

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

LABOR CATEGORIES	HOURLY RATE				
	FY03	FY04	FY05	FY06	FY07
Task Leader	88.83	92.53	96.35	100.31	104.42
Senior Functional Area Analyst	55.61	57.93	60.31	62.78	65.34
Functional Analyst	48.70	50.73	52.82	54.99	57.24
Senior Software Engineer	73.72	76.66	79.5	82.37	85.25
Software Engineer	63.28	65.8	68.25	70.71	73.18
Entry-level Software Engineer	52.69	54.79	56.82	58.86	60.93
Senior System Analyst	73.87	76.83	79.67	82.54	85.43
Systems Analyst	53.02	55.14	57.18	59.24	61.32
Junior Systems Analyst	44.73	46.52	48.23	49.97	51.72
Senior Programmer	62.34	64.83	67.23	69.65	72.10
Programmer	57.04	59.33	61.52	63.73	65.97
Junior Programmer	46.72	48.58	50.38	52.2	54.03
Senior Communications Engineer	67.38	70.19	73.08	76.08	79.18
Communications Engineer	54.52	56.79	59.13	61.56	64.07
Communications Specialist	63.44	66.08	68.8	71.63	74.56
Network Manager	57.85	60.27	62.75	65.33	68.01
Network Administrator	45.62	47.52	49.48	51.51	53.62
Configuration Management Specialist	47.94	49.94	51.99	54.12	56.33
Data Management Specialist	53.37	55.6	57.89	60.28	62.75
Data Base Management Specialist	61.15	63.70	66.32	69.04	71.87
Quality Assurance Specialist	62.23	64.73	67.13	69.54	71.97
Test and Evaluation Specialist	56.00	58.25	60.40	62.57	64.76
Senior Business Engineer	81.74	85.15	88.65	92.29	96.06
Business Engineer	57.25	59.64	62.10	64.66	67.31
Principal Web Technologies Applications Developer	70.68	73.50	76.22	78.97	81.73
Senior Web Technologies Applications Developer	63.82	66.37	68.83	71.31	73.80
Web Technologies Applications Developer	56.35	58.60	60.76	62.95	65.16
Junior Web Technologies Applications Developer	47.79	49.71	51.54	53.40	55.27
Computer Operations Supervisor	46.71	48.66	50.66	52.74	54.90
Shift Supervisor/Senior Computer Operator	43.07	44.87	46.73	48.67	50.68
Computer Operator	32.74	34.11	35.52	36.98	38.50
Junior Computer Operator	22.84	23.80	24.77	25.79	26.84
Tape Librarian	31.62	32.94	34.29	35.70	37.17
Computer Aide	17.57	18.31	19.06	19.84	20.64
Technical Writer	41.95	43.70	45.51	47.39	49.33
Administrative Specialist	32.65	34.01	35.41	36.87	38.38
System Administrator	51.10	53.23	55.42	57.69	60.05
Scientific Systems Analyst	85.10	88.51	91.78	95.09	98.42
Operations Systems Security Specialist	57.99	60.41	62.90	65.48	68.16
Assistant Operation Systems Security Specialist	49.86	51.94	54.08	56.30	58.60
Scientific Subject Matter Specialist*	101.98	106.23	110.62	115.17	119.89

* 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	99.01	103.14	107.39	111.81	116.39
Senior Functional Area Analyst	62.16	64.74	67.41	70.17	73.03
Functional Analyst	54.64	56.92	59.27	61.70	64.23
Senior Software Engineer	88.79	92.33	95.75	99.19	102.67
Software Engineer	69.27	72.04	74.70	77.39	80.09
Entry-level Software Engineer	58.03	60.35	62.58	64.84	67.10
Senior System Analyst	80.50	83.72	86.82	89.94	93.10
Systems Analyst	59.37	61.75	64.03	66.34	68.66
Junior Systems Analyst	50.69	52.72	54.67	56.64	58.62
Senior Programmer	68.48	71.23	73.86	76.52	79.20
Programmer	59.71	62.10	64.39	66.71	69.04
Junior Programmer	50.55	52.58	54.52	56.49	58.46
Senior Communications Engineer	75.18	78.31	81.54	84.88	88.35
Communications Engineer	87.30	89.84	92.45	95.16	97.97
Communications Specialist	70.79	73.74	76.78	79.93	83.21
Network Manager	64.66	67.36	70.14	73.02	76.01
Network Administrator	73.54	75.68	77.88	80.16	82.53
Configuration Management Specialist	53.61	55.84	58.14	60.52	62.99
Data Management Specialist	59.61	62.09	64.66	67.31	70.08
Data Base Management Specialist	68.24	71.08	74.01	77.05	80.21
Quality Assurance Specialist	68.38	71.11	73.75	76.41	79.07
Test and Evaluation Specialist	62.73	65.25	67.66	70.09	72.55
Senior Business Engineer	91.27	95.08	99.00	103.06	107.27
Business Engineer	64.05	66.73	69.48	72.34	75.31
Principal Web Technologies Applications Developer	80.05	83.26	86.33	89.45	92.58
Senior Web Technologies Applications Developer	69.85	72.64	75.33	78.04	80.77
Web Technologies Applications Developer	62.04	64.53	66.92	69.32	71.75
Junior Web Technologies Applications Developer	52.84	54.96	56.98	59.04	61.10
Computer Operations Supervisor	52.55	54.74	57.00	59.34	61.76
Shift Supervisor/Senior Computer Operator	48.36	50.38	52.47	54.64	56.90
Computer Operator	36.79	38.32	39.90	41.55	43.25
Junior Computer Operator	25.68	26.75	27.85	29.00	30.18
Tape Librarian	35.53	37.02	38.54	40.13	41.77
Computer Aide	19.77	20.59	21.43	22.31	23.22
Technical Writer	47.21	49.18	51.21	53.32	55.51
Administrative Specialist	36.70	38.23	39.81	41.44	43.14
System Administrator	57.52	59.91	62.38	64.93	67.58
Scientific Systems Analyst	92.41	96.11	99.67	103.25	106.87
Operations Systems Security Specialist	64.80	67.50	70.29	73.17	76.17
Assistant Operation Systems Security Specialist	55.80	58.13	60.52	63.01	65.59
Scientific Subject Matter Specialist*	114.66	119.44	124.37	129.49	134.79

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

LABOR CATEGORIES	HOURLY RATE				
	FY03	FY04	FY05	FY06	FY07
Task Leader	91.47	95.28	99.21	103.29	107.51
Senior Functional Area Analyst	57.25	59.63	62.08	64.63	67.26
Functional Analyst	50.14	52.23	54.39	56.62	58.94
Senior Software Engineer	77.07	80.15	83.12	86.11	89.12
Software Engineer	66.15	68.81	71.34	73.92	76.50
Entry-level Software Engineer	55.08	57.29	59.41	61.54	63.70
Senior System Analyst	77.23	80.31	83.29	86.28	89.31
Systems Analyst	55.43	57.65	59.78	61.93	64.10
Junior Systems Analyst	46.76	48.63	50.44	52.24	54.08
Senior Programmer	65.18	67.79	70.29	72.82	75.37
Programmer	59.64	62.01	64.31	66.63	68.96
Junior Programmer	48.84	50.80	52.67	54.57	56.49
Senior Communications Engineer	69.36	72.30	75.23	78.29	81.49
Communications Engineer	56.14	58.47	60.88	63.39	65.99
Communications Specialist	65.33	68.06	70.86	73.76	76.78
Network Manager	59.57	62.06	64.61	67.27	70.02
Network Administrator	46.97	48.93	50.94	53.04	55.21
Configuration Management Specialist	49.43	51.48	53.60	55.68	57.96
Data Management Specialist	54.93	57.22	59.58	62.04	64.58
Data Base Management Specialist	62.96	65.58	68.28	71.09	73.99
Quality Assurance Specialist	65.07	67.67	70.17	72.70	75.25
Test and Evaluation Specialist	58.55	60.89	63.14	65.42	67.70
Senior Business Engineer	84.18	87.69	91.30	95.03	98.91
Business Engineer	58.94	61.40	63.93	66.56	69.29
Principal Web Technologies Applications Developer	73.89	76.85	79.69	82.56	85.45
Senior Web Technologies Applications Developer	66.72	69.39	71.96	74.54	77.15
Web Technologies Applications Developer	58.91	61.26	63.53	65.82	68.12
Junior Web Technologies Applications Developer	49.96	51.97	53.89	55.83	57.78
Computer Operations Supervisor	48.09	50.10	52.16	54.31	56.53
Shift Supervisor/Senior Computer Operator	44.32	46.17	48.09	50.04	52.10
Computer Operator	33.70	35.11	36.56	38.06	39.62
Junior Computer Operator	23.52	24.50	25.51	26.57	27.65
Tape Librarian	32.55	33.91	35.31	36.76	38.26
Computer Aide	18.10	18.85	19.63	20.44	21.28
Technical Writer	43.16	44.96	46.82	48.74	50.74
Administrative Specialist	33.62	35.02	36.46	37.96	39.51
System Administrator	52.62	54.81	57.07	59.43	61.85
Scientific Systems Analyst	88.97	92.53	95.95	99.40	102.89
Operations Systems Security Specialist	59.71	62.20	64.76	67.42	70.18
Assistant Operation Systems Security Specialist	51.34	53.47	55.68	57.97	60.34
Scientific Subject Matter Specialist*	104.99	109.36	113.88	118.56	123.41

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

LABOR CATEGORIES	HOURLY RATE				
	FY03	FY04	FY05	FY06	FY07
Task Leader	101.94	106.19	110.57	115.11	119.84
Senior Functional Area Analyst	64.03	66.69	69.43	72.28	75.25
Functional Analyst	56.28	58.62	61.04	63.54	66.15
Senior Software Engineer	92.82	96.53	100.10	103.70	107.33
Software Engineer	72.41	75.31	78.10	80.91	83.74
Entry-level Software Engineer	60.67	63.09	65.43	67.79	70.16
Senior System Analyst	84.16	87.52	90.77	94.04	97.33
Systems Analyst	62.07	64.55	66.94	69.35	71.77
Junior Systems Analyst	53.00	55.11	57.15	59.21	61.28
Senior Programmer	71.60	72.38	77.22	80.00	82.79
Programmer	62.42	64.91	67.31	69.74	72.18
Junior Programmer	52.85	54.97	57.00	59.05	61.12
Senior Communications Engineer	77.48	80.71	84.03	87.43	91.00
Communications Engineer	90.15	92.76	95.45	98.11	101.00
Communications Specialist	72.89	75.93	79.06	82.31	85.67
Network Manager	66.58	69.35	72.21	75.18	78.26
Network Administrator	75.93	78.13	80.40	82.64	85.08
Configuration Management Specialist	55.09	57.39	59.75	62.20	64.79
Data Management Specialist	61.37	63.93	66.57	69.31	72.12
Data Base Management Specialist	70.23	73.16	76.18	79.33	82.57
Quality Assurance Specialist	71.49	74.35	77.10	79.87	82.67
Test and Evaluation Specialist	65.58	68.21	70.73	73.28	75.84
Senior Business Engineer	93.89	97.81	101.84	106.03	110.37
Business Engineer	65.92	68.67	71.50	74.45	77.50
Principal Web Technologies Applications Developer	83.69	87.04	90.26	93.50	96.78
Senior Web Technologies Applications Developer	73.02	75.94	78.75	81.59	84.44
Web Technologies Applications Developer	64.87	67.46	69.95	72.47	75.01
Junior Web Technologies Applications Developer	55.25	57.45	59.58	61.72	63.88
Computer Operations Supervisor	54.06	56.31	58.64	61.07	63.57
Shift Supervisor/Senior Computer Operator	49.97	52.06	54.22	56.36	58.69
Computer Operator	37.90	39.49	41.12	42.79	44.55
Junior Computer Operator	26.39	27.49	28.63	29.83	31.04
Tape Librarian	36.57	38.10	39.67	41.31	43.00
Computer Aide	20.28	21.12	21.99	22.93	23.87
Technical Writer	48.58	50.61	52.70	54.90	57.15
Administrative Specialist	37.81	39.34	40.96	42.65	44.40
System Administrator	59.09	61.55	64.09	66.78	69.51
Scientific Systems Analyst	96.61	100.48	104.20	107.94	111.72
Operations Systems Security Specialist	66.70	69.48	72.35	75.33	78.42
Assistant Operation Systems Security Specialist	57.41	59.80	62.27	64.85	67.50
Scientific Subject Matter Specialist*	118.05	122.98	128.05	133.31	138.77

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

LABOR CATEGORIES	HOURLY RATE				
	FY03	FY04	FY05	FY06	FY07
Task Leader	85.71	89.29	92.97	96.79	100.75
Senior Functional Area Analyst	53.63	55.87	58.17	60.55	63.02
Functional Analyst	46.99	48.95	50.97	53.06	55.23
Senior Software Engineer	71.38	74.23	76.98	79.75	82.54
Software Engineer	61.26	63.72	66.07	68.45	70.85
Entry-level Software Engineer	51.00	53.04	55.01	57.00	58.99
Senior System Analyst	71.52	74.38	77.14	79.91	82.70
Systems Analyst	51.34	53.39	55.36	57.36	59.36
Junior Systems Analyst	43.31	45.04	46.71	48.39	50.08
Senior Programmer	60.36	62.77	65.10	67.44	69.80
Programmer	55.22	57.44	59.56	61.70	63.87
Junior Programmer	45.23	47.04	48.78	50.54	52.30
Senior Communications Engineer	64.97	67.68	70.49	73.38	76.38
Communications Engineer	52.60	54.79	57.05	59.40	61.83
Communications Specialist	61.21	63.77	66.40	69.12	71.95
Network Manager	55.82	58.15	60.55	63.04	65.61
Network Administrator	44.01	45.85	47.74	49.70	51.73
Configuration Management Specialist	46.30	48.23	50.21	52.17	54.30
Data Management Specialist	51.48	53.63	55.85	58.15	60.53
Data Base Management Specialist	58.99	61.45	63.99	66.61	69.34
Quality Assurance Specialist	60.26	62.68	64.99	67.33	69.69
Test and Evaluation Specialist	54.23	56.39	58.48	60.58	62.70
Senior Business Engineer	78.86	82.15	85.55	89.06	92.69
Business Engineer	55.24	55.75	59.92	62.39	64.94
Principal Web Technologies Applications Developer	68.42	71.17	73.80	76.45	79.13
Senior Web Technologies Applications Developer	61.78	64.26	66.64	69.04	71.45
Web Technologies Applications Developer	54.55	56.74	58.84	60.95	63.08
Junior Web Technologies Applications Developer	46.28	48.12	49.90	51.70	53.51
Computer Operations Supervisor	45.07	46.95	48.88	50.89	52.97
Shift Supervisor/Senior Computer Operator	41.56	43.30	45.10	46.92	48.86
Computer Operator	31.59	32.91	34.27	35.67	37.14
Junior Computer Operator	22.04	22.96	23.90	24.89	25.90
Tape Librarian	30.51	31.78	33.09	34.45	35.86
Computer Aide	16.95	17.66	18.38	19.15	19.93
Technical Writer	40.45	42.14	43.88	45.69	47.57
Administrative Specialist	31.50	32.82	34.17	35.57	37.03
System Administrator	49.30	51.35	53.47	55.68	57.95
Scientific Systems Analyst	82.39	85.69	88.86	92.05	95.28
Operations Systems Security Specialist	55.95	58.29	60.69	63.18	65.77
Assistant Operation Systems Security Specialist	48.10	50.11	52.17	54.32	56.55
Scientific Subject Matter Specialist*	98.39	102.50	106.72	111.11	115.67

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

LABOR CATEGORIES	HOURLY RATE				
	FY03	FY04	FY05	FY06	FY07
Task Leader	95.74	99.73	103.84	108.11	112.54
Senior Functional Area Analyst	60.13	62.63	65.21	67.88	70.67
Functional Analyst	52.85	55.05	57.32	59.67	62.12
Senior Software Engineer	87.16	90.65	94.01	97.40	100.80
Software Engineer	68.01	70.73	73.34	75.98	78.65
Entry-level Software Engineer	56.97	59.26	61.45	63.66	65.89
Senior System Analyst	79.04	82.20	85.24	88.31	91.41
Systems Analyst	58.29	60.62	62.86	65.13	67.40
Junior Systems Analyst	49.76	51.76	53.67	55.61	57.55
Senior Programmer	67.24	69.93	72.51	75.12	77.75
Programmer	58.62	60.96	63.22	65.49	67.79
Junior Programmer	49.64	51.62	53.53	55.45	57.40
Senior Communications Engineer	72.76	75.80	78.65	82.11	85.46
Communications Engineer	83.78	61.42	63.94	66.40	69.14
Communications Specialist	68.46	71.31	74.25	77.30	80.45
Network Manager	62.53	65.13	67.82	70.60	73.49
Network Administrator	70.60	51.78	53.90	55.96	58.27
Configuration Management Specialist	52.02	54.18	56.41	58.71	60.80
Data Management Specialist	57.63	60.04	62.52	65.09	67.73
Data Base Management Specialist	66.06	68.81	71.64	74.48	77.55
Quality Assurance Specialist	67.14	69.83	72.41	75.02	77.64
Test and Evaluation Specialist	61.60	64.05	66.43	68.82	71.23
Senior Business Engineer	88.18	91.85	95.64	99.57	103.65
Business Engineer	61.97	64.49	67.15	69.91	72.79
Principal Web Technologies Applications Developer	78.60	81.74	84.76	87.81	90.88
Senior Web Technologies Applications Developer	68.57	71.32	73.95	76.62	79.31
Web Technologies Applications Developer	60.91	63.35	65.70	68.06	70.44
Junior Web Technologies Applications Developer	51.87	53.96	55.95	57.97	60.00
Computer Operations Supervisor	50.91	53.03	55.21	57.33	59.70
Shift Supervisor/Senior Computer Operator	46.33	48.26	50.26	53.03	55.12
Computer Operator	35.50	36.98	38.50	40.21	41.84
Junior Computer Operator	24.95	25.99	27.06	27.99	29.16
Tape Librarian	34.38	35.81	37.28	38.79	40.39
Computer Aide	19.28	20.08	20.90	21.50	22.41
Technical Writer	45.63	47.53	49.49	51.56	53.67
Administrative Specialist	35.46	36.94	38.47	40.05	41.73
System Administrator	55.91	58.23	60.62	62.66	65.28
Scientific Systems Analyst	90.73	94.36	97.85	101.37	104.92
Operations Systems Security Specialist	62.69	65.31	67.99	70.74	73.65
Assistant Operation Systems Security Specialist	54.05	56.30	58.62	60.88	63.40
Scientific Subject Matter Specialist*	110.87	115.49	120.25	125.19	130.32

* 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.