ 126.84
Information Assurance Systems/Network Specialist	\$ 115.12	\$ 117.13	\$ 119.18	\$ 121.27	\$ 123.39	\$ 122.55	\$ 124.69	\$ 126.87	\$ 129.09	\$ 131.35
Information Center Consultant	\$ 87.12	\$ 88.64	\$ 90.20	\$ 91.77	\$ 93.38	\$ 92.74	\$ 94.36	\$ 96.01	\$ 97.69	\$ 99.40
Information Center Specialist	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.19	\$ 106.02	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.91	\$ 112.86
Information Security Business Analyst	\$ 79.12	\$ 80.50	\$ 81.91	\$ 83.35	\$ 84.81	\$ 84.22	\$ 85.70	\$ 87.20	\$ 88.72	\$ 90.28
Information Services Consultant	\$ 102.86	\$ 104.66	\$ 106.49	\$ 108.36	\$ 110.25	\$ 109.49	\$ 111.41	\$ 113.36	\$ 115.34	\$ 117.36
Information Systems Auditor - Intermediate	\$ 80.31	\$ 81.72	\$ 83.15	\$ 84.60	\$ 86.08	\$ 85.49	\$ 86.99	\$ 88.51	\$ 90.06	\$ 91.63
Information Systems Auditor - Senior	\$ 92.57	\$ 94.19	\$ 95.84	\$ 97.52	\$ 99.22	\$ 98.54	\$ 100.27	\$ 102.02	\$ 103.81	\$ 105.62
Information Systems Training Specialist - Intermediate	\$ 71.21	\$ 72.46	\$ 73.72	\$ 75.01	\$ 76.33	\$ 75.80	\$ 77.13	\$ 78.48	\$ 79.85	\$ 81.25
Information Systems Training Specialist - Senior	\$ 79.12	\$ 80.50	\$ 81.91	\$ 83.35	\$ 84.81	\$ 84.22	\$ 85.70	\$ 87.20	\$ 88.72	\$ 90.28
Internal Communications Systems Consultant	\$ 112.56	\$ 114.53	\$ 116.53	\$ 118.57	\$ 120.65	\$ 119.82	\$ 121.92	\$ 124.05	\$ 126.22	\$ 128.43
IT Subject Matter Specialist	\$ 126.99	\$ 129.21	\$ 131.47	\$ 133.77	\$ 136.12	\$ 135.18	\$ 137.55	\$ 139.95	\$ 142.40	\$ 144.89
LAN Administrator - Intermediate	\$ 67.47	\$ 68.65	\$ 69.85	\$ 71.07	\$ 72.32	\$ 71.82	\$ 73.08	\$ 74.36	\$ 75.66	\$ 76.98
LAN Administrator - Senior	\$ 84.73	\$ 86.21	\$ 87.72	\$ 89.26	\$ 90.82	\$ 90.20	\$ 91.77	\$ 93.38	\$ 95.01	\$ 96.68
LAN Support Technician - Intermediate	\$ 67.47	\$ 68.65	\$ 69.85	\$ 71.07	\$ 72.32	\$ 71.82	\$ 73.08	\$ 74.36	\$ 75.66	\$ 76.98
LAN Support Technician - Senior	\$ 73.10	\$ 74.38	\$ 75.68	\$ 77.01	\$ 78.35	\$ 77.81	\$ 79.18	\$ 80.56	\$ 81.97	\$ 83.41
LAN/WAN Administrator	\$ 71.03	\$ 72.27	\$ 73.54	\$ 74.82	\$ 76.13	\$ 75.61	\$ 76.93	\$ 78.28	\$ 79.65	\$ 81.04
LAN/WAN Integrator	\$ 94.25	\$ 95.90	\$ 97.58	\$ 99.29	\$ 101.02	\$ 100.33	\$ 102.08	\$ 103.87	\$ 105.69	\$ 107.54
LAN/WAN/MAN Administrator	\$ 71.03	\$ 72.27	\$ 73.54	\$ 74.82	\$ 76.13	\$ 75.61	\$ 76.93	\$ 78.28	\$ 79.65	\$ 81.04
Network Control Technician	\$ 51.40	\$ 52.30	\$ 53.21	\$ 54.15	\$ 55.09	\$ 54.72	\$ 55.67	\$ 56.65	\$ 57.64	\$ 58.65
Network Engineer - Intermediate	\$ 76.61	\$ 77.95	\$ 79.31	\$ 80.70	\$ 82.12	\$ 81.55	\$ 82.98	\$ 84.43	\$ 85.91	\$ 87.41
Network Engineer - Senior	\$ 89.33	\$ 90.89	\$ 92.48	\$ 94.10	\$ 95.75	\$ 95.09	\$ 96.76	\$ 98.45	\$ 100.17	\$ 101.92
Network Operations Supervisor	\$ 92.37	\$ 93.99	\$ 95.63	\$ 97.30	\$ 99.01	\$ 98.33	\$ 100.05	\$ 101.80	\$ 103.58	\$ 105.39
Network Planning Analyst - Intermediate	\$ 72.39	\$ 73.66	\$ 74.95	\$ 76.26	\$ 77.59	\$ 77.06	\$ 78.41	\$ 79.78	\$ 81.18	\$ 82.60
Network Planning Analyst - Senior	\$ 88.55	\$ 90.10	\$ 91.68	\$ 93.28	\$ 94.91	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.04
Network Planning Manager	\$ 99.72	\$ 101.47	\$ 103.24	\$ 105.05	\$ 106.89	\$ 106.15	\$ 108.01	\$ 109.90	\$ 111.82	\$ 113.78
Network Systems Administrator	\$ 68.51	\$ 69.71	\$ 70.93	\$ 72.17	\$ 73.43	\$ 72.93	\$ 74.21	\$ 75.50	\$ 76.83	\$ 78.17
Network Systems Manager	\$ 93.79	\$ 95.43	\$ 97.10	\$ 98.80	\$ 100.53	\$ 99.84	\$ 101.59	\$ 103.36	\$ 105.17	\$ 107.01
Network/Hardware Support Technician	\$ 49.50	\$ 50.37	\$ 51.25	\$ 52.14	\$ 53.06	\$ 52.69	\$ 53.61	\$ 54.55	\$ 55.51	\$ 56.48

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<u>Labor Category</u>	<u>Rest of the U.S. Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Operations Manager - Data Communications	\$ 92.37	\$ 93.99	\$ 95.63	\$ 97.30	\$ 99.01	\$ 98.33	\$ 100.05	\$ 101.80	\$ 103.58	\$ 105.39
Operations Manager - Voice Communications	\$ 75.36	\$ 76.68	\$ 78.02	\$ 79.39	\$ 80.78	\$ 80.22	\$ 81.62	\$ 83.05	\$ 84.51	\$ 85.99
Operations Systems Manager	\$ 87.04	\$ 88.56	\$ 90.11	\$ 91.69	\$ 93.29	\$ 92.65	\$ 94.28	\$ 95.93	\$ 97.60	\$ 99.31
Operations/ Technical Support Manager	\$ 87.59	\$ 89.12	\$ 90.68	\$ 92.27	\$ 93.88	\$ 93.24	\$ 94.87	\$ 96.53	\$ 98.22	\$ 99.94
Operations/Network LAN Administrator	\$ 65.89	\$ 67.04	\$ 68.22	\$ 69.41	\$ 70.62	\$ 70.14	\$ 71.37	\$ 72.62	\$ 73.89	\$ 75.18
Operations/Technical Support Analyst	\$ 47.72	\$ 48.56	\$ 49.40	\$ 50.27	\$ 51.15	\$ 50.80	\$ 51.69	\$ 52.59	\$ 53.51	\$ 54.45
PC Products Analyst	\$ 59.72	\$ 60.77	\$ 61.83	\$ 62.91	\$ 64.01	\$ 63.57	\$ 64.68	\$ 65.82	\$ 66.97	\$ 68.14
PC Systems Specialist	\$ 65.60	\$ 66.75	\$ 67.92	\$ 69.10	\$ 70.31	\$ 69.83	\$ 71.05	\$ 72.30	\$ 73.56	\$ 74.85
PC/LAN Mgmt Analyst - Intermediate	\$ 61.11	\$ 62.18	\$ 63.27	\$ 64.37	\$ 65.50	\$ 65.05	\$ 66.19	\$ 67.35	\$ 68.53	\$ 69.73
PC/LAN Mgmt Analyst – Senior	\$ 74.29	\$ 75.59	\$ 76.91	\$ 78.26	\$ 79.63	\$ 79.08	\$ 80.47	\$ 81.87	\$ 83.31	\$ 84.76
Project Engineer	\$ 101.49	\$ 103.27	\$ 105.07	\$ 106.91	\$ 108.78	\$ 108.04	\$ 109.93	\$ 111.85	\$ 113.81	\$ 115.80
Project Manager – Senior	\$ 126.59	\$ 128.81	\$ 131.06	\$ 133.35	\$ 135.69	\$ 134.76	\$ 137.11	\$ 139.51	\$ 141.95	\$ 144.44
Quality Assurance Analyst - Intermediate	\$ 72.79	\$ 74.06	\$ 75.36	\$ 76.68	\$ 78.02	\$ 77.48	\$ 78.84	\$ 80.22	\$ 81.62	\$ 83.05
Quality Assurance Analyst - Senior	\$ 87.76	\$ 89.30	\$ 90.86	\$ 92.45	\$ 94.07	\$ 93.42	\$ 95.06	\$ 96.72	\$ 98.41	\$ 100.13
Quality Assurance Specialist	\$ 84.43	\$ 85.91	\$ 87.41	\$ 88.94	\$ 90.50	\$ 89.88	\$ 91.45	\$ 93.05	\$ 94.68	\$ 96.33
Security Coordinator	\$ 67.34	\$ 68.52	\$ 69.72	\$ 70.94	\$ 72.18	\$ 71.68	\$ 72.94	\$ 74.21	\$ 75.51	\$ 76.83
Site Manager	\$ 103.60	\$ 105.41	\$ 107.26	\$ 109.13	\$ 111.04	\$ 110.28	\$ 112.21	\$ 114.18	\$ 116.17	\$ 118.21
Software Architect	\$ 118.68	\$ 120.76	\$ 122.87	\$ 125.02	\$ 127.21	\$ 126.33	\$ 128.55	\$ 130.80	\$ 133.08	\$ 135.41
Software Developer – Intermediate	\$ 95.52	\$ 97.19	\$ 98.89	\$ 100.62	\$ 102.38	\$ 101.68	\$ 103.46	\$ 105.27	\$ 107.11	\$ 108.99
Software Developer – Senior	\$ 106.82	\$ 108.69	\$ 110.59	\$ 112.53	\$ 114.50	\$ 113.71	\$ 115.70	\$ 117.72	\$ 119.78	\$ 121.88
Software Systems Engineer - Intermediate	\$ 94.95	\$ 96.61	\$ 98.30	\$ 100.02	\$ 101.77	\$ 101.07	\$ 102.84	\$ 104.64	\$ 106.47	\$ 108.34
Software Systems Engineer - Senior	\$ 101.72	\$ 103.50	\$ 105.31	\$ 107.15	\$ 109.03	\$ 108.28	\$ 110.18	\$ 112.10	\$ 114.07	\$ 116.06
Strategic Planner	\$ 106.82	\$ 108.69	\$ 110.59	\$ 112.53	\$ 114.50	\$ 113.71	\$ 115.70	\$ 117.72	\$ 119.78	\$ 121.88
Systems Administrator - Intermediate	\$ 64.70	\$ 65.83	\$ 66.98	\$ 68.16	\$ 69.35	\$ 68.87	\$ 70.08	\$ 71.30	\$ 72.55	\$ 73.82
Systems Administrator - Senior	\$ 80.14	\$ 81.54	\$ 82.97	\$ 84.42	\$ 85.90	\$ 85.31	\$ 86.80	\$ 88.32	\$ 89.87	\$ 91.44
Systems Analysis and Programming Director	\$ 126.59	\$ 128.81	\$ 131.06	\$ 133.35	\$ 135.69	\$ 134.76	\$ 137.11	\$ 139.51	\$ 141.95	\$ 144.44
Systems Engineer	\$ 75.17	\$ 76.49	\$ 77.82	\$ 79.19	\$ 80.57	\$ 80.02	\$ 81.42	\$ 82.84	\$ 84.29	\$ 85.77
Systems Management Technologist	\$ 102.01	\$ 103.80	\$ 105.61	\$ 107.46	\$ 109.34	\$ 108.59	\$ 110.49	\$ 112.42	\$ 114.39	\$ 116.39
Technical Editor	\$ 60.46	\$ 61.52	\$ 62.59	\$ 63.69	\$ 64.80	\$ 64.36	\$ 65.49	\$ 66.63	\$ 67.80	\$ 68.98

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<u>Labor Category</u>	<u>Rest of the U.S. Locality</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017-8/30/2018</u>	<u>8/31/2018-8/30/2019</u>	<u>8/31/2019-8/30/2020</u>	<u>8/31/2020-8/30/2021</u>
Technical Writer	\$ 62.49	\$ 63.58	\$ 64.70	\$ 65.83	\$ 66.98	\$ 66.52	\$ 67.68	\$ 68.87	\$ 70.07	\$ 71.30
Telecommunications Analyst/Technician	\$ 52.60	\$ 53.52	\$ 54.46	\$ 55.41	\$ 56.38	\$ 55.99	\$ 56.97	\$ 57.97	\$ 58.98	\$ 60.02
Telecommunications Engineer/ Analyst – Intermediate	\$ 59.60	\$ 60.64	\$ 61.70	\$ 62.78	\$ 63.88	\$ 63.44	\$ 64.55	\$ 65.68	\$ 66.83	\$ 68.00
Telecommunications Engineer/ Analyst – Senior	\$ 70.02	\$ 71.25	\$ 72.49	\$ 73.76	\$ 75.05	\$ 74.54	\$ 75.84	\$ 77.17	\$ 78.52	\$ 79.89
Telecommunications Manager - Multiple Incumbents	\$ 110.78	\$ 112.72	\$ 114.69	\$ 116.70	\$ 118.74	\$ 117.93	\$ 119.99	\$ 122.09	\$ 124.23	\$ 126.40
Telecommunications Manager - Single Incumbent	\$ 102.59	\$ 104.39	\$ 106.21	\$ 108.07	\$ 109.96	\$ 109.21	\$ 111.12	\$ 113.06	\$ 115.04	\$ 117.05
Telecommunications Network Help Desk	\$ 42.14	\$ 42.88	\$ 43.63	\$ 44.39	\$ 45.17	\$ 44.86	\$ 45.64	\$ 46.44	\$ 47.25	\$ 48.08
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 70.58	\$ 71.82	\$ 73.07	\$ 74.35	\$ 75.65	\$ 75.13	\$ 76.45	\$ 77.79	\$ 79.15	\$ 80.53
Telecommunications Programmer/ Systems Analyst – Senior	\$ 87.04	\$ 88.56	\$ 90.11	\$ 91.69	\$ 93.29	\$ 92.65	\$ 94.28	\$ 95.93	\$ 97.60	\$ 99.31
Telecommunications Technician	\$ 48.22	\$ 49.06	\$ 49.92	\$ 50.80	\$ 51.69	\$ 51.33	\$ 52.23	\$ 53.14	\$ 54.07	\$ 55.02
Telecommunications/Communications Integration Engineer	\$ 77.79	\$ 79.15	\$ 80.54	\$ 81.95	\$ 83.38	\$ 82.81	\$ 84.26	\$ 85.73	\$ 87.23	\$ 88.76
Test Engineer	\$ 79.12	\$ 80.50	\$ 81.91	\$ 83.35	\$ 84.81	\$ 84.22	\$ 85.70	\$ 87.20	\$ 88.72	\$ 90.28
UNIX Systems Administrator	\$ 90.99	\$ 92.58	\$ 94.20	\$ 95.85	\$ 97.53	\$ 96.86	\$ 98.55	\$ 100.28	\$ 102.03	\$ 103.82
Voice Communications Administrator	\$ 58.96	\$ 59.99	\$ 61.04	\$ 62.11	\$ 63.20	\$ 62.76	\$ 63.86	\$ 64.98	\$ 66.12	\$ 67.27
Voice Communications Manager - Planning & Implementation	\$ 90.99	\$ 92.58	\$ 94.20	\$ 95.85	\$ 97.53	\$ 96.86	\$ 98.55	\$ 100.28	\$ 102.03	\$ 103.82
Voice Communications Technician	\$ 49.06	\$ 49.92	\$ 50.79	\$ 51.68	\$ 52.59	\$ 52.22	\$ 53.14	\$ 54.07	\$ 55.01	\$ 55.98
Web Content Administrator	\$ 62.08	\$ 63.17	\$ 64.27	\$ 65.40	\$ 66.54	\$ 66.08	\$ 67.24	\$ 68.42	\$ 69.61	\$ 70.83
Web Content Analyst	\$ 59.34	\$ 60.38	\$ 61.44	\$ 62.51	\$ 63.60	\$ 63.17	\$ 64.27	\$ 65.40	\$ 66.54	\$ 67.71
Web Designer	\$ 66.03	\$ 67.19	\$ 68.36	\$ 69.56	\$ 70.77	\$ 70.29	\$ 71.52	\$ 72.77	\$ 74.04	\$ 75.34
Web Marketing Manager	\$ 92.31	\$ 93.93	\$ 95.57	\$ 97.24	\$ 98.94	\$ 98.26	\$ 99.98	\$ 101.73	\$ 103.51	\$ 105.33
Web Operations Manager	\$ 85.55	\$ 87.05	\$ 88.57	\$ 90.12	\$ 91.70	\$ 91.07	\$ 92.66	\$ 94.28	\$ 95.93	\$ 97.61
Web Project Manager	\$ 101.49	\$ 103.27	\$ 105.07	\$ 106.91	\$ 108.78	\$ 108.04	\$ 109.93	\$ 111.85	\$ 113.81	\$ 115.80
Web Security Administrator	\$ 77.54	\$ 78.90	\$ 80.28	\$ 81.68	\$ 83.11	\$ 82.54	\$ 83.99	\$ 85.46	\$ 86.95	\$ 88.47
Web Security Analyst	\$ 88.55	\$ 90.10	\$ 91.68	\$ 93.28	\$ 94.91	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.04
Web Software Developer	\$ 74.23	\$ 75.53	\$ 76.85	\$ 78.20	\$ 79.56	\$ 79.02	\$ 80.40	\$ 81.81	\$ 83.24	\$ 84.70
Web Technical Administrator	\$ 72.23	\$ 73.49	\$ 74.78	\$ 76.09	\$ 77.42	\$ 76.89	\$ 78.23	\$ 79.60	\$ 81.00	\$ 82.41

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<u>Labor Category</u>	<u>State of Alaska</u>									
	<u>Government Site</u>					<u>Contractor Site</u>				
	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>	<u>Award - 8/30/2017</u>	<u>8/31/2017- 8/30/2018</u>	<u>8/31/2018- 8/30/2019</u>	<u>8/31/2019- 8/30/2020</u>	<u>8/31/2020- 8/30/2021</u>
Applications Programmer	\$ 100.39	\$ 102.15	\$ 103.93	\$ 105.75	\$ 107.60	\$ 106.87	\$ 108.74	\$ 110.64	\$ 112.57	\$ 114.54
Applications Systems Analyst/ Programmer – Intermediate	\$ 106.25	\$ 108.11	\$ 110.00	\$ 111.93	\$ 113.89	\$ 113.10	\$ 115.08	\$ 117.10	\$ 119.15	\$ 121.23
Applications Systems Analyst/ Programmer – Senior	\$ 129.28	\$ 131.54	\$ 133.84	\$ 136.19	\$ 138.57	\$ 137.62	\$ 140.03	\$ 142.48	\$ 144.97	\$ 147.51
Business Process Consultant	\$ 133.00	\$ 135.33	\$ 137.70	\$ 140.11	\$ 142.56	\$ 141.58	\$ 144.06	\$ 146.58	\$ 149.14	\$ 151.75
Business Subject Matter Specialist	\$ 155.23	\$ 157.95	\$ 160.71	\$ 163.52	\$ 166.38	\$ 165.24	\$ 168.13	\$ 171.08	\$ 174.07	\$ 177.12
Business Systems Analyst - Intermediate	\$ 103.95	\$ 105.77	\$ 107.62	\$ 109.50	\$ 111.42	\$ 110.65	\$ 112.59	\$ 114.56	\$ 116.57	\$ 118.61
Business Systems Analyst - Senior	\$ 116.24	\$ 118.27	\$ 120.34	\$ 122.45	\$ 124.59	\$ 123.74	\$ 125.90	\$ 128.11	\$ 130.35	\$ 132.63
Business Systems Specialist	\$ 125.11	\$ 127.30	\$ 129.53	\$ 131.79	\$ 134.10	\$ 133.18	\$ 135.51	\$ 137.88	\$ 140.29	\$ 142.75
Chief Information Security Officer	\$ 175.25	\$ 178.32	\$ 181.44	\$ 184.61	\$ 187.84	\$ 186.55	\$ 189.82	\$ 193.14	\$ 196.52	\$ 199.96
Client/Server Database Manager	\$ 128.44	\$ 130.69	\$ 132.97	\$ 135.30	\$ 137.67	\$ 136.72	\$ 139.12	\$ 141.55	\$ 144.03	\$ 146.55
Client/Server Network Architect	\$ 137.51	\$ 139.92	\$ 142.36	\$ 144.86	\$ 147.39	\$ 146.38	\$ 148.94	\$ 151.55	\$ 154.20	\$ 156.90
Client/Server Support Analyst	\$ 99.21	\$ 100.95	\$ 102.71	\$ 104.51	\$ 106.34	\$ 105.61	\$ 107.46	\$ 109.34	\$ 111.25	\$ 113.20
Communications Analyst - Intermediate	\$ 102.18	\$ 103.97	\$ 105.79	\$ 107.64	\$ 109.52	\$ 108.77	\$ 110.67	\$ 112.61	\$ 114.58	\$ 116.59
Communications Analyst - Senior	\$ 116.01	\$ 118.04	\$ 120.11	\$ 122.21	\$ 124.35	\$ 123.49	\$ 125.65	\$ 127.85	\$ 130.09	\$ 132.37
Communications Facility Engineer	\$ 101.33	\$ 103.10	\$ 104.91	\$ 106.74	\$ 108.61	\$ 107.87	\$ 109.75	\$ 111.67	\$ 113.63	\$ 115.62
Communications Installer	\$ 89.56	\$ 91.13	\$ 92.72	\$ 94.34	\$ 96.00	\$ 95.34	\$ 97.01	\$ 98.70	\$ 100.43	\$ 102.19
Communications Transmission Engineer	\$ 113.25	\$ 115.23	\$ 117.25	\$ 119.30	\$ 121.39	\$ 120.55	\$ 122.66	\$ 124.81	\$ 127.00	\$ 129.22
Computer Operations Manager	\$ 115.63	\$ 117.65	\$ 119.71	\$ 121.81	\$ 123.94	\$ 123.09	\$ 125.24	\$ 127.43	\$ 129.66	\$ 131.93
Consultant	\$ 152.63	\$ 155.30	\$ 158.02	\$ 160.78	\$ 163.60	\$ 162.47	\$ 165.32	\$ 168.21	\$ 171.15	\$ 174.15
Data Architect	\$ 135.63	\$ 138.00	\$ 140.42	\$ 142.88	\$ 145.38	\$ 144.38	\$ 146.90	\$ 149.48	\$ 152.09	\$ 154.75
Data Communications Manager - Planning & Implementation	\$ 136.18	\$ 138.56	\$ 140.99	\$ 143.46	\$ 145.97	\$ 144.96	\$ 147.50	\$ 150.08	\$ 152.71	\$ 155.38
Data Entry Supervisor	\$ 63.70	\$ 64.81	\$ 65.95	\$ 67.10	\$ 68.28	\$ 67.81	\$ 69.00	\$ 70.20	\$ 71.43	\$ 72.68
Data Security Administration Manager	\$ 136.14	\$ 138.52	\$ 140.95	\$ 143.41	\$ 145.92	\$ 144.92	\$ 147.46	\$ 150.04	\$ 152.66	\$ 155.33
Data Security Analyst - Intermediate	\$ 101.00	\$ 102.77	\$ 104.57	\$ 106.40	\$ 108.26	\$ 107.51	\$ 109.40	\$ 111.31	\$ 113.26	\$ 115.24
Data Security Analyst - Senior	\$ 119.19	\$ 121.28	\$ 123.40	\$ 125.56	\$ 127.75	\$ 126.88	\$ 129.10	\$ 131.36	\$ 133.66	\$ 136.00
Data Warehousing Administrator	\$ 106.66	\$ 108.53	\$ 110.43	\$ 112.36	\$ 114.32	\$ 113.54	\$ 115.53	\$ 117.55	\$ 119.61	\$ 121.70
Data Warehousing Analyst	\$ 115.19	\$ 117.21	\$ 119.26	\$ 121.34	\$ 123.47	\$ 122.62	\$ 124.77	\$ 126.95	\$ 129.17	\$ 131.43
Data Warehousing Programmer	\$ 126.80	\$ 129.02	\$ 131.28	\$ 133.57	\$ 135.91	\$ 134.98	\$ 137.34	\$ 139.74	\$ 142.19	\$ 144.68

<u>Labor Category</u>	State of Alaska									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 141.19	\$ 143.66	\$ 146.17	\$ 148.73	\$ 151.34	\$ 150.30	\$ 152.93	\$ 155.60	\$ 158.33	\$ 161.10
Data/Configuration Management Specialist	\$ 132.54	\$ 134.86	\$ 137.22	\$ 139.62	\$ 142.06	\$ 141.09	\$ 143.56	\$ 146.07	\$ 148.63	\$ 151.23
Database Administrator	\$ 115.11	\$ 117.12	\$ 119.17	\$ 121.26	\$ 123.38	\$ 122.53	\$ 124.68	\$ 126.86	\$ 129.08	\$ 131.34
Database Analyst/ Programmer - Intermediate	\$ 102.75	\$ 104.55	\$ 106.38	\$ 108.24	\$ 110.13	\$ 109.38	\$ 111.29	\$ 113.24	\$ 115.22	\$ 117.24
Database Analyst/ Programmer – Senior	\$ 123.89	\$ 126.06	\$ 128.26	\$ 130.51	\$ 132.79	\$ 131.88	\$ 134.19	\$ 136.54	\$ 138.93	\$ 141.36
Database Manager	\$ 159.78	\$ 162.58	\$ 165.42	\$ 168.32	\$ 171.26	\$ 170.09	\$ 173.06	\$ 176.09	\$ 179.17	\$ 182.31
Disaster Recovery Administrator	\$ 126.94	\$ 129.16	\$ 131.42	\$ 133.72	\$ 136.06	\$ 135.13	\$ 137.49	\$ 139.90	\$ 142.35	\$ 144.84
Disaster Recovery Analyst	\$ 91.95	\$ 93.56	\$ 95.20	\$ 96.86	\$ 98.56	\$ 97.88	\$ 99.59	\$ 101.34	\$ 103.11	\$ 104.91
Documentation Specialist - Intermediate	\$ 69.71	\$ 70.93	\$ 72.17	\$ 73.43	\$ 74.72	\$ 74.21	\$ 75.50	\$ 76.83	\$ 78.17	\$ 79.54
Documentation Specialist - Senior	\$ 86.89	\$ 88.41	\$ 89.96	\$ 91.53	\$ 93.13	\$ 92.49	\$ 94.11	\$ 95.76	\$ 97.44	\$ 99.14
E-Business Manager	\$ 96.06	\$ 97.74	\$ 99.45	\$ 101.19	\$ 102.96	\$ 102.26	\$ 104.05	\$ 105.87	\$ 107.72	\$ 109.60
Electronic Data Interchange (EDI) Manager	\$ 110.29	\$ 112.22	\$ 114.18	\$ 116.18	\$ 118.22	\$ 117.40	\$ 119.46	\$ 121.55	\$ 123.68	\$ 125.84
Electronic Data Interchange (EDI) Specialist	\$ 79.80	\$ 81.20	\$ 82.62	\$ 84.06	\$ 85.53	\$ 84.95	\$ 86.43	\$ 87.95	\$ 89.49	\$ 91.05
Electronic Mail Coordinator	\$ 84.75	\$ 86.23	\$ 87.74	\$ 89.28	\$ 90.84	\$ 90.22	\$ 91.80	\$ 93.40	\$ 95.04	\$ 96.70
Engineering Subject Matter Specialist	\$ 158.50	\$ 161.27	\$ 164.10	\$ 166.97	\$ 169.89	\$ 168.72	\$ 171.68	\$ 174.68	\$ 177.74	\$ 180.85
ERP Busienss/Architectural Specialist	\$ 164.85	\$ 167.73	\$ 170.67	\$ 173.66	\$ 176.70	\$ 175.48	\$ 178.55	\$ 181.68	\$ 184.86	\$ 188.09
ERP Business Analyst - Intermediate	\$ 140.19	\$ 142.64	\$ 145.14	\$ 147.68	\$ 150.26	\$ 149.23	\$ 151.84	\$ 154.50	\$ 157.20	\$ 159.96
ERP Business Analyst - Senior	\$ 148.65	\$ 151.25	\$ 153.90	\$ 156.59	\$ 159.33	\$ 158.24	\$ 161.01	\$ 163.82	\$ 166.69	\$ 169.61
ERP Programmer	\$ 137.68	\$ 140.09	\$ 142.54	\$ 145.04	\$ 147.57	\$ 146.56	\$ 149.13	\$ 151.73	\$ 154.39	\$ 157.09
Graphics Specialist	\$ 63.40	\$ 64.51	\$ 65.64	\$ 66.79	\$ 67.96	\$ 67.49	\$ 68.67	\$ 69.87	\$ 71.09	\$ 72.34
Groupware Specialist	\$ 101.88	\$ 103.66	\$ 105.48	\$ 107.32	\$ 109.20	\$ 108.45	\$ 110.35	\$ 112.28	\$ 114.25	\$ 116.24
Help Desk Coordinator - Intermediate	\$ 58.56	\$ 59.58	\$ 60.63	\$ 61.69	\$ 62.77	\$ 62.34	\$ 63.43	\$ 64.54	\$ 65.67	\$ 66.82
Help Desk Coordinator - Senior	\$ 81.38	\$ 82.80	\$ 84.25	\$ 85.73	\$ 87.23	\$ 86.63	\$ 88.15	\$ 89.69	\$ 91.26	\$ 92.85
Help Desk Manager	\$ 116.64	\$ 118.68	\$ 120.76	\$ 122.87	\$ 125.02	\$ 124.16	\$ 126.34	\$ 128.55	\$ 130.80	\$ 133.09
Help Desk Specialist	\$ 59.18	\$ 60.22	\$ 61.27	\$ 62.34	\$ 63.43	\$ 63.00	\$ 64.10	\$ 65.22	\$ 66.36	\$ 67.52
Help Desk Support Services Specialist - Intermediate	\$ 79.25	\$ 80.64	\$ 82.05	\$ 83.48	\$ 84.94	\$ 84.36	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.42
Help Desk Support Services Specialist - Senior	\$ 95.10	\$ 96.76	\$ 98.46	\$ 100.18	\$ 101.93	\$ 101.23	\$ 103.01	\$ 104.81	\$ 106.64	\$ 108.51
Information Assurance Development Engineer	\$ 118.50	\$ 120.57	\$ 122.68	\$ 124.83	\$ 127.02	\$ 126.14	\$ 128.35	\$ 130.60	\$ 132.88	\$ 135.21
Information Assurance Engineer	\$ 116.24	\$ 118.27	\$ 120.34	\$ 122.45	\$ 124.59	\$ 123.74	\$ 125.90	\$ 128.11	\$ 130.35	\$ 132.63

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<u>Labor Category</u>	State of Alaska									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 148.46	\$ 151.06	\$ 153.70	\$ 156.39	\$ 159.13	\$ 158.04	\$ 160.80	\$ 163.62	\$ 166.48	\$ 169.39
Information Assurance Systems/Network Specialist	\$ 153.74	\$ 156.43	\$ 159.17	\$ 161.95	\$ 164.79	\$ 163.66	\$ 166.52	\$ 169.43	\$ 172.40	\$ 175.42
Information Center Consultant	\$ 116.35	\$ 118.39	\$ 120.46	\$ 122.57	\$ 124.71	\$ 123.85	\$ 126.02	\$ 128.23	\$ 130.47	\$ 132.75
Information Center Specialist	\$ 132.09	\$ 134.40	\$ 136.75	\$ 139.15	\$ 141.58	\$ 140.61	\$ 143.07	\$ 145.57	\$ 148.12	\$ 150.71
Information Security Business Analyst	\$ 105.66	\$ 107.51	\$ 109.39	\$ 111.30	\$ 113.25	\$ 112.48	\$ 114.44	\$ 116.45	\$ 118.48	\$ 120.56
Information Services Consultant	\$ 137.36	\$ 139.76	\$ 142.21	\$ 144.70	\$ 147.23	\$ 146.22	\$ 148.78	\$ 151.38	\$ 154.03	\$ 156.73
Information Systems Auditor - Intermediate	\$ 107.25	\$ 109.13	\$ 111.04	\$ 112.98	\$ 114.96	\$ 114.17	\$ 116.17	\$ 118.20	\$ 120.27	\$ 122.37
Information Systems Auditor - Senior	\$ 123.63	\$ 125.79	\$ 127.99	\$ 130.23	\$ 132.51	\$ 131.60	\$ 133.91	\$ 136.25	\$ 138.63	\$ 141.06
Information Systems Training Specialist - Intermediate	\$ 95.10	\$ 96.76	\$ 98.46	\$ 100.18	\$ 101.93	\$ 101.23	\$ 103.01	\$ 104.81	\$ 106.64	\$ 108.51
Information Systems Training Specialist - Senior	\$ 105.66	\$ 107.51	\$ 109.39	\$ 111.30	\$ 113.25	\$ 112.48	\$ 114.44	\$ 116.45	\$ 118.48	\$ 120.56
Internal Communications Systems Consultant	\$ 150.33	\$ 152.96	\$ 155.64	\$ 158.36	\$ 161.13	\$ 160.03	\$ 162.83	\$ 165.68	\$ 168.58	\$ 171.53
IT Subject Matter Specialist	\$ 169.59	\$ 172.56	\$ 175.58	\$ 178.65	\$ 181.78	\$ 180.53	\$ 183.69	\$ 186.90	\$ 190.17	\$ 193.50
LAN Administrator - Intermediate	\$ 90.10	\$ 91.68	\$ 93.28	\$ 94.91	\$ 96.57	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.04	\$ 102.80
LAN Administrator - Senior	\$ 113.15	\$ 115.13	\$ 117.14	\$ 119.19	\$ 121.28	\$ 120.45	\$ 122.56	\$ 124.70	\$ 126.88	\$ 129.10
LAN Support Technician - Intermediate	\$ 90.10	\$ 91.68	\$ 93.28	\$ 94.91	\$ 96.57	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.04	\$ 102.80
LAN Support Technician - Senior	\$ 97.63	\$ 99.34	\$ 101.08	\$ 102.85	\$ 104.65	\$ 103.93	\$ 105.75	\$ 107.60	\$ 109.48	\$ 111.40
LAN/WAN Administrator	\$ 94.86	\$ 96.52	\$ 98.21	\$ 99.93	\$ 101.68	\$ 100.98	\$ 102.75	\$ 104.54	\$ 106.37	\$ 108.23
LAN/WAN Integrator	\$ 125.86	\$ 128.06	\$ 130.30	\$ 132.58	\$ 134.90	\$ 133.98	\$ 136.32	\$ 138.71	\$ 141.14	\$ 143.61
LAN/WAN/MAN Administrator	\$ 94.86	\$ 96.52	\$ 98.21	\$ 99.93	\$ 101.68	\$ 100.98	\$ 102.75	\$ 104.54	\$ 106.37	\$ 108.23
Network Control Technician	\$ 68.64	\$ 69.84	\$ 71.06	\$ 72.31	\$ 73.57	\$ 73.07	\$ 74.35	\$ 75.65	\$ 76.97	\$ 78.32
Network Engineer - Intermediate	\$ 102.31	\$ 104.10	\$ 105.92	\$ 107.78	\$ 109.66	\$ 108.91	\$ 110.81	\$ 112.75	\$ 114.73	\$ 116.74
Network Engineer - Senior	\$ 119.30	\$ 121.39	\$ 123.51	\$ 125.67	\$ 127.87	\$ 126.99	\$ 129.22	\$ 131.48	\$ 133.78	\$ 136.12
Network Operations Supervisor	\$ 123.36	\$ 125.52	\$ 127.72	\$ 129.95	\$ 132.22	\$ 131.32	\$ 133.61	\$ 135.95	\$ 138.33	\$ 140.75
Network Planning Analyst - Intermediate	\$ 96.68	\$ 98.37	\$ 100.09	\$ 101.85	\$ 103.63	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.41	\$ 110.31
Network Planning Analyst - Senior	\$ 118.25	\$ 120.32	\$ 122.42	\$ 124.57	\$ 126.75	\$ 125.88	\$ 128.08	\$ 130.32	\$ 132.60	\$ 134.92
Network Planning Manager	\$ 133.18	\$ 135.51	\$ 137.88	\$ 140.30	\$ 142.75	\$ 141.77	\$ 144.25	\$ 146.78	\$ 149.34	\$ 151.96
Network Systems Administrator	\$ 91.49	\$ 93.09	\$ 94.72	\$ 96.38	\$ 98.06	\$ 97.39	\$ 99.10	\$ 100.83	\$ 102.59	\$ 104.39
Network Systems Manager	\$ 125.25	\$ 127.44	\$ 129.67	\$ 131.94	\$ 134.25	\$ 133.33	\$ 135.66	\$ 138.04	\$ 140.45	\$ 142.91
Network/Hardware Support Technician	\$ 66.10	\$ 67.26	\$ 68.43	\$ 69.63	\$ 70.85	\$ 70.36	\$ 71.59	\$ 72.85	\$ 74.12	\$ 75.42

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<u>Labor Category</u>	State of Alaska									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 123.36	\$ 125.52	\$ 127.72	\$ 129.95	\$ 132.22	\$ 131.32	\$ 133.61	\$ 135.95	\$ 138.33	\$ 140.75
Operations Manager - Voice Communications	\$ 100.64	\$ 102.40	\$ 104.19	\$ 106.02	\$ 107.87	\$ 107.13	\$ 109.01	\$ 110.91	\$ 112.85	\$ 114.83
Operations Systems Manager	\$ 116.24	\$ 118.27	\$ 120.34	\$ 122.45	\$ 124.59	\$ 123.74	\$ 125.90	\$ 128.11	\$ 130.35	\$ 132.63
Operations/ Technical Support Manager	\$ 116.98	\$ 119.03	\$ 121.11	\$ 123.23	\$ 125.39	\$ 124.53	\$ 126.70	\$ 128.92	\$ 131.18	\$ 133.47
Operations/Network LAN Administrator	\$ 88.00	\$ 89.54	\$ 91.11	\$ 92.70	\$ 94.32	\$ 93.68	\$ 95.32	\$ 96.98	\$ 98.68	\$ 100.41
Operations/Technical Support Analyst	\$ 63.73	\$ 64.85	\$ 65.98	\$ 67.13	\$ 68.31	\$ 67.84	\$ 69.03	\$ 70.24	\$ 71.46	\$ 72.72
PC Products Analyst	\$ 79.75	\$ 81.15	\$ 82.57	\$ 84.01	\$ 85.48	\$ 84.89	\$ 86.38	\$ 87.89	\$ 89.43	\$ 90.99
PC Systems Specialist	\$ 87.61	\$ 89.14	\$ 90.70	\$ 92.29	\$ 93.91	\$ 93.26	\$ 94.89	\$ 96.55	\$ 98.24	\$ 99.96
PC/LAN Mgmt Analyst - Intermediate	\$ 81.61	\$ 83.04	\$ 84.49	\$ 85.97	\$ 87.47	\$ 86.87	\$ 88.39	\$ 89.94	\$ 91.52	\$ 93.12
PC/LAN Mgmt Analyst – Senior	\$ 99.21	\$ 100.95	\$ 102.71	\$ 104.51	\$ 106.34	\$ 105.61	\$ 107.46	\$ 109.34	\$ 111.25	\$ 113.20
Project Engineer	\$ 135.54	\$ 137.91	\$ 140.33	\$ 142.78	\$ 145.28	\$ 144.28	\$ 146.81	\$ 149.38	\$ 151.99	\$ 154.65
Project Manager – Senior	\$ 169.06	\$ 172.02	\$ 175.03	\$ 178.09	\$ 181.21	\$ 179.96	\$ 183.11	\$ 186.32	\$ 189.58	\$ 192.90
Quality Assurance Analyst - Intermediate	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20	\$ 103.48	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.92
Quality Assurance Analyst - Senior	\$ 117.20	\$ 119.25	\$ 121.34	\$ 123.46	\$ 125.62	\$ 124.76	\$ 126.94	\$ 129.16	\$ 131.42	\$ 133.72
Quality Assurance Specialist	\$ 112.75	\$ 114.72	\$ 116.73	\$ 118.77	\$ 120.85	\$ 120.02	\$ 122.12	\$ 124.26	\$ 126.43	\$ 128.65
Security Coordinator	\$ 89.93	\$ 91.50	\$ 93.11	\$ 94.73	\$ 96.39	\$ 95.73	\$ 97.41	\$ 99.11	\$ 100.84	\$ 102.61
Site Manager	\$ 138.35	\$ 140.77	\$ 143.23	\$ 145.74	\$ 148.29	\$ 147.27	\$ 149.85	\$ 152.47	\$ 155.14	\$ 157.86
Software Architect	\$ 158.50	\$ 161.27	\$ 164.10	\$ 166.97	\$ 169.89	\$ 168.72	\$ 171.68	\$ 174.68	\$ 177.74	\$ 180.85
Software Developer – Intermediate	\$ 127.56	\$ 129.79	\$ 132.06	\$ 134.37	\$ 136.73	\$ 135.79	\$ 138.16	\$ 140.58	\$ 143.04	\$ 145.55
Software Developer – Senior	\$ 142.65	\$ 145.15	\$ 147.69	\$ 150.27	\$ 152.90	\$ 151.85	\$ 154.51	\$ 157.21	\$ 159.96	\$ 162.76
Software Systems Engineer - Intermediate	\$ 126.80	\$ 129.02	\$ 131.28	\$ 133.57	\$ 135.91	\$ 134.98	\$ 137.34	\$ 139.74	\$ 142.19	\$ 144.68
Software Systems Engineer - Senior	\$ 135.84	\$ 138.22	\$ 140.64	\$ 143.10	\$ 145.60	\$ 144.60	\$ 147.13	\$ 149.71	\$ 152.33	\$ 154.99
Strategic Planner	\$ 142.65	\$ 145.15	\$ 147.69	\$ 150.27	\$ 152.90	\$ 151.85	\$ 154.51	\$ 157.21	\$ 159.96	\$ 162.76
Systems Administrator - Intermediate	\$ 86.40	\$ 87.91	\$ 89.45	\$ 91.02	\$ 92.61	\$ 91.97	\$ 93.58	\$ 95.22	\$ 96.89	\$ 98.58
Systems Administrator - Senior	\$ 107.03	\$ 108.90	\$ 110.81	\$ 112.75	\$ 114.72	\$ 113.93	\$ 115.93	\$ 117.96	\$ 120.02	\$ 122.12
Systems Analysis and Programming Director	\$ 169.06	\$ 172.02	\$ 175.03	\$ 178.09	\$ 181.21	\$ 179.96	\$ 183.11	\$ 186.32	\$ 189.58	\$ 192.90
Systems Engineer	\$ 100.39	\$ 102.15	\$ 103.93	\$ 105.75	\$ 107.60	\$ 106.87	\$ 108.74	\$ 110.64	\$ 112.57	\$ 114.54
Systems Management Technologist	\$ 136.23	\$ 138.61	\$ 141.04	\$ 143.51	\$ 146.02	\$ 145.02	\$ 147.55	\$ 150.14	\$ 152.76	\$ 155.44
Technical Editor	\$ 80.74	\$ 82.15	\$ 83.59	\$ 85.05	\$ 86.54	\$ 85.95	\$ 87.45	\$ 88.98	\$ 90.54	\$ 92.12

State of Alaska										
	Government Site					Contractor Site				
Labor Category	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Technical Writer	\$ 83.45	\$ 84.91	\$ 86.40	\$ 87.91	\$ 89.45	\$ 88.83	\$ 90.39	\$ 91.97	\$ 93.58	\$ 95.22
Telecommunications Analyst/Technician	\$ 70.25	\$ 71.48	\$ 72.73	\$ 74.00	\$ 75.30	\$ 74.78	\$ 76.09	\$ 77.42	\$ 78.78	\$ 80.15
Telecommunications Engineer/ Analyst – Intermediate	\$ 79.59	\$ 80.98	\$ 82.40	\$ 83.84	\$ 85.31	\$ 84.72	\$ 86.21	\$ 87.71	\$ 89.25	\$ 90.81
Telecommunications Engineer/ Analyst – Senior	\$ 93.51	\$ 95.15	\$ 96.81	\$ 98.51	\$ 100.23	\$ 99.54	\$ 101.28	\$ 103.06	\$ 104.86	\$ 106.69
Telecommunications Manager - Multiple Incumbents	\$ 147.94	\$ 150.53	\$ 153.16	\$ 155.84	\$ 158.57	\$ 157.48	\$ 160.24	\$ 163.04	\$ 165.90	\$ 168.80
Telecommunications Manager - Single Incumbent	\$ 137.01	\$ 139.41	\$ 141.85	\$ 144.33	\$ 146.86	\$ 145.85	\$ 148.40	\$ 151.00	\$ 153.64	\$ 156.33
Telecommunications Network Help Desk	\$ 56.28	\$ 57.26	\$ 58.27	\$ 59.29	\$ 60.32	\$ 59.91	\$ 60.96	\$ 62.03	\$ 63.11	\$ 64.22
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.03	\$ 100.34	\$ 102.10	\$ 103.88	\$ 105.70	\$ 107.55
Telecommunications Programmer/ Systems Analyst – Senior	\$ 116.24	\$ 118.27	\$ 120.34	\$ 122.45	\$ 124.59	\$ 123.74	\$ 125.90	\$ 128.11	\$ 130.35	\$ 132.63
Telecommunications Technician	\$ 64.40	\$ 65.53	\$ 66.67	\$ 67.84	\$ 69.03	\$ 68.55	\$ 69.75	\$ 70.97	\$ 72.22	\$ 73.48
Telecommunications/Communications Integration Engineer	\$ 103.89	\$ 105.71	\$ 107.56	\$ 109.44	\$ 111.36	\$ 110.59	\$ 112.53	\$ 114.50	\$ 116.50	\$ 118.54
Test Engineer	\$ 105.66	\$ 107.51	\$ 109.39	\$ 111.30	\$ 113.25	\$ 112.48	\$ 114.44	\$ 116.45	\$ 118.48	\$ 120.56
UNIX Systems Administrator	\$ 121.51	\$ 123.64	\$ 125.80	\$ 128.00	\$ 130.24	\$ 129.35	\$ 131.61	\$ 133.91	\$ 136.26	\$ 138.64
Voice Communications Administrator	\$ 78.74	\$ 80.12	\$ 81.52	\$ 82.95	\$ 84.40	\$ 83.82	\$ 85.29	\$ 86.78	\$ 88.30	\$ 89.84
Voice Communications Manager - Planning & Implementation	\$ 121.51	\$ 123.64	\$ 125.80	\$ 128.00	\$ 130.24	\$ 129.35	\$ 131.61	\$ 133.91	\$ 136.26	\$ 138.64
Voice Communications Technician	\$ 65.51	\$ 66.66	\$ 67.82	\$ 69.01	\$ 70.22	\$ 69.74	\$ 70.96	\$ 72.20	\$ 73.46	\$ 74.75
Web Content Administrator	\$ 82.90	\$ 84.35	\$ 85.83	\$ 87.33	\$ 88.86	\$ 88.25	\$ 89.79	\$ 91.36	\$ 92.96	\$ 94.59
Web Content Analyst	\$ 79.25	\$ 80.64	\$ 82.05	\$ 83.48	\$ 84.94	\$ 84.36	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.42
Web Designer	\$ 88.19	\$ 89.73	\$ 91.30	\$ 92.90	\$ 94.53	\$ 93.88	\$ 95.52	\$ 97.19	\$ 98.89	\$ 100.62
Web Marketing Manager	\$ 123.28	\$ 125.44	\$ 127.63	\$ 129.87	\$ 132.14	\$ 131.23	\$ 133.53	\$ 135.86	\$ 138.24	\$ 140.66
Web Operations Manager	\$ 114.25	\$ 116.25	\$ 118.28	\$ 120.35	\$ 122.46	\$ 121.62	\$ 123.75	\$ 125.91	\$ 128.12	\$ 130.36
Web Project Manager	\$ 135.54	\$ 137.91	\$ 140.33	\$ 142.78	\$ 145.28	\$ 144.28	\$ 146.81	\$ 149.38	\$ 151.99	\$ 154.65
Web Security Administrator	\$ 103.55	\$ 105.36	\$ 107.21	\$ 109.08	\$ 110.99	\$ 110.23	\$ 112.16	\$ 114.12	\$ 116.12	\$ 118.15
Web Security Analyst	\$ 118.25	\$ 120.32	\$ 122.42	\$ 124.57	\$ 126.75	\$ 125.88	\$ 128.08	\$ 130.32	\$ 132.60	\$ 134.92
Web Software Developer	\$ 99.14	\$ 100.87	\$ 102.64	\$ 104.44	\$ 106.26	\$ 105.53	\$ 107.38	\$ 109.26	\$ 111.17	\$ 113.12
Web Technical Administrator	\$ 96.46	\$ 98.15	\$ 99.87	\$ 101.61	\$ 103.39	\$ 102.68	\$ 104.48	\$ 106.31	\$ 108.17	\$ 110.06

DigitalSpec, LLC

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State of Hawaii										
	Government Site					Contractor Site				
Labor Category	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021
Applications Programmer	\$ 100.39	\$ 102.15	\$ 103.93	\$ 105.75	\$ 107.60	\$ 106.87	\$ 108.74	\$ 110.64	\$ 112.57	\$ 114.54
Applications Systems Analyst/ Programmer – Intermediate	\$ 106.25	\$ 108.11	\$ 110.00	\$ 111.93	\$ 113.89	\$ 113.10	\$ 115.08	\$ 117.10	\$ 119.15	\$ 121.23
Applications Systems Analyst/ Programmer – Senior	\$ 129.28	\$ 131.54	\$ 133.84	\$ 136.19	\$ 138.57	\$ 137.62	\$ 140.03	\$ 142.48	\$ 144.97	\$ 147.51
Business Process Consultant	\$ 133.00	\$ 135.33	\$ 137.70	\$ 140.11	\$ 142.56	\$ 141.58	\$ 144.06	\$ 146.58	\$ 149.14	\$ 151.75
Business Subject Matter Specialist	\$ 155.23	\$ 157.95	\$ 160.71	\$ 163.52	\$ 166.38	\$ 165.24	\$ 168.13	\$ 171.08	\$ 174.07	\$ 177.12
Business Systems Analyst - Intermediate	\$ 103.95	\$ 105.77	\$ 107.62	\$ 109.50	\$ 111.42	\$ 110.65	\$ 112.59	\$ 114.56	\$ 116.57	\$ 118.61
Business Systems Analyst - Senior	\$ 116.24	\$ 118.27	\$ 120.34	\$ 122.45	\$ 124.59	\$ 123.74	\$ 125.90	\$ 128.11	\$ 130.35	\$ 132.63
Business Systems Specialist	\$ 125.11	\$ 127.30	\$ 129.53	\$ 131.79	\$ 134.10	\$ 133.18	\$ 135.51	\$ 137.88	\$ 140.29	\$ 142.75
Chief Information Security Officer	\$ 175.25	\$ 178.32	\$ 181.44	\$ 184.61	\$ 187.84	\$ 186.55	\$ 189.82	\$ 193.14	\$ 196.52	\$ 199.96
Client/Server Database Manager	\$ 128.44	\$ 130.69	\$ 132.97	\$ 135.30	\$ 137.67	\$ 136.72	\$ 139.12	\$ 141.55	\$ 144.03	\$ 146.55
Client/Server Network Architect	\$ 137.51	\$ 139.92	\$ 142.36	\$ 144.86	\$ 147.39	\$ 146.38	\$ 148.94	\$ 151.55	\$ 154.20	\$ 156.90
Client/Server Support Analyst	\$ 99.21	\$ 100.95	\$ 102.71	\$ 104.51	\$ 106.34	\$ 105.61	\$ 107.46	\$ 109.34	\$ 111.25	\$ 113.20
Communications Analyst - Intermediate	\$ 102.18	\$ 103.97	\$ 105.79	\$ 107.64	\$ 109.52	\$ 108.77	\$ 110.67	\$ 112.61	\$ 114.58	\$ 116.59
Communications Analyst - Senior	\$ 116.01	\$ 118.04	\$ 120.11	\$ 122.21	\$ 124.35	\$ 123.49	\$ 125.65	\$ 127.85	\$ 130.09	\$ 132.37
Communications Facility Engineer	\$ 101.33	\$ 103.10	\$ 104.91	\$ 106.74	\$ 108.61	\$ 107.87	\$ 109.75	\$ 111.67	\$ 113.63	\$ 115.62
Communications Installer	\$ 89.56	\$ 91.13	\$ 92.72	\$ 94.34	\$ 96.00	\$ 95.34	\$ 97.01	\$ 98.70	\$ 100.43	\$ 102.19
Communications Transmission Engineer	\$ 113.25	\$ 115.23	\$ 117.25	\$ 119.30	\$ 121.39	\$ 120.55	\$ 122.66	\$ 124.81	\$ 127.00	\$ 129.22
Computer Operations Manager	\$ 115.63	\$ 117.65	\$ 119.71	\$ 121.81	\$ 123.94	\$ 123.09	\$ 125.24	\$ 127.43	\$ 129.66	\$ 131.93
Consultant	\$ 152.63	\$ 155.30	\$ 158.02	\$ 160.78	\$ 163.60	\$ 162.47	\$ 165.32	\$ 168.21	\$ 171.15	\$ 174.15
Data Architect	\$ 135.63	\$ 138.00	\$ 140.42	\$ 142.88	\$ 145.38	\$ 144.38	\$ 146.90	\$ 149.48	\$ 152.09	\$ 154.75
Data Communications Manager - Planning & Implementation	\$ 136.18	\$ 138.56	\$ 140.99	\$ 143.46	\$ 145.97	\$ 144.96	\$ 147.50	\$ 150.08	\$ 152.71	\$ 155.38
Data Entry Supervisor	\$ 63.70	\$ 64.81	\$ 65.95	\$ 67.10	\$ 68.28	\$ 67.81	\$ 69.00	\$ 70.20	\$ 71.43	\$ 72.68
Data Security Administration Manager	\$ 136.14	\$ 138.52	\$ 140.95	\$ 143.41	\$ 145.92	\$ 144.92	\$ 147.46	\$ 150.04	\$ 152.66	\$ 155.33
Data Security Analyst - Intermediate	\$ 101.00	\$ 102.77	\$ 104.57	\$ 106.40	\$ 108.26	\$ 107.51	\$ 109.40	\$ 111.31	\$ 113.26	\$ 115.24
Data Security Analyst - Senior	\$ 119.19	\$ 121.28	\$ 123.40	\$ 125.56	\$ 127.75	\$ 126.88	\$ 129.10	\$ 131.36	\$ 133.66	\$ 136.00
Data Warehousing Administrator	\$ 106.66	\$ 108.53	\$ 110.43	\$ 112.36	\$ 114.32	\$ 113.54	\$ 115.53	\$ 117.55	\$ 119.61	\$ 121.70
Data Warehousing Analyst	\$ 115.19	\$ 117.21	\$ 119.26	\$ 121.34	\$ 123.47	\$ 122.62	\$ 124.77	\$ 126.95	\$ 129.17	\$ 131.43
Data Warehousing Programmer	\$ 126.80	\$ 129.02	\$ 131.28	\$ 133.57	\$ 135.91	\$ 134.98	\$ 137.34	\$ 139.74	\$ 142.19	\$ 144.68

<u>Labor Category</u>	State of Hawaii									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Data Warehousing Project Manager	\$ 141.19	\$ 143.66	\$ 146.17	\$ 148.73	\$ 151.34	\$ 150.30	\$ 152.93	\$ 155.60	\$ 158.33	\$ 161.10
Data/Configuration Management Specialist	\$ 132.54	\$ 134.86	\$ 137.22	\$ 139.62	\$ 142.06	\$ 141.09	\$ 143.56	\$ 146.07	\$ 148.63	\$ 151.23
Database Administrator	\$ 115.11	\$ 117.12	\$ 119.17	\$ 121.26	\$ 123.38	\$ 122.53	\$ 124.68	\$ 126.86	\$ 129.08	\$ 131.34
Database Analyst/ Programmer - Intermediate	\$ 102.75	\$ 104.55	\$ 106.38	\$ 108.24	\$ 110.13	\$ 109.38	\$ 111.29	\$ 113.24	\$ 115.22	\$ 117.24
Database Analyst/ Programmer – Senior	\$ 123.89	\$ 126.06	\$ 128.26	\$ 130.51	\$ 132.79	\$ 131.88	\$ 134.19	\$ 136.54	\$ 138.93	\$ 141.36
Database Manager	\$ 159.78	\$ 162.58	\$ 165.42	\$ 168.32	\$ 171.26	\$ 170.09	\$ 173.06	\$ 176.09	\$ 179.17	\$ 182.31
Disaster Recovery Administrator	\$ 126.94	\$ 129.16	\$ 131.42	\$ 133.72	\$ 136.06	\$ 135.13	\$ 137.49	\$ 139.90	\$ 142.35	\$ 144.84
Disaster Recovery Analyst	\$ 91.95	\$ 93.56	\$ 95.20	\$ 96.86	\$ 98.56	\$ 97.88	\$ 99.59	\$ 101.34	\$ 103.11	\$ 104.91
Documentation Specialist - Intermediate	\$ 69.71	\$ 70.93	\$ 72.17	\$ 73.43	\$ 74.72	\$ 74.21	\$ 75.50	\$ 76.83	\$ 78.17	\$ 79.54
Documentation Specialist - Senior	\$ 86.89	\$ 88.41	\$ 89.96	\$ 91.53	\$ 93.13	\$ 92.49	\$ 94.11	\$ 95.76	\$ 97.44	\$ 99.14
E-Business Manager	\$ 96.06	\$ 97.74	\$ 99.45	\$ 101.19	\$ 102.96	\$ 102.26	\$ 104.05	\$ 105.87	\$ 107.72	\$ 109.60
Electronic Data Interchange (EDI) Manager	\$ 110.29	\$ 112.22	\$ 114.18	\$ 116.18	\$ 118.22	\$ 117.40	\$ 119.46	\$ 121.55	\$ 123.68	\$ 125.84
Electronic Data Interchange (EDI) Specialist	\$ 79.80	\$ 81.20	\$ 82.62	\$ 84.06	\$ 85.53	\$ 84.95	\$ 86.43	\$ 87.95	\$ 89.49	\$ 91.05
Electronic Mail Coordinator	\$ 84.75	\$ 86.23	\$ 87.74	\$ 89.28	\$ 90.84	\$ 90.22	\$ 91.80	\$ 93.40	\$ 95.04	\$ 96.70
Engineering Subject Matter Specialist	\$ 158.50	\$ 161.27	\$ 164.10	\$ 166.97	\$ 169.89	\$ 168.72	\$ 171.68	\$ 174.68	\$ 177.74	\$ 180.85
ERP Busienss/Architectural Specialist	\$ 164.85	\$ 167.73	\$ 170.67	\$ 173.66	\$ 176.70	\$ 175.48	\$ 178.55	\$ 181.68	\$ 184.86	\$ 188.09
ERP Business Analyst - Intermediate	\$ 140.19	\$ 142.64	\$ 145.14	\$ 147.68	\$ 150.26	\$ 149.23	\$ 151.84	\$ 154.50	\$ 157.20	\$ 159.96
ERP Business Analyst - Senior	\$ 148.65	\$ 151.25	\$ 153.90	\$ 156.59	\$ 159.33	\$ 158.24	\$ 161.01	\$ 163.82	\$ 166.69	\$ 169.61
ERP Programmer	\$ 137.68	\$ 140.09	\$ 142.54	\$ 145.04	\$ 147.57	\$ 146.56	\$ 149.13	\$ 151.73	\$ 154.39	\$ 157.09
Graphics Specialist	\$ 63.40	\$ 64.51	\$ 65.64	\$ 66.79	\$ 67.96	\$ 67.49	\$ 68.67	\$ 69.87	\$ 71.09	\$ 72.34
Groupware Specialist	\$ 101.88	\$ 103.66	\$ 105.48	\$ 107.32	\$ 109.20	\$ 108.45	\$ 110.35	\$ 112.28	\$ 114.25	\$ 116.24
Help Desk Coordinator - Intermediate	\$ 58.56	\$ 59.58	\$ 60.63	\$ 61.69	\$ 62.77	\$ 62.34	\$ 63.43	\$ 64.54	\$ 65.67	\$ 66.82
Help Desk Coordinator - Senior	\$ 81.38	\$ 82.80	\$ 84.25	\$ 85.73	\$ 87.23	\$ 86.63	\$ 88.15	\$ 89.69	\$ 91.26	\$ 92.85
Help Desk Manager	\$ 116.64	\$ 118.68	\$ 120.76	\$ 122.87	\$ 125.02	\$ 124.16	\$ 126.34	\$ 128.55	\$ 130.80	\$ 133.09
Help Desk Specialist	\$ 59.18	\$ 60.22	\$ 61.27	\$ 62.34	\$ 63.43	\$ 63.00	\$ 64.10	\$ 65.22	\$ 66.36	\$ 67.52
Help Desk Support Services Specialist - Intermediate	\$ 79.25	\$ 80.64	\$ 82.05	\$ 83.48	\$ 84.94	\$ 84.36	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.42
Help Desk Support Services Specialist - Senior	\$ 95.10	\$ 96.76	\$ 98.46	\$ 100.18	\$ 101.93	\$ 101.23	\$ 103.01	\$ 104.81	\$ 106.64	\$ 108.51
Information Assurance Development Engineer	\$ 118.50	\$ 120.57	\$ 122.68	\$ 124.83	\$ 127.02	\$ 126.14	\$ 128.35	\$ 130.60	\$ 132.88	\$ 135.21
Information Assurance Engineer	\$ 116.24	\$ 118.27	\$ 120.34	\$ 122.45	\$ 124.59	\$ 123.74	\$ 125.90	\$ 128.11	\$ 130.35	\$ 132.63

DigitalSpec, LLC

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<u>Labor Category</u>	State of Hawaii									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Information Assurance Network Specialist	\$ 148.46	\$ 151.06	\$ 153.70	\$ 156.39	\$ 159.13	\$ 158.04	\$ 160.80	\$ 163.62	\$ 166.48	\$ 169.39
Information Assurance Systems/Network Specialist	\$ 153.74	\$ 156.43	\$ 159.17	\$ 161.95	\$ 164.79	\$ 163.66	\$ 166.52	\$ 169.43	\$ 172.40	\$ 175.42
Information Center Consultant	\$ 116.35	\$ 118.39	\$ 120.46	\$ 122.57	\$ 124.71	\$ 123.85	\$ 126.02	\$ 128.23	\$ 130.47	\$ 132.75
Information Center Specialist	\$ 132.09	\$ 134.40	\$ 136.75	\$ 139.15	\$ 141.58	\$ 140.61	\$ 143.07	\$ 145.57	\$ 148.12	\$ 150.71
Information Security Business Analyst	\$ 105.66	\$ 107.51	\$ 109.39	\$ 111.30	\$ 113.25	\$ 112.48	\$ 114.44	\$ 116.45	\$ 118.48	\$ 120.56
Information Services Consultant	\$ 137.36	\$ 139.76	\$ 142.21	\$ 144.70	\$ 147.23	\$ 146.22	\$ 148.78	\$ 151.38	\$ 154.03	\$ 156.73
Information Systems Auditor - Intermediate	\$ 107.25	\$ 109.13	\$ 111.04	\$ 112.98	\$ 114.96	\$ 114.17	\$ 116.17	\$ 118.20	\$ 120.27	\$ 122.37
Information Systems Auditor - Senior	\$ 123.63	\$ 125.79	\$ 127.99	\$ 130.23	\$ 132.51	\$ 131.60	\$ 133.91	\$ 136.25	\$ 138.63	\$ 141.06
Information Systems Training Specialist - Intermediate	\$ 95.10	\$ 96.76	\$ 98.46	\$ 100.18	\$ 101.93	\$ 101.23	\$ 103.01	\$ 104.81	\$ 106.64	\$ 108.51
Information Systems Training Specialist - Senior	\$ 105.66	\$ 107.51	\$ 109.39	\$ 111.30	\$ 113.25	\$ 112.48	\$ 114.44	\$ 116.45	\$ 118.48	\$ 120.56
Internal Communications Systems Consultant	\$ 150.33	\$ 152.96	\$ 155.64	\$ 158.36	\$ 161.13	\$ 160.03	\$ 162.83	\$ 165.68	\$ 168.58	\$ 171.53
IT Subject Matter Specialist	\$ 169.59	\$ 172.56	\$ 175.58	\$ 178.65	\$ 181.78	\$ 180.53	\$ 183.69	\$ 186.90	\$ 190.17	\$ 193.50
LAN Administrator - Intermediate	\$ 90.10	\$ 91.68	\$ 93.28	\$ 94.91	\$ 96.57	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.04	\$ 102.80
LAN Administrator - Senior	\$ 113.15	\$ 115.13	\$ 117.14	\$ 119.19	\$ 121.28	\$ 120.45	\$ 122.56	\$ 124.70	\$ 126.88	\$ 129.10
LAN Support Technician - Intermediate	\$ 90.10	\$ 91.68	\$ 93.28	\$ 94.91	\$ 96.57	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.04	\$ 102.80
LAN Support Technician - Senior	\$ 97.63	\$ 99.34	\$ 101.08	\$ 102.85	\$ 104.65	\$ 103.93	\$ 105.75	\$ 107.60	\$ 109.48	\$ 111.40
LAN/WAN Administrator	\$ 94.86	\$ 96.52	\$ 98.21	\$ 99.93	\$ 101.68	\$ 100.98	\$ 102.75	\$ 104.54	\$ 106.37	\$ 108.23
LAN/WAN Integrator	\$ 125.86	\$ 128.06	\$ 130.30	\$ 132.58	\$ 134.90	\$ 133.98	\$ 136.32	\$ 138.71	\$ 141.14	\$ 143.61
LAN/WAN/MAN Administrator	\$ 94.86	\$ 96.52	\$ 98.21	\$ 99.93	\$ 101.68	\$ 100.98	\$ 102.75	\$ 104.54	\$ 106.37	\$ 108.23
Network Control Technician	\$ 68.64	\$ 69.84	\$ 71.06	\$ 72.31	\$ 73.57	\$ 73.07	\$ 74.35	\$ 75.65	\$ 76.97	\$ 78.32
Network Engineer - Intermediate	\$ 102.31	\$ 104.10	\$ 105.92	\$ 107.78	\$ 109.66	\$ 108.91	\$ 110.81	\$ 112.75	\$ 114.73	\$ 116.74
Network Engineer - Senior	\$ 119.30	\$ 121.39	\$ 123.51	\$ 125.67	\$ 127.87	\$ 126.99	\$ 129.22	\$ 131.48	\$ 133.78	\$ 136.12
Network Operations Supervisor	\$ 123.36	\$ 125.52	\$ 127.72	\$ 129.95	\$ 132.22	\$ 131.32	\$ 133.61	\$ 135.95	\$ 138.33	\$ 140.75
Network Planning Analyst - Intermediate	\$ 96.68	\$ 98.37	\$ 100.09	\$ 101.85	\$ 103.63	\$ 102.92	\$ 104.72	\$ 106.55	\$ 108.41	\$ 110.31
Network Planning Analyst - Senior	\$ 118.25	\$ 120.32	\$ 122.42	\$ 124.57	\$ 126.75	\$ 125.88	\$ 128.08	\$ 130.32	\$ 132.60	\$ 134.92
Network Planning Manager	\$ 133.18	\$ 135.51	\$ 137.88	\$ 140.30	\$ 142.75	\$ 141.77	\$ 144.25	\$ 146.78	\$ 149.34	\$ 151.96
Network Systems Administrator	\$ 91.49	\$ 93.09	\$ 94.72	\$ 96.38	\$ 98.06	\$ 97.39	\$ 99.10	\$ 100.83	\$ 102.59	\$ 104.39
Network Systems Manager	\$ 125.25	\$ 127.44	\$ 129.67	\$ 131.94	\$ 134.25	\$ 133.33	\$ 135.66	\$ 138.04	\$ 140.45	\$ 142.91
Network/Hardware Support Technician	\$ 66.10	\$ 67.26	\$ 68.43	\$ 69.63	\$ 70.85	\$ 70.36	\$ 71.59	\$ 72.85	\$ 74.12	\$ 75.42

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<u>Labor Category</u>	State of Hawaii									
	Government Site					Contractor Site				
	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021	Award - 8/30/2017	8/31/2017- 8/30/2018	8/31/2018- 8/30/2019	8/31/2019- 8/30/2020	8/31/2020- 8/30/2021
Operations Manager - Data Communications	\$ 123.36	\$ 125.52	\$ 127.72	\$ 129.95	\$ 132.22	\$ 131.32	\$ 133.61	\$ 135.95	\$ 138.33	\$ 140.75
Operations Manager - Voice Communications	\$ 100.64	\$ 102.40	\$ 104.19	\$ 106.02	\$ 107.87	\$ 107.13	\$ 109.01	\$ 110.91	\$ 112.85	\$ 114.83
Operations Systems Manager	\$ 116.24	\$ 118.27	\$ 120.34	\$ 122.45	\$ 124.59	\$ 123.74	\$ 125.90	\$ 128.11	\$ 130.35	\$ 132.63
Operations/ Technical Support Manager	\$ 116.98	\$ 119.03	\$ 121.11	\$ 123.23	\$ 125.39	\$ 124.53	\$ 126.70	\$ 128.92	\$ 131.18	\$ 133.47
Operations/Network LAN Administrator	\$ 88.00	\$ 89.54	\$ 91.11	\$ 92.70	\$ 94.32	\$ 93.68	\$ 95.32	\$ 96.98	\$ 98.68	\$ 100.41
Operations/Technical Support Analyst	\$ 63.73	\$ 64.85	\$ 65.98	\$ 67.13	\$ 68.31	\$ 67.84	\$ 69.03	\$ 70.24	\$ 71.46	\$ 72.72
PC Products Analyst	\$ 79.75	\$ 81.15	\$ 82.57	\$ 84.01	\$ 85.48	\$ 84.89	\$ 86.38	\$ 87.89	\$ 89.43	\$ 90.99
PC Systems Specialist	\$ 87.61	\$ 89.14	\$ 90.70	\$ 92.29	\$ 93.91	\$ 93.26	\$ 94.89	\$ 96.55	\$ 98.24	\$ 99.96
PC/LAN Mgmt Analyst - Intermediate	\$ 81.61	\$ 83.04	\$ 84.49	\$ 85.97	\$ 87.47	\$ 86.87	\$ 88.39	\$ 89.94	\$ 91.52	\$ 93.12
PC/LAN Mgmt Analyst – Senior	\$ 99.21	\$ 100.95	\$ 102.71	\$ 104.51	\$ 106.34	\$ 105.61	\$ 107.46	\$ 109.34	\$ 111.25	\$ 113.20
Project Engineer	\$ 135.54	\$ 137.91	\$ 140.33	\$ 142.78	\$ 145.28	\$ 144.28	\$ 146.81	\$ 149.38	\$ 151.99	\$ 154.65
Project Manager – Senior	\$ 169.06	\$ 172.02	\$ 175.03	\$ 178.09	\$ 181.21	\$ 179.96	\$ 183.11	\$ 186.32	\$ 189.58	\$ 192.90
Quality Assurance Analyst - Intermediate	\$ 97.21	\$ 98.91	\$ 100.64	\$ 102.40	\$ 104.20	\$ 103.48	\$ 105.29	\$ 107.13	\$ 109.01	\$ 110.92
Quality Assurance Analyst - Senior	\$ 117.20	\$ 119.25	\$ 121.34	\$ 123.46	\$ 125.62	\$ 124.76	\$ 126.94	\$ 129.16	\$ 131.42	\$ 133.72
Quality Assurance Specialist	\$ 112.75	\$ 114.72	\$ 116.73	\$ 118.77	\$ 120.85	\$ 120.02	\$ 122.12	\$ 124.26	\$ 126.43	\$ 128.65
Security Coordinator	\$ 89.93	\$ 91.50	\$ 93.11	\$ 94.73	\$ 96.39	\$ 95.73	\$ 97.41	\$ 99.11	\$ 100.84	\$ 102.61
Site Manager	\$ 138.35	\$ 140.77	\$ 143.23	\$ 145.74	\$ 148.29	\$ 147.27	\$ 149.85	\$ 152.47	\$ 155.14	\$ 157.86
Software Architect	\$ 158.50	\$ 161.27	\$ 164.10	\$ 166.97	\$ 169.89	\$ 168.72	\$ 171.68	\$ 174.68	\$ 177.74	\$ 180.85
Software Developer – Intermediate	\$ 127.56	\$ 129.79	\$ 132.06	\$ 134.37	\$ 136.73	\$ 135.79	\$ 138.16	\$ 140.58	\$ 143.04	\$ 145.55
Software Developer – Senior	\$ 142.65	\$ 145.15	\$ 147.69	\$ 150.27	\$ 152.90	\$ 151.85	\$ 154.51	\$ 157.21	\$ 159.96	\$ 162.76
Software Systems Engineer - Intermediate	\$ 126.80	\$ 129.02	\$ 131.28	\$ 133.57	\$ 135.91	\$ 134.98	\$ 137.34	\$ 139.74	\$ 142.19	\$ 144.68
Software Systems Engineer - Senior	\$ 135.84	\$ 138.22	\$ 140.64	\$ 143.10	\$ 145.60	\$ 144.60	\$ 147.13	\$ 149.71	\$ 152.33	\$ 154.99
Strategic Planner	\$ 142.65	\$ 145.15	\$ 147.69	\$ 150.27	\$ 152.90	\$ 151.85	\$ 154.51	\$ 157.21	\$ 159.96	\$ 162.76
Systems Administrator - Intermediate	\$ 86.40	\$ 87.91	\$ 89.45	\$ 91.02	\$ 92.61	\$ 91.97	\$ 93.58	\$ 95.22	\$ 96.89	\$ 98.58
Systems Administrator - Senior	\$ 107.03	\$ 108.90	\$ 110.81	\$ 112.75	\$ 114.72	\$ 113.93	\$ 115.93	\$ 117.96	\$ 120.02	\$ 122.12
Systems Analysis and Programming Director	\$ 169.06	\$ 172.02	\$ 175.03	\$ 178.09	\$ 181.21	\$ 179.96	\$ 183.11	\$ 186.32	\$ 189.58	\$ 192.90
Systems Engineer	\$ 100.39	\$ 102.15	\$ 103.93	\$ 105.75	\$ 107.60	\$ 106.87	\$ 108.74	\$ 110.64	\$ 112.57	\$ 114.54
Systems Management Technologist	\$ 136.23	\$ 138.61	\$ 141.04	\$ 143.51	\$ 146.02	\$ 145.02	\$ 147.55	\$ 150.14	\$ 152.76	\$ 155.44
Technical Editor	\$ 80.74	\$ 82.15	\$ 83.59	\$ 85.05	\$ 86.54	\$ 85.95	\$ 87.45	\$ 88.98	\$ 90.54	\$ 92.12

State of Hawaii										
	Government Site					Contractor Site				
Labor Category	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021	Award - 8/30/2017	8/31/2017-8/30/2018	8/31/2018-8/30/2019	8/31/2019-8/30/2020	8/31/2020-8/30/2021
Technical Writer	\$ 83.45	\$ 84.91	\$ 86.40	\$ 87.91	\$ 89.45	\$ 88.83	\$ 90.39	\$ 91.97	\$ 93.58	\$ 95.22
Telecommunications Analyst/Technician	\$ 70.25	\$ 71.48	\$ 72.73	\$ 74.00	\$ 75.30	\$ 74.78	\$ 76.09	\$ 77.42	\$ 78.78	\$ 80.15
Telecommunications Engineer/ Analyst – Intermediate	\$ 79.59	\$ 80.98	\$ 82.40	\$ 83.84	\$ 85.31	\$ 84.72	\$ 86.21	\$ 87.71	\$ 89.25	\$ 90.81
Telecommunications Engineer/ Analyst – Senior	\$ 93.51	\$ 95.15	\$ 96.81	\$ 98.51	\$ 100.23	\$ 99.54	\$ 101.28	\$ 103.06	\$ 104.86	\$ 106.69
Telecommunications Manager - Multiple Incumbents	\$ 147.94	\$ 150.53	\$ 153.16	\$ 155.84	\$ 158.57	\$ 157.48	\$ 160.24	\$ 163.04	\$ 165.90	\$ 168.80
Telecommunications Manager - Single Incumbent	\$ 137.01	\$ 139.41	\$ 141.85	\$ 144.33	\$ 146.86	\$ 145.85	\$ 148.40	\$ 151.00	\$ 153.64	\$ 156.33
Telecommunications Network Help Desk	\$ 56.28	\$ 57.26	\$ 58.27	\$ 59.29	\$ 60.32	\$ 59.91	\$ 60.96	\$ 62.03	\$ 63.11	\$ 64.22
Telecommunications Programmer/ Systems Analyst – Intermediate	\$ 94.26	\$ 95.91	\$ 97.59	\$ 99.30	\$ 101.03	\$ 100.34	\$ 102.10	\$ 103.88	\$ 105.70	\$ 107.55
Telecommunications Programmer/ Systems Analyst – Senior	\$ 116.24	\$ 118.27	\$ 120.34	\$ 122.45	\$ 124.59	\$ 123.74	\$ 125.90	\$ 128.11	\$ 130.35	\$ 132.63
Telecommunications Technician	\$ 64.40	\$ 65.53	\$ 66.67	\$ 67.84	\$ 69.03	\$ 68.55	\$ 69.75	\$ 70.97	\$ 72.22	\$ 73.48
Telecommunications/Communications Integration Engineer	\$ 103.89	\$ 105.71	\$ 107.56	\$ 109.44	\$ 111.36	\$ 110.59	\$ 112.53	\$ 114.50	\$ 116.50	\$ 118.54
Test Engineer	\$ 105.66	\$ 107.51	\$ 109.39	\$ 111.30	\$ 113.25	\$ 112.48	\$ 114.44	\$ 116.45	\$ 118.48	\$ 120.56
UNIX Systems Administrator	\$ 121.51	\$ 123.64	\$ 125.80	\$ 128.00	\$ 130.24	\$ 129.35	\$ 131.61	\$ 133.91	\$ 136.26	\$ 138.64
Voice Communications Administrator	\$ 78.74	\$ 80.12	\$ 81.52	\$ 82.95	\$ 84.40	\$ 83.82	\$ 85.29	\$ 86.78	\$ 88.30	\$ 89.84
Voice Communications Manager - Planning & Implementation	\$ 121.51	\$ 123.64	\$ 125.80	\$ 128.00	\$ 130.24	\$ 129.35	\$ 131.61	\$ 133.91	\$ 136.26	\$ 138.64
Voice Communications Technician	\$ 65.51	\$ 66.66	\$ 67.82	\$ 69.01	\$ 70.22	\$ 69.74	\$ 70.96	\$ 72.20	\$ 73.46	\$ 74.75
Web Content Administrator	\$ 82.90	\$ 84.35	\$ 85.83	\$ 87.33	\$ 88.86	\$ 88.25	\$ 89.79	\$ 91.36	\$ 92.96	\$ 94.59
Web Content Analyst	\$ 79.25	\$ 80.64	\$ 82.05	\$ 83.48	\$ 84.94	\$ 84.36	\$ 85.84	\$ 87.34	\$ 88.87	\$ 90.42
Web Designer	\$ 88.19	\$ 89.73	\$ 91.30	\$ 92.90	\$ 94.53	\$ 93.88	\$ 95.52	\$ 97.19	\$ 98.89	\$ 100.62
Web Marketing Manager	\$ 123.28	\$ 125.44	\$ 127.63	\$ 129.87	\$ 132.14	\$ 131.23	\$ 133.53	\$ 135.86	\$ 138.24	\$ 140.66
Web Operations Manager	\$ 114.25	\$ 116.25	\$ 118.28	\$ 120.35	\$ 122.46	\$ 121.62	\$ 123.75	\$ 125.91	\$ 128.12	\$ 130.36
Web Project Manager	\$ 135.54	\$ 137.91	\$ 140.33	\$ 142.78	\$ 145.28	\$ 144.28	\$ 146.81	\$ 149.38	\$ 151.99	\$ 154.65
Web Security Administrator	\$ 103.55	\$ 105.36	\$ 107.21	\$ 109.08	\$ 110.99	\$ 110.23	\$ 112.16	\$ 114.12	\$ 116.12	\$ 118.15
Web Security Analyst	\$ 118.25	\$ 120.32	\$ 122.42	\$ 124.57	\$ 126.75	\$ 125.88	\$ 128.08	\$ 130.32	\$ 132.60	\$ 134.92
Web Software Developer	\$ 99.14	\$ 100.87	\$ 102.64	\$ 104.44	\$ 106.26	\$ 105.53	\$ 107.38	\$ 109.26	\$ 111.17	\$ 113.12
Web Technical Administrator	\$ 96.46	\$ 98.15	\$ 99.87	\$ 101.61	\$ 103.39	\$ 102.68	\$ 104.48	\$ 106.31	\$ 108.17	\$ 110.06