SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
1-Category - Applications/Software Development		
DevOps Engineer	Intern 1	$36.98
DevOps Engineer	Intern 2	$55.47
DevOps Engineer	Intern 3	$73.95
DevOps Engineer	1	$92.44
DevOps Engineer	2	$121.86
DevOps Engineer	3	$166.85
DevOps Engineer	Specialist	
Systems Analyst	Intern 1	$39.28
Systems Analyst	Intern 2	$58.92
Systems Analyst	Intern 3	$78.57
Systems Analyst	1	$98.21
Systems Analyst	2	$119.20
Systems Analyst	3	$144.24
Systems Analyst	Specialist	
Applications Architect	Intern 1	$34.54
Applications Architect	Intern 2	$51.80
Applications Architect	Intern 3	$69.07
Applications Architect	1	$86.34
Applications Architect	2	$108.68
Applications Architect	3	$149.51
Applications Architect	Specialist	
Business Analyst	Intern 1	$34.31
Business Analyst	Intern 2	$51.47
Business Analyst	Intern 3	$68.62
Business Analyst	1	$85.78
Business Analyst	2	$98.21
Business Analyst	3	$127.59
Business Analyst	Specialist	
Cloud Solutions Architect	Intern 1	$46.47
Cloud Solutions Architect	Intern 2	$69.71
Cloud Solutions Architect	Intern 3	$92.94
Cloud Solutions Architect	1	$116.18
Cloud Solutions Architect	2	$137.36
Cloud Solutions Architect	3	$185.43

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Cloud Solutions Architect	Specialist	
Artificial Intelligence/Machine Learning Engineer	Intern 1	$38.46
Artificial Intelligence/Machine Learning Engineer	Intern 2	$57.70
Artificial Intelligence/Machine Learning Engineer	Intern 3	$76.93
Artificial Intelligence/Machine Learning Engineer	1	$96.16
Artificial Intelligence/Machine Learning Engineer	2	$117.47
Artificial Intelligence/Machine Learning Engineer	3	$142.12
Artificial Intelligence/Machine Learning Engineer	Specialist	
Developer/Programmer Analyst	Intern 1	$20.40
Developer/Programmer Analyst	Intern 2	$30.60
Developer/Programmer Analyst	Intern 3	$40.80
Developer/Programmer Analyst	1	$63.50
Developer/Programmer Analyst	2	$79.00
Developer/Programmer Analyst	3	$104.50
Developer/Programmer Analyst	Specialist	
Enterprise Architect	Intern 1	$36.56
Enterprise Architect	Intern 2	$54.84
Enterprise Architect	Intern 3	$73.13
Enterprise Architect	1	$91.41
Enterprise Architect	2	$116.79
Enterprise Architect	3	$151.54
Enterprise Architect	Specialist	
Enterprise Resource Planning (ERP) Business Analyst	Intern 1	$25.35
Enterprise Resource Planning (ERP) Business Analyst	Intern 2	$38.03
Enterprise Resource Planning (ERP) Business Analyst	Intern 3	$50.70
Enterprise Resource Planning (ERP) Business Analyst	1	$89.20
Enterprise Resource Planning (ERP) Business Analyst	2	$102.50
Enterprise Resource Planning (ERP) Business Analyst	3	$120.80
Enterprise Resource Planning (ERP) Business Analyst	Specialist	
ERP Developer	Intern 1	$29.26
ERP Developer	Intern 2	$43.88
ERP Developer	Intern 3	$58.51
ERP Developer	1	$73.14
ERP Developer	2	$114.79
ERP Developer	3	$167.84

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
ERP Developer	Specialist	
Mobile Applications Developer	Intern 1	$36.56
Mobile Applications Developer	Intern 2	$54.84
Mobile Applications Developer	Intern 3	$73.13
Mobile Applications Developer	1	$91.41
Mobile Applications Developer	2	$115.80
Mobile Applications Developer	3	$152.32
Mobile Applications Developer	Specialist	
Technical Writer	Intern 1	$18.69
Technical Writer	Intern 2	$28.03
Technical Writer	Intern 3	$37.37
Technical Writer	1	$46.72
Technical Writer	2	$73.94
Technical Writer	3	$93.79
Technical Writer	Specialist	
Digital Product Manager	Intern 1	$40.62
Digital Product Manager	Intern 2	$60.93
Digital Product Manager	Intern 3	$81.24
Digital Product Manager	1	$101.54
Digital Product Manager	2	$137.07
Digital Product Manager	3	$193.94
Digital Product Manager	Specialist	
Software Engineer	Intern 1	$28.85
Software Engineer	Intern 2	$43.27
Software Engineer	Intern 3	$57.70
Software Engineer	1	$72.12
Software Engineer	2	$101.57
Software Engineer	3	$147.35
Software Engineer	Specialist	
Software Developer	Intern 1	$42.03
Software Developer	Intern 2	$63.05
Software Developer	Intern 3	$84.07
Software Developer	1	$105.08
Software Developer	2	$131.12
Software Developer	3	$144.24

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Software Developer	Specialist	
Undefined Title		
2-Category - Data/Database Administration		
Database Administrator	Intern 1	$39.28
Database Administrator	Intern 2	$58.92
Database Administrator	Intern 3	$78.57
Database Administrator	1	$98.21
Database Administrator	2	$119.20
Database Administrator	3	$144.24
Database Administrator	Specialist	
Data Analyst/Report Writer	Intern 1	$21.95
Data Analyst/Report Writer	Intern 2	$32.92
Data Analyst/Report Writer	Intern 3	$43.89
Data Analyst/Report Writer	1	$54.87
Data Analyst/Report Writer	2	$90.63
Data Analyst/Report Writer	3	$147.25
Data Analyst/Report Writer	Specialist	
Database Architect	Intern 1	$57.69
Database Architect	Intern 2	$86.54
Database Architect	Intern 3	$115.39
Database Architect	1	$144.24
Database Architect	2	$160.00
Database Architect	3	$179.60
Database Architect	Specialist	
Data Modeler	Intern 1	$28.01
Data Modeler	Intern 2	$42.01
Data Modeler	Intern 3	$56.01
Data Modeler	1	$70.01
Data Modeler	2	$110.71
Data Modeler	3	$152.32
Data Modeler	Specialist	
Data Scientist (Big Data Engineer)	Intern 1	$34.92
Data Scientist (Big Data Engineer)	Intern 2	$52.38
Data Scientist (Big Data Engineer)	Intern 3	$69.84
Data Scientist (Big Data Engineer)	1	$87.30

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Data Scientist (Big Data Engineer)	2	$112.00
Data Scientist (Big Data Engineer)	3	$142.24
Data Scientist (Big Data Engineer)	Specialist	
Business Intelligence Analyst	Intern 1	$23.64
Business Intelligence Analyst	Intern 2	$35.46
Business Intelligence Analyst	Intern 3	$47.28
Business Intelligence Analyst	1	$59.11
Business Intelligence Analyst	2	$85.32
Business Intelligence Analyst	3	$121.86
Business Intelligence Analyst	Specialist	
Undefined Title		
3-Category - Web Development		
Front-End Web Developer/Web Designer	Intern 1	$17.16
Front-End Web Developer/Web Designer	Intern 2	$25.74
Front-End Web Developer/Web Designer	Intern 3	$34.32
Front-End Web Developer/Web Designer	1	$42.89
Front-End Web Developer/Web Designer	2	$70.00
Front-End Web Developer/Web Designer	3	$117.43
Front-End Web Developer/Web Designer	Specialist	
Web Developer	Intern 1	$20.36
Web Developer	Intern 2	$30.55
Web Developer	Intern 3	$40.73
Web Developer	1	$50.91
Web Developer	2	$85.00
Web Developer	3	$123.38
Web Developer	Specialist	
Senior Web Developer	Intern 1	$31.91
Senior Web Developer	Intern 2	$47.87
Senior Web Developer	Intern 3	$63.82
Senior Web Developer	1	$79.78
Senior Web Developer	2	$103.04
Senior Web Developer	3	$127.40
Senior Web Developer	Specialist	
Web Administrator	Intern 1	$34.31
Web Administrator	Intern 2	$51.47

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Web Administrator	Intern 3	$68.62
Web Administrator	1	$85.78
Web Administrator	2	$98.21
Web Administrator	3	$119.20
Web Administrator	Specialist	
Undefined Title		
4-Category - Quality Assurance (QA) and Testing		
QA Engineer Automated	Intern 1	$24.03
QA Engineer Automated	Intern 2	$36.05
QA Engineer Automated	Intern 3	$48.06
QA Engineer Automated	1	$60.08
QA Engineer Automated	2	$77.68
QA Engineer Automated	3	$92.17
QA Engineer Automated	Specialist	
QA/Test Manager	Intern 1	$29.61
QA/Test Manager	Intern 2	$44.42
QA/Test Manager	Intern 3	$59.23
QA/Test Manager	1	$74.03
QA/Test Manager	2	$116.31
QA/Test Manager	3	$144.95
QA/Test Manager	Specialist	
QA Associate/Analyst	Intern 1	$19.59
QA Associate/Analyst	Intern 2	$29.38
QA Associate/Analyst	Intern 3	$39.17
QA Associate/Analyst	1	$48.96
QA Associate/Analyst	2	$59.73
QA Associate/Analyst	3	$75.48
QA Associate/Analyst	Specialist	
Undefined Title		
5-Category - Networking/Telecommunications		
Network Engineer	Intern 1	$23.40
Network Engineer	Intern 2	$35.10
Network Engineer	Intern 3	$46.80
Network Engineer	1	$58.50

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Network Engineer	2	$86.36
Network Engineer	3	$127.59
Network Engineer	Specialist	
Wireless Network Engineer	Intern 1	$21.12
Wireless Network Engineer	Intern 2	$31.68
Wireless Network Engineer	Intern 3	$42.24
Wireless Network Engineer	1	$52.80
Wireless Network Engineer	2	$82.24
Wireless Network Engineer	3	$145.20
Wireless Network Engineer	Specialist	
Network Administrator	Intern 1	$34.31
Network Administrator	Intern 2	$51.47
Network Administrator	Intern 3	$68.62
Network Administrator	1	$85.78
Network Administrator	2	$98.21
Network Administrator	3	$119.20
Network Administrator	Specialist	
Telecommunications Manager	Intern 1	$29.27
Telecommunications Manager	Intern 2	$43.90
Telecommunications Manager	Intern 3	$58.53
Telecommunications Manager	1	$73.16
Telecommunications Manager	2	$90.00
Telecommunications Manager	3	$122.86
Telecommunications Manager	Specialist	
Telecommunications Technician	Intern 1	$29.97
Telecommunications Technician	Intern 2	$44.95
Telecommunications Technician	Intern 3	$59.94
Telecommunications Technician	1	$74.92
Telecommunications Technician	2	$85.78
Telecommunications Technician	3	$98.21
Telecommunications Technician	Specialist	
Network Operations Center (NOC) Technician	Intern 1	$16.68
Network Operations Center (NOC) Technician	Intern 2	$25.02
Network Operations Center (NOC) Technician	Intern 3	$33.36
Network Operations Center (NOC) Technician	1	$41.70

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Network Operations Center (NOC) Technician	2	$65.09
Network Operations Center (NOC) Technician	3	$96.52
Network Operations Center (NOC) Technician	Specialist	
Undefined Title		
6-Category - Security		
Data Security Analyst	Intern 1	$36.71
Data Security Analyst	Intern 2	$55.07
Data Security Analyst	Intern 3	$73.43
Data Security Analyst	1	$91.78
Data Security Analyst	2	$105.08
Data Security Analyst	3	$131.12
Data Security Analyst	Specialist	
Security Administrator	Intern 1	$20.87
Security Administrator	Intern 2	$31.31
Security Administrator	Intern 3	$41.75
Security Administrator	1	$52.19
Security Administrator	2	$85.03
Security Administrator	3	$122.69
Security Administrator	Specialist	
Network Security Analyst	Intern 1	$42.03
Network Security Analyst	Intern 2	$63.05
Network Security Analyst	Intern 3	$84.07
Network Security Analyst	1	$105.08
Network Security Analyst	2	$131.12
Network Security Analyst	3	$158.66
Network Security Analyst	Specialist	
Network Security Engineer	Intern 1	$26.45
Network Security Engineer	Intern 2	$39.67
Network Security Engineer	Intern 3	$52.90
Network Security Engineer	1	$66.12
Network Security Engineer	2	$105.66
Network Security Engineer	3	$123.91
Network Security Engineer	Specialist	
Information Security Manager	Intern 1	$41.89
Information Security Manager	Intern 2	$62.83

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Information Security Manager	Intern 3	$83.78
Information Security Manager	1	$104.72
Information Security Manager	2	$139.62
Information Security Manager	3	$174.53
Information Security Manager	Specialist	
IT Auditor	Intern 1	$36.71
IT Auditor	Intern 2	$55.07
IT Auditor	Intern 3	$73.43
IT Auditor	1	$91.78
IT Auditor	2	$105.08
IT Auditor	3	$131.12
IT Auditor	Specialist	
Undefined Title		
7-Category - Project Management		
Project Manager	Intern 1	$39.28
Project Manager	Intern 2	$58.92
Project Manager	Intern 3	$78.57
Project Manager	1	$98.21
Project Manager	2	$119.20
Project Manager	3	$144.24
Project Manager	Specialist	
Project Lead	Intern 1	$35.35
Project Lead	Intern 2	$53.03
Project Lead	Intern 3	$70.71
Project Lead	1	$88.39
Project Lead	2	$125.96
Project Lead	3	$169.09
Project Lead	Specialist	
Program Manager	Intern 1	$41.04
Program Manager	Intern 2	$61.56
Program Manager	Intern 3	$82.08
Program Manager	1	$102.60
Program Manager	2	$120.87
Program Manager	3	$163.55
Program Manager	Specialist	

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Agile Scrum Master	Intern 1	$27.31
Agile Scrum Master	Intern 2	$40.97
Agile Scrum Master	Intern 3	$54.62
Agile Scrum Master	1	$68.28
Agile Scrum Master	2	$109.68
Agile Scrum Master	3	$154.39
Agile Scrum Master	Specialist	
Agile Coach	Intern 1	$30.50
Agile Coach	Intern 2	$45.76
Agile Coach	Intern 3	$61.01
Agile Coach	1	$76.26
Agile Coach	2	$121.88
Agile Coach	3	$167.65
Agile Coach	Specialist	
Undefined Title		
8-Category - Technical Services, Help Desk and Operations		
Support Technician	Intern 1	$15.83
Support Technician	Intern 2	$23.74
Support Technician	Intern 3	$31.65
Support Technician	1	$39.56
Support Technician	2	$58.00
Support Technician	3	$82.52
Support Technician	Specialist	
Help Desk	Intern 1	$14.83
Help Desk	Intern 2	$22.25
Help Desk	Intern 3	$29.66
Help Desk	1	$37.08
Help Desk	2	$52.55
Help Desk	3	$65.75
Help Desk	Specialist	
Business Continuity Analyst	Intern 1	$42.03
Business Continuity Analyst	Intern 2	$63.05
Business Continuity Analyst	Intern 3	$84.07
Business Continuity Analyst	1	$105.08
Business Continuity Analyst	2	$112.00

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Business Continuity Analyst	3	$119.20
Business Continuity Analyst	Specialist	
Product Support Analyst	Intern 1	$18.45
Product Support Analyst	Intern 2	$27.67
Product Support Analyst	Intern 3	$36.90
Product Support Analyst	1	$46.12
Product Support Analyst	2	$70.00
Product Support Analyst	3	$101.93
Product Support Analyst	Specialist	
Site Reliability Engineer	Intern 1	$30.00
Site Reliability Engineer	Intern 2	$45.00
Site Reliability Engineer	Intern 3	$60.00
Site Reliability Engineer	1	$75.00
Site Reliability Engineer	2	$85.62
Site Reliability Engineer	3	$95.06
Site Reliability Engineer	Specialist	
Instructor Trainer	Intern 1	$23.33
Instructor Trainer	Intern 2	$34.99
Instructor Trainer	Intern 3	$46.66
Instructor Trainer	1	$58.32
Instructor Trainer	2	$73.18
Instructor Trainer	3	$91.75
Instructor Trainer	Specialist	
Undefined Title		
9-Category - Information Technology Services Management (ITSM Operations)		
Change Management Manager/Organizational Change Management (OCM)	Intern 1	$24.64
Change Management Manager/Organizational Change Management (OCM)	Intern 2	$36.97
Change Management Manager/Organizational Change Management (OCM)	Intern 3	$49.29
Change Management Manager/Organizational Change Management (OCM)	1	$61.61

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Change Management Manager/Organizational Change Management (OCM)	2	$100.00
Change Management Manager/Organizational Change Management (OCM)	3	$144.08
Change Management Manager/Organizational Change Management (OCM)	Specialist	
Process Improvement Manager	Intern 1	$24.35
Process Improvement Manager	Intern 2	$36.53
Process Improvement Manager	Intern 3	$48.70
Process Improvement Manager	1	$60.88
Process Improvement Manager	2	$92.82
Process Improvement Manager	3	$118.55
Process Improvement Manager	Specialist	
Undefined Title		
10-Category - Information Technology (IT) Marketing		
Communications Coordinator	Intern 1	$15.72
Communications Coordinator	Intern 2	$23.58
Communications Coordinator	Intern 3	$31.43
Communications Coordinator	1	$39.29
Communications Coordinator	2	$45.68
Communications Coordinator	3	$61.94
Communications Coordinator	Specialist	
Customer Relationship Management (CRM)	Intern 1	$19.51
Customer Relationship Management (CRM)	Intern 2	$29.26
Customer Relationship Management (CRM)	Intern 3	$39.02
Customer Relationship Management (CRM)	1	$48.77
Customer Relationship Management (CRM)	2	$64.99
Customer Relationship Management (CRM)	3	$98.48
Customer Relationship Management (CRM)	Specialist	
Digital Marketing Analyst	Intern 1	$18.38
Digital Marketing Analyst	Intern 2	$27.58
Digital Marketing Analyst	Intern 3	$36.77
Digital Marketing Analyst	1	$45.96
Digital Marketing Analyst	2	$56.16

SpearMC Management Consulting, Inc.
APPENDIX C – ITSAC Not-To-Exceed Rates
DIR-CPO-5711
Information Technology Staff Augmentation Contract (ITSAC)

Title	Level	Not-To-Exceed Rate
Digital Marketing Analyst	3	$72.63
Digital Marketing Analyst	Specialist	
Web Content Technician/Manager	Intern 1	$17.66
Web Content Technician/Manager	Intern 2	$26.49
Web Content Technician/Manager	Intern 3	$35.32
Web Content Technician/Manager	1	$44.16
Web Content Technician/Manager	2	$85.00
Web Content Technician/Manager	3	$133.94
Web Content Technician/Manager	Specialist	
Undefined Title		
11-Category - Information Technology (IT) Contracting and Procurement		
IT Contract Manager	Intern 1	$28.01
IT Contract Manager	Intern 2	$42.01
IT Contract Manager	Intern 3	$56.02
IT Contract Manager	1	$70.02
IT Contract Manager	2	$82.24
IT Contract Manager	3	$120.83
IT Contract Manager	Specialist	
IT Contract Contracts Administrator/Technician	Intern 1	$22.58
IT Contract Contracts Administrator/Technician	Intern 2	$33.87
IT Contract Contracts Administrator/Technician	Intern 3	$45.16
IT Contract Contracts Administrator/Technician	1	$56.45
IT Contract Contracts Administrator/Technician	2	$64.58
IT Contract Contracts Administrator/Technician	3	$73.90
IT Contract Contracts Administrator/Technician	Specialist	
IT Procurement Technician	Intern 1	$26.18
IT Procurement Technician	Intern 2	$39.26
IT Procurement Technician	Intern 3	$52.35
IT Procurement Technician	1	$65.44
IT Procurement Technician	2	$74.92
IT Procurement Technician	3	$85.78
IT Procurement Technician	Specialist	
Undefined Title		