

CLIN	Labor Category	CEILING RATES					
		Base Period Years 1 and 2		Base Period Years 3 and 4		Base Period Year 5	
		On-Site	Off-Site	On-Site	Off-Site	On-Site	Off-Site
1	Applications Programmer	\$77.02	\$95.06	\$81.72	\$100.83	\$84.17	\$103.87
2	Applications Systems Analyst/Programmer	\$67.38	\$83.17	\$71.47	\$88.22	\$73.63	\$90.86
3	Business Process Consultant	\$68.46	\$84.49	\$72.63	\$89.62	\$74.82	\$92.32
4	Business Subject Matter Specialist	\$197.74	\$244.02	\$209.79	\$258.91	\$216.10	\$266.67
5	Business Systems Analyst	\$68.46	\$84.49	\$72.63	\$89.62	\$74.82	\$92.32
6	Chief Information Security Officer	\$88.53	\$109.24	\$93.92	\$115.89	\$96.73	\$119.39
7	Client/Server Database Manager	\$81.43	\$100.48	\$86.40	\$106.61	\$88.99	\$109.83
8	Client/Server Network Architect	\$78.15	\$96.45	\$82.91	\$102.32	\$85.40	\$105.38
9	Communication Analyst	\$89.85	\$110.89	\$95.33	\$117.64	\$98.18	\$121.17
10	Communications Facility Engineer	\$88.53	\$109.24	\$93.92	\$115.89	\$96.73	\$119.39
11	Communications Installer	\$66.01	\$81.47	\$70.03	\$86.42	\$72.13	\$89.01
12	Communications Transmission Engineer	\$73.22	\$90.36	\$77.68	\$95.85	\$80.01	\$98.71
13	Consultant	\$137.33	\$169.47	\$145.68	\$179.79	\$150.06	\$185.17
14	Curriculum Developer	\$70.77	\$87.33	\$75.08	\$92.66	\$77.33	\$95.44
15	Data Architect	\$81.67	\$100.78	\$86.65	\$106.92	\$89.22	\$110.12
16	Data Communication Manager	\$96.07	\$118.55	\$101.91	\$125.77	\$104.97	\$129.53
17	Data Security Analyst	\$73.22	\$90.36	\$77.68	\$95.85	\$80.01	\$98.71
18	Data Warehousing Administrator	\$67.33	\$83.09	\$71.43	\$88.15	\$73.58	\$90.81
19	Data Warehousing Analyst	\$67.33	\$83.09	\$71.43	\$88.15	\$73.58	\$90.81
20	Data Warehousing Programmer	\$67.33	\$83.09	\$71.43	\$88.15	\$73.58	\$90.81
21	Data/Configuration Management Specialist	\$70.24	\$86.69	\$74.52	\$91.97	\$76.76	\$94.72
22	Database Analyst/ Programmer	\$67.33	\$83.09	\$71.43	\$88.15	\$73.58	\$90.81
23	Database Manager/Administrator	\$67.33	\$83.09	\$71.43	\$88.15	\$73.58	\$90.81
24	Disaster Recovery Administrator	\$89.12	\$109.99	\$94.54	\$116.68	\$97.38	\$120.18
25	Disaster Recovery Analyst	\$77.02	\$95.06	\$81.72	\$100.83	\$84.17	\$103.87
26	E-Business Manager	\$81.67	\$100.78	\$86.65	\$106.92	\$89.22	\$110.12
27	Electronic Data Interchange (EDI) Specialist	\$89.85	\$110.89	\$95.33	\$117.64	\$98.18	\$121.17
28	Electronic Mail Coordinator	\$42.99	\$53.04	\$45.59	\$56.26	\$46.96	\$57.95
29	Engineering Subject Matter Specialist	\$97.99	\$120.90	\$103.93	\$128.24	\$107.05	\$132.09
30	ERP Analyst	\$68.46	\$84.49	\$72.63	\$89.62	\$74.82	\$92.32
31	ERP Business/Architectural Expert	\$81.67	\$100.78	\$86.65	\$106.92	\$89.22	\$110.12
32	Geographic Information Systems Analyst/Programmer	\$58.84	\$72.61	\$62.42	\$77.05	\$64.32	\$79.35
33	Geographic Information Systems Manager	\$81.67	\$100.78	\$86.65	\$106.92	\$89.22	\$110.12
34	Graphics Specialist	\$41.66	\$51.41	\$44.20	\$54.56	\$45.52	\$56.18
35	Groupware Specialist	\$53.23	\$65.68	\$56.46	\$69.67	\$58.15	\$71.76
36	Hardware Engineer	\$70.61	\$87.13	\$74.91	\$92.43	\$77.15	\$95.22
37	Help Desk Coordinator	\$53.23	\$65.68	\$56.46	\$69.67	\$58.15	\$71.76
38	Help Desk Specialist	\$42.99	\$53.04	\$45.59	\$56.26	\$46.96	\$57.95
39	Help Desk Support Service Specialist	\$42.99	\$53.04	\$45.59	\$56.26	\$46.96	\$57.95
40	Information Assurance Development Engineer	\$98.78	\$121.89	\$104.80	\$129.31	\$107.93	\$133.19
41	Information Assurance Engineer	\$88.53	\$109.24	\$93.92	\$115.89	\$96.73	\$119.39
42	Information Assurance Network Specialist	\$73.22	\$90.36	\$77.68	\$95.85	\$80.01	\$98.71
43	Information Assurance Systems/Network Specialist	\$66.01	\$81.47	\$70.03	\$86.42	\$72.13	\$89.01
44	Information Center Specialist	\$66.01	\$81.47	\$70.03	\$86.42	\$72.13	\$89.01
45	Information Security Business Analyst	\$98.78	\$121.89	\$104.80	\$129.31	\$107.93	\$133.19
46	Information Systems Administration & Planning Mgr.	\$88.53	\$109.24	\$93.92	\$115.89	\$96.73	\$119.39
47	Information Systems Training Specialist	\$61.86	\$76.34	\$65.63	\$80.99	\$67.59	\$83.42
48	Instructional Technologist	\$67.55	\$83.35	\$71.66	\$88.43	\$73.82	\$91.08
49	IT Subject Matter Specialist	\$137.33	\$169.47	\$145.68	\$179.79	\$150.06	\$185.17
50	LAN Support Technician	\$53.23	\$65.68	\$56.46	\$69.67	\$58.15	\$71.76
51	LAN/WAN Administrator	\$56.49	\$69.72	\$59.95	\$73.98	\$61.74	\$76.21
52	LAN/WAN Integrator	\$56.49	\$69.72	\$59.95	\$73.98	\$61.74	\$76.21
53	LAN/WAN/MAN Administrator	\$53.23	\$65.68	\$56.46	\$69.67	\$58.15	\$71.76
54	Modeling and Simulation Specialist	\$48.43	\$59.75	\$51.38	\$63.40	\$52.91	\$65.30
55	Network Control Technician	\$66.83	\$82.48	\$70.90	\$87.49	\$73.02	\$90.12
56	Network Engineer	\$78.15	\$96.45	\$82.91	\$102.32	\$85.40	\$105.38
57	Network Planning Analyst	\$66.90	\$82.56	\$70.99	\$87.59	\$73.11	\$90.22
58	Network Systems Administrator	\$66.90	\$82.56	\$70.99	\$87.59	\$73.11	\$90.22
59	Network Systems Manager	\$96.07	\$118.55	\$101.91	\$125.77	\$104.97	\$129.53
60	Network/Hardware Support Technician	\$56.49	\$69.72	\$59.95	\$73.98	\$61.74	\$76.21
61	Operations Manager - Data Communications	\$96.07	\$118.55	\$101.91	\$125.77	\$104.97	\$129.53
62	Operations Manager - Voice Communications	\$88.53	\$109.24	\$93.92	\$115.89	\$96.73	\$119.39

63	Operations Systems Manager	\$96.07	\$118.55	\$101.91	\$125.77	\$104.97	\$129.53
64	Operations/Technical Support Analyst	\$78.15	\$96.45	\$82.91	\$102.32	\$85.40	\$105.38
65	Operations/Technical Support Manager	\$68.46	\$84.49	\$72.63	\$89.62	\$74.82	\$92.32
66	Ops/network LAN Administrator	\$56.49	\$69.72	\$59.95	\$73.98	\$61.74	\$76.21
67	Project Engineer	\$85.61	\$105.66	\$90.84	\$112.09	\$93.56	\$115.46
68	Project Manager	\$98.87	\$122.02	\$104.89	\$129.44	\$108.04	\$133.33
69	Publications Analyst	\$58.84	\$72.61	\$62.42	\$77.05	\$64.32	\$79.35
70	Quality Assurance Specialist	\$57.24	\$70.62	\$60.72	\$74.93	\$62.54	\$77.17
71	Scientific Subject Matter Specialist	\$137.33	\$169.47	\$145.68	\$179.79	\$150.06	\$185.17
72	Security Coordinator	\$67.38	\$83.17	\$71.47	\$88.22	\$73.63	\$90.86
73	Site Manager	\$76.92	\$94.93	\$81.60	\$100.71	\$84.06	\$103.73
74	Software Architect	\$48.43	\$59.75	\$51.38	\$63.40	\$52.91	\$65.30
75	Software Developer	\$89.12	\$109.99	\$94.54	\$116.68	\$97.38	\$120.18
76	Software Systems Engineer	\$77.02	\$95.06	\$81.72	\$100.83	\$84.17	\$103.87
77	Strategic Planner	\$137.33	\$169.47	\$145.68	\$179.79	\$150.06	\$185.17
78	Systems Administrator	\$56.49	\$69.72	\$59.95	\$73.98	\$61.74	\$76.21
79	Systems Analysis and Programming Director	\$81.67	\$100.78	\$86.65	\$106.92	\$89.22	\$110.12
80	Systems Engineer	\$70.61	\$87.13	\$74.91	\$92.43	\$77.15	\$95.22
81	Systems Management Technologist	\$70.24	\$86.69	\$74.52	\$91.97	\$76.76	\$94.72
82	Technical Editor	\$63.74	\$78.68	\$67.63	\$83.47	\$69.67	\$85.97
83	Technical Subject Matter Specialist	\$63.74	\$78.68	\$67.63	\$83.47	\$69.67	\$85.97
84	Technical Writer	\$54.41	\$67.15	\$57.72	\$71.23	\$59.46	\$73.38
85	Telecommunications Analyst/Technician	\$79.07	\$97.58	\$83.89	\$103.53	\$86.42	\$106.65
86	Telecommunications Engineer/Analyst	\$96.07	\$118.55	\$101.91	\$125.77	\$104.97	\$129.53
87	Telecommunications Manager - Multiple Incumbents	\$96.07	\$118.55	\$101.91	\$125.77	\$104.97	\$129.53
88	Telecommunications Network Help Desk	\$66.83	\$82.48	\$70.90	\$87.49	\$73.02	\$90.12
89	Telecommunications Programmer/Systems Analyst	\$79.07	\$97.58	\$83.89	\$103.53	\$86.42	\$106.65
90	Telecommunications Technician	\$53.23	\$65.68	\$56.46	\$69.67	\$58.15	\$71.76
91	Telecommunications/Communications Integration Eng.	\$70.61	\$87.13	\$74.91	\$92.43	\$77.15	\$95.22
92	Test Engineer	\$55.70	\$68.74	\$59.08	\$72.91	\$60.86	\$75.09
93	Voice Communications Manager	\$79.07	\$97.58	\$83.89	\$103.53	\$86.42	\$106.65
94	Voice Communications Technician	\$67.38	\$83.17	\$71.47	\$88.22	\$73.63	\$90.86
95	Web Content Analyst	\$64.48	\$79.56	\$68.38	\$84.40	\$70.45	\$86.93
96	Web Designer	\$80.99	\$99.96	\$85.95	\$106.05	\$88.52	\$109.23
97	Web Security Analyst	\$64.48	\$79.56	\$68.38	\$84.40	\$70.45	\$86.93
98	Web Software Developer	\$80.99	\$99.96	\$85.95	\$106.05	\$88.52	\$109.23