

Off Site Labor Rates

Labor Category	Year 6	Year 7	Year 8	Year 9
	2 Feb 2012 to 1 Feb 2013	2 Feb 2013 to 1 Feb 2014	2 Feb 2014 to 1 Feb 2015	2 Feb 2015 to 1 Feb 2016
Applications Programmer	\$78.67	\$80.21	\$81.77	\$83.37
Applications Systems Analyst/Programmer	\$88.42	\$90.15	\$91.90	\$93.70
Business Process Consultant	\$101.72	\$103.70	\$105.72	\$107.78
Business Subject Matter Specialist	\$314.79	\$320.93	\$327.19	\$333.57
Business Systems Analyst	\$83.81	\$85.45	\$87.11	\$88.81
Chief Information Security Officer	\$210.47	\$214.57	\$218.75	\$223.02
Client/Server Database Manager	\$129.60	\$132.13	\$134.70	\$137.33
Client/Server Network Architect	\$95.83	\$97.70	\$99.61	\$101.55
Communication Analyst	\$73.61	\$75.04	\$76.51	\$78.00
Communications Facility Engineer	\$92.04	\$93.84	\$95.67	\$97.53
Communications Installer	\$86.43	\$88.12	\$89.84	\$91.59
Communications Transmission Engineer	\$92.04	\$93.84	\$95.67	\$97.53
Consultant	\$115.35	\$117.60	\$119.89	\$122.23
Curriculum Developer	\$74.75	\$76.21	\$77.69	\$79.21
Data Architect	\$85.38	\$87.05	\$88.75	\$90.48
Data Communication Manager	\$109.57	\$111.70	\$113.88	\$116.10
Data Security Analyst	\$87.77	\$89.48	\$91.23	\$93.00
Data Warehousing Administrator	\$94.66	\$96.51	\$98.39	\$100.31
Data Warehousing Analyst	\$85.38	\$87.05	\$88.75	\$90.48
Data Warehousing Programmer	\$109.80	\$111.94	\$114.12	\$116.35
Data/Configuration Management Specialist	\$85.38	\$87.05	\$88.75	\$90.48
Database Analyst/ Programmer	\$88.42	\$90.15	\$91.90	\$93.70
Database Manager/Administrator	\$94.66	\$96.51	\$98.39	\$100.31
Disaster Recovery Administrator	\$90.43	\$92.19	\$93.99	\$95.82
Disaster Recovery Analyst	\$90.43	\$92.19	\$93.99	\$95.82
E-Business Manager	\$95.86	\$97.73	\$99.64	\$101.58
Electronic Data Interchange (EDI) Specialist	\$85.38	\$87.05	\$88.75	\$90.48
Electronic Mail Coordinator	\$64.01	\$65.26	\$66.54	\$67.83
Engineering Subject Matter Specialist	\$167.62	\$170.88	\$174.22	\$177.61
ERP Analyst	\$87.09	\$88.78	\$90.52	\$92.28
ERP Business/Architectural Expert	\$167.27	\$170.53	\$173.86	\$177.25
Geographic Information Systems Analyst/Programmer	\$88.42	\$90.15	\$91.90	\$93.70
Geographic Information Systems Manager	\$102.58	\$104.58	\$106.62	\$108.70
Graphics Specialist	\$61.26	\$62.46	\$63.67	\$64.92
Groupware Specialist	\$108.94	\$111.07	\$113.23	\$115.44
Hardware Engineer	\$96.84	\$98.73	\$100.66	\$102.62
Help Desk Coordinator	\$72.42	\$73.83	\$75.27	\$76.73
Help Desk Specialist	\$72.42	\$73.83	\$75.27	\$76.73
Help Desk Support Service Specialist	\$79.42	\$80.97	\$82.55	\$84.16
Information Assurance Development Engineer	\$87.77	\$89.48	\$91.23	\$93.00
Information Assurance Engineer	\$87.77	\$89.48	\$91.23	\$93.00
Information Assurance Network Specialist	\$84.10	\$85.74	\$87.41	\$89.11
Information Assurance Systems/Network Specialist	\$84.10	\$85.74	\$87.41	\$89.11
Information Center Specialist	\$74.75	\$76.21	\$77.69	\$79.21
Information Security Business Analyst	\$89.17	\$90.90	\$92.68	\$94.48
Information Systems Administration & Planning Manager	\$102.58	\$104.58	\$106.62	\$108.70
Information Systems Training Specialist	\$77.09	\$78.60	\$80.13	\$81.69
Instructional Technologist	\$77.09	\$78.60	\$80.13	\$81.69
IT Subject Matter Specialist	\$320.13	\$326.38	\$332.74	\$339.23

LAN Support Technician	\$72.42	\$73.83	\$75.27	\$76.73
LAN/WAN Administrator	\$77.09	\$78.60	\$80.13	\$81.69
LAN/WAN Integrator	\$81.75	\$83.35	\$84.97	\$86.63
LAN/WAN/MAN Administrator	\$73.59	\$75.02	\$76.49	\$77.98
Modeling and Simulation Specialist	\$83.48	\$85.10	\$86.76	\$88.46
Network Control Technician	\$72.42	\$73.83	\$75.27	\$76.73
Network Engineer	\$96.84	\$98.73	\$100.66	\$102.62
Network Planning Analyst	\$95.83	\$97.70	\$99.61	\$101.55
Network Systems Administrator	\$73.59	\$75.02	\$76.49	\$77.98
Network Systems Manager	\$119.97	\$122.31	\$124.70	\$127.13
Network/Hardware Support Technician	\$96.84	\$98.73	\$100.66	\$102.62
Operations Manager - Data Communications	\$106.50	\$108.57	\$110.69	\$112.85
Operations Manager - Voice Communications	\$106.50	\$108.57	\$110.69	\$112.85
Operations Systems Manager	\$106.50	\$108.57	\$110.69	\$112.85
Operations/Technical Support Analyst	\$95.83	\$97.70	\$99.61	\$101.55
Operations/Technical Support Manager	\$106.50	\$108.57	\$110.69	\$112.85
Ops/network LAN Administrator	\$73.59	\$75.02	\$76.49	\$77.98
Project Engineer	\$106.33	\$108.41	\$110.52	\$112.68
Project Manager	\$175.55	\$178.97	\$182.46	\$186.02
Publications Analyst	\$81.46	\$83.05	\$84.67	\$86.32
Quality Assurance Specialist	\$86.89	\$88.59	\$90.31	\$92.07
Scientific Subject Matter Specialist	\$333.47	\$339.97	\$346.60	\$353.36
Security Coordinator	\$87.77	\$89.48	\$91.23	\$93.00
Site Manager	\$107.51	\$109.60	\$111.74	\$113.92
Software Architect	\$101.71	\$103.69	\$105.71	\$107.77
Software Developer	\$101.71	\$103.69	\$105.71	\$107.77
Software Systems Engineer	\$97.79	\$99.70	\$101.64	\$103.62
Strategic Planner	\$80.73	\$82.31	\$83.91	\$85.55
Systems Administrator	\$89.44	\$91.18	\$92.96	\$94.78
Systems Analysis and Programming Director	\$190.44	\$194.16	\$197.94	\$201.80
Systems Engineer	\$98.62	\$100.54	\$102.50	\$104.50
Systems Management Technologist	\$88.42	\$90.15	\$91.90	\$93.70
Technical Editor	\$70.10	\$71.47	\$72.86	\$74.28
Technical Subject Matter Specialist	\$167.27	\$170.53	\$173.86	\$177.25
Technical Writer	\$67.75	\$69.07	\$70.41	\$71.79
Telecommunications Analyst/Technician	\$95.83	\$97.70	\$99.61	\$101.55
Telecommunications Engineer/Analyst	\$92.04	\$93.84	\$95.67	\$97.53
Telecommunications Manager - Multiple Incumben	\$109.57	\$111.70	\$113.88	\$116.10
Telecommunications Network Help Desk	\$77.09	\$78.60	\$80.13	\$81.69
Telecommunications Programmer/Systems Analy	\$88.42	\$90.15	\$91.90	\$93.70
Telecommunications Technician	\$88.76	\$90.49	\$92.25	\$94.05
Telecommunications/Communications Integrator	\$100.45	\$102.41	\$104.41	\$106.44
Test Engineer	\$98.11	\$100.02	\$101.97	\$103.96
Voice Communications Manager	\$109.57	\$111.70	\$113.88	\$116.10
Voice Communications Technician	\$81.75	\$83.35	\$84.97	\$86.63
Web Content Analyst	\$70.07	\$71.44	\$72.83	\$74.25
Web Designer	\$90.94	\$92.71	\$94.52	\$96.36
Web Security Analyst	\$87.77	\$89.48	\$91.23	\$93.00
Web Software Developer	\$101.71	\$103.69	\$105.71	\$107.77

Labor Category	Year 10
	2 Feb 2016 to 1 Feb 2017
Applications Programmer	\$84.99
Applications Systems Analyst/Programmer	\$95.52
Business Process Consultant	\$109.88
Business Subject Matter Specialist	\$340.07
Business Systems Analyst	\$90.54
Chief Information Security Officer	\$227.37
Client/Server Database Manager	\$140.01
Client/Server Network Architect	\$103.53
Communication Analyst	\$79.52
Communications Facility Engineer	\$99.43
Communications Installer	\$93.37
Communications Transmission Engineer	\$99.43
Consultant	\$124.61
Curriculum Developer	\$80.75
Data Architect	\$92.24
Data Communication Manager	\$118.37
Data Security Analyst	\$94.82
Data Warehousing Administrator	\$102.26
Data Warehousing Analyst	\$92.24
Data Warehousing Programmer	\$118.62
Data/Configuration Management Specialist	\$92.24
Database Analyst/ Programmer	\$95.52
Database Manager/Administrator	\$102.26
Disaster Recovery Administrator	\$97.69
Disaster Recovery Analyst	\$97.69
E-Business Manager	\$103.56
Electronic Data Interchange (EDI) Specialist	\$92.24
Electronic Mail Coordinator	\$69.16
Engineering Subject Matter Specialist	\$181.08
ERP Analyst	\$94.08
ERP Business/Architectural Expert	\$180.70
Geographic Information Systems Analyst/Programmer	\$95.52
Geographic Information Systems Manager	\$110.82
Graphics Specialist	\$66.18
Groupware Specialist	\$117.69
Hardware Engineer	\$104.62
Help Desk Coordinator	\$78.23
Help Desk Specialist	\$78.23
Help Desk Support Service Specialist	\$85.80
Information Assurance Development Engineer	\$94.82
Information Assurance Engineer	\$94.82
Information Assurance Network Specialist	\$90.85
Information Assurance Systems/Network Specialist	\$90.85
Information Center Specialist	\$80.75
Information Security Business Analyst	\$96.33
Information Systems Administration & Planning Mgr.	\$110.82
Information Systems Training Specialist	\$83.29
Instructional Technologist	\$83.29
IT Subject Matter Specialist	\$345.84

LAN Support Technician	\$78.23
LAN/WAN Administrator	\$83.29
LAN/WAN Integrator	\$88.32
LAN/WAN/MAN Administrator	\$79.50
Modeling and Simulation Specialist	\$90.18
Network Control Technician	\$78.23
Network Engineer	\$104.62
Network Planning Analyst	\$103.53
Network Systems Administrator	\$79.50
Network Systems Manager	\$129.61
Network/Hardware Support Technician	\$104.62
Operations Manager - Data Communications	\$115.05
Operations Manager - Voice Communications	\$115.05
Operations Systems Manager	\$115.05
Operations/Technical Support Analyst	\$103.53
Operations/Technical Support Manager	\$115.05
Ops/network LAN Administrator	\$79.50
Project Engineer	\$114.87
Project Manager	\$189.65
Publications Analyst	\$88.00
Quality Assurance Specialist	\$93.87
Scientific Subject Matter Specialist	\$360.25
Security Coordinator	\$94.82
Site Manager	\$116.14
Software Architect	\$109.87
Software Developer	\$109.87
Software Systems Engineer	\$105.64
Strategic Planner	\$87.22
Systems Administrator	\$96.62
Systems Analysis and Programming Director	\$205.74
Systems Engineer	\$106.54
Systems Management Technologist	\$95.52
Technical Editor	\$75.73
Technical Subject Matter Specialist	\$180.70
Technical Writer	\$73.19
Telecommunications Analyst/Technician	\$103.53
Telecommunications Engineer/Analyst	\$99.43
Telecommunications Manager - Multiple Incumbents	\$118.37
Telecommunications Network Help Desk	\$83.29
Telecommunications Programmer/Systems Analyst	\$95.52
Telecommunications Technician	\$95.89
Telecommunications/Communications Integration Eng	\$108.52
Test Engineer	\$105.99
Voice Communications Manager	\$118.37
Voice Communications Technician	\$88.32
Web Content Analyst	\$75.70
Web Designer	\$98.24
Web Security Analyst	\$94.82
Web Software Developer	\$109.87