IT STAFF AUGMENTATION CONTRACT - CATEGORY 1 - HOURLY BASED RATE CARD (FULLY BURDENED "NOT-TO-EXCEED" HOURLY RATE)								
JOB TITLE	JOB DESCRIPTION	APEX SYSTEMS LLC	CYNET SYSTEMS INC	DELOITTE CONSULTING LLP	EIGHT ELEVEN GROUP LLC dba BROOKSOURCE, MEDASOURCE, CALCULATED HIRE	HARVEY NASH INC	QUANTAM SOLUTIONS LLC	TEKSYSTEMS
		MA 758 2300001095	MA 758 2300001097	MA 758 2300001092	MA 758 2300001093	MA 758 2300001090	MA 758 2300001094	MA 758 2300001088
Application Architect	Primary responsibility is to gather user's business requirements and design a solution that meets those requirements. The contractor is responsible for developing requirement specifications, architecture	$110.00	$96.75	$250.00	$110.00	$95.00	$91.00	$94.00
Application Architect - Senior	Responsible for the translation and construction of complex business problems into sound technical solutions; provide technical and architectural direction to the software development team; ensure that	$125.00	$109.65	$350.00	$250.00	$120.00	$100.00	$101.00
Applications Developer	Analyzes, designs, customizes and implements programs, systems and procedures to meet complex requirements and specifications. Conducts analyses of	$96.00	$77.40	$175.00	$100.00	$80.00	$66.00	$79.00
Applications Developer - Senior	Provides analytical support for conceptualization, development and implementation of complex systems of multiple inter-linked programs. In-depth knowledge of all phases of client/server applications technology. Responsible for the analysis, design, coding, debugging, testing and documentation of computer programs. Broad experience in programming graphical user interfaces (GUI). Extensive knowledge and skill with object-oriented programming, relational database structures and Structured Query Language (SQL). May act as team or project leader on major applications projects.	$106.00	$83.85	$200.00	$115.00	$97.00	$82.00	$84.00
Applications Systems Analyst/Programmer I	Performs application systems analysis and programming duties of moderate complexity. Duties	$60.00	$49.02	$150.00	$75.00	$69.00	$55.00	$49.00
Applications Systems Analyst/Programmer II	Conducts and coordinates the analysis, design and implementation of information systems to meet user	$70.00	$61.92	$150.00	$85.00	$77.00	$61.00	$56.00
Applications Systems Analyst/Programmer III	Performs application systems analysis and programming duties. Duties include: confer with user	$75.00	$70.95	$175.00	$100.00	$97.00	$66.00	$67.00
Applications Systems Analyst/Programmer IV	Responsible for application systems analysis and programming activities for a major project, several	$80.00	$86.43	$200.00	$110.00	$110.00	$80.00	$72.00
Biztalk Services	Responsible for planning and development of systems and implementing the interoperability solutions between	NOT AVAILABLE	$77.40	$250.00	$115.00	$79.00	$54.00	$89.00
Business Analyst	Must be able to define a business problem, gather and document requirements, determine a business solution,	$72.00	$64.50	$200.00	$80.00	$65.00	$56.00	$68.00
Business Analyst - Senior	Works at the highest level of most phases of information systems analysis while considering the	$81.00	$77.40	$225.00	$90.00	$75.00	$61.00	$78.00
Business Objects Services	Responsible for planning and the development of systems and implementing the interoperability solutions	$84.00	83.85	$250.00	$80.00	$83.00	$76.00	$77.00
Client Server Applications Developer I	Participates in the analysis, design and implementation of programs, systems and procedures to meet specific	$68.00	$47.73	$150.00	$70.00	$72.00	$47.00	$62.00
Client Server Applications Developer II	Analyzes, designs and implements programs, systems and procedures to meet requirements and	$76.00	$58.05	$150.00	$80.00	$75.00	$57.00	$70.00
Client Server Applications Developer III	Analyzes, designs, customizes and implements programs, systems and procedures to meet complex	$80.00	$68.37	$175.00	$90.00	$83.00	$63.00	$83.00
Client Server Applications Developer IV	Provides analytical support for conceptualization, development and implementation of complex systems	$83.00	$78.69	$200.00	$100.00	$92.00	$74.00	$93.00
Cloud Architect	Responsible for designing and building infrastructure resources that enable the business to securely run	$130.00	$103.20	$250.00	$110.00	$85.00	$87.00	$122.00
Cloud Architect - Senior	Performs technical planning, architecture development and modification of specifications for cloud computing	$150.00	$116.10	$350.00	$250.00	$95.00	$109.00	$137.00
Cloud Engineer	Primary responsibility is to implement fully automated (IAAC/Terraform), secure, reliable, scalable & resilient	$104.00	$83.85	$175.00	$85.00	$75.00	$79.00	$103.00
Cloud Engineer - Senior	Enables DevOps development activities and complex development tasks that will involve working with tools	$121.00	$90.30	$200.00	$100.00	$85.00	$83.00	$113.00

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Communications Analyst	Provides operational technical and analytical support for network oriented projects. These duties include		$49.00	$45.15	$125.00	$60.00	$56.00	$39.00	$61.00
Communications Analyst - Senior	Provides high level technical support for voice/data communications systems. Designs and recommends		$55.00	$51.60	$150.00	$75.00	$63.00	$48.00	$68.00
Communications Specialist	Responsible for modifying , installing, aligning and repairing base/mobile/portable omni-directional radio		$50.00	$54.18	$175.00	$85.00	$59.00	$36.00	$50.00
Cybersecurity Specialist	Responsible for the attack and penetration testing and red team assessments within the organization. Utilizes		$100.00	$70.95	$200.00	$250.00	$75.00	$68.00	$74.00
Data Analyst	Utilizes program development series or other technical tools (SAS; SQL; business objects) for agency		$53.00	$58.05	$175.00	$70.00	$62.00	$46.00	$67.00
Data Architect	Works at the highest level of all phases of data architecture; designs databases for recovery, high		$111.00	$90.30	$250.00	$250.00	$85.00	$80.00	$108.00
Data Developer	Creates tactical solutions to achieve long-term objectives and an overall data management roadmap.		$96.00	$70.95	$175.00	$85.00	$76.00	$86.00	$93.00
Data Reporting Analyst	Utilizes program Cognos development series or other technical tools (SAS; SQL; business objects) for		$64.00	$58.05	$175.00	$80.00	$70.00	$47.00	$74.00
Data Scientist	Applies data mining and processing techniques, conduct statistical analysis, and build high-quality predictive tools to contribute high quality analysis to business and policy projects. Develops strategies to solve complex policy and business problems by applying advanced data-driven solutions composed of predictive modeling, statistical methods and cognitive computing components. Mines, processes, and analyzes large volumes of complex data from a variety of sources (administrative, social, device, etc.).		$106.00	$90.30	$200.00	$110.00	$69.00	$67.00	$125.00
Data Warehousing Analyst	Works at a senior level carrying out a wide variety of advanced technical duties. Duties include: review data loaded into the warehouse for accuracy; develop, maintain and support enterprise warehouse system and corresponding data marts; troubleshoot and tune existing warehouse applications; establish written procedures; research and create new or enhanced components of the warehouse; provide project		$70.00	$63.21	$175.00	$90.00	$72.00	$71.00	$86.00
Data Warehousing Developer	Works at a specialist level and is responsible for the development and maintenance of data warehouse		$97.00	$79.98	$175.00	$100.00	$75.00	$62.00	$90.00
Database Administrator	Evaluates, designs and manages database systems in a client/server or mainframe environment. Works with		$82.00	$64.50	$200.00	$80.00	$69.00	$68.00	$81.00
Database Administrator - Senior	Evaluates, designs and manages database systems in a client/server or mainframe environment. Works with user to analyze requirements and defines specifications for database access, structure, functional capabilities, documentation, security, backup and recovery. Performs validation checks, maintains database dictionaries and coordinates installation of new and revised database systems. Requires thorough knowledge of relational database systems, Structured Query Language (SQL) and a working knowledge of referential integrity, triggers and stored procedures.		$100.00	$77.40	$250.00	$90.00	$77.00	$73.00	$88.00
Database Designer/Analyst	Responsible for working with the Customers, Analysts and Developers to create conceptual, logical and physical data models based upon project requirements and enterprise standards. Responsible for ensuring sound data structure design is implemented and that completed data dictionary information is recorded. Supports analyst activity of mapping Use Case Data Elements to Data Model Attributes and works with the		$82.00	$90.30	$175.00	$70.00	$75.00	$65.00	$86.00
Desktop Engineer/Support	Responsible for coordination, implementation, and maintaining end-user technology offerings. Ensures the		$59.00	$28.38	$150.00	$65.00	$44.00	$38.00	$49.00

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DevOps Architect	Responsible for the overall continuous deployment strategy; both hands-on and the strategic vision around deployment working closely with key stakeholders across the company. Leverages cloud and bare-metal / on-prem solutions. Plans, builds and runs a complete CI/CD pipeline on both cloud and bare-metal/in-house. Collects technical requirements from stakeholders and helps build a complete CI/CD strategy and objectives. Leads technical and design discussions to help speed the adoption of new technologies and practices. Serves as a thought leader and SME for DevOps industry trends, new and existing technology offerings, and architectural concepts.		$150.00	$103.20	$250.00	$250.00	$90.00	$91.00	$102.00
DevOps Developer	Responsible for deploying, automating, maintaining and managing cloud-based systems, to ensure the		$130.00	$83.85	$175.00	$100.00	$83.00	$67.00	$94.00
Disaster Recovery Analyst	Responsible for the development and maintenance of the agency disaster recovery and business continuity		$100.00	$64.50	$175.00	$85.00	$59.00	$63.00	$71.00
General IT Support Services	Supports a specific area of expertise in an IT area. This person is not responsible for the area, however		$49.00	$28.38	$150.00	$55.00	$55.00	$38.00	$49.00
GIS Development & Support Specialist	Responsible for identifying areas for implementation of geographic information systems related to databases,		$72.00	$46.44	$200.00	$90.00	$58.00	$36.00	$54.00
Help Desk Specialist	Provides second tier support to end users for PC, server and/or mainframe applications and hardware;		$36.00	$28.38	$150.00	$50.00	$45.00	$36.00	$39.00
Help Desk Specialist Senior	Responsible for providing the technical expertise necessary to build, monitor, upgrade and troubleshoot		$43.00	$33.54	$150.00	$60.00	$58.00	$42.00	$45.00
Imaging Specialist	Provides services in the areas of project management, implementation, technical support and/or operations		$36.00	$38.70	$200.00	$50.00	$56.00	$34.00	$44.00
Information Security Analyst	Evaluates, tests and documents security solutions and controls. . Develops security configuration standards		$80.00	$72.24	$150.00	$85.00	$69.00	$66.00	$68.00
Information Security Architect	Responsible for the translation and construction of complex security problems into sound technical		$110.00	$96.75	$250.00	$120.00	$85.00	$122.00	$89.00
Junior Developer - Java	Responsible for Object Oriented Analysis and Design for, but not limited to, XML, HTML, SQL, UML, JSP,		$68.00	$58.05	$150.00	$65.00	$58.00	$47.00	$52.00
Junior Developer - Microsoft	Responsible for developing distributed systems on Microsoft platform for, but not limited to, ASP.NET, C#,		$65.00	$51.60	$150.00	$65.00	$58.00	$54.00	$52.00
Machine Learning Specialist	Applies machine learning algorithms for natural language processing/generation tasks. Designs,		$106.00	$90.30	$200.00	$100.00	$65.00	$106.00	$89.00
Microsoft SharePoint Services	Provides services in the areas of project management, implementation, technical support and/or operations		$113.00	$77.40	$200.00	$150.00	$79.00	$78.00	$80.00
Network Analyst	Monitors and responds to complex technical hardware and software problems utilizing a variety of testing tools		$58.00	$45.15	$150.00	$70.00	$69.00	$52.00	$79.00
Network Analyst - Senior	Monitors and responds to complex technical hardware and software problems utilizing a variety of testing tools		$65.00	$51.60	$200.00	$90.00	$78.00	$65.00	$85.00
Network Engineer	Determines network requirements for designing and developing hardware, software and		$84.00	$70.95	$150.00	$75.00	$70.00	$61.00	$84.00
Network Engineer - Senior	Determines network requirements for designing and developing hardware, software and		$95.00	$77.40	$200.00	$90.00	$77.00	$68.00	$95.00
Network Engineer I	Assists in assessing network requirements for designing and developing hardware, software and		$65.00	$38.70	$150.00	$65.00	$70.00	$52.00	$62.00
Network Engineer II	Assesses network requirements for designing and developing hardware, software and		$84.00	$43.86	$175.00	$80.00	$75.00	$62.00	$76.00
Network Engineer III	Determines network requirements for designing and developing hardware, software and		$95.00	$58.05	$175.00	$92.00	$80.00	$73.00	$89.00
Network Engineer IV	Determines network requirements for designing and developing hardware, software and		$105.00	$70.95	$200.00	$105.00	$85.00	$76.00	$99.00

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Networking Specialist	Perform configuration analysis, including: Analysis of existing networking infrastructure and		$75.00	$77.40	$200.00	$250.00	$70.00	$55.00	$60.00
Organizational Change Management Specialist	Provides expert communications support to portfolio and project teams to ensure that the appropriate level		$127.00	$70.95	$200.00	$150.00	$75.00	$46.00	$75.00
Project Coordinator	Coordinates activities and resources in support of technical projects that impact multiple departments,		$52.00	$42.57	$150.00	$150.00	$59.00	$41.00	$51.00
Project Manager	Manages, plans, organizes and controls all development activities of IT projects at varying levels		$95.00	$77.40	$250.00	$80.00	$80.00	$61.00	$74.00
Project Manager - Certified	Responsible for management of technical projects in whole or in part. Can direct technical staff and manage		$95.00	$83.85	$250.00	$85.00	$89.00	$77.00	$95.00
Project Manager – Non-Certified	Responsible for management of technical projects in whole or in part. Can direct technical staff and manage		$95.00	$77.40	$250.00	$80.00	$70.00	$60.00	$74.00
Project Manager - Senior	Manages, plans, organizes and controls all operations and activities of large IT projects at varying levels of		$108.00	$90.30	$350.00	$250.00	$80.00	$91.00	$90.00
Quality Assurance Analyst	Provides expert quality assurance services; performs and leads tests to ensure that all systems meet		$80.00	$51.60	$150.00	$65.00	$69.00	$51.00	$64.00
Quality Assurance Test Manager	Works with network and DBA staff to ensure that the testing environment, test database, test and test/training		$105.00	$73.53	$250.00	$80.00	$77.00	$76.00	$74.00
Release Manager	Employee provides release management for combined application and systems infrastructure releases. Duties		$95.00	$83.85	$250.00	$93.00	$75.00	$89.00	$78.00
Salesforce Administrator Developer	Serves as primary System Administrator for the Salesforce environments. Handles all administrative		$106.00	$77.40	$200.00	$100.00	$95.00	$66.00	$99.00
SAP Services	Responsible for technical support in a multi-discipline IT environment targeting SAP systems, specifically for		$136.00	$61.92	$200.00	$150.00	$120.00	$135.00	$165.00
Senior Developer - COBOL	Responsible for the analysis and design, in addition to coding to include but not limited to DB2, IMS DB/DC,		$85.00	$60.63	$200.00	$85.00	$69.00	$59.00	$80.00
Senior Developer - JAVA	Responsible for Object Oriented Analysis and Design for, but not limited to, XML, HTML, SQL, UML, JSP,		$106.00	$90.30	$200.00	$110.00	$79.00	$74.00	$86.00
Senior Developer - Microsoft	Responsible for developing distributed systems on Microsoft platform for, but not limited to, ASP.NET, C#,		$103.00	$85.14	$200.00	$100.00	$79.00	$76.00	$84.00
Server & Data Storage Management	Responsible for working with servers in an enterprise environment. Microsoft Windows Server technology,		$70.00	$70.95	$200.00	$110.00	$70.00	$60.00	$72.00
Server Administrator	Responsible for server and storage systems, including capacity planning, design, implementation, and ongoing		$82.00	$59.34	$200.00	$75.00	$73.00	$69.00	$75.00
ServiceNow Developer - Senior	Requires strong ServiceNow Development skills; 3+ years as Developer. Ability to apply innovative		$105.00	$90.30	$200.00	$120.00	$75.00	$74.00	$108.00
Siebel Services	Responsible for the design, development, marketing, and support of customer relationship management		$74.00	$83.85	$200.00	$110.00	$95.00	$85.00	$88.00
Software Systems Analyst/Programmer I	Assists in the implementation, design and analysis of software/systems technical support and operating		$70.00	$43.86	$150.00	$60.00	$69.00	$54.00	$57.00
Software Systems Analyst/Programmer II	Supports the analysis, design and implementation of software/systems technical support and operating		$75.00	$51.60	$175.00	$75.00	$73.00	$67.00	$68.00
Software Systems Analyst/Programmer III	Plans, conducts and coordinates the analysis, design and implementation of software/systems technical		$83.00	$65.79	$175.00	$85.00	$82.00	$73.00	$81.00
Software Systems Analyst/Programmer IV	Plans, conducts and coordinates the application of state-of-the-art information processing techniques in		$90.00	$82.56	$200.00	$100.00	$90.00	$80.00	$93.00
System Architect	Responsible for working with project managers, developers, and management to help deliver		$112.00	$90.30	$250.00	$115.00	$89.00	$83.00	$100.00
Systems Administrator	Administers, directs and integrates the organization's networks in a multiple platform, protocol and operating		$70.00	$45.15	$200.00	$75.00	$60.00	$53.00	$59.00
Systems Administrator - Senior	Manages, directs and integrates the organization's networks in a multiple platform, protocol and operating		$80.00	$64.50	$200.00	$95.00	$80.00	$68.00	$74.00

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			MA 758 2300001095	MA 758 2300001097	MA 758 2300001092	MA 758 2300001093	MA 758 2300001090	MA 758 2300001094	MA 758 2300001088
Systems Administrator I	At a basic level, administers, directs and integrates the organization's Local Area Network (LAN) in a multiple platform, protocol and operating systems environment. Plans, coordinates, implements and supports the LAN hardware, software, Internet /intranet/Extranet integration and linkage. Researches vendor products and recommends purchase, development or enhancement of network hardware, software and telecommunications. Establishes performance standards, policies and procedures. Coordinates systems training for users. Knowledge of JavaScript, CORBA, PPTP and groupware products. Experienced with LAN protocols such as TCP/IP, HTTP, FTP, Ethernet, token ring, ARCNET, HTML, CGI, routers, hubs and servers. Troubleshoots LAN systems to maintain operational integrity and coordinates efforts with vendors for upgrades and network maintenance. Adheres to LAN, Internet/Intranet/Extranet policies,		$56.00	$32.25	$175.00	$60.00	$60.00	$46.00	$54.00
Systems Administrator II	Administers, directs and integrates the organization's networks in a multiple platform, protocol and operating		$70.00	$45.15	$175.00	$70.00	$70.00	$57.00	$63.00
Systems Administrator III	Manages, directs and integrates the organization's networks in a multiple platform, protocol and operating		$80.00	$64.50	$200.00	$95.00	$80.00	$66.00	$72.00
Technical Analyst	Once the business solution is identified, the technical analyst determines and documents technical		$75.00	$59.34	$150.00	$60.00	$75.00	$59.00	$69.00
Technical Trainer	Provides classroom and individual user training on various applications; trains IT staff on emerging		$60.00	$55.47	$150.00	$80.00	$82.00	$51.00	$55.00
Technical Writing, Training, etc.	Responsible for writing and editing technical documentation; develop and maintain installation,		$61.00	$56.76	$175.00	$75.00	$72.00	$68.00	$59.00
UI UX Designer	Primary responsibility is to work on UX and UI design efforts, creating prototypes and wireframes, refining		$88.00	$77.40	$200.00	$90.00	$77.00	$49.00	$79.00
Unified Communications Analyst	Responsible for support and implementation of telecommunication equipment, including voice and data		$60.00	$68.37	$200.00	$60.00	$56.00	$58.00	$65.00
Virtualization Specialist	Responsible for working with server virtualization in an enterprise environment to include but not limited to		$65.00	$77.40	$200.00	$110.00	$69.00	$58.00	$66.00
Web Developer	Designs, develops, troubleshoots, debugs and implements software code (such as, but not limited to,		$85.00	$60.63	$150.00	$85.00	$69.00	$60.00	$65.00
Web Developer - Senior	Designs, develops, troubleshoots, debugs and implements software code (such as, but not limited to,		$96.00	$69.66	$200.00	$100.00	$80.00	$70.00	$75.00
Web Designer	At a basic level, designs and builds web page components using a variety of graphics software		$62.00	$61.92	$150.00	$60.00	$69.00	$64.00	$69.00
Web Designer - Senior	Designs and builds web pages and web links using a variety of graphics software applications, techniques		$73.00	$73.53	$200.00	$80.00	$75.00	$71.00	$75.00
Web Graphics Designer	Responsible for Interface Design, accessibility standards, industry standards and trends, platform		$52.00	$59.34	$150.00	$70.00	$69.00	$61.00	$59.00
Web Software Developer I	At a basic level, designs, develops, troubleshoots, debugs and implements software code (such as, but		$74.00	$39.99	$150.00	$60.00	$68.00	$61.00	$60.00
Web Software Developer II	Designs, develops, troubleshoots, debugs and implements software code (such as, but not limited to,		$85.00	$46.44	$175.00	$75.00	$75.00	$64.00	$69.00
Web Software Developer III	Designs, develops, troubleshoots, debugs and implements software code (such as, but not limited to,		$96.00	$58.05	$200.00	$85.00	$80.00	$71.00	$78.00
Web Technical Administrator	Responsible for maintaining the overall technical integrity of the organization's web site. Administers web		$59.00	$73.53	$200.00	$100.00	$75.00	$61.00	$68.00