

Exhibit F. VA-130620-CAI - Bill Rate Card - Revised October 2015

Job Category	Job Title	Skill Level	Region 1 Bill Rate (Not to Exceed)	Region 2 Bill Rate (Not to Exceed)
Applications	Business Analyst	Analyst 1	\$45.89	\$51.91
		Analyst 2	\$48.11	\$54.41
		Analyst 3	\$58.52	\$66.06
		Analyst 4	\$79.22	\$90.45
		Analyst 5	\$88.43	\$98.60
	ERP Analyst	ERP Analyst 1	\$51.64	\$58.41
		ERP Analyst 2	\$62.64	\$70.61
		ERP Analyst 3	\$81.63	\$91.41
		ERP Analyst 4	\$101.05	\$113.17
		ERP Analyst 5	\$132.15	\$148.00
	ERP Database Administrator	ERP Database Administrator 1	\$63.57	\$71.63
		ERP Database Administrator 2	\$73.43	\$82.40
		ERP Database Administrator 3	\$91.01	\$101.36
		ERP Database Administrator 4	\$106.31	\$117.56
		ERP Database Administrator 5	\$131.61	\$145.56
	ERP Developer	ERP Developer 1	\$63.99	\$72.10
		ERP Developer 2	\$73.69	\$82.58
		ERP Developer 3	\$91.15	\$102.17
		ERP Developer 4	\$110.14	\$123.44
		ERP Developer 5	\$138.96	\$155.53
	ERP Project Manager	ERP Project Manager 1	\$117.76	\$129.38
		ERP Project Manager 2	\$129.27	\$139.73
		ERP Project Manager 3	\$147.28	\$158.16
	Geographic Information System	Geospatial Projects Manager	\$91.01	\$100.13
		GIS Analyst	\$84.44	\$93.14
		Specialist 1	\$60.28	\$68.01
		Specialist 2	\$70.64	\$79.35
		Technician Trainee	\$46.43	\$52.52
		Technician I	\$49.50	\$55.99
		Technician 2	\$52.51	\$59.36
	Graphic Designer	Graphic Designer 1	\$38.80	\$45.12
		Graphic Designer 2	\$42.38	\$49.42
	Intelligent Transportation Systems Specialist		\$44.00	\$50.27
	Mobile Specialist		\$127.20	\$138.23
	Programmer	Programmer 1	\$54.25	\$61.30
		Programmer 2	\$57.05	\$64.43
		Programmer 3	\$65.17	\$73.38
		Programmer 4	\$76.19	\$85.39
		Programmer 5	\$94.28	\$104.81
		Programmer 6	\$112.12	\$123.90
	Programmer Analyst	Analyst 1	\$42.86	\$52.52
		Analyst 2	\$56.59	\$63.91
		Analyst 3	\$73.64	\$82.62
		Analyst 4	\$93.74	\$104.24
		Analyst 5	\$95.03	\$105.60
		Analyst 6	\$112.94	\$125.25
	Software Solutions Architect		\$89.67	\$99.91
Software Test Analyst	Analyst 1	\$40.40	\$45.65	
	Analyst 2	\$45.42	\$51.36	
	Analyst 3	\$56.33	\$63.62	
	Analyst 4	\$58.05	\$65.54	
	Analyst 5	\$70.84	\$79.56	
System Analyst	Analyst 1	\$45.05	\$50.96	
	Analyst 2	\$47.42	\$53.64	
	Analyst 3	\$62.56	\$70.51	
	Analyst 4	\$79.71	\$89.20	
	Analyst 5	\$94.38	\$104.92	
	Analyst 6	\$107.02	\$118.27	
	Technical Writer 1		\$36.53	\$43.35

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Applications	Technical Writer	Technical Writer 2	\$38.71	\$46.02
		Technical Writer 3	\$48.65	\$58.13
	Webmaster	Webmaster 1	\$56.45	\$63.76
		Webmaster 2	\$60.88	\$68.67
	Website Developer	Website Developer 1	\$55.35	\$62.54
		Website Developer 2	\$59.31	\$66.94
Customer / Technical Support	Help Desk	Help Desk 1	\$31.32	\$35.25
		Help Desk 2	\$36.22	\$40.89
		Help Desk 3	\$40.93	\$46.27
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	\$75.39	\$85.56
		Infrastructure Solutions Architect 2	\$79.65	\$90.21
		Infrastructure Solutions Architect 3	\$92.13	\$103.66
		Infrastructure Solutions Architect 4	\$107.19	\$117.95
		Infrastructure Solutions Architect 5	\$122.22	\$133.06
	System Administrator	System Administrator 1	\$49.06	\$55.48
		System Administrator 2	\$57.22	\$64.61
		System Administrator 3	\$63.87	\$71.94
	Technical Support	Technical Support 1	\$45.35	\$51.30
		Technical Support 2	\$51.91	\$58.69
Technical Support 3		\$58.64	\$66.18	
Data Management	Data Warehouse Architect	Data Warehouse Architect 1	\$67.52	\$76.66
		Data Warehouse Architect 2	\$83.55	\$94.15
		Data Warehouse Architect 3	\$86.36	\$97.17
	Database Administrator	Database Administrator 1	\$52.89	\$59.79
		Database Administrator 2	\$66.17	\$74.47
		Database Administrator 3	\$74.31	\$83.37
		Database Administrator 4	\$84.57	\$94.45
		Database Administrator 5	\$101.24	\$111.97
	Database Architect	Database Architect 1	\$64.87	\$73.05
		Database Architect 2	\$75.62	\$84.77
		Database Architect 3	\$87.45	\$101.95
		Database Architect 4	\$101.78	\$112.51
	Governance	IT Governance Analyst		\$113.18
IT Procurement Analyst		\$57.17	\$65.54	
IT Management Services	Business Continuity Planner		\$88.47	\$98.64
	Business Process Reengineering		\$92.43	\$105.52
	Enterprise Architect		\$120.88	\$132.05
	IT Auditor	IT Auditor 1	\$42.10	\$47.61
		IT Auditor 2	\$46.19	\$52.24
		IT Auditor 3	\$60.60	\$68.34
		IT Auditor 4	\$67.94	\$76.41
		IT Auditor 5	\$86.17	\$96.16
	IT Strategist		\$103.33	\$113.04
	IT Trainer		\$54.70	\$61.82
	IT Sourcing Consultant	IT Sourcing Consultant 2	\$103.95	\$113.33
IT Sourcing Consultant 3		\$120.38	\$128.61	
IT Security	IT Security Analyst	IT Security Analyst 1	\$50.91	\$57.56
		IT Security Analyst 2	\$60.97	\$68.76
		IT Security Analyst 3	\$63.60	\$71.66
	IT Security Architect	IT Security Architect 1	\$54.38	\$61.47
		IT Security Architect 2	\$57.19	\$64.59
	Security Auditor		\$128.18	\$143.28
Project Management	Project Coordinator		\$34.51	\$37.93
	Project Lead	Project Lead 1	\$58.34	\$70.88
		Project Lead 2	\$71.41	\$80.20
	Project Manager	Project Manager 1	\$71.01	\$78.94
		Project Manager 2	\$85.56	\$94.54
		Project Manager 3	\$118.42	\$126.78
Project Management	Project Manager	Project Manager 4	\$123.35	\$131.79
		Project Manager 5	\$128.13	\$136.71

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Telecom and Computer Networking	Network Administrator	Network Administrator 1	\$44.89	\$50.76
		Network Administrator 2	\$49.15	\$55.57
		Network Administrator 3	\$53.03	\$59.94
	Network Architect	Network Architect 1	\$64.78	\$72.96
		Network Architect 2	\$72.66	\$81.56
		Network Architect 3	\$89.66	\$99.90
	Network Engineer	Network Engineer 1	\$49.12	\$49.86
		Network Engineer 2	\$53.91	\$54.74
		Network Engineer 3	\$64.38	\$65.35
		Network Engineer 4	\$88.11	\$98.24
	Public Safety Consultant		\$60.05	\$67.07
	Radio Engineer		\$77.86	\$88.25