S. No.	Labor Category	Hourly Bill Rate		
		Entry (1-3 Years)	Intermediate (4-6 Years)	Advanced (7+ Years)
Application Development				
1	Application Developer/Software Engineer	$48.00	$72.00	$105.00
2	Application Maintenance and Support Specialist	$42.50	$56.00	$80.00
3	User Interface (UI) and User Experience (UX) Designer	$46.88	$65.00	$95.00
4	Quality Assurance (QA) Engineer/Test Analyst	$46.88	$62.50	$88.00
5	Systems Architect	$58.00	$80.00	$120.00
7	Security Specialist	$60.00	$78.00	$105.00
8	Database Administrator (DBA)	$65.00	$78.00	$95.00
9	Business Analyst	$58.00	$72.00	$95.00
10	Technical Support Specialist	$35.00	$45.00	$53.00
11	Network Administrator	$49.50	$58.00	$68.00
12	DevOps Engineer	$80.21	$94.79	$116.67
Application Maintenance and Support				
1	Application Maintenance and Support	$45.00	$65.00	$90.00
2	Legacy Systems Administrator	$55.00	$68.00	$82.00
3	Performance Tuning Specialist	$45.00	$65.00	$85.00
4	Incident Response Specialist	$36.00	$45.83	$68.00
5	Bug Fixing Technician	$33.00	$42.00	$51.00
6	Availability and Responsiveness Specialist	$36.00	$45.83	$68.00
7	Performance Monitoring Analyst	$45.00	$55.00	$75.00
Data Management, Analytics, and Automation				
1	Data Architect	$63.00	$89.25	$120.75
2	Data Engineer	$57.75	$82.69	$110.25
3	Data Analyst	$50.16	$70.38	$91.88
5	Data Scientist	$57.75	$82.69	$110.25
6	ETL Developer (Extract, Transform, Load)	$75.00	$90.00	$120.00
7	Data Governance Specialist	$57.75	$82.69	$110.25
8	Data Quality Analyst	$50.40	$75.60	$100.80
9	Data Integration Specialist	$53.81	$80.33	$107.63
10	Data Warehouse Developer	$53.81	$80.33	$107.63
11	Data Visualization Specialist	$48.56	$72.19	$93.19
12	Data Mining Expert	$57.75	$82.69	$110.25
13	Machine Learning Engineer	$61.69	$88.20	$118.13
14	Artificial Intelligence (AI) Specialist	$61.69	$88.20	$118.13
15	Systems Integration Engineer	$65.14	$95.00	$135.00
16	Solution Architect	$65.14	$95.00	$135.00
17	Data Warehouse Project Manager	$61.69	$88.20	$118.13
18	Data Migration Specialist	$57.75	$82.69	$110.25

19	Business Analyst (for gathering business requirements)	$50.40	$75.60	$100.80
20	Database Performance Tuning Specialist	$53.81	$80.33	$107.63
21	Data Security Analyst	$57.75	$82.69	$110.25
22	Data Compliance Officer	$57.75	$82.69	$110.25
24	Training and Knowledge Transfer Specialist	$48.56	$72.19	$93.19
25	IT Strategist	$75.16	$110.00	$150.00
Enterprise Architecture				
1	Enterprise Architect Consultant	$75.60	$94.50	$135.00
2	Integration Architect	$69.56	$89.25	$114.19
3	Standards and Best Practices Specialist	$63.00	$82.69	$107.63
4	Governance and Compliance Manager	$69.56	$89.25	$114.19
5	Transformation Planning Analyst	$63.00	$82.69	$107.63
7	Technology Evaluation Specialist	$69.56	$89.25	$114.19
8	Technical Writer (for documentation)	$57.75	$76.13	$100.80
9	Change Management Coordinator	$63.00	$82.69	$107.63
10	Risk and Compliance Analyst	$63.00	$82.69	$107.63
11	Infrastructure Architect	$69.56	$89.25	$114.19
12	Cloud Architect	$80.00	$110.00	$145.00
13	Security Architect	$80.00	$110.00	$145.00
14	Compliance Officer (for architectural compliance)	$63.00	$82.69	$107.63
15	Project Manager (for architecture projects)	$78.00	$95.00	$135.00
16	Enterprise Architecture Trainer	$63.00	$82.69	$107.63
17	Program Manager	$69.56	$89.25	$114.19
18	Project Coordinator	$57.75	$76.13	$100.80
19	Agile Coach/Scrum Master	$63.00	$82.69	$107.63
20	Change Management Specialist	$63.00	$82.69	$107.63
21	Financial Analyst	$63.00	$82.69	$107.63
Project Management				
1	Risk Manager	$65.17	$95.00	$135.00
2	Quality Assurance (QA) Manager	$56.88	$74.38	$96.25
3	Resource Manager	$52.50	$70.00	$87.50
4	Scheduler/Planner	$48.13	$65.63	$83.13
5	Stakeholder Manager	$48.13	$65.63	$83.13
6	Communications Specialist	$43.75	$61.25	$78.75
7	Vendor/Contract Manager	$48.13	$65.63	$83.13
8	PMO (Project Management Office) Analyst	$48.13	$65.63	$83.13
9	Project Risk Analyst	$52.50	$70.00	$87.50
10	Project Estimator	$52.50	$70.00	$87.50
11	Project Auditor	$52.50	$70.00	$87.50

12	Project Documentation Specialist	$48.13	$65.63	$83.13
13	Procurement Manager	$52.50	$70.00	$87.50
14	Project Management Trainer	$56.88	$74.38	$96.25
15	Technology Transformation Strategist	$65.63	$83.13	$109.38
16	Application Portfolio Assessor	$61.25	$78.75	$105.00
17	Business Case Developer	$61.25	$78.75	$105.00
18	Legacy Application Migration Specialist	$65.63	$83.13	$109.38
19	Technology Integration Manager	$65.63	$83.13	$109.38
20	Change Management Consultant	$61.25	$78.75	$105.00
21	Requirements Analyst	$62.40	$81.60	$96.25
22	Project Manager	$63.00	$83.00	$120.00
Technology Upgrade, Migration, and Transformation				
1	Proof of Concept (PoC) Developer	$57.75	$82.69	$114.19
2	Deployment Manager	$47.88	$67.40	$91.98
3	Integration Specialist	$48.34	$68.56	$92.34
4	Remediation Expert	$40.32	$56.70	$75.60
5	Documentation Specialist	$36.54	$50.40	$69.30
6	Support Services Specialist	$32.76	$44.10	$63.00
7	Training Support Coordinator	$28.98	$37.80	$56.70
Business Intelligence				
1	Business Intelligence Analyst	$57.75	$82.69	$114.19
2	Data Warehousing Architect	$63.00	$89.25	$120.75
3	BI Developer	$57.75	$82.69	$114.19
4	Reporting Analyst	$57.75	$82.69	$114.19
5	BI Project Manager	$63.00	$89.25	$120.75
6	BI Consultant	$57.75	$82.69	$114.19
7	Data Warehouse Administrator	$63.00	$89.25	$120.75
8	BI Trainer	$57.75	$82.69	$114.19
9	Data Governance Manager	$63.00	$89.25	$120.75
10	Analytics Manager	$63.00	$89.25	$120.75
Kentico Maintenance and Support				
1	Kentico Developer	$57.75	$82.69	$114.19
2	Kentico Administrator	$44.10	$63.00	$81.90
3	System Maintenance Specialist	$40.32	$56.70	$75.60
4	Performance Optimization Analyst	$36.54	$50.40	$69.30
5	Application Upgrade Specialist	$32.76	$44.10	$63.00
6	Kentico Migration Specialist	$28.98	$37.80	$56.70
7	Kentico Upgrade Specialist	$28.98	$37.80	$56.70
8	Performance Improvement Analyst	$36.54	$50.40	$69.30
9	Knowledge Transfer Facilitator	$32.76	$44.10	$63.00
Laserfiche Maintenance and Support				
1	Laserfiche Developer	$72.77	$104.19	$143.88
2	Laserfiche Administrator	$44.10	$63.00	$81.90
3	Laserfiche Migration Specialist	$40.32	$56.70	$75.60
4	Laserfiche Upgrade Specialist	$40.32	$56.70	$75.60
Microsoft Maintenance and Support				

1	Microsoft Solutions Architect	$72.92	$91.15	$109.38
2	Microsoft Systems Administrator	$58.33	$72.92	$87.50
3	Microsoft Migration Specialist	$65.63	$80.21	$94.79
4	Azure Specialist	$69.27	$83.85	$98.44
5	Office 365 Specialist	$61.98	$76.56	$91.15
6	SharePoint Online Specialist	$65.63	$80.21	$94.79
7	Dynamics 365 Specialist	$69.27	$83.85	$98.44
8	Teams Specialist	$65.63	$80.21	$94.79
9	PowerPlatform Specialist	$69.27	$83.85	$98.44
10	PowerApps Developer	$65.63	$80.21	$94.79
11	Emerging Technologies Specialist	$69.27	$83.85	$98.44
12	Microsoft System Administrator	$58.33	$72.92	$87.50
13	Security Analyst (Microsoft Technologies)	$65.63	$80.21	$94.79
14	Office 365 Support Specialist	$54.69	$69.27	$83.85
15	SharePoint Online Administrator	$61.98	$76.56	$91.15
16	Dynamics 365 Consultant	$69.27	$83.85	$98.44
17	Teams Collaboration Specialist	$65.63	$80.21	$94.79
18	PowerPlatform Developer	$69.27	$83.85	$98.44
19	Microsoft Newly Released Technologies Specialist	$69.27	$83.85	$98.44
Smartsheet Maintenance and Support				
1	Smartsheet Solutions Architect	$72.92	$91.15	$109.38
2	Smartsheet Administrator	$58.33	$72.92	$87.50
3	Smartsheet Migration/Upgrade Specialist	$65.63	$80.21	$94.79
4	Sheets Specialist	$54.69	$69.27	$83.85
5	Control Center Specialist	$61.98	$76.56	$91.15
6	Dynamic Views Specialist	$65.63	$80.21	$94.79
7	DataShuttle Specialist	$69.27	$83.85	$98.44
8	DataMesh Specialist	$72.92	$87.50	$102.08
9	Pivot Specialist	$61.98	$76.56	$91.15
10	Emerging Features Specialist	$65.63	$80.21	$94.79
Geospatial Software and Data Support				
1	Geospatial Software Architect	$52.92	$71.82	$90.72
2	Geospatial Software Administrator	$44.10	$63.00	$81.90
3	Geospatial Data Analyst	$40.32	$56.70	$75.60
4	Geospatial Data Specialist	$40.32	$56.70	$75.60
5	Geospatial Programmer	$72.77	$104.19	$143.88
6	Web GIS Developer	$72.77	$104.19	$143.88
7	Geospatial Database Administrator	$44.10	$63.00	$81.90
8	Geospatial Web Designer	$40.32	$56.70	$75.60
9	Geospatial Database Manager	$44.10	$63.00	$81.90
10	Spatial Data Analyst	$40.32	$56.70	$75.60
11	Geospatial Programmer Analyst	$72.77	$104.19	$143.88
12	Geospatial Web Application Developer	$72.77	$104.19	$143.88
13	Geospatial Database Developer	$72.77	$104.19	$143.88

14	Geospatial Data Acquisition Specialist	$40.32	$56.70	$75.60
15	Geospatial Data Technician	$40.32	$56.70	$75.60
16	Geospatial Software Engineer	$72.77	$104.19	$143.88
17	Geospatial Web Application Designer	$40.32	$56.70	$75.60
18	Geospatial Database Architect	$44.10	$63.00	$81.90
19	GIS Project Manager	$50.40	$69.30	$88.20
20	Geospatial Temp Staff	$40.32	$56.70	$75.60
Products and Services Otherwise Not Anticipated in the RFP				
1	Active Directory Engineer	$45.00	$65.22	$82.44
2	Administrative Assistant	$33.78	$47.22	$62.34
3	Advanced Technology Specialist	$45.00	$54.84	$68.28
4	Analyst - Business	$45.00	$54.84	$68.28
5	Analyst - Financial	$33.78	$45.00	$54.84
6	Architecture Planning & Assessment- Security	$47.22	$62.34	$84.84
7	Architecture Planning & Assessment- Technical	$47.22	$62.34	$84.84
8	CCIE Engineer	$54.00	$68.28	$91.44
9	CCNA	$47.22	$62.34	$84.84
10	CCNP	$54.84	$75.24	$97.62
11	CX Interaction Designer	$60.06	$82.44	$105.24
12	CX Producer	$65.22	$88.44	$112.44
13	Deployment Specialist - CA Service Desk Plus	$65.22	$88.44	$112.44
14	Desktop - Application (Design & Development)	$75.24	$105.24	$127.44
15	Developer/Application Specialist - PHP (Hypertext Preprocessor)	$65.22	$88.44	$112.44
16	Developer/Application Specialist - .NET/ASPN Visual Basic	$51.00	$65.22	$88.44
17	E-Commerce Specialist	$45.25	$59.74	$81.31
18	Functional Configuration Analyst	$48.88	$62.50	$84.76
19	Functional ERP Consultant - Intermediate	$62.50	$84.76	$107.76
20	Info Security Engineer	$72.11	$100.86	$122.13
21	IT Contract Administrator	$43.13	$53.19	$69.00
22	IT Security	$48.88	$59.74	$81.31
23	Mainframe Support	$45.28	$52.47	$64.69
24	Modeling - Data	$50.31	$58.94	$71.88
25	Network Engineer	$32.37	$39.50	$53.19
26	Programmer/Developer - Java/JSP/Servlets/XSLT	$51.75	$62.50	$81.31
27	QA Engineer	$43.13	$57.56	$78.00
28	Server - Security	$43.13	$53.19	$69.00
29	Server - Support	$39.50	$51.75	$62.50
30	Technical Consultant	$32.37	$43.13	$57.56
31	Technical Editor/Writer	$43.13	$53.19	$69.00
32	Web Developer	$43.13	$50.31	$63.25
33	Web Information Architect	$66.13	$73.31	$88.41

34	Web Site Security Consultant	$46.72	$53.19	$68.28
35	Web Systems Analyst	$43.84	$48.88	$56.78
36	Web/Internet Developer	$43.13	$50.31	$63.25