



**Veterans First Initiative, LLC**

*DUNS: 079172815*



# **Commercial Price List**

**January 1, 2025 – December 31, 2025**

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## Table of Contents

VFI Commercial Price List .....	2
Labor Category Descriptions .....	10



***VFI provides flexible resources and expert personnel to enable the success of our customers through program management, engineering, operations, and mission support.***



<b>VFI Commercial Price List</b> 1/1/25 – 12/31/26		
Line Item #	Labor Category	Commercial Hourly Rate
IT-1	Administrative Assistant I	\$ 41.75
IT-2	Administrative Assistant II	\$46.69
IT-3	Administrative Assistant III	\$56.73
IT-4	Administrative Assistant IV	\$79.81
IT-5	Administrative Assistant V	\$107.65
IT-6	Agile Coach II	\$102.18
IT-7	Agile Coach III	\$129.48
IT-13	Chief Architect IV	\$215.39
IT-14	Chief Engineer III	\$173.43
IT-15	Chief Engineer IV	\$215.95
IT-16	Chief Engineer V	\$259.05
IT-17	Compliance Engineer I	\$56.73
IT-18	Compliance Engineer II	\$79.81
IT-19	Compliance Engineer III	\$109.03
IT-20	Compliance Engineer IV	\$135.20
IT-21	Computer Systems Analyst I	\$65.18
IT-22	Computer Systems Analyst II	\$98.06
IT-23	Computer Systems Analyst III	\$129.04
IT-24	Configuration/Data Manager I	\$56.73
IT-25	Configuration/Data Manager II	\$76.86
IT-26	Configuration/Data Manager III	\$93.65
IT-27	Configuration/Data Manager IV	\$141.08



<b>VFI Commercial Price List</b> 1/1/25 – 12/31/26		
Line Item #	Labor Category	Commercial Hourly Rate
IT-28	Configuration/Data Manager V	\$189.70
IT-29	Contract Specialist I	\$65.18
IT-30	Contract Specialist II	\$77.79
IT-31	Contract Specialist III	\$93.69
IT-32	Contract Specialist IV	\$129.73
IT-33	Contract Specialist V	\$161.35
IT-34	Cyber Security Analyst I	\$52.51
IT-35	Cyber Security Analyst II	\$60.21
IT-36	Cyber Security Analyst III	\$80.70
IT-37	Cyber Security Analyst IV	\$140.71
IT-38	Cyber Security Analyst V	\$194.81
IT-39	Cyber Security Engineer I	\$86.31
IT-40	Cyber Security Engineer II	\$107.59
IT-41	Cyber Security Engineer III	\$129.34
IT-42	Cyber Security Engineer IV	\$171.98
IT-43	Cyber Security Engineer V	\$215.00
IT-44	Data Analyst I	\$64.91
IT-45	Data Analyst II	\$83.48
IT-46	Data Analyst III	\$103.79
IT-47	Data Analyst IV	\$129.36
IT-48	Data Analyst V	\$172.98
IT-49	Data Scientist I	\$88.53



<b>VFI Commercial Price List</b> 1/1/25 – 12/31/26		
Line Item #	Labor Category	Commercial Hourly Rate
IT-50	Data Scientist II	\$106.59
IT-51	Data Scientist III	\$129.73
IT-52	Data Scientist IV	\$172.40
IT-53	Data Scientist V	\$215.39
IT-54	Database Administrator I	\$75.64
IT-55	Database Administrator II	\$91.64
IT-56	Database Administrator III	\$107.78
IT-57	Database Administrator IV	\$129.36
IT-58	Database Administrator V	\$172.98
IT-59	Database Architect I	\$75.64
IT-60	Database Architect II	\$108.38
IT-61	Database Architect III	\$134.89
IT-62	Database Architect IV	\$172.35
IT-68	DevOps Engineer I	\$79.18
IT-69	DevOps Engineer II	\$125.50
IT-70	DevOps Engineer III	\$168.39
IT-71	DevSecOps Engineer I	\$79.18
IT-72	DevSecOps Engineer II	\$125.50
IT-73	DevSecOps Engineer III	\$168.39
IT-74	Engineer I	\$70.11
IT-75	Engineer II	\$78.30
IT-76	Engineer III	\$93.61



<b>VFI Commercial Price List</b> 1/1/25 – 12/31/26		
Line Item #	Labor Category	Commercial Hourly Rate
IT-77	Engineer IV	\$146.13
IT-78	Engineer V	\$194.68
IT-79	Field Manager II	\$75.41
IT-80	Field Manager III	\$116.84
IT-81	Field Manager IV	\$172.98
IT-82	Field Technician I	\$41.25
IT-83	Field Technician II	\$45.68
IT-84	Field Technician III	\$63.33
IT-85	Field Technician IV	\$97.48
IT-86	Field Technician V	\$129.73
IT-8	Financial Analyst I	\$65.18
IT-9	Financial Analyst II	\$79.58
IT-10	Financial Analyst III	\$104.09
IT-11	Financial Analyst IV	\$162.33
IT-12	Financial Analyst V	\$216.76
IT-87	Graphic Designer I	\$64.48
IT-88	Graphic Designer II	\$81.03
IT-89	Graphic Designer III	\$97.08
IT-90	Graphic Designer IV	\$124.16
IT-91	Graphic Designer V	\$150.44
IT-92	Implementation Specialist I	\$81.39
IT-93	Implementation Specialist II	\$97.50



<b>VFI Commercial Price List</b> 1/1/25 – 12/31/26		
Line Item #	Labor Category	Commercial Hourly Rate
IT-94	Implementation Specialist III	\$129.04
IT-95	Information System Security Officer (ISSO) I	\$96.83
IT-96	Information System Security Officer (ISSO) II	\$ 129.59
IT-97	Information System Security Officer (ISSO) III	\$ 161.31
IT-98	Information System Security Officer (ISSO) IV	\$193.89
IT-99	ITIL Specialist I	\$91.98
IT-100	ITIL Specialist II	\$108.38
IT-101	ITIL Specialist III	\$129.48
IT-102	ITIL Specialist IV	\$173.29
IT-103	ITIL Specialist V	\$216.49
IT-104	Logistician I	\$43.99
IT-105	Logistician II	\$47.79
IT-106	Logistician III	\$95.56
IT-107	Logistician IV	\$129.71
IT-108	Logistician V	\$162.11
IT-109	Network Engineer I	\$80.93
IT-110	Network Engineer II	\$ 96.95
IT-111	Network Engineer III	\$129.75
IT-112	Network Engineer IV	\$161.85
IT-113	Network Engineer V	\$193.71
IT-115	Organizational Change (OCM) Specialist III	\$ 64.68
IT-116	Organizational Change (OCM) Specialist IV	\$124.71



<b>VFI Commercial Price List</b> 1/1/25 – 12/31/26		
Line Item #	Labor Category	Commercial Hourly Rate
IT-117	Organizational Change (OCM) Specialist V	\$194.63
IT-118	Process Engineer I	\$81.34
IT-119	Process Engineer II	\$97.39
IT-120	Process Engineer III	\$128.96
IT-121	Process Engineer IV	\$161.84
IT-122	Program Manager I	\$108.69
IT-123	Program Manager II	\$130.51
IT-124	Program Manager III	\$167.06
IT-125	Program Manager IV	\$208.86
IT-126	Quality Assurance Analyst I	\$65.18
IT-127	Quality Assurance Analyst II	\$81.40
IT-128	Quality Assurance Analyst III	\$121.20
IT-129	Quality Assurance Analyst IV	\$156.74
IT-130	Quality Assurance Analyst V	\$195.08
IT-131	Scheduler I	\$56.73
IT-132	Scheduler II	\$79.81
IT-133	Scheduler III	\$97.25
IT-134	Scheduler IV	\$129.34
IT-135	Scheduler V	\$161.50
IT-136	Security Manager I	\$97.39
IT-137	Security Manager II	\$116.68
IT-138	Security Manager III	\$142.64





<b>VFI Commercial Price List</b> 1/1/25 – 12/31/26		
Line Item #	Labor Category	Commercial Hourly Rate
IT-139	Security Manager IV	\$173.43
IT-140	Security Manager V	\$215.95
IT-141	Service Desk Manager I	\$75.01
IT-142	Service Desk Manager II	\$97.53
IT-143	Service Desk Manager III	\$116.55
IT-144	Service Desk Technician I	\$41.25
IT-145	Service Desk Technician II	\$45.96
IT-146	Service Desk Technician III	\$51.10
IT-147	Software/Web Developer I	\$77.68
IT-148	Software/Web Developer II	\$97.23
IT-149	Software/Web Developer III	\$113.20
IT-150	Software/Web Developer IV	\$134.96
IT-151	Software/Web Developer V	\$186.26
IT-152	Subject Matter Expert (SME) I	\$101.00
IT-153	Subject Matter Expert (SME) II	\$134.38
IT-154	Subject Matter Expert (SME) III	\$168.16
IT-155	Subject Matter Expert (SME) IV	\$207.45
IT-156	Subject Matter Expert (SME) V	\$256.91
IT-63	Systems Administrator I	\$68.20
IT-64	Systems Administrator II	\$ 75.01
IT-65	Systems Administrator III	\$93.21
IT-66	Systems Administrator IV	\$140.65



<b>VFI Commercial Price List</b> 1/1/25 – 12/31/26		
Line Item #	Labor Category	Commercial Hourly Rate
IT-67	Systems Administrator V	\$184.16
IT-157	Technical Writer/Editor I	\$64.68
IT-158	Technical Writer/Editor II	\$79.11
IT-159	Technical Writer/Editor III	\$95.74
IT-160	Technical Writer/Editor IV	\$ 118.74
IT-161	Technical Writer/Editor V	\$ 140.24
IT-162	Test Engineer I	\$58.78
IT-163	Test Engineer II	\$96.95
IT-164	Test Engineer III	\$ 119.23
IT-165	Test Engineer IV	\$ 151.71
IT-166	Test Engineer V	\$189.34
IT-167	Training & Development Specialist I	\$81.48
IT-168	Training & Development Specialist II	\$97.44
IT-169	Training & Development Specialist III	\$124.29
IT-170	Training & Development Specialist IV	\$ 151.15
IT-171	UI/UX Designer I	\$ 75.56
IT-172	UI/UX Designer II	\$102.43
IT-173	UI/UX Designer III	\$123.98
IT-174	UI/UX Designer IV	\$ 134.53



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Administrative Assistant	Responsible for developing, drafting, writing and editing reports, briefs, proposals, and other documents in support of a client's requirements. Interfaces with personnel to coordinate meetings, maintain logs, records and files, provides end-user support, and performs general administrative duties. Assists in budgetary, billing, and financial management. Responsible for preparing and/or maintaining systems, programming and operations documentation, procedures and methods, including user reference manuals.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$41.75
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$46.69
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$56.73



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$79.81
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$107.65
	Years of Relevant Experience* required: 15+	
Agile Coach	The Agile Coach is responsible for creating and improving Agile processes. The Agile Coach is responsible for guiding teams through the implementation process and aiding in the transition of existing work practices into a more Agile methodology principle. The primary goal of the Agile Coach is to foster more effective, transparent, and cohesive teams and to enable better outcomes, solutions, and products/services for customers.	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$102.18
	Years of Relevant Experience* required: 2-6	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$129.48
	Years of Relevant Experience* required: 6-10	
Chief Architect	The Chief Architect provides high-level architectural expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops strategy of system and the design infrastructure necessary to support that strategy. Advises on selection of technological purchases with regards to processing, data storage, data access, and applications development. Sets standards for the client/server relational database structure for the organization (SQL, ORACLE, SYBASE, etc.). At a minimum the Chief Architect shall be level IV. The Chief Architect shall have at least a Bachelor's Degree from an accredited university in Computer Science, Software Engineering, or another scientific or technical discipline.	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$215.39
	Years of Relevant Experience* required: 10-15	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Chief Engineer	The Chief Engineer performs engineering design evaluations and works to complete projects within budget and scheduling restraints. The Chief Engineer develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. The Chief Engineer reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems. At a minimum the Chief Engineer shall be level III. The Chief Engineer shall have at least a Bachelor's Degree from an accredited university in Computer Science, Software Engineering, or another scientific or technical discipline.	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$173.43
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$215.95
	Years of Relevant Experience* required: 10-15	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$259.05
	Years of Relevant Experience* required: 15+	
Compliance Engineer	Develops, implements, and monitors information systems policies and controls to ensure data accuracy, security, and regulatory compliance. Reviews reports of computer and peripheral equipment production, malfunction, and maintenance to determine and address problems.	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$56.73
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$79.81
	Years of Relevant Experience* required: 6-10	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$109.03
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$135.20
	Years of Relevant Experience* required: 15+	
Computer Systems Analyst	Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.	
I	Performs functions as described in labor category description.	\$65.18
	Years of Relevant Experience* required: 0-2	





Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$98.06
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$129.04
	Years of Relevant Experience* required: 6-10	
Configuration/Data Manager	Provides configuration management planning and support. Executes provisions for configuration identification, change control, configuration status accounting, and configuration audits. Follows the change process so that only approved and validated changes are incorporated into product documents and related software. Monitors change control, configuration status accounting, and configuration audits. Supports creation, maintenance, and dispersal of the CM Handbook and all related CM documentation. Supports the preparation of periodic reports of configuration status and briefs personnel and contractors on CM program policies.	
I	Performs functions as described in labor category description.	\$56.73
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$76.86



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$93.65
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$141.08
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$189.70
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Contract Specialist	Plans, directs, or coordinates the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, and services. Includes merchandising managers and procurement managers. Interacts with government counterparts regarding selection and administration of terms and conditions, negotiation, preparation of contract modifications, evaluation of performance, contract termination, and contract closeout.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$65.18
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$77.79
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$77.79
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others. Years of Relevant Experience* required: 10-15	\$129.73



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$161.35
	Years of Relevant Experience* required: 15+	
Cyber Security Analyst	Extracts and analyzes network defense data to reconstruct a timeline of events in response to attempted and successful network intrusions. Supports Enterprise incident response and strengthens incident response methodologies. Supports the development of threat detection capabilities. Applies network operations knowledge to predict how networks might be attacked. Provides recommendations for collecting useful threat data, improving the information available to cybersecurity analysts and IT operations personnel. Analyzes large volumes of data, identifies cybersecurity risks, and translates these risks for decision-makers in a clear, understandable manner. Supports protection of intellectual property. Certification in Certified Information Systems Security Professional (CISSP) or similar is preferred.	
I	Performs functions as described in labor category description.	\$52.51
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$60.21
	Years of Relevant Experience* required: 2-6	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$80.70
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$140.71
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$194.81
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Cyber Security Engineer	Performs analyses to detect malware and identify how it spreads and develops tools to detect the presence of malicious code before infection. Supports the incident response process. Works with personnel who encounter suspicious computer behavior, isolates malware incidents, and prevents the spread of malicious code. Researches and develops an understanding of new cybersecurity threats, including bots, rootkits, Trojan horses, viruses, worms, and other types of malicious code. Using reverse-engineering and a thorough understanding of software development, creates malware defense tools and methodologies. Supports the removal of malware and the correction of malware-related damage. Develops tools to prevent transmission of sensitive data to unauthorized systems or personnel. Participates in the cybersecurity community in order to maintain an understanding of the latest malware defense techniques and share information of successful strategies. Certification in cybersecurity, computer forensics, or software reverse engineering is strongly preferred.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$86.31
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$107.59
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$129.34



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$171.98
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$215.00
	Years of Relevant Experience* required: 15+	
Data Analyst	Uses statistical methods to collect, compare, organize, and interpret data, and creates reports that present clear depictions of the data, both graphically and verbally. Provides statistical support for organizational decision-making. Performs data mining. Works with Government personnel to prioritize business needs. Identifies the means to streamline business process, reduce costs, and improve organizational efficiency. Creates data models that depict trends in the organization and its business processes.	
I	Performs functions as described in labor category description.	\$64.91
	Years of Relevant Experience* required: 0-2	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$83.48
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$103.79
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$129.36
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$172.98
	Years of Relevant Experience* required: 15+	





Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Data Scientist	Develop and implement a set of techniques or analytics applications to transform raw data into meaningful information using data-oriented programming languages and visualization software. Apply data mining, data modeling, natural language processing, and machine learning to extract and analyze information from large structured and unstructured datasets. Visualize, interpret, and report data findings. May create dynamic data reports.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$88.53
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$106.59
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$129.73
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others. Years of Relevant Experience* required: 10-15	\$172.40



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$215.39
	Years of Relevant Experience* required: 15+	
Database Administrator	Provides all activities related to the administration of computerized databases. Projects long-range requirements for database administration and design in conjunction with other managers in the information systems function. Designs, creates, and maintains databases in a client/server environment. Conducts quality control and auditing of databases in a client/server environment to ensure accurate and appropriate use of data. Advises users on access to various client/server databases. Designs, implements, and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Applies knowledge and experience with database technologies, development methodologies, and front- end (e.g., COGNOS)/back-end programming languages (e.g., SQL). Performs database programming and supports systems design. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, file design and storage, and integration of systems through database design.	
I	Performs functions as described in labor category description.	\$75.64
	Years of Relevant Experience* required: 0-2	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$91.64
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Apply data mining, data modeling, natural language processing, and machine learning to extract and analyze information from large structured and unstructured datasets. Visualize, interpret, and report data findings. May create dynamic data reports.	\$107.78
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$129.36
	Years of Relevant Experience* required: 10-15	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$172.98
	Years of Relevant Experience* required: 15+	
Database Architect	Designs and builds relational databases. Performs data access analysis design, and archive/recovery design and implementation. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Works in a data warehouse environment, which includes data design, database architecture, and metadata repository creation. Translates business needs into long-term architecture solutions. Defines, designs, and builds dimensional databases. Develops data warehousing blueprints, evaluating hardware and software platforms, and integrating systems. Reviews and develops object and data models and the metadata repository to structure the data for better management and quicker access.	
I	Performs functions as described in labor category description.	\$75.64
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$108.38
	Years of Relevant Experience* required: 2-6	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$134.89
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$172.35
	Years of Relevant Experience* required: 10-15	
DevOps Engineer	Builds and sets up new development tools and infrastructure by understanding the needs of stakeholders and conveying this to developers. Works on ways to automate and improve development and release processes.	
I	Performs functions as described in labor category description.	\$79.18
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$125.50
	Years of Relevant Experience* required: 2-6	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$168.39
	Years of Relevant Experience* required: 6-10	
DevSecOps Engineer	Provides the expertise to conduct systems analysis, certification and accreditation, integration of secure products, security test and evaluation, and development of complex information systems to meet information system security requirements. A broad knowledge of the technical information systems security discipline is required.	
I	Performs functions as described in labor category description.	\$79.18
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$125.50
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$168.39
	Years of Relevant Experience* required: 6-10	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Engineer	Provides analysis, design, development, and integration of hardware, software, human-machine interfaces, and all system level requirements and functional objectives to provide an integrated EIT solution while considering the limitations imposed by practicality, regulation, safety, and cost. Develops integrated system test requirement, strategies, devices, and systems.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$70.11
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$78.30
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$93.61
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others. Years of Relevant Experience* required: 10-15	\$146.13



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$194.68
	Years of Relevant Experience* required: 15+	
Financial Analyst	Oversees forecasting, monitoring, and reporting the costs of all IT services delivered under the BPA. Performs data analysis to develop strategies and plans to optimize costs. Ensures all invoices are properly constructed and submitted in a timely manner. Ensures that all financially-related reports meet the specified requirements of the Government. The Financial Analyst will monitor the financial health of the BPA to also ensure overall alignment with the AF's budget formulation and capital planning process.	
I	Performs functions as described in labor category description.	\$65.18
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$79.58
	Years of Relevant Experience* required: 2-6	





Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$104.09
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$162.33
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$216.76
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Field Manager	Provides applications systems analysis and programming activities for a Government site, facility, or multiple locations. Prepares long and short-range plans for application selection, systems development, systems maintenance, and production activities and for necessary support resources. Oversees On-site local field support providing touch labor and walk-in services. Oversees local field services customer service interactions as required. Has the appropriate level of certification IAW DoD 8570.01-M Information Assurance Workforce Improvement Program to perform job duties.	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$75.41
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$116.84
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others. Years of Relevant Experience* required: 10-15	\$172.98



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Field Technician	Provides on-site end-user support, telecom installation, programming, maintenance, and repairs to a wide variety of telecommunications' systems, equipment, cabling, and to other related systems and equipment at all locations. Aids in asset management of on-site devices. Has the appropriate level of certification IAW DoD 8570.01-M Information Assurance Workforce Improvement Program to perform job duties.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$41.25
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$45.68
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$63.33
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others. Years of Relevant Experience* required: 10-15	\$97.48



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$129.73
	Years of Relevant Experience* required: 15+	
Graphic Designer	Produces graphic art and visual materials for promotions, advertisements, films, presentations, packaging, and informative and instructional material through a variety of media outlets such as websites and CD-ROMs. Generates, manipulates, and integrates graphic images, animations, sound, text and video generated with automated tools into consolidated and seamless multimedia programs.	
I	Performs functions as described in labor category description.	\$64.48
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$81.03
	Years of Relevant Experience* required: 2-6	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$97.08
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$124.16
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$150.44
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Implementation Specialist	Provides the implementation of procedures that conforms to the requirements of the contract. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$81.39
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$97.50
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$129.04



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Information System Security Officer (ISSO)	Determines enterprise information assurance and security standards. Develops and implements information assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies. Applies know-how to government and commercial common user systems, as well as to dedicated special purpose systems requiring specialized security features and procedures. Performs analysis, design, and development of security features for system architectures. Analyzes and defines security requirements for computer systems which may include mainframes, workstations, and personal computers. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the computer system security solution. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Ensures that all information systems are functional and secure.	
	I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	
	Years of Relevant Experience* required: 2-6	\$129.59



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$161.31
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$193.89
	Years of Relevant Experience* required: 10-15	
ITIL Specialist	Responsible for the creation of and/or the end-to-end delivery and support of IT-enabled and digital services. Embraces ITIL methodology that continual improvement is about ongoing improvement of the organization's services, practices and all other elements required for the provision of services during Wave 1. Roles include Service Desk Managers, IT Infrastructure & Support Managers, Problem, Change, and Release Managers.	
I	Performs functions as described in labor category description.	\$91.98
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$108.38





Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$129.48
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$173.29
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$216.49
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Logistician	Analyze and coordinate the ongoing logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources. Integrate asset management systems with procurement systems and conduct discovery and transition of existing asset data from across the enterprise. Map the supply chain and monitor and mitigate supply chain threats. Create supply chain risk management plans and processes. Manage usage of all hardware and software assets from procurement through deployment and decommissioning. Ensure all assets are controlled during transportation and warehousing and that all asset management processes are in compliance with regulations. Ensure cyclic and out of cycle inventories of all assets are conducted. Create asset management playbooks and workflows.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$43.99
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$47.79
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$95.56



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$129.71
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$162.11
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Network Engineer	Provides technical guidance for directing and monitoring information systems operations. Directs compilation of records and reports concerning network operations and maintenance. Troubleshoots network performance issues. Analyzes network traffic and provides capacity planning solutions. Interfaces with vendor support service groups to ensure proper escalation during outages or periods of degraded system performance. Provides assistance and oversight for all information systems operations activities, including computer and telecommunications/communications operations, data entry, data control, LAN/MAN/WAN administration and operations support, operating systems programming, system security policy procedures, and/or web strategy and operations. Monitors and responds to hardware, software, and network problems. Utilizes software and hardware tools and identifies and diagnoses complex problems and factors affecting network performance. Troubleshoots network systems when necessary and makes improvements to the network.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$80.93
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$96.95
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$129.75



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$161.85
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$193.71
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Organizational Change (OCM) Specialist	Creates and implements change management strategies and plans that maximize employee adoption and usage, drive faster adoption, and promote higher ultimate utilization of IT products and services. Applies structured methodologies and leads change management activities. Applies a change management process and tools to create strategies that support adoption of the changes required by an IT project, or process improvement. Supports the design, development, delivery and management of business process reengineering and strategic communications efforts. Designs and executes change management assessments. Assesses the impact of changes. Identifies key stakeholders and stakeholder segments, conducts impact analyses, and assesses change readiness. Provides input, documents requirements, and supports the design and delivery of training and orientation programs. Identifies, analyzes, and prepares risk mitigation tactics. Consults, facilitates, and coaches project teams. Works to ensure alignment of project communications with overall strategy and plans. Uses various communications media to aid the communications process and works with web teams and other technical resources to maximize the use of technology. Trains personnel by conducting either in person or virtual, classroom courses, workshops, and seminars.	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$64.68
	Years of Relevant Experience* required: 6-10	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$124.71
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$194.63
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Process Engineer	Applies process improvement and reengineering principles, methodologies, and structured approaches to effect process modernization and quality improvement efforts with an understanding of technical problems and solutions as they relate to the current and future business environment. Analyzes business processes by mapping and evaluating as-is process scope, objectives and steps. Identifies gaps and opportunities for improvement, integrating new and improved processes with existing ones. Recommends process, quality, and performance measurement improvements. Assists with institutionalization communicating these changes to impacted Business Systems teams and other stakeholders. Provides input, documents requirements, and supports the design and delivery of training and orientation programs as needed to support process changes. Six Sigma, Lean Six Sigma, or similar industry-recognized certification strongly preferred for Senior to Expert level.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$81.34
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$97.39
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$128.96





Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$161.84
	Years of Relevant Experience* required: 10-15	
Program Manager	Organizes, directs, and manages contract operation support functions, involving multiple complex and inter-related project tasks. Provides overall direction to programmatic support staff for their assigned project area. Reports to the Lead PM. Manages teams of contract support personnel at multiple locations. Maintains and manages the client interface at the senior levels of the client organization. Meets with customer and contractor personnel to formulate and review task plans and deliverable items. Ensures conformance with program task schedules and costs. Prepares or directs the preparation of briefing materials suitable for presentation to senior staff, executive staff, and Federal oversight committees.	
I	Performs functions as described in labor category description.	\$81.34
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$97.39
	Years of Relevant Experience* required: 2-6	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$128.96
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$161.84
	Years of Relevant Experience* required: 10-15	
Quality Assurance Analyst	Provides an independent assessment of how the project's software development process is being implemented relative to the defined process and recommends methods to optimize the organization's process. May be responsible for all activities involving quality assurance and compliance with applicable regulatory requirements. Conducts audits and reviews/analyzes data and documentation. Analyzes implementation of procedures that conforms to the requirements of the contract. Provides an assessment of how the project processes and deliverables are being implemented relative to the defined process and recommends methods to optimize performance.	
I	Performs functions as described in labor category description.	\$65.18
	Years of Relevant Experience* required: 0-2	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$81.40
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$121.20
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$156.74
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$195.08
	Years of Relevant Experience* required: 15+	



<b>Labor Category Descriptions</b>		
<b>Labor Category</b>	<b>Description</b>	<b>Commercial Hourly Rate</b>
Scheduler	Assists Project Managers with the non-technical management of a project. Develops project schedules for large, multi-discipline projects. Monitors and tracks the progress of project work relative to established schedules. Prepares project budget and schedule status reports and presentations. Works with project managers to proactively identify project schedule problems and implement corrective actions.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$56.73
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$79.81
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$97.25
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others. Years of Relevant Experience* required: 10-15	\$129.34



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$161.50
	Years of Relevant Experience* required: 15+	
Security Manager	Plans, implements, upgrades, or monitors security measures for the protection of computer networks and information. Maintains access control, processes security information and personnel requirements, processes visit requests. Assesses system vulnerabilities for security risks and propose and implement risk mitigation strategies. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses.	
I	Performs functions as described in labor category description.	\$97.39
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$116.68
	Years of Relevant Experience* required: 2-6	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$142.64
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$173.43
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$215.95
	Years of Relevant Experience* required: 15+	
Service Desk Manager	Provides support ensuring the timely process through which problems are controlled. Oversees activities including problem recognition, research, isolation, resolution, and follow-up steps. Has the appropriate level of certification IAW DoD 8570.01-M Information Assurance Workforce Improvement Program to perform job duties.	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
I	Performs functions as described in labor category description.	\$75.01
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$97.53
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$116.55
	Years of Relevant Experience* required: 6-10	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Service Desk Technician	Responds to and diagnoses problems through discussion with users. Ensures a timely process through which problems are controlled. Includes problem recognition, research, isolation, resolution, and follow- up steps. Supervises operation of help desk and serves as focal point for customer concerns. Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Documents, tracks, and monitors the problem to ensure a timely resolution. Provides second-tier support to end users for either PC, server, or mainframe applications or hardware. Interacts with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problem. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. Has the appropriate level of certification IAW DoD 8570.01-M Information Assurance Workforce Improvement Program to perform job duties.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$41.25
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$45.96
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$51.10





Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
	Years of Relevant Experience* required: 6-10	
Software/Web Developer	Develops and implements websites, web applications, application databases, and interactive web interfaces. Evaluates code to ensure that it is properly structured, meets industry standards, and is compatible with browsers and devices. Optimizes website performance, scalability, and server-side code and processes. May develop website infrastructure and integrate websites with other computer applications.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$77.68
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$97.23
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$113.20
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$134.96



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$186.26
	Years of Relevant Experience* required: 15+	
Subject Matter Expert (SME)	Serves as subject matter expert, possessing in-depth knowledge of a particular area, such as cyber strategy and implementation, enterprise performance management, technology innovation and IT modernization planning, enterprise performance management, datacenter consolidation, cloud strategy, technology innovation or other business, computer science, engineering, mathematics, or related sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Applies principles, methods, and knowledge of the functional area of capability to specific task order requirements, advanced mathematical principles and methods to exceptionally difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at automated solutions.	
I	Performs functions as described in labor category description.	\$101.00
	Years of Relevant Experience* required: 0-2	



<b>Labor Category Descriptions</b>		
<b>Labor Category</b>	<b>Description</b>	<b>Commercial Hourly Rate</b>
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$134.38
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$168.16
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$207.45
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$256.91
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Systems Administrator	Installs new software releases, system upgrades, evaluates and installs patches and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity.	
I	Performs functions as described in labor category description. Years of Relevant Experience* required: 0-2	\$68.20
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision. Years of Relevant Experience* required: 2-6	\$75.01
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable. Years of Relevant Experience* required: 6-10	\$93.21
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others. Years of Relevant Experience* required: 10-15	\$140.65



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$184.16
	Years of Relevant Experience* required: 15+	
Technical Writer/Editor	Reviews content of technical documentation for quality. Produces technical and scientific illustrations for presentations and/or publication, as appropriate to the requirements. Ensures that documents follow the style laid out in the style guide. Creates documents for publication both within the organization and externally using input provided by team members, stakeholders, research sources, and other content providers. Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. Integrates graphics, text, and other media to create presentations and publications. Coordinates the production. Proofreads and edits correspondence, documents, memoranda, presentations, and other publication materials to ensure they conform to DoD standards for spelling, grammar, and style. Assists content providers in identifying the appropriate medium and format for presentations and publications. Ensures content is of high quality and conforms to standards.	
I	Performs functions as described in labor category description.	\$64.68
	Years of Relevant Experience* required: 0-2	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$79.11
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$95.74
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$118.74
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$140.24
	Years of Relevant Experience* required: 15+	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
Test Engineer	Runs tests to identify weaknesses in networks, applications, websites, physical systems, cloud services, and social structures. Assesses the severity of these weaknesses by gaining access to critical systems and sensitive information. Prepares detailed reports that document test findings. Designs and develops new tests based on emerging cybersecurity threats and maintains a clear understanding of the legal scope of test operations. Supports IT vulnerability assessments and conducts IT security audits from both a logical and theoretical standpoint, and from a hands-on technical standpoint. Certification in penetration testing or ethical hacking is strongly preferred.	
I	Performs functions as described in labor category description.	\$58.78
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$96.95
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$119.23
	Years of Relevant Experience* required: 6-10	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$151.71
	Years of Relevant Experience* required: 10-15	
V	Provides technical/management leadership on major tasks or assignments. Establishes goals and plans that meet project objectives. Has domain and expert knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.	\$189.34
	Years of Relevant Experience* required: 15+	
Training & Development Specialist	Evaluates knowledge gaps relative to projects and programs. Determines knowledge gain required for successful project or program implementation. Assesses, designs, and conceptualizes training scenarios, approaches, objectives, plans, tools, aids, curriculums, and other state of the art technologies related to training and behavioral studies. Designs, develops, coordinates, implements, and delivers and evaluates training programs that support organization objectives and are aligned with the organization's business plan. Trains trainers and assures instructional quality and appropriate content of consultants and contract trainers. Identifies the best approach training requirements to include, but not limited to hardware, software, simulations, course assessment and refreshment, assessment centers, oral examinations, interviews,	
I	Performs functions as described in labor category description.	\$81.48





Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$97.44
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$124.29
	Years of Relevant Experience* required: 6-10	
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$151.15
	Years of Relevant Experience* required: 10-15	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
UI/UX Designer	Designs digital user interfaces or websites. Understands and can implement Section 508 requirements for public facing sites. Develops and test layouts, interfaces, functionality, and navigation menus to ensure compatibility and usability across browsers or devices. May use web framework applications as well as client-side code and processes. May evaluate web design following web and accessibility standards and may analyze web use metrics and optimize websites for marketability and search engine ranking. May design and test interfaces that facilitate the human-computer interaction and maximize the usability of digital devices, websites, and software with a focus on aesthetics and design.	
I	Performs functions as described in labor category description.	\$75.56
	Years of Relevant Experience* required: 0-2	
II	Applies fundamental concepts, processes, practices, and procedures on assignments. Performs work that requires practical experience and training. Work is performed under supervision.	\$102.43
	Years of Relevant Experience* required: 2-6	
III	Possesses and applies comprehensive knowledge on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.	\$123.98
	Years of Relevant Experience* required: 6-10	



Labor Category Descriptions		
Labor Category	Description	Commercial Hourly Rate
IV	Possesses and applies expertise across key tasks and high impact assignments. Plans and leads major assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as an expert across multiple project assignments. May supervise others.	\$134.53
	Years of Relevant Experience* required: 10-15	