80.00%

Region 2 Markup %

Contractor Name:	Currier, McCabe & Associates, Inc dba CMA Consult
Federal ID#:	22-2580799

REGION 1 REGION 2

Region 1 Markup % 80.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title	Lean Com	#04.40	#00.00
Business Analyst	Junior	\$21.13	\$38.03
Business Analyst	Mid-Level	\$27.43	\$49.38
Business Analyst	Senior	\$34.52	\$62.13
Business Analyst	Expert	\$39.68	\$71.42
Cloud Engineer	Junior	\$32.50	\$58.49
Cloud Engineer	Mid-Level	\$39.66	\$71.38
Cloud Engineer	Senior	\$47.37	\$85.27
Cloud Engineer	Expert	\$53.31	\$95.96
Database Administrator	Junior	\$22.85	\$41.13
Database Administrator	Mid-Level	\$29.70	\$53.46
Database Administrator	Senior	\$36.69	\$66.04
Database Administrator	Expert	\$41.39	\$74.50
Database Architect	Junior	\$26.01	\$46.82
Database Architect	Mid-Level	\$34.58	\$62.24
Database Architect	Senior	\$42.18	\$75.93
Database Architect	Expert	\$47.54	\$85.57
Database Manager	Junior	\$25.61	\$46.11
Database Manager	Mid-Level	\$32.61	\$58.70
Database Manager	Senior	\$40.57	\$73.02
Database Manager	Expert	\$49.00	\$88.19
Graphic Designer	Junior	\$18.67	\$33.60
Graphic Designer	Mid-Level	\$21.11	\$38.00
Graphic Designer	Senior	\$24.79	\$44.63
Graphic Designer	Expert	\$28.15	\$50.66
Help Desk Manager	Junior	\$18.45	\$33.20
Help Desk Manager	Mid-Level	\$21.41	\$38.54
Help Desk Manager	Senior	\$27.13	\$48.84
Help Desk Manager	Expert	\$31.59	\$56.87
IT Manager	Junior	\$24.49	\$44.09
IT Manager	Mid-Level	\$30.26	\$54.47
IT Manager	Senior	\$39.41	\$70.94
IT Manager	Expert	\$49.28	\$88.70
IT Specialist	Junior	\$23.62	\$42.52

Hourly Wage Hourly Bill Skill Level Rate Rate Job Title Business Analyst \$21.13 \$38.03 Junior Business Analyst Mid-Level \$27.43 \$49.38 \$34.52 \$62.13 **Business Analyst** Senior \$39.68 Business Analyst Expert \$71.42 Cloud Engineer Junior \$32.50 \$58.49 \$39.66 Cloud Engineer Mid-Level \$71.38 Senior \$47.37 \$85.27 Cloud Engineer \$53.31 \$95.96 Expert Cloud Engineer \$22.85 \$41.13 Database Administrator Junior **Database Administrator** Mid-Level \$29.70 \$53.46 Database Administrator Senior \$36.69 \$66.04 \$74.50 Database Administrator Expert \$41.39 \$26.01 \$46.82 **Database Architect** Junior \$34.58 \$62.24 Database Architect Mid-Level Senior \$42.18 \$75.93 Database Architect Database Architect Expert \$47.54 \$85.57 Database Manager Junior \$25.61 \$46.11 Database Manager Mid-Level \$32.61 \$58.70 \$40.57 \$73.02 Database Manager Senior \$49.00 \$88.19 Database Manager Expert \$18.67 \$33.60 Graphic Designer Junior Graphic Designer Mid-Level \$21.11 \$38.00 Senior \$24.79 \$44.63 Graphic Designer \$28.15 \$50.66 Graphic Designer Expert \$18.45 \$33.20 Help Desk Manager Junior Help Desk Manager Mid-Level \$21.41 \$38.54 \$27.13 \$48.84 Help Desk Manager Senior Help Desk Manager Expert \$31.59 \$56.87 \$24.49 \$44.09 IT Manager Junior \$30.26 \$54.47 IT Manager Mid-Level IT Manager Senior \$39.41 \$70.94 \$88.70 IT Manager Expert \$49.28

Junior

IT Specialist

\$23.62

\$42.52

80.00% Region 3 Markup % Hourly Wage **Hourly Bill** Skill Level Rate Rate Job Title Business Analyst \$25.46 \$45.82 Junior **Business Analyst** Mid-Level \$32.26 \$58.08 \$42.29 \$76.12 **Business Analyst** Senior \$52.39 \$94.31 **Business Analyst** Expert Cloud Engineer Junior \$34.79 \$62.63 \$42.13 Cloud Engineer Mid-Level \$75.83 \$50.34 \$90.60 Cloud Engineer Senior \$55.53 \$99.95 Expert Cloud Engineer \$24.29 \$43.72 Database Administrator Junior Database Administrator Mid-Level \$31.64 \$56.96 Database Administrator Senior \$39.75 \$71.54 \$44.97 \$80.94 **Database Administrator** Expert

Junior

Senior

Expert

Junior

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

\$27.28

\$36.80

\$44.18

\$49.7

\$27.32

\$34.82

\$44.23

\$50.75

\$19.30

\$22.68

\$27.25

\$30.8

\$19.67

\$23.07

\$28.77

\$32.54

\$25.46

\$32.26

\$42.29

\$52.39

\$25.75

\$49.11

\$66.24

\$79.52

\$89.47

\$49.17

\$62.68

\$79.61

\$91.35

\$34.75

\$40.82

\$49.05

\$55.45

\$35.40

\$41.52

\$51.79

\$58.58

\$45.82

\$58.08

\$76.12

\$94.31

\$46.35

REGION 3

Database Architect

Database Architect

Database Architect

Database Architect

Database Manager

Database Manager

Database Manager

Database Manager

Graphic Designer

Graphic Designer

Graphic Designer

Graphic Designer

Help Desk Manager

Help Desk Manager

Help Desk Manager

Help Desk Manager

IT Manager

IT Manager

IT Manager

IT Manager

IT Specialist

Contractor Name:	Currier, McCabe & Associates, Inc dba CMA Consult
Federal ID#:	22-2580799

REGION 1

Region 1 Markup %

80.00%

80.00% Region 2 Markup %

Hourly Bill Hourly Wage Skill Level Rate Rate Job Title IT Specialist Mid-Level \$34.25 \$61.65 IT Specialist Senior \$40.89 \$73.61 \$48.23 \$86.81 Expert IT Specialist \$36.46 Junior \$20.26 Network Administrator Network Administrator Mid-Level \$26.82 \$48.28 \$61.54 **Network Administrator** Senior \$34.19 \$69.68 \$38.71 Network Administrator Expert \$30.44 \$54.79 Network Architect Junior \$38.35 \$69.03 Network Architect Mid-Level Network Architect Senior \$46.33 \$83.39 \$51.31 \$92.35 Network Architect Expert Operations Manager Junior \$26.86 \$48.36 Mid-Level \$32.96 \$59.32 Operations Manager \$42.93 \$77.28 Operations Manager Senior Operations Manager Expert \$55.44 \$99.80 \$23.15 \$41.66 Programmer Junior \$60.40 Programmer Mid-Level \$33.56 \$72.00 Senior \$40.00 Programmer Expert \$45.54 \$81.96 Programmer \$48.36 Project Manager Junior \$26.86 Mid-Level \$32.96 \$59.32 Project Manager \$42.93 \$77.28 Project Manager Senior \$55.44 \$99.80 Expert Project Manager Security Analyst Junior \$22.97 \$41.34 \$30.0 \$54.02 Security Analyst Mid-Level Senior \$37.64 \$67.75 Security Analyst Security Analyst \$43.66 \$78.59 Expert Junior \$26.86 \$48.36 Security Manager \$32.96 \$59.32 Security Manager Mid-Level Senior \$42.93 \$77.28 Security Manager \$55.44 \$99.80 Expert Security Manager

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
IT Specialist	Mid-Level	\$34.25	\$61.65
IT Specialist	Senior	\$40.89	\$73.61
IT Specialist	Expert	\$48.23	\$86.81
Network Administrator	Junior	\$20.26	\$36.46
Network Administrator	Mid-Level	\$26.82	\$48.28
Network Administrator	Senior	\$34.19	\$61.54
Network Administrator	Expert	\$38.71	\$69.68
Network Architect	Junior	\$30.44	\$54.79
Network Architect	Mid-Level	\$38.35	\$69.03
Network Architect	Senior	\$46.33	\$83.39
Network Architect	Expert	\$51.31	\$92.35
Operations Manager	Junior	\$26.86	\$48.36
Operations Manager	Mid-Level	\$32.96	\$59.32
Operations Manager	Senior	\$42.93	\$77.28
Operations Manager	Expert	\$55.44	\$99.80
Programmer	Junior	\$23.15	\$41.66
Programmer	Mid-Level	\$33.56	\$60.40
Programmer	Senior	\$40.00	\$72.00
Programmer	Expert	\$45.54	\$81.96
Project Manager	Junior	\$26.86	\$48.36
Project Manager	Mid-Level	\$32.96	\$59.32
Project Manager	Senior	\$42.93	\$77.28
Project Manager	Expert	\$55.44	\$99.80
Security Analyst	Junior	\$22.97	\$41.34
Security Analyst	Mid-Level	\$30.01	\$54.02
Security Analyst	Senior	\$37.64	\$67.75
Security Analyst	Expert	\$43.66	\$78.59
Security Manager	Junior	\$26.86	\$48.36
Security Manager	Mid-Level	\$32.96	\$59.32
Security Manager	Senior	\$42.93	\$77.28
Security Manager	Expert	\$55.44	\$99.80

REGION 3

80.00% Region 3 Markup %

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
IT Specialist	Mid-Level	\$36.02	\$64.84
IT Specialist	Senior	\$45.53	\$81.96
IT Specialist	Expert	\$51.09	\$91.97
Network Administrator	Junior	\$21.01	\$37.82
Network Administrator	Mid-Level	\$27.74	\$49.93
Network Administrator	Senior	\$36.64	\$65.94
Network Administrator	Expert	\$41.26	\$74.27
Network Architect	Junior	\$27.28	\$49.11
Network Architect	Mid-Level	\$36.80	\$66.24
Network Architect	Senior	\$44.18	\$79.52
Network Architect	Expert	\$49.71	\$89.47
Operations Manager	Junior	\$29.38	\$52.89
Operations Manager	Mid-Level	\$35.58	\$64.04
Operations Manager	Senior	\$46.50	\$83.69
Operations Manager	Expert	\$57.88	\$104.19
Programmer	Junior	\$24.36	\$43.84
Programmer	Mid-Level	\$36.16	\$65.09
Programmer	Senior	\$42.68	\$76.83
Programmer	Expert	\$48.51	\$87.33
Project Manager	Junior	\$29.38	\$52.89
Project Manager	Mid-Level	\$35.58	\$64.04
Project Manager	Senior	\$46.50	\$83.69
Project Manager	Expert	\$57.88	\$104.19
Security Analyst	Junior	\$24.54	\$44.18
Security Analyst	Mid-Level	\$33.53	\$60.35
Security Analyst	Senior	\$40.15	\$72.27
Security Analyst	Expert	\$46.09	\$82.96
Security Manager	Junior	\$29.38	\$52.89
Security Manager	Mid-Level	\$35.58	\$64.04
Security Manager	Senior	\$46.50	\$83.69
Security Manager	Expert	\$57.88	\$104.19

Effective 7/1/2023 2 of 4

Contractor Name:	Currier, McCabe & Associates, Inc dba CMA Consult
Federal ID#:	22-2580799

REGION 1

Region 1 Markup %

80.00%

Region 2 Markup % 80.00%

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
Software Analyst	Junior	\$22.97	\$41.34
Software Analyst	Mid-Level	\$30.01	\$54.02
Software Analyst	Senior	\$37.64	\$67.75
Software Analyst	Expert	\$43.66	\$78.59
Software Architect	Junior	\$30.44	\$54.79
Software Architect	Mid-Level	\$38.35	\$69.03
Software Architect	Senior	\$46.33	\$83.39
Software Architect	Expert	\$51.31	\$92.35
Software Developer	Junior	\$20.69	\$37.25
Software Developer	Mid-Level	\$31.01	\$55.81
Software Developer	Senior	\$36.13	\$65.04
Software Developer	Expert	\$39.86	\$71.75
Software Manager	Junior	\$24.49	\$44.09
Software Manager	Mid-Level	\$30.26	\$54.47
Software Manager	Senior	\$39.41	\$70.94
Software Manager	Expert	\$49.28	\$88.70
Systems Administrator	Junior	\$22.45	\$40.42
Systems Administrator	Mid-Level	\$29.83	\$53.70
Systems Administrator	Senior	\$37.21	\$66.98
Systems Administrator	Expert	\$42.72	\$76.90
Systems Analyst	Junior	\$22.97	\$41.34
Systems Analyst	Mid-Level	\$30.01	\$54.02
Systems Analyst	Senior	\$37.64	\$67.75
Systems Analyst	Expert	\$43.66	\$78.59
Systems Architect	Junior	\$30.44	\$54.79
Systems Architect	Mid-Level	\$38.35	\$69.03
Systems Architect	Senior	\$46.33	\$83.39
Systems Architect	Expert	\$51.31	\$92.35
Systems Developer	Junior	\$23.15	\$41.66
Systems Developer	Mid-Level	\$33.56	\$60.40
Systems Developer	Senior	\$40.00	\$72.00

Software Analyst Junior \$22.97 \$41.34 Software Analyst Mid-Level \$30.01 \$54.02 Software Analyst Senior \$37.64 \$67.75 Software Analyst Expert \$43.66 \$78.59 Software Architect Junior \$30.44 \$54.79 Software Architect Mid-Level \$38.35 \$69.03 Software Architect Senior \$46.33 \$83.39 Software Architect Expert \$51.31 \$92.35 Software Developer Junior \$20.69 \$37.25 Software Developer Mid-Level \$31.01 \$55.81 Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Junior \$24.49 \$44.09 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 <t< th=""><th></th><th>Skill Level</th><th>Hourly Wage Rate</th><th>Hourly Bill Rate</th></t<>		Skill Level	Hourly Wage Rate	Hourly Bill Rate
Software Analyst Mid-Level \$30.01 \$54.02 Software Analyst Senior \$37.64 \$67.75 Software Analyst Expert \$43.66 \$78.59 Software Architect Junior \$30.44 \$54.79 Software Architect Mid-Level \$38.35 \$69.03 Software Architect Senior \$46.33 \$83.39 Software Architect Expert \$51.31 \$92.35 Software Architect Expert \$51.31 \$92.35 Software Developer Junior \$20.69 \$37.25 Software Developer Mid-Level \$31.01 \$55.81 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70	Job Title			
Software Analyst Senior \$37.64 \$67.75 Software Analyst Expert \$43.66 \$78.59 Software Architect Junior \$30.44 \$54.79 Software Architect Mid-Level \$38.35 \$69.03 Software Architect Senior \$46.33 \$83.39 Software Architect Expert \$51.31 \$92.35 Software Developer Junior \$20.69 \$37.25 Software Developer Mid-Level \$31.01 \$55.81 Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Senior \$37.21 \$66.98	Software Analyst	Junior	\$22.97	\$41.34
Software Analyst Expert \$43.66 \$78.59 Software Architect Junior \$30.44 \$54.79 Software Architect Mid-Level \$38.35 \$69.03 Software Architect Senior \$46.33 \$83.39 Software Architect Expert \$51.31 \$92.35 Software Developer Junior \$20.69 \$37.25 Software Developer Mid-Level \$31.01 \$55.81 Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Senior \$37.21 \$66.98 Systems Analyst Junior \$22.97 \$41.34	Software Analyst	Mid-Level	\$30.01	\$54.02
Software Architect Junior \$30.44 \$54.79 Software Architect Mid-Level \$38.35 \$69.03 Software Architect Senior \$46.33 \$83.39 Software Architect Expert \$51.31 \$92.35 Software Developer Junior \$20.69 \$37.25 Software Developer Mid-Level \$31.01 \$55.81 Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Senior \$37.21 \$66.98 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Senior \$37.64 \$67.75	Software Analyst	Senior	\$37.64	\$67.75
Software Architect Mid-Level \$38.35 \$69.03 Software Architect Senior \$46.33 \$83.39 Software Architect Expert \$51.31 \$92.35 Software Developer Junior \$20.69 \$37.25 Software Developer Mid-Level \$31.01 \$55.81 Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Senior \$37.21 \$66.98 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Senior \$37.64 \$67.75	Software Analyst	Expert	\$43.66	\$78.59
Software Architect Senior \$46.33 \$83.39 Software Architect Expert \$51.31 \$92.35 Software Developer Junior \$20.69 \$37.25 Software Developer Mid-Level \$31.01 \$55.81 Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Senior \$37.21 \$66.98 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Senior \$37.64 \$67.75 Systems Architect Junior \$33.35 \$69.03 <	Software Architect	Junior	\$30.44	\$54.79
Software Architect Expert \$51.31 \$92.35 Software Developer Junior \$20.69 \$37.25 Software Developer Mid-Level \$31.01 \$55.81 Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Senior \$37.21 \$66.98 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Senior \$37.64 \$67.75 Systems Architect Junior \$38.35 \$69.03	Software Architect	Mid-Level	\$38.35	\$69.03
Software Developer Junior \$20.69 \$37.25 Software Developer Mid-Level \$31.01 \$55.81 Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$38.35 \$69.03 <t< td=""><td>Software Architect</td><td>Senior</td><td>\$46.33</td><td>\$83.39</td></t<>	Software Architect	Senior	\$46.33	\$83.39
Software Developer Mid-Level \$31.01 \$55.81 Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39	Software Architect	Expert	\$51.31	\$92.35
Software Developer Senior \$36.13 \$65.04 Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Architect Junior \$30.44 \$54.79 Systems Architect Senior \$46.33 \$83.39 Systems Architect Senior \$46.33 \$83.39	Software Developer	Junior	\$20.69	\$37.25
Software Developer Expert \$39.86 \$71.75 Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66	Software Developer	Mid-Level	\$31.01	\$55.81
Software Manager Junior \$24.49 \$44.09 Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Architect Junior \$30.44 \$54.79 Systems Architect Senior \$46.33 \$83.39 Systems Architect Senior \$46.33 \$83.39 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Software Developer	Senior	\$36.13	\$65.04
Software Manager Mid-Level \$30.26 \$54.47 Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Software Developer	Expert	\$39.86	\$71.75
Software Manager Senior \$39.41 \$70.94 Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Senior \$46.33 \$83.39 Systems Architect Senior \$46.33 \$83.39 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Software Manager	Junior	\$24.49	\$44.09
Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Senior \$46.33 \$83.39 Systems Architect Senior \$46.33 \$83.39 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Software Manager	Mid-Level	\$30.26	\$54.47
Software Manager Expert \$49.28 \$88.70 Systems Administrator Junior \$22.45 \$40.42 Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Software Manager	Senior	\$39.41	\$70.94
Systems Administrator Mid-Level \$29.83 \$53.70 Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40		Expert	\$49.28	\$88.70
Systems Administrator Senior \$37.21 \$66.98 Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Administrator	Junior	\$22.45	\$40.42
Systems Administrator Expert \$42.72 \$76.90 Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Administrator	Mid-Level	\$29.83	\$53.70
Systems Analyst Junior \$22.97 \$41.34 Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Administrator	Senior	\$37.21	\$66.98
Systems Analyst Mid-Level \$30.01 \$54.02 Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Administrator	Expert	\$42.72	\$76.90
Systems Analyst Senior \$37.64 \$67.75 Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Analyst	Junior	\$22.97	\$41.34
Systems Analyst Expert \$43.66 \$78.59 Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Analyst	Mid-Level	\$30.01	\$54.02
Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Analyst	Senior	\$37.64	\$67.75
Systems Architect Junior \$30.44 \$54.79 Systems Architect Mid-Level \$38.35 \$69.03 Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Analyst	Expert	\$43.66	\$78.59
Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Architect	Junior	\$30.44	\$54.79
Systems Architect Senior \$46.33 \$83.39 Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Architect	Mid-Level	\$38.35	\$69.03
Systems Architect Expert \$51.31 \$92.35 Systems Developer Junior \$23.15 \$41.66 Systems Developer Mid-Level \$33.56 \$60.40	Systems Architect	Senior	\$46.33	\$83.39
Systems Developer Mid-Level \$33.56 \$60.40	Systems Architect	Expert		\$92.35
Systems Developer Mid-Level \$33.56 \$60.40	Systems Developer	Junior	\$23.15	\$41.66
		Mid-Level	\$33.56	\$60.40
	Systems Developer	Senior	\$40.00	\$72.00

Region 3 Markup % 80.00%

REGION 3

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Software Analyst	Junior	\$24.54	\$44.18
Software Analyst	Mid-Level	\$33.53	\$60.35
Software Analyst	Senior	\$40.15	\$72.27
,	Expert	\$46.09	\$82.96
Software Analyst Software Architect	Junior	\$32.67	\$58.81
Software Architect	Mid-Level	\$40.93	\$73.67
Software Architect	Senior	\$46.48	\$83.66
Software Architect	Expert	\$52.40	\$94.33
Software Architect Software Developer	Junior	\$21.79	\$94.33 \$39.22
	Mid-Level	\$31.43	\$59.22 \$56.57
Software Developer Software Developer	Senior	\$38.73	\$69.72
Software Developer	Expert	\$42.85	\$77.12
Software Manager	Junior	\$25.46	\$45.82
Software Manager	Mid-Level	\$32.26	\$58.08
Software Manager	Senior	\$42.29	\$76.12
Software Manager	Expert	\$52.39	\$94.31
Systems Administrator	Junior	\$24.16	\$43.49
Systems Administrator	Mid-Level	\$32.06	\$57.71
Systems Administrator	Senior	\$40.68	\$73.22
Systems Administrator	Expert	\$46.05	\$82.89
Systems Analyst	Junior	\$24.54	\$44.18
Systems Analyst	Mid-Level	\$33.53	\$60.35
Systems Analyst	Senior	\$40.15	\$72.27
Systems Analyst	Expert	\$46.09	\$82.96
Systems Architect	Junior	\$32.67	\$58.81
Systems Architect	Mid-Level	\$40.93	\$73.67
Systems Architect	Senior	\$46.48	\$83.66
Systems Architect	Expert	\$52.40	\$94.33
Systems Developer	Junior	\$24.36	\$43.84
Systems Developer	Mid-Level	\$36.16	\$65.09
Systems Developer	Senior	\$42.68	\$76.83

Effective 7/1/2023 3 of 4

Contractor Name:	Currier, McCabe & Associates, Inc dba CMA Consult
Federal ID#:	22-2580799

REGION 1 REGION 2

Region 1 Markup %

Hourly Bill Hourly Wage Skill Level Rate Rate Job Title \$45.54 \$81.96 Systems Developer Expert Technical Writer \$18.67 \$33.60 Junior \$21.11 \$38.00 Technical Writer Mid-Level \$24.79 \$44.63 Technical Writer Senior Expert \$28.15 \$50.66 **Technical Writer** \$20.49 \$36.87 Tester Junior Tester Mid-Level \$24.28 \$43.70 \$54.48 \$30.27 Tester Senior \$34.68 \$62.43 Tester Expert \$20.49 \$36.87 Training Developer Junior Mid-Level \$24.28 \$43.70 **Training Developer** \$30.27 \$54.48 Training Developer Senior \$62.43 Expert \$34.68 **Training Developer** \$20.26 \$36.46 Web Administrator Junior Mid-Level \$26.82 \$48.28 Web Administrator Web Administrator Senior \$34.19 \$61.54 \$38.71 \$69.68 Web Administrator Expert \$20.49 \$36.87 Junior Web Designer \$24.28 \$43.70 Web Designer Mid-Level \$30.27 \$54.48 Web Designer Senior Web Designer Expert \$34.68 \$62.43 \$20.69 \$37.25 Web Developer Junior Mid-Level \$31.01 \$55.81 Web Developer \$65.04 Senior \$36.13 Web Developer Expert \$39.86 \$71.75 Web Developer \$26.86 \$48.36 Web Manager Junior \$59.32 Web Manager Mid-Level \$32.96 \$77.28 Web Manager Senior \$42.93 \$55.44 \$99.80 Web Manager Expert

Region 2 Markup %

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
Systems Developer	Expert	\$45.54	\$81.96
Technical Writer	Junior	\$18.67	\$33.60
Technical Writer	Mid-Level	\$21.11	\$38.00
Technical Writer	Senior	\$24.79	\$44.63
Technical Writer	Expert	\$28.15	\$50.66
Tester	Junior	\$20.49	\$36.87
Tester	Mid-Level	\$24.28	\$43.70
Tester	Senior	\$30.27	\$54.48
Tester	Expert	\$34.68	\$62.43
Training Developer	Junior	\$20.49	\$36.87
Training Developer	Mid-Level	\$24.28	\$43.70
Training Developer	Senior	\$30.27	\$54.48
Training Developer	Expert	\$34.68	\$62.43
Web Administrator	Junior	\$20.26	\$36.46
Web Administrator	Mid-Level	\$26.82	\$48.28
Web Administrator	Senior	\$34.19	\$61.54
Web Administrator	Expert	\$38.71	\$69.68
Web Designer	Junior	\$20.49	\$36.87
Web Designer	Mid-Level	\$24.28	\$43.70
Web Designer	Senior	\$30.27	\$54.48
Web Designer	Expert	\$34.68	\$62.43
Web Developer	Junior	\$20.69	\$37.25
Web Developer	Mid-Level	\$31.01	\$55.81
Web Developer	Senior	\$36.13	\$65.04
Web Developer	Expert	\$39.86	\$71.75
Web Manager	Junior	\$26.86	\$48.36
Web Manager	Mid-Level	\$32.96	\$59.32
Web Manager	Senior	\$42.93	\$77.28
Web Manager	Expert	\$55.44	\$99.80
	_		

Region 3 Markup %

80.00%

REGION 3

Job Title	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Systems Developer	Expert	\$48.51	\$87.33
Technical Writer	Junior	\$19.30	\$34.75
Technical Writer	Mid-Level	\$22.68	\$40.82
Technical Writer	Senior	\$27.25	\$49.05
Technical Writer	Expert	\$30.81	\$55.45
Tester	Junior	\$19.67	\$35.40
Tester	Mid-Level	\$23.07	\$41.52
Tester	Senior	\$28.77	\$51.79
Tester	Expert	\$32.54	\$58.58
Training Developer	Junior	\$22.02	\$39.63
Training Developer	Mid-Level	\$25.52	\$45.94
Training Developer	Senior	\$31.72	\$57.10
Training Developer	Expert	\$34.40	\$61.93
Web Administrator	Junior	\$21.01	\$37.82
Web Administrator	Mid-Level	\$27.74	\$49.93
Web Administrator	Senior	\$36.64	\$65.94
Web Administrator	Expert	\$41.26	\$74.27
Web Designer	Junior	\$22.02	\$39.63
Web Designer	Mid-Level	\$25.52	\$45.94
Web Designer	Senior	\$31.72	\$57.10
Web Designer	Expert	\$34.40	\$61.93
Web Developer	Junior	\$21.79	\$39.22
Web Developer	Mid-Level	\$31.43	\$56.57
Web Developer	Senior	\$38.73	\$69.72
Web Developer	Expert	\$42.85	\$77.12
Web Manager	Junior	\$29.38	\$52.89
Web Manager	Mid-Level	\$35.58	\$64.04
Web Manager	Senior	\$46.50	\$83.69
Web Manager	Expert	\$57.88	\$104.19

Effective 7/1/2023 4 of 4

80.00%

Region 2 Markup %

Contractor Name:	Currier, McCabe & Associates, Inc dba CMA Consult
Federal ID#:	22-2580799

80.00%

Region 1 Markup %

IT Specialist

REGION 1 REGION 2

Hourly Wage Hourly Bill Skill Level Rate Rate Job Title \$20.51 \$36.92 **Business Analyst** Junior **Business Analyst** Mid-Level \$26.63 \$47.94 \$33.5 \$60.32 **Business Analyst** Senior **Business Analyst** Expert \$38.52 \$69.34 Cloud Engineer Junior \$31.55 \$56.79 Mid-Level \$38.50 \$69.30 Cloud Engineer \$45.99 \$82.78 Cloud Engineer Senior \$51.76 \$93.17 Cloud Engineer Expert \$22.19 \$39.94 Database Administrator Junior Database Administrator Mid-Level \$28.84 \$51.90 Database Administrator Senior \$35.62 \$64.12 Database Administrator Expert \$40.18 \$72.33 \$25.25 \$45.46 Database Architect Junior \$60.42 Mid-Level \$33.57 Database Architect Senior \$40.95 \$73.71 Database Architect Database Architect Expert \$46.16 \$83.08 Database Manager \$24.87 \$44.76 Junior Database Manager Mid-Level \$31.66 \$56.99 \$39.39 \$70.90 Database Manager Senior \$47.57 \$85.63 Database Manager Expert Graphic Designer Junior \$18.12 \$32.62 Mid-Level Graphic Designer \$20.50 \$36.89 Senior \$24.07 \$43.33 Graphic Designer \$49.19 Graphic Designer Expert \$27.33 \$32.23 \$17.91 Help Desk Manager Junior Help Desk Manager Mid-Level \$20.79 \$37.42 \$47.41 Help Desk Manager Senior \$26.34 Help Desk Manager Expert \$30.67 \$55.21 IT Manager Junior \$23.78 \$42.80 \$29.38 \$52.88 Mid-Level T Manager \$38.26 \$68.87 IT Manager Senior IT Manager Expert \$47.84 \$86.11

Junior

\$22.93

\$41.28

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
Business Analyst	Junior	\$20.51	\$36.92
Business Analyst	Mid-Level	\$26.63	\$47.94
Business Analyst	Senior	\$33.51	\$60.32
Business Analyst	Expert	\$38.52	\$69.34
Cloud Engineer	Junior	\$31.55	\$56.79
Cloud Engineer	Mid-Level	\$38.50	\$69.30
Cloud Engineer	Senior	\$45.99	\$82.78
Cloud Engineer	Expert	\$51.76	\$93.17
Database Administrator	Junior	\$22.19	\$39.94
Database Administrator	Mid-Level	\$28.84	\$51.90
Database Administrator	Senior	\$35.62	\$64.12
Database Administrator	Expert	\$40.18	\$72.33
Database Architect	Junior	\$25.25	\$45.46
Database Architect	Mid-Level	\$33.57	\$60.42
Database Architect	Senior	\$40.95	\$73.71
Database Architect	Expert	\$46.16	\$83.08
Database Manager	Junior	\$24.87	\$44.76
Database Manager	Mid-Level	\$31.66	\$56.99
Database Manager	Senior	\$39.39	\$70.90
Database Manager	Expert	\$47.57	\$85.63
Graphic Designer	Junior	\$18.12	\$32.62
Graphic Designer	Mid-Level	\$20.50	\$36.89
Graphic Designer	Senior	\$24.07	\$43.33
Graphic Designer	Expert	\$27.33	\$49.19
Help Desk Manager	Junior	\$17.91	\$32.23
Help Desk Manager	Mid-Level	\$20.79	\$37.42
Help Desk Manager	Senior	\$26.34	\$47.41
Help Desk Manager	Expert	\$30.67	\$55.21
IT Manager	Junior	\$23.78	\$42.80
IT Manager	Mid-Level	\$29.38	\$52.88
IT Manager	Senior	\$38.26	\$68.87
IT Manager	Expert	\$47.84	\$86.11
IT Specialist	Junior	\$22.93	\$41.28

Hourly Wage **Hourly Bill** Skill Level Rate Rate Job Title \$24.72 \$44.49 **Business Analyst** Junior Mid-Level \$31.32 \$56.38 **Business Analyst** Senior \$41.06 \$73.90 **Business Analyst Business Analyst** Expert \$50.87 \$91.56 Cloud Engineer Junior \$33.78 \$60.80 \$40.90 Mid-Level \$73.62 Cloud Engineer \$48.87 \$87.97 Cloud Engineer Senior \$53.9 Cloud Engineer \$97.04 Expert \$23.58 \$42.45 Database Administrator Junior Database Administrator Mid-Level \$30.72 \$55.30 Database Administrator Senior \$38.59 \$69.46 Database Administrator Expert \$43.66 \$78.58 \$26.49 \$47.68 Database Architect Junior \$64.31 Mid-Level \$35.73 Database Architect Senior \$42.89 \$77.20 Database Architect **Database Architect** Expert \$48.26 \$86.86 Database Manager \$26.52 \$47.74 Junior Database Manager Mid-Level \$33.8 \$60.85 \$42.94 \$77.30 Database Manager Senior \$49.27 \$88.69 Database Manager Expert Graphic Designer Junior \$18.74 \$33.73 Graphic Designer Mid-Level \$22.02 \$39.63 Senior \$26.46 \$47.62 Graphic Designer \$29.91 \$53.84 Graphic Designer Expert \$19.09 \$34.37 Help Desk Manager Junior Help Desk Manager Mid-Level \$22.39 \$40.31 \$27.94 Help Desk Manager Senior \$50.29 \$31.60 Help Desk Manager Expert \$56.87 \$24.72 IT Manager Junior \$44.49 \$31.32 \$56.38 Mid-Level IT Manager IT Manager Senior \$41.06 \$73.90

Expert

Junior

\$50.87

\$25.00

\$91.56

\$45.00

REGION 3

Region 3 Markup %

80.00%

Effective 7/1/2019 1 of 4

IT Manager

IT Specialist

Contractor Name:	Currier, McCabe & Associates, Inc dba CMA Consulti
Federal ID#:	22-2580799

Federal ID#: 22-2580799

Region 1 Markup %

80.00%

REGION 1

Region 2 Markup % 80.00%

REGION 2

Hourly Bill Hourly Wage Skill Level Rate Rate Job Title IT Specialist Mid-Level \$33.25 \$59.86 IT Specialist Senior \$39.70 \$71.46 \$84.28 \$46.82 IT Specialist Expert \$19.67 \$35.40 Network Administrator Junior Mid-Level \$26.04 \$46.88 Network Administrator \$59.75 **Network Administrator** Senior \$33.19 \$37.58 \$67.65 Network Administrator Expert \$29.55 \$53.19 Network Architect Junior Network Architect Mid-Level \$37.23 \$67.02 Network Architect Senior \$44.98 \$80.96 \$49.81 \$89.66 Network Architect Expert Junior \$26.08 \$46.95 Operations Manager Mid-Level \$32.00 \$57.60 Operations Manager \$41.68 \$75.03 Operations Manager Senior Operations Manager Expert \$53.83 \$96.89 \$22.47 \$40.45 Programmer Junior Mid-Level \$32.58 \$58.64 Programmer Senior \$38.84 \$69.90 Programmer Expert \$44.2 \$79.58 Programmer \$46.95 Project Manager Junior \$26.08 Mid-Level \$32.00 \$57.60 Project Manager \$75.03 Senior \$41.68 Project Manager \$53.83 \$96.89 Project Manager Expert Security Analyst Junior \$22.30 \$40.14 \$52.44 Mid-Level \$29.14 Security Analyst Senior \$36.54 \$65.78 Security Analyst \$42.39 \$76.30 Security Analyst Expert Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 \$41.68 \$75.03 Security Manager Senior

Expert

Security Manager

\$53.83

\$96.89

Soperal State St		Skill Level	Hourly Wage Rate	Hourly Bill Rate
IT Specialist Senior \$39.70 \$71.46 IT Specialist Expert \$46.82 \$84.28 Network Administrator Junior \$19.67 \$35.40 Network Administrator Mid-Level \$26.04 \$46.88 Network Administrator Senior \$33.19 \$59.75 Network Administrator Expert \$37.58 \$67.65 Network Architect Junior \$29.55 \$53.19 Network Architect Mid-Level \$37.23 \$67.02 Network Architect Senior \$44.98 \$80.96 Network Architect Expert \$49.81 \$89.66 Operations Manager Junior \$26.08 \$46.95 Operations Manager Mid-Level \$32.00 \$57.60 Operations Manager Senior \$41.68 \$75.03 Operations Manager Expert \$53.83 \$96.89 Programmer Junior \$22.47 \$40.45 Programmer Mid-Level \$32.58 \$58.64 <	Job Title	MC-LLL	#00.05	\$50.00
Expert				
Network Administrator Junior \$19.67 \$35.40 Network Administrator Mid-Level \$26.04 \$46.88 Network Administrator Senior \$33.19 \$59.75 Network Administrator Expert \$37.58 \$67.65 Network Architect Junior \$29.55 \$53.19 Network Architect Mid-Level \$37.23 \$67.02 Network Architect Senior \$44.98 \$80.96 Network Architect Expert \$49.81 \$89.66 Operations Manager Junior \$26.08 \$46.95 Operations Manager Mid-Level \$32.00 \$57.60 Operations Manager Senior \$41.68 \$75.03 Operations Manager Expert \$53.83 \$96.89 Programmer Junior \$22.47 \$40.45 Programmer Mid-Level \$32.58 \$58.64 Programmer Senior \$38.84 \$69.90 Project Manager Junior \$26.08 \$46.95 <t< td=""><td></td><td></td><td></td><td></td></t<>				
Network Administrator Mid-Level \$26.04 \$46.88 Network Administrator Senior \$33.19 \$59.75 Network Administrator Expert \$37.58 \$67.65 Network Architect Junior \$29.55 \$53.19 Network Architect Mid-Level \$37.23 \$67.02 Network Architect Senior \$44.98 \$80.96 Network Architect Expert \$49.81 \$89.66 Operations Manager Junior \$26.08 \$46.95 Operations Manager Mid-Level \$32.00 \$57.60 Operations Manager Senior \$41.68 \$75.03 Operations Manager Expert \$53.83 \$96.89 Programmer Junior \$22.47 \$40.45 Programmer Mid-Level \$32.58 \$58.64 Programmer Mid-Level \$33.84 \$69.90 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 <t< td=""><td></td><td></td><td></td><td>· ·</td></t<>				· ·
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Network Architect Mid-Level \$37.23 \$67.02 Network Architect Senior \$44.98 \$80.96 Network Architect Expert \$49.81 \$89.66 Operations Manager Junior \$26.08 \$46.95 Operations Manager Mid-Level \$32.00 \$57.60 Operations Manager Senior \$41.68 \$75.03 Operations Manager Expert \$53.83 \$96.89 Programmer Junior \$22.47 \$40.45 Programmer Mid-Level \$32.58 \$58.64 Programmer Senior \$38.84 \$69.90 Programmer Expert \$44.21 \$79.58 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Senior \$36.54 \$65.78 Security Manager				·
Network Architect Senior \$44.98 \$80.96 Network Architect Expert \$49.81 \$89.66 Operations Manager Junior \$26.08 \$46.95 Operations Manager Mid-Level \$32.00 \$57.60 Operations Manager Senior \$41.68 \$75.03 Operations Manager Expert \$53.83 \$96.89 Programmer Junior \$22.47 \$40.45 Programmer Mid-Level \$32.58 \$58.64 Programmer Senior \$38.84 \$69.90 Programmer Expert \$44.21 \$79.58 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager <				· ·
Network Architect Expert \$49.81 \$89.66 Operations Manager Junior \$26.08 \$46.95 Operations Manager Mid-Level \$32.00 \$57.60 Operations Manager Senior \$41.68 \$75.03 Operations Manager Expert \$53.83 \$96.89 Programmer Junior \$22.47 \$40.45 Programmer Mid-Level \$32.58 \$58.64 Programmer Senior \$38.84 \$69.90 Programmer Expert \$44.21 \$79.58 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager <t< td=""><td></td><td></td><td>· ·</td><td>·</td></t<>			· ·	·
Operations Manager Junior \$26.08 \$46.95 Operations Manager Mid-Level \$32.00 \$57.60 Operations Manager Senior \$41.68 \$75.03 Operations Manager Expert \$53.83 \$96.89 Programmer Junior \$22.47 \$40.45 Programmer Mid-Level \$32.58 \$58.64 Programmer Senior \$38.84 \$69.90 Programmer Expert \$44.21 \$79.58 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Junior \$22.30 \$40.14 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager <td< td=""><td></td><td></td><td></td><td></td></td<>				
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Operations Manager Expert \$53.83 \$96.89 Programmer Junior \$22.47 \$40.45 Programmer Mid-Level \$32.58 \$58.64 Programmer Senior \$38.84 \$69.90 Programmer Expert \$44.21 \$79.58 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Senior \$41.68 \$75.03 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Mid-Level \$32.00 \$57.60 Security Manager				·
Programmer Junior \$22.47 \$40.45 Programmer Mid-Level \$32.58 \$58.64 Programmer Senior \$38.84 \$69.90 Programmer Expert \$44.21 \$79.58 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Senior \$41.68 \$75.03 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03			*	·
Programmer Mid-Level \$32.58 \$58.64 Programmer Senior \$38.84 \$69.90 Programmer Expert \$44.21 \$79.58 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Senior \$41.68 \$75.03 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Operations Manager			\$96.89
Programmer Senior \$38.84 \$69.90 Programmer Expert \$44.21 \$79.58 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Senior \$41.68 \$75.03 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Programmer	Junior	\$22.47	\$40.45
Programmer Expert \$44.21 \$79.58 Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Senior \$41.68 \$75.03 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Programmer	Mid-Level	\$32.58	\$58.64
Project Manager Junior \$26.08 \$46.95 Project Manager Mid-Level \$32.00 \$57.60 Project Manager Senior \$41.68 \$75.03 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Programmer	Senior	\$38.84	\$69.90
Project Manager Mid-Level \$32.00 \$57.60 Project Manager Senior \$41.68 \$75.03 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Programmer	Expert	· ·	\$79.58
Project Manager Senior \$41.68 \$75.03 Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Project Manager	Junior	\$26.08	\$46.95
Project Manager Expert \$53.83 \$96.89 Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Project Manager	Mid-Level	\$32.00	\$57.60
Security Analyst Junior \$22.30 \$40.14 Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Project Manager	Senior	\$41.68	\$75.03
Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03		Expert	\$53.83	\$96.89
Security Analyst Mid-Level \$29.14 \$52.44 Security Analyst Senior \$36.54 \$65.78 Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Security Analyst	Junior	\$22.30	\$40.14
Security Analyst Expert \$42.39 \$76.30 Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03		Mid-Level	\$29.14	\$52.44
Security Manager Junior \$26.08 \$46.95 Security Manager Mid-Level \$32.00 \$57.60 Security Manager Senior \$41.68 \$75.03	Security Analyst	Senior	\$36.54	\$65.78
Security ManagerMid-Level\$32.00\$57.60Security ManagerSenior\$41.68\$75.03	Security Analyst	Expert	\$42.39	\$76.30
Security ManagerMid-Level\$32.00\$57.60Security ManagerSenior\$41.68\$75.03	Security Manager	Junior	\$26.08	\$46.95
Security Manager Senior \$41.68 \$75.03	Security Manager	Mid-Level	\$32.00	\$57.60
Security Manager Expert \$53.83 \$96.89	, ,	Senior	\$41.68	\$75.03
	Security Manager	Expert	\$53.83	\$96.89

Region 3 Markup % 80.00%

REGION 3

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title		00407	000.05
IT Specialist	Mid-Level	\$34.97	\$62.95
IT Specialist	Senior	\$44.21	\$79.57
IT Specialist	Expert Junior	\$49.60	\$89.29
Network Administrator	Mid-Level	\$20.40	\$36.72
Network Administrator		\$26.93	\$48.48
Network Administrator	Senior	\$35.57	\$64.02
Network Administrator	Expert	\$40.06	\$72.10
Network Architect	Junior	\$26.49	\$47.68
Network Architect	Mid-Level	\$35.73	\$64.31
Network Architect	Senior	\$42.89	\$77.20
Network Architect	Expert	\$48.26	\$86.86
Operations Manager	Junior	\$28.53	\$51.35
Operations Manager	Mid-Level	\$34.54	\$62.18
Operations Manager	Senior	\$45.14	\$81.25
Operations Manager	Expert	\$56.20	\$101.15
Programmer	Junior	\$23.65	\$42.57
Programmer	Mid-Level	\$35.11	\$63.20
Programmer	Senior	\$41.44	\$74.59
Programmer	Expert	\$47.10	\$84.78
Project Manager	Junior	\$28.53	\$51.35
Project Manager	Mid-Level	\$34.54	\$62.18
Project Manager	Senior	\$45.14	\$81.25
Project Manager	Expert	\$56.20	\$101.15
Security Analyst	Junior	\$23.83	\$42.89
Security Analyst	Mid-Level	\$32.55	\$58.59
Security Analyst	Senior	\$38.98	\$70.17
Security Analyst	Expert	\$44.75	\$80.54
Security Manager	Junior	\$28.53	\$51.35
Security Manager	Mid-Level	\$34.54	\$62.18
Security Manager	Senior	\$45.14	\$81.25
Security Manager	Expert	\$56.20	\$101.15

Effective 7/1/2019 2 of 4

Contractor Name:	Currier, McCabe & Associates, Inc dba CMA Consult
Federal ID#:	22-2580799

Federal ID#: 22-2580799

REGION 1

Region 1 Markup %

80.00%

Region 2 Markup % 80.00%

Hourly Bill Hourly Wage Skill Level Rate Rate Job Title \$40.14 Junior \$22.30 Software Analyst Mid-Level \$29.14 \$52.44 Software Analyst \$36.54 \$65.78 Software Analyst Senior Software Analyst Expert \$42.39 \$76.30 \$29.55 \$53.19 Junior Software Architect Mid-Level \$37.23 \$67.02 Software Architect Senior \$44.98 \$80.96 Software Architect \$89.66 \$49.81 Software Architect Expert \$36.16 \$20.09 Software Developer Junior Mid-Level \$30.10 \$54.19 Software Developer \$63.15 Software Developer Senior \$35.08 Software Developer Expert \$38.70 \$69.66 \$23.78 \$42.80 Software Manager Junior \$29.38 \$52.88 Software Manager Mid-Level \$68.87 Software Manager Senior \$38.26 Expert \$47.84 \$86.11 Software Manager \$39.24 Systems Administrator Junior \$21.80 \$52.13 Mid-Level \$28.96 Systems Administrator \$65.03 \$36.13 Systems Administrator Senior \$41.48 \$74.66 Systems Administrator Expert Systems Analyst Junior \$22.30 \$40.14 Mid-Level \$29.14 \$52.44 Systems Analyst \$36.54 \$65.78 Systems Analyst Senior \$42.39 \$76.30 Systems Analyst Expert \$29.55 \$53.19 Systems Architect Junior \$67.02 Mid-Level \$37.23 Systems Architect \$80.96 \$44.98 Systems Architect Senior Systems Architect Expert \$49.81 \$89.66 Junior \$22.47 \$40.45 Systems Developer Mid-Level \$32.58 \$58.64 Systems Developer Systems Developer Senior \$38.84 \$69.90

	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title			
Software Analyst	Junior	\$22.30	\$40.14
Software Analyst	Mid-Level	\$29.14	\$52.44
Software Analyst	Senior	\$36.54	\$65.78
Software Analyst	Expert	\$42.39	\$76.30
Software Architect	Junior	\$29.55	\$53.19
Software Architect	Mid-Level	\$37.23	\$67.02
Software Architect	Senior	\$44.98	\$80.96
Software Architect	Expert	\$49.81	\$89.66
Software Developer	Junior	\$20.09	\$36.16
Software Developer	Mid-Level	\$30.10	\$54.19
Software Developer	Senior	\$35.08	\$63.15
Software Developer	Expert	\$38.70	\$69.66
Software Manager	Junior	\$23.78	\$42.80
Software Manager	Mid-Level	\$29.38	\$52.88
Software Manager	Senior	\$38.26	\$68.87
Software Manager	Expert	\$47.84	\$86.11
Systems Administrator	Junior	\$21.80	\$39.24
Systems Administrator	Mid-Level	\$28.96	\$52.13
Systems Administrator	Senior	\$36.13	\$65.03
Systems Administrator	Expert	\$41.48	\$74.66
Systems Analyst	Junior	\$22.30	\$40.14
Systems Analyst	Mid-Level	\$29.14	\$52.44
Systems Analyst	Senior	\$36.54	\$65.78
Systems Analyst	Expert	\$42.39	\$76.30
Systems Architect	Junior	\$29.55	\$53.19
Systems Architect	Mid-Level	\$37.23	\$67.02
Systems Architect	Senior	\$44.98	\$80.96
Systems Architect	Expert	\$49.81	\$89.66
Systems Developer	Junior	\$22.47	\$40.45
Systems Developer	Mid-Level	\$32.58	\$58.64
Systems Developer	Senior	\$38.84	\$69.90

Region 3 Markup % 80.00%

REGION 3

1-1. 101.	Skill Level	Hourly Wage Rate	Hourly Bill Rate
Job Title	Junior	#00.00	¢40.00
Software Analyst		\$23.83	\$42.89
Software Analyst	Mid-Level	\$32.55	\$58.59
Software Analyst	Senior	\$38.98	\$70.17
Software Analyst	Expert	\$44.75	\$80.54
Software Architect	Junior	\$31.72	\$57.10
Software Architect	Mid-Level	\$39.74	\$71.52
Software Architect	Senior	\$45.12	\$81.22
Software Architect	Expert	\$50.88	\$91.58
Software Developer	Junior	\$21.15	\$38.08
Software Developer	Mid-Level	\$30.51	\$54.92
Software Developer	Senior	\$37.61	\$67.69
Software Developer	Expert	\$41.60	\$74.88
Software Manager	Junior	\$24.72	\$44.49
Software Manager	Mid-Level	\$31.32	\$56.38
Software Manager	Senior	\$41.06	\$73.90
Software Manager	Expert	\$50.87	\$91.56
Systems Administrator	Junior	\$23.46	\$42.22
Systems Administrator	Mid-Level	\$31.13	\$56.03
Systems Administrator	Senior	\$39.49	\$71.08
Systems Administrator	Expert	\$44.71	\$80.48
Systems Analyst	Junior	\$23.83	\$42.89
Systems Analyst	Mid-Level	\$32.55	\$58.59
Systems Analyst	Senior	\$38.98	\$70.17
Systems Analyst	Expert	\$44.75	\$80.54
Systems Architect	Junior	\$31.72	\$57.10
Systems Architect	Mid-Level	\$39.74	\$71.52
Systems Architect	Senior	\$45.12	\$81.22
Systems Architect	Expert	\$50.88	\$91.58
Systems Developer	Junior	\$23.65	\$42.57
Systems Developer	Mid-Level	\$35.11	\$63.20
Systems Developer	Senior	\$41.44	\$74.59

Effective 7/1/2019 3 of 4

Contractor Name:	Currier, McCabe & Associates, Inc dba CMA Consult
Federal ID#:	22-2580799

Federal ID#: 22-2580799

REGION 1

Hourly Wage

Rate

\$44.21

\$18.12

\$20.50

\$24.0

\$27.33

\$19.89

\$23.57

\$29.39

\$33.67

\$19.89

\$23.57

\$29.39

\$33.67

\$19.67

\$26.04

\$33.19

\$37.58

\$19.89

\$23.57

\$29.39

\$33.67

\$20.09

\$30.10

\$35.08

\$38.70

\$26.08

\$32.00

\$41.68

\$53.83

Hourly Bill

Rate

\$79.58

\$32.62

\$36.89

\$43.33

\$49.19

\$35.80

\$42.43

\$52.90

\$60.61

\$35.80

\$42.43

\$52.90

\$60.61

\$35.40

\$46.88

\$59.75

\$67.65

\$35.80

\$42.43

\$52.90

\$60.61

\$36.16

\$54.19

\$63.15

\$69.66

\$46.95

\$57.60

\$75.03

\$96.89

Region 1 Markup %

Job Title

Tester

Tester

Tester

Tester

Systems Developer

Technical Writer

Technical Writer

Technical Writer

Technical Writer

Training Developer

Training Developer

Training Developer

Training Developer

Web Administrator

Web Administrator

Web Administrator

Web Administrator

Web Designer

Web Designer

Web Designer

Web Designer

Web Developer

Web Developer

Web Developer

Web Developer

Web Manager

Web Manager

Web Manager

Web Manager

80.00%

Skill Level

Expert

Junior

Senior

Expert

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Mid-Level

Region 2 Markup % 80.00%

Hourly Wage Hourly Bill Skill Level Rate Rate Job Title Systems Developer \$44.21 \$79.58 Expert \$18.12 \$32.62 Technical Writer Junior \$36.89 Technical Writer Mid-Level \$20.50 Technical Writer Senior \$24.07 \$43.33 \$27.33 \$49.19 Technical Writer Expert \$35.80 Junior \$19.89 **Tester** Mid-Level \$23.57 \$42.43 **Tester** \$29.39 \$52.90 **Tester** Senior \$33.67 \$60.61 Tester Expert \$19.89 \$35.80 Fraining Developer Junior \$42.43 Fraining Developer Mid-Level \$23.57 Fraining Developer Senior \$29.39 \$52.90 \$33.67 \$60.61 Training Developer Expert \$19.67 \$35.40 Web Administrator Junior Web Administrator Mid-Level \$26.04 \$46.88 Senior \$33.19 \$59.75 Web Administrator Web Administrator Expert \$37.58 \$67.65 \$35.80 \$19.89 Web Designer Junior \$23.57 \$42.43 Web Designer Mid-Level \$52.90 Web Designer Senior \$29.39 Web Designer Expert \$33.67 \$60.61 \$20.09 \$36.16 Web Developer Junior \$30.10 \$54.19 Web Developer Mid-Level \$35.08 \$63.15 Web Developer Senior \$38.70 \$69.66 Web Developer Expert \$26.08 Web Manager Junior \$46.95 \$57.60 Mid-Level \$32.00 Web Manager Web Manager Senior \$41.68 \$75.03 \$53.83 \$96.89 Web Manager Expert

Region 3 Markup % 80.00%

REGION 3

Hourly Wage **Hourly Bill Skill Level** Rate Rate Job Title Systems Developer Expert \$47.10 \$84.78 \$18.74 \$33.73 Technical Writer Junior \$22.02 \$39.63 Technical Writer Mid-Level Technical Writer Senior \$26.46 \$47.62 \$29.9 \$53.84 Expert Technical Writer \$34.37 Tester **Junior** \$19.09 Mid-Level \$22.39 \$40.31 Tester \$27.94 \$50.29 Tester Senior \$31.60 \$56.87 Tester Expert \$21.37 \$38.47 Training Developer Junior \$44.60 Training Developer Mid-Level \$24.78 Training Developer Senior \$30.80 \$55.44 \$33.40 \$60.12 Training Developer Expert \$20.40 \$36.72 Junior Web Administrator Web Administrator Mid-Level \$26.93 \$48.48 Senior \$35.57 \$64.02 Web Administrator Web Administrator Expert \$40.06 \$72.10 \$21.37 \$38.47 Web Designer Junior \$24.78 \$44.60 Web Designer Mid-Level \$30.80 \$55.44 Web Designer Senior Web Designer Expert \$33.40 \$60.12 \$21.15 \$38.08 Web Developer Junior Mid-Level \$30.5 \$54.92 Web Developer \$37.61 \$67.69 Web Developer Senior \$41.60 \$74.88 Web Developer Expert \$28.5 \$51.35 Web Manager Junior Mid-Level \$34.54 \$62.18 Web Manager Web Manager Senior \$45.14 \$81.25 Expert \$56.20 \$101.15 Web Manager

Effective 7/1/2019