



Peniel Solutions, LLC 8a STARS II Labor Rates C1FA1

	8/31/18-8/30/19		8/31/19-8/30/20		8/31/20-8/30/21	
	Gov't Site	Cont Site	Gov't Site	Cont Site	Gov't Site	Cont Site
	Applications Programmer	\$81.45	\$87.97	\$83.06	\$89.71	\$84.71
Applications Systems Analyst/ Programmer - Intermediate	\$86.62	\$93.55	\$88.34	\$95.41	\$90.09	\$97.29
Applications Systems Analyst/ Programmer - Senior	\$103.75	\$112.05	\$105.80	\$114.26	\$107.90	\$116.53
Business Process Consultant	\$118.61	\$128.10	\$120.96	\$130.63	\$123.35	\$133.22
Business Subject Matter Specialist	\$133.54	\$144.23	\$136.19	\$147.08	\$138.88	\$150.00
Business Systems Analyst - Intermediate	\$85.84	\$92.71	\$87.54	\$94.54	\$89.27	\$96.41
Business Systems Analyst - Senior	\$107.05	\$115.62	\$109.17	\$117.91	\$111.33	\$120.24
Business Systems Specialist	\$99.99	\$107.99	\$101.97	\$110.13	\$103.99	\$112.31
Chief Information Security Officer	\$148.63	\$160.52	\$151.58	\$163.70	\$154.58	\$166.94
Client/Server Database Manager	\$109.63	\$118.40	\$111.80	\$120.75	\$114.02	\$123.14
Client/Server Network Architect	\$114.69	\$123.86	\$116.96	\$126.31	\$119.27	\$128.81
Client/Server Support Analyst	\$80.06	\$86.46	\$81.65	\$88.18	\$83.26	\$89.92
Communications Analyst - Intermediate	\$80.68	\$87.13	\$82.28	\$88.86	\$83.90	\$90.62
Communications Analyst - Senior	\$96.27	\$103.97	\$98.17	\$106.03	\$100.12	\$108.13
Communications Facility Engineer	\$95.35	\$102.98	\$97.24	\$105.02	\$99.16	\$107.10
Communications Installer	\$72.53	\$78.34	\$73.97	\$79.89	\$75.43	\$81.47
Communications Transmission Engineer	\$91.88	\$99.23	\$93.70	\$101.19	\$95.55	\$103.20
Computer Operations Manager	\$93.04	\$100.49	\$94.89	\$102.48	\$96.77	\$104.51
Consultant	\$123.66	\$133.56	\$126.11	\$136.20	\$128.61	\$138.90
Data Architect	\$107.54	\$116.14	\$109.67	\$118.44	\$111.84	\$120.79
Data Communications Manager - Planning & Implementation	\$110.24	\$119.06	\$112.42	\$121.41	\$114.65	\$123.82
Data Entry Supervisor	\$62.19	\$67.16	\$63.42	\$68.49	\$64.68	\$69.85
Data Security Administration Manager	\$108.80	\$117.50	\$110.95	\$119.83	\$113.15	\$122.20
Data Security Analyst - Intermediate	\$86.72	\$93.66	\$88.44	\$95.51	\$90.19	\$97.40
Data Security Analyst - Senior	\$102.06	\$110.22	\$104.08	\$112.40	\$106.14	\$114.63
Data Warehousing Administrator	\$104.22	\$112.56	\$106.29	\$114.79	\$108.39	\$117.06
Data Warehousing Analyst	\$95.43	\$103.07	\$97.32	\$105.11	\$99.25	\$107.19
Data Warehousing Programmer	\$94.53	\$102.09	\$96.40	\$104.11	\$98.31	\$106.18
Data Warehousing Project Manager	\$123.66	\$133.56	\$126.11	\$136.20	\$128.61	\$138.90
Data/Configuration Management Specialist	\$91.33	\$98.64	\$93.14	\$100.59	\$94.98	\$102.58
Database Administrator	\$101.07	\$109.16	\$103.07	\$111.32	\$105.11	\$113.52
Database Analyst/ Programmer - Intermediate	\$88.01	\$95.06	\$89.76	\$96.94	\$91.53	\$98.86
Database Analyst/ Programmer - Senior	\$108.03	\$116.67	\$110.17	\$118.98	\$112.35	\$121.33
Database Manager	\$116.43	\$125.75	\$118.74	\$128.24	\$121.09	\$130.78

Disaster Recovery Administrator	\$95.42	\$103.06	\$97.31	\$105.10	\$99.24	\$107.18
Disaster Recovery Analyst	\$93.89	\$101.40	\$95.75	\$103.41	\$97.64	\$105.46
Documentation Specialist - Intermediate	\$60.35	\$65.17	\$61.54	\$66.46	\$62.76	\$67.78
Documentation Specialist - Senior	\$74.32	\$80.26	\$75.79	\$81.85	\$77.29	\$83.47
E-Business Manager	\$112.96	\$122.00	\$115.20	\$124.41	\$117.48	\$126.88
Electronic Data Interchange (EDI) Manager	\$104.14	\$112.47	\$106.20	\$114.70	\$108.30	\$116.97
Electronic Data Interchange (EDI) Specialist	\$84.82	\$91.60	\$86.50	\$93.42	\$88.21	\$95.26
Electronic Mail Coordinator	\$64.10	\$69.23	\$65.37	\$70.60	\$66.67	\$72.00
Engineering Subject Matter Specialist	\$130.80	\$141.26	\$133.39	\$144.06	\$136.03	\$146.91
ERP Business/Architectural Specialist	\$123.48	\$133.36	\$125.93	\$136.00	\$128.42	\$138.70
ERP Business Analyst - Intermediate	\$99.70	\$107.68	\$101.68	\$109.81	\$103.69	\$111.99
ERP Business Analyst - Senior	\$117.42	\$126.81	\$119.75	\$129.32	\$122.12	\$131.89
ERP Programmer	\$100.48	\$108.51	\$102.47	\$110.66	\$104.49	\$112.85
Graphics Specialist	\$66.92	\$72.27	\$68.25	\$73.71	\$69.60	\$75.16
Groupware Specialist	\$87.29	\$94.27	\$89.02	\$96.14	\$90.78	\$98.04
Help Desk Coordinator - Intermediate	\$57.08	\$61.64	\$58.21	\$62.86	\$59.36	\$64.11
Help Desk Coordinator - Senior	\$67.78	\$73.20	\$69.12	\$74.65	\$70.49	\$76.13
Help Desk Manager	\$86.27	\$93.17	\$87.97	\$95.01	\$89.72	\$96.89
Help Desk Specialist	\$51.13	\$55.22	\$52.14	\$56.31	\$53.17	\$57.43
Help Desk Support Services Specialist - Intermediate	\$60.23	\$65.04	\$61.42	\$66.33	\$62.63	\$67.65
Help Desk Support Services Specialist - Senior	\$70.54	\$76.18	\$71.93	\$77.69	\$73.36	\$79.22
Information Assurance Development Engineer	\$102.77	\$110.99	\$104.81	\$113.19	\$106.88	\$115.43
Information Assurance Engineer	\$102.39	\$110.58	\$104.42	\$112.77	\$106.49	\$115.00
Information Assurance Network Specialist	\$94.23	\$101.77	\$96.10	\$103.79	\$98.00	\$105.84
Information Assurance Systems/Network Specialist	\$95.08	\$102.68	\$96.96	\$104.72	\$98.88	\$106.79
Information Center Consultant	\$92.97	\$100.41	\$94.81	\$102.40	\$96.69	\$104.43
Information Center Specialist	\$84.97	\$91.77	\$86.65	\$93.59	\$88.37	\$95.44
Information Security Business Analyst	\$98.69	\$106.59	\$100.65	\$108.70	\$102.64	\$110.85
Information Services Consultant	\$117.72	\$127.14	\$120.05	\$129.65	\$122.43	\$132.22
Information Systems Auditor - Intermediate	\$91.86	\$99.20	\$93.67	\$101.17	\$95.53	\$103.17
Information Systems Auditor - Senior	\$120.05	\$129.65	\$122.43	\$132.22	\$124.85	\$134.84
Information Systems Training Specialist - Intermediate	\$74.91	\$80.90	\$76.39	\$82.51	\$77.91	\$84.14
Information Systems Training Specialist - Senior	\$89.18	\$96.31	\$90.95	\$98.22	\$92.75	\$100.17
Internal Communications Systems Consultant	\$100.33	\$108.36	\$102.32	\$110.51	\$104.35	\$112.69
IT Subject Matter Specialist	\$133.50	\$144.18	\$136.14	\$147.03	\$138.84	\$149.94
LAN Administrator - Intermediate	\$76.25	\$82.36	\$77.76	\$83.99	\$79.30	\$85.65

LAN Administrator - Senior	\$93.52	\$101.00	\$95.37	\$103.00	\$97.26	\$105.04
LAN Support Technician - Intermediate	\$67.60	\$73.01	\$68.94	\$74.45	\$70.30	\$75.93
LAN Support Technician - Senior	\$80.32	\$86.75	\$81.91	\$88.46	\$83.53	\$90.22
LAN/WAN Administrator	\$81.15	\$87.65	\$82.76	\$89.38	\$84.40	\$91.15
LAN/WAN Integrator	\$94.09	\$101.62	\$95.95	\$103.63	\$97.85	\$105.68
LAN/WAN/MAN Administrator	\$86.18	\$93.08	\$87.89	\$94.92	\$89.63	\$96.80
Network Control Technician	\$66.96	\$72.31	\$68.28	\$73.74	\$69.63	\$75.20
Network Engineer - Intermediate	\$85.01	\$91.81	\$86.69	\$93.62	\$88.41	\$95.48
Network Engineer - Senior	\$101.07	\$109.16	\$103.07	\$111.32	\$105.11	\$113.52
Network Operations Supervisor	\$91.99	\$99.35	\$93.81	\$101.31	\$95.66	\$103.32
Network Planning Analyst - Intermediate	\$83.38	\$90.05	\$85.03	\$91.83	\$86.71	\$93.65
Network Planning Analyst - Senior	\$98.89	\$106.81	\$100.85	\$108.92	\$102.85	\$111.08
Network Planning Manager	\$102.79	\$111.02	\$104.83	\$113.22	\$106.91	\$115.46
Network Systems Administrator	\$87.40	\$94.39	\$89.13	\$96.26	\$90.89	\$98.16
Network Systems Manager	\$104.57	\$112.93	\$106.64	\$115.17	\$108.75	\$117.45
Network/Hardware Support Technician	\$68.67	\$74.16	\$70.03	\$75.63	\$71.41	\$77.13
Operations Manager - Data Communications	\$101.67	\$109.80	\$103.68	\$111.97	\$105.73	\$114.19
Operations Manager - Voice Communications	\$101.80	\$109.94	\$103.81	\$112.12	\$105.87	\$114.34
Operations Systems Manager	\$105.53	\$113.97	\$107.62	\$116.23	\$109.75	\$118.53
Operations/ Technical Support Manager	\$94.39	\$101.94	\$96.26	\$103.96	\$98.16	\$106.02
Operations/Network LAN Administrator	\$81.08	\$87.57	\$82.69	\$89.30	\$84.33	\$91.07
Operations/Technical Support Analyst	\$81.13	\$87.62	\$82.74	\$89.36	\$84.37	\$91.12
PC Products Analyst	\$70.15	\$75.77	\$71.54	\$77.27	\$72.96	\$78.80
PC Systems Specialist	\$71.94	\$77.69	\$73.36	\$79.23	\$74.82	\$80.80
PC/LAN Mgmt Analyst - Intermediate	\$73.54	\$79.43	\$75.00	\$81.00	\$76.48	\$82.60
PC/LAN Mgmt Analyst - Senior	\$88.01	\$95.06	\$89.76	\$96.94	\$91.53	\$98.86
Project Engineer	\$107.67	\$116.28	\$109.80	\$118.59	\$111.98	\$120.93
Project Manager - Senior	\$146.08	\$157.76	\$148.97	\$160.89	\$151.92	\$164.07
Quality Assurance Analyst - Intermediate	\$79.60	\$85.96	\$81.17	\$87.67	\$82.78	\$89.40
Quality Assurance Analyst - Senior	\$97.80	\$105.62	\$99.74	\$107.72	\$101.71	\$109.85
Quality Assurance Specialist	\$90.93	\$98.20	\$92.73	\$100.15	\$94.56	\$102.13
Security Coordinator	\$81.59	\$88.12	\$83.21	\$89.87	\$84.86	\$91.65
Site Manager	\$103.48	\$111.76	\$105.53	\$113.98	\$107.62	\$116.23
Software Architect	\$122.30	\$132.08	\$124.72	\$134.69	\$127.19	\$137.36
Software Developer - Intermediate	\$89.48	\$96.64	\$91.25	\$98.55	\$93.06	\$100.50
Software Developer - Senior	\$103.45	\$111.72	\$105.50	\$113.94	\$107.59	\$116.19
Software Systems Engineer - Intermediate	\$94.99	\$102.59	\$96.88	\$104.63	\$98.79	\$106.70
Software Systems Engineer - Senior	\$112.96	\$122.00	\$115.20	\$124.41	\$117.48	\$126.88
Strategic Planner	\$111.64	\$120.57	\$113.85	\$122.96	\$116.11	\$125.39
Systems Administrator - Intermediate	\$79.67	\$86.04	\$81.24	\$87.74	\$82.85	\$89.48
Systems Administrator - Senior	\$98.69	\$106.59	\$100.65	\$108.70	\$102.64	\$110.85

Systems Analysis and Programming Director	\$124.53	\$134.49	\$127.00	\$137.16	\$129.51	\$139.87
Systems Engineer	\$99.13	\$107.06	\$101.10	\$109.18	\$103.10	\$111.34
Systems Management Technologist	\$86.80	\$93.75	\$88.52	\$95.60	\$90.27	\$97.50
Technical Editor	\$69.98	\$75.57	\$71.36	\$77.07	\$72.78	\$78.60
Technical Writer	\$70.14	\$75.75	\$71.53	\$77.25	\$72.95	\$78.78
Telecommunications Analyst/Technician	\$66.77	\$72.11	\$68.09	\$73.54	\$69.44	\$74.99
Telecommunications Engineer/ Analyst - Intermediate	\$79.54	\$85.90	\$81.11	\$87.60	\$82.72	\$89.33
Telecommunications Engineer/ Analyst - Senior	\$95.13	\$102.74	\$97.01	\$104.77	\$98.93	\$106.84
Telecommunications Manager - Multiple Incumbents	\$108.50	\$117.18	\$110.65	\$119.50	\$112.84	\$121.87
Telecommunications Manager - Single Incumbent	\$102.32	\$110.50	\$104.35	\$112.69	\$106.41	\$114.92
Telecommunications Network Help Desk	\$66.59	\$71.91	\$67.91	\$73.34	\$69.25	\$74.79
Telecommunications Programmer/ Systems Analyst - Intermediate	\$80.86	\$87.33	\$82.46	\$89.05	\$84.09	\$90.82
Telecommunications Programmer/ Systems Analyst - Senior	\$98.66	\$106.55	\$100.61	\$108.66	\$102.60	\$110.81
Telecommunications Technician	\$63.94	\$69.05	\$65.20	\$70.42	\$66.49	\$71.81
Telecommunications/Communications Integration Engineer	\$94.23	\$101.77	\$96.10	\$103.79	\$98.00	\$105.84
Test Engineer	\$89.35	\$96.49	\$91.12	\$98.40	\$92.92	\$100.35
UNIX Systems Administrator	\$101.07	\$109.16	\$103.07	\$111.32	\$105.11	\$113.52
Voice Communications Administrator	\$76.10	\$82.19	\$77.61	\$83.82	\$79.14	\$85.48
Voice Communications Manager - Planning & Implementation	\$99.58	\$107.55	\$101.56	\$109.68	\$103.57	\$111.85
Voice Communications Technician	\$66.41	\$71.72	\$67.72	\$73.14	\$69.07	\$74.59
Web Content Administrator	\$77.25	\$83.43	\$78.78	\$85.09	\$80.34	\$86.77
Web Content Analyst	\$75.49	\$81.53	\$76.99	\$83.15	\$78.51	\$84.79
Web Designer	\$79.69	\$86.07	\$81.27	\$87.77	\$82.88	\$89.51
Web Marketing Manager	\$87.98	\$95.02	\$89.72	\$96.90	\$91.50	\$98.82
Web Operations Manager	\$98.51	\$106.40	\$100.46	\$108.50	\$102.45	\$110.65
Web Project Manager	\$109.39	\$118.15	\$111.56	\$120.49	\$113.77	\$122.87
Web Security Administrator	\$92.62	\$100.03	\$94.45	\$102.01	\$96.32	\$104.03
Web Security Analyst	\$91.26	\$98.56	\$93.07	\$100.51	\$94.91	\$102.50
Web Software Developer	\$91.56	\$98.88	\$93.37	\$100.84	\$95.22	\$102.84
Web Technical Administrator	\$85.61	\$92.46	\$87.31	\$94.29	\$89.04	\$96.16