

**TABLE B-1a**  
**Labor Hour Rates**  
**Montgomery, AL**

LABOR CATEGORIES	HOURLY RATE				
	FY03	FY04	FY05	FY06	FY07
Task Leader	81.44	84.70	88.09	91.61	95.27
Senior Functional Area Analyst	70.13	72.94	75.85	78.89	82.04
Functional Analyst	54.43	56.61	58.87	61.23	63.68
Senior Software Engineer	77.25	80.34	83.55	86.90	90.37
Software Engineer	63.24	65.77	68.40	71.14	73.98
Entry-level Software Engineer	48.49	48.49	48.49	48.49	48.49
Senior System Analyst	64.98	67.58	70.28	73.09	76.02
Systems Analyst	51.03	53.07	55.19	57.40	59.70
Junior Systems Analyst	37.09	37.09	37.09	37.09	37.09
Senior Programmer	66.79	69.46	72.24	75.13	78.13
Programmer	56.66	58.93	61.28	63.73	66.28
Junior Programmer	42.56	42.56	42.56	42.56	42.56
Senior Communications Engineer	73.46	76.40	79.45	82.63	85.94
Communications Engineer	53.53	55.67	57.90	60.21	62.62
Communications Specialist	62.01	64.49	67.07	69.75	72.54
Network Manager	60.52	62.94	65.46	68.08	70.80
Network Administrator	48.49	50.43	52.45	54.54	56.73
Configuration Management Specialist	44.53	46.31	48.16	50.09	52.09
Data Management Specialist	41.04	42.68	44.39	46.16	48.01
Data Base Management Specialist	64.98	67.58	70.28	73.09	76.02
Quality Assurance Specialist	51.74	53.81	55.96	58.20	60.53
Test and Evaluation Specialist	47.15	49.04	51.00	53.04	55.16
Senior Business Engineer	80.03	83.23	86.56	90.02	93.62
Business Engineer	61.50	63.96	66.52	69.18	71.95
Principal Web Technologies Applications Developer	75.06	78.06	81.18	84.43	87.81
Senior Web Technologies Applications Developer	64.17	66.74	69.41	72.18	75.07
Web Technologies Applications Developer	53.09	55.21	57.42	59.72	62.11
Junior Web Technologies Applications Developer	41.04	41.04	41.04	41.04	41.04
Computer Operations Supervisor	46.60	48.46	50.40	52.42	54.52
Shift Supervisor/Senior Computer Operator	37.09	37.09	37.09	37.09	37.09
Computer Operator	30.91	30.91	30.91	30.91	30.91
Junior Computer Operator	25.52	25.52	25.52	25.52	25.52
Tape Librarian	25.48	25.48	25.48	25.48	25.48
Computer Aide	21.47	21.47	21.47	21.47	21.47
Technical Writer	37.76	39.27	40.84	42.47	44.17
Administrative Specialist	26.08	26.08	26.08	26.08	26.08
System Administrator	49.51	51.49	53.55	55.69	57.92
Scientific Systems Analyst	74.48	77.46	80.56	83.78	87.13
Operations Systems Security Specialist	62.44	64.94	67.54	70.24	73.05
Assistant Operation Systems Security Specialist	48.09	50.01	52.01	54.09	56.26
Scientific Subject Matter Specialist*	114.09	118.65	123.40	128.34	133.47

\* The rate proposed for this labor category will be a not-to-exceed (NTE) rate listed in the contract. An actual rate for this category will be negotiated for each task order. The actual task order rate shall not be more than the NTE listed in the B-Table.

**TABLE B-1b**  
**Labor Hour Rates**  
**Dayton, OH**

LABOR CATEGORIES	HOURLY RATE				
	FY03	FY04	FY05	FY06	FY07
Task Leader	91.42	95.08	98.88	102.84	106.95
Senior Functional Area Analyst	78.72	81.87	85.14	88.55	92.09
Functional Analyst	61.10	63.54	66.09	68.73	71.48
Senior Software Engineer	86.71	90.18	93.79	97.54	101.44
Software Engineer	70.99	73.83	76.78	79.85	83.05
Entry-level Software Engineer	54.43	54.43	54.43	54.43	54.43
Senior System Analyst	72.94	75.86	78.89	82.05	85.33
Systems Analyst	57.28	59.57	61.95	64.43	67.01
Junior Systems Analyst	45.48	45.48	45.48	45.48	45.48
Senior Programmer	74.97	77.97	81.09	84.33	87.70
Programmer	63.60	66.14	68.79	71.54	74.40
Junior Programmer	47.77	47.77	47.77	47.77	47.77
Senior Communications Engineer	82.46	85.76	89.19	92.76	96.47
Communications Engineer	60.09	62.49	64.99	67.59	70.30
Communications Specialist	69.61	72.39	75.29	78.30	81.43
Network Manager	67.93	70.65	73.47	76.41	79.47
Network Administrator	54.43	56.61	58.87	61.23	63.68
Configuration Management Specialist	49.98	51.98	54.06	56.22	58.47
Data Management Specialist	46.07	47.91	49.83	51.82	53.90
Data Base Management Specialist	72.94	75.86	78.89	82.05	85.33
Quality Assurance Specialist	58.08	60.40	62.82	65.33	67.95
Test and Evaluation Specialist	52.93	55.05	57.25	59.54	61.92
Senior Business Engineer	89.83	93.42	97.16	101.05	105.09
Business Engineer	69.03	71.79	74.66	77.65	80.76
Principal Web Technologies Applications Developer	84.25	87.62	91.12	94.77	98.56
Senior Web Technologies Applications Developer	72.03	74.91	77.91	81.02	84.26
Web Technologies Applications Developer	59.59	61.97	64.45	67.03	69.71
Junior Web Technologies Applications Developer	46.07	46.07	46.07	46.07	46.07
Computer Operations Supervisor	52.31	54.40	56.58	58.84	61.20
Shift Supervisor/Senior Computer Operator	41.63	41.63	41.63	41.63	41.63
Computer Operator	34.70	34.70	34.70	34.70	34.70
Junior Computer Operator	28.65	28.65	28.65	28.65	28.65
Tape Librarian	28.60	28.60	28.60	28.60	28.60
Computer Aide	24.10	24.10	24.10	24.10	24.10
Technical Writer	42.39	44.09	45.85	47.68	49.59
Administrative Specialist	29.27	29.27	29.27	29.27	29.27
System Administrator	55.57	57.79	60.10	62.51	65.01
Scientific Systems Analyst	83.60	86.94	90.42	94.04	97.80
Operations Systems Security Specialist	70.09	72.89	75.81	78.84	82.00
Assistant Operation Systems Security Specialist	53.98	56.14	58.38	60.72	63.15
Scientific Subject Matter Specialist*	128.07	133.19	138.52	144.06	149.82

\* The rate proposed for this labor category will be a not-to-exceed (NTE) rate listed in the contract. An actual rate for this category will be negotiated for each task order. The actual task order rate shall not be more than the NTE listed in the B-Table.

**TABLE B-2a**  
**Firm Fixed Price Rates**  
**Montgomery, AL**

LABOR CATEGORIES	HOURLY RATE				
	FY03	FY04	FY05	FY06	FY07
Task Leader	83.29	86.62	90.09	93.69	97.44
Senior Functional Area Analyst	71.72	74.59	77.57	80.68	83.90
Functional Analyst	55.67	57.90	60.21	62.62	65.13
Senior Software Engineer	79.01	82.17	85.46	88.88	92.43
Software Engineer	64.68	67.27	69.96	72.76	75.67
Entry-level Software Engineer	49.59	49.59	49.59	49.59	49.59
Senior System Analyst	66.46	69.12	71.88	74.76	77.75
Systems Analyst	52.19	54.28	56.45	58.71	61.05
Junior Systems Analyst	37.93	37.93	37.93	37.93	37.93
Senior Programmer	68.31	71.04	73.88	76.84	79.91
Programmer	57.95	60.27	62.68	65.19	67.79
Junior Programmer	43.53	43.53	43.53	43.53	43.53
Senior Communications Engineer	75.13	78.14	81.26	84.51	87.89
Communications Engineer	54.75	56.94	59.22	61.59	64.05
Communications Specialist	63.42	65.96	68.60	71.34	74.19
Network Manager	61.90	64.38	66.95	69.63	72.41
Network Administrator	49.59	51.57	53.64	55.78	58.01
Configuration Management Specialist	45.54	47.36	49.26	51.23	53.28
Data Management Specialist	41.97	43.65	45.39	47.21	49.10
Data Base Management Specialist	68.46	69.12	71.88	74.76	77.75
Quality Assurance Specialist	52.92	55.04	57.24	59.53	61.91
Test and Evaluation Specialist	48.22	50.15	52.15	54.24	56.41
Senior Business Engineer	81.85	85.12	88.53	92.07	95.75
Business Engineer	62.90	65.42	68.03	70.75	73.58
Principal Web Technologies Applications Developer	76.77	79.84	83.03	86.36	89.81
Senior Web Technologies Applications Developer	65.63	68.25	70.98	73.82	76.78
Web Technologies Applications Developer	54.30	56.47	58.73	61.08	63.52
Junior Web Technologies Applications Developer	41.97	41.97	41.97	41.97	41.97
Computer Operations Supervisor	47.66	49.57	51.55	53.61	55.76
Shift Supervisor/Senior Computer Operator	37.93	37.93	37.93	37.93	37.93
Computer Operator	31.61	31.61	31.61	31.61	31.61
Junior Computer Operator	26.10	26.10	26.10	26.10	26.10
Tape Librarian	26.06	26.06	26.06	26.06	26.06
Computer Aide	21.96	21.96	21.96	21.96	21.96
Technical Writer	38.62	40.16	41.77	43.44	45.18
Administrative Specialist	26.67	26.67	26.67	26.67	26.67
System Administrator	50.64	52.67	54.77	56.96	59.24
Scientific Systems Analyst	76.17	79.22	82.39	85.68	89.11
Operations Systems Security Specialist	63.86	66.41	69.07	71.83	74.71
Assistant Operation Systems Security Specialist	49.18	51.15	53.19	55.32	57.53
Scientific Subject Matter Specialist*	116.68	121.35	126.20	131.25	136.50

\* The rate proposed for this labor category will be a not-to-exceed (NTE) rate listed in the contract. An actual rate for this category will be negotiated for each task order. The actual task order rate shall not be more than the NTE listed in the B-Table.

**TABLE B-2b**  
**Firm Fixed Price Rates**  
**Dayton, OH**

LABOR CATEGORIES	HOURLY RATE				
	FY03	FY04	FY05	FY06	FY07
Task Leader	93.49	97.23	101.12	105.16	109.37
Senior Functional Area Analyst	80.51	83.73	87.08	90.56	94.19
Functional Analyst	62.49	64.99	67.59	70.29	73.10
Senior Software Engineer	88.68	92.23	95.92	99.75	103.74
Software Engineer	72.60	75.50	78.52	81.67	84.93
Entry-level Software Engineer	55.67	55.67	55.67	55.67	55.67
Senior System Analyst	74.60	77.58	80.69	83.91	87.27
Systems Analyst	58.58	60.92	63.36	65.89	68.53
Junior Systems Analyst	46.51	46.51	46.51	46.51	46.51
Senior Programmer	76.68	79.75	82.94	86.25	89.70
Programmer	65.05	67.65	70.36	73.17	76.10
Junior Programmer	48.86	48.86	48.86	48.86	48.86
Senior Communications Engineer	84.33	87.70	91.21	94.86	98.65
Communications Engineer	61.45	63.91	66.46	69.12	71.89
Communications Specialist	71.19	74.04	77.00	80.08	83.28
Network Manager	69.48	72.26	75.15	78.16	81.28
Network Administrator	55.67	57.90	60.21	62.62	65.13
Configuration Management Specialist	51.12	53.16	55.29	57.50	59.80
Data Management Specialist	47.11	48.99	50.95	52.99	55.11
Data Base Management Specialist	74.60	77.58	80.69	83.91	87.27
Quality Assurance Specialist	59.40	61.78	64.25	66.82	69.49
Test and Evaluation Specialist	54.13	56.30	58.55	60.89	63.32
Senior Business Engineer	91.88	95.56	99.38	103.35	107.49
Business Engineer	70.60	73.42	76.36	79.42	82.59
Principal Web Technologies Applications Developer	86.17	89.62	93.20	96.93	100.81
Senior Web Technologies Applications Developer	73.67	76.62	79.68	82.87	86.18
Web Technologies Applications Developer	60.95	63.39	65.92	68.56	71.30
Junior Web Technologies Applications Developer	47.11	47.11	47.11	47.11	47.11
Computer Operations Supervisor	53.50	55.64	57.87	60.18	62.59
Shift Supervisor/Senior Computer Operator	42.58	42.58	42.58	42.58	42.58
Computer Operator	35.48	35.48	35.48	35.48	35.48
Junior Computer Operator	29.30	29.30	29.30	29.30	29.30
Tape Librarian	29.25	29.25	29.25	29.25	29.25
Computer Aide	24.65	24.65	24.65	24.65	24.65
Technical Writer	43.35	45.08	46.89	48.76	50.71
Administrative Specialist	29.94	29.94	29.94	29.94	29.94
System Administrator	56.84	59.11	61.48	63.94	66.49
Scientific Systems Analyst	85.50	88.92	92.48	96.18	100.02
Operations Systems Security Specialist	71.68	74.55	77.53	80.63	83.86
Assistant Operation Systems Security Specialist	55.21	57.42	59.71	62.10	64.59
Scientific Subject Matter Specialist*	130.98	136.22	141.67	147.33	153.23

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**TABLE B-3a**  
**Cost Plus Fixed Fee Rates**  
**Montgomery, AL**

<b>LABOR CATEGORIES</b>	<b>FY 03</b>	<b>FY 04</b>	<b>FY 05</b>	<b>FY 06</b>	<b>FY 07</b>
Task Leader	80.33	83.54	86.88	90.36	93.97
Senior Functional Area Analyst	69.17	71.94	74.82	77.81	80.92
Functional Analyst	53.69	55.84	58.07	60.39	62.81
Senior Software Engineer	76.20	79.24	82.41	85.71	89.14
Software Engineer	62.38	64.87	67.47	70.17	72.97
Entry-level Software Engineer	47.83	47.83	47.83	47.83	47.83
Senior System Analyst	64.09	66.66	69.32	72.10	74.98
Systems Analyst	50.33	52.35	54.44	56.62	58.88
Junior Systems Analyst	36.58	36.58	36.58	36.58	36.58
Senior Programmer	65.88	68.51	71.25	74.11	77.07
Programmer	55.89	58.12	60.45	62.87	65.38
Junior Programmer	41.98	41.98	41.98	41.98	41.98
Senior Communications Engineer	72.46	75.36	78.37	81.51	84.77
Communications Engineer	52.80	54.91	57.11	59.39	61.77
Communications Specialist	61.16	63.61	66.16	68.80	71.55
Network Manager	59.69	62.08	64.57	67.15	69.83
Network Administrator	47.83	49.74	51.73	53.80	55.95
Configuration Management Specialist	43.92	45.68	47.51	49.41	51.38
Data Management Specialist	40.48	42.10	43.78	45.53	47.36
Data Base Management Specialist	64.09	66.66	69.32	72.10	74.98
Quality Assurance Specialist	51.03	53.08	55.20	57.41	59.70
Test and Evaluation Specialist	46.51	48.37	50.30	52.31	54.41
Senior Business Engineer	78.94	82.10	85.38	88.80	92.35
Business Engineer	60.66	63.09	65.61	68.24	70.97
Principal Web Technologies Applications Developer	74.04	77.00	80.08	83.28	86.61
Senior Web Technologies Applications Developer	63.29	65.83	68.46	71.20	74.05
Web Technologies Applications Developer	52.37	54.46	56.64	58.90	61.26
Junior Web Technologies Applications Developer	40.48	40.48	40.48	40.48	40.48
Computer Operations Supervisor	45.96	47.80	49.72	51.70	53.77
Shift Supervisor/Senior Computer Operator	36.58	36.58	36.58	36.58	36.58

Computer Operator	30.49	30.49	30.49	30.49	30.49
Junior Computer Operator	25.17	25.17	25.17	25.17	25.17
Tape Librarian	25.13	25.13	25.13	25.13	25.13
Computer Aide	21.18	21.18	21.18	21.18	21.18
Technical Writer	37.25	38.73	40.28	41.90	43.57
Administrative Specialist	25.72	25.72	25.72	25.72	25.72
System Administrator	48.83	50.79	52.82	54.93	57.13
Scientific Systems Analyst	73.46	76.40	79.46	82.64	85.94
Operations Systems Security Specialist	61.59	64.05	66.61	69.28	72.05
Assistant Operation Systems Security Specialist	47.43	49.33	51.30	53.36	55.49
Scientific Subject Matter Specialist*	112.53	117.04	121.72	126.59	131.65

\* The rate proposed for this labor category will be a not-to-exceed (NTE) rate listed in the contract. An actual rate for this category will be negotiated for each task order. The actual task order rate shall not be more than the NTE listed in the B-Table.

**TABLE B-3b**  
**Cost Plus Fixed Fee Rates**  
**Dayton, OH**

<b>LABOR CATEGORIES</b>	<b>FY 03</b>	<b>FY 04</b>	<b>FY 05</b>	<b>FY 06</b>	<b>FY 07</b>
Task Leader	90.17	93.78	97.53	101.43	105.49
Senior Functional Area Analyst	77.65	80.75	83.98	87.34	90.84
Functional Analyst	60.26	62.67	65.18	67.79	70.50
Senior Software Engineer	85.53	88.95	92.51	96.21	100.06
Software Engineer	70.02	72.82	75.73	78.76	81.91
Entry-level Software Engineer	53.69	53.69	53.69	53.69	53.69
Senior System Analyst	71.95	74.82	77.82	80.93	84.17
Systems Analyst	56.50	58.76	61.11	63.55	66.10
Junior Systems Analyst	41.07	41.07	41.07	41.07	41.07
Senior Programmer	73.95	76.91	79.98	83.18	86.51
Programmer	62.73	65.24	67.85	70.57	73.39
Junior Programmer	47.12	47.12	47.12	47.12	47.12
Senior Communications Engineer	81.33	84.59	87.97	91.49	95.15
Communications Engineer	59.27	61.64	64.10	66.67	69.34
Communications Specialist	68.66	71.40	74.26	77.23	80.32
Network Manager	67.01	69.69	72.47	75.37	78.39
Network Administrator	53.69	55.84	58.07	60.39	62.81
Configuration Management Specialist	49.30	51.28	53.33	55.46	57.68
Data Management Specialist	45.44	47.26	49.15	51.11	53.16
Data Base Management Specialist	71.95	74.82	77.82	80.93	84.17
Quality Assurance Specialist	57.29	59.58	61.96	64.44	67.02
Test and Evaluation Specialist	52.20	54.29	56.46	58.72	61.07
Senior Business Engineer	88.61	92.15	95.84	99.67	103.66
Business Engineer	68.09	70.82	73.65	76.59	79.66
Principal Web Technologies Applications Developer	83.11	86.43	89.89	93.48	97.22
Senior Web Technologies Applications Developer	71.05	73.89	76.85	79.92	83.12
Web Technologies Applications Developer	58.78	61.13	63.58	66.12	68.77
Junior Web Technologies Applications Developer	45.44	45.44	45.44	45.44	45.44
Computer Operations Supervisor	51.60	53.66	55.81	58.04	60.36
Shift Supervisor/Senior Computer Operator	41.07	41.07	41.07	41.07	41.07

Computer Operator	34.22	34.22	34.22	34.22	34.22
Junior Computer Operator	28.26	28.26	28.26	28.26	28.26
Tape Librarian	28.21	28.21	28.21	28.21	28.21
Computer Aide	23.77	23.77	23.77	23.77	23.77
Technical Writer	41.81	43.48	45.22	47.03	48.91
Administrative Specialist	28.88	28.88	28.88	28.88	28.88
System Administrator	54.82	57.01	59.29	61.66	64.13
Scientific Systems Analyst	82.46	85.76	89.19	92.76	96.47
Operations Systems Security Specialist	69.13	71.90	74.77	77.77	80.88
Assistant Operation Systems Security Specialist	53.24	55.37	57.59	59.89	62.29
Scientific Subject Matter Specialist*	126.32	131.37	136.63	142.09	147.78

\* The rate proposed for this labor category will be a not-to-exceed (NTE) rate listed in the contract. An actual rate for this category will be negotiated for each task order. The actual task order rate shall not be more than the NTE listed in the B-Table.