



COMMERCIAL PRICE LIST

Labor Category	Loaded Hourly Labor Rate - Customer Site	Loaded Hourly Labor Rate - KST Site	Job Description
Business Intelligence Analyst			Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.
Junior Business Intelligence Analyst	\$ 100.00	\$ 110.00	
Journeyman Business Intelligence Analyst	\$ 125.00	\$ 137.50	
Senior Business Intelligence Analyst	\$ 143.00	\$ 157.30	
SME - Business Intelligence Analyst	\$ 160.00	\$ 176.00	
Computer and Information Research Scientist			Conduct research into fundamental computer and information science as theorists, designers, or inventors. Develop solutions to problems in the field of computer hardware and software.
Junior Computer and Information Research Scientist	\$ 90.00	\$ 99.00	
Journeyman Computer and Information Research Scientist	\$ 120.00	\$ 132.00	
Senior Computer and Information Research Scientist	\$ 139.10	\$ 153.01	
SME - Computer and Information Research Scientist	\$ 165.85	\$ 182.44	
Computer and Information Systems Manager			Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.
Junior Computer and Information Systems Manager	\$ 110.21	\$ 121.23	
Journeyman Computer and Information Systems Manager	\$ 139.10	\$ 153.01	
Senior Computer and Information Systems Manager	\$ 172.27	\$ 189.50	
SME - Computer and Information Systems Manager	\$ 211.86	\$ 233.05	
Computer Hardware Engineer			Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.
Junior Computer Hardware Engineer	\$ 108.00	\$ 118.80	
Journeyman Computer Hardware Engineer	\$ 116.00	\$ 127.60	
Senior Computer Hardware Engineer	\$ 125.00	\$ 137.50	
SME - Computer Hardware Engineer	\$ 139.00	\$ 152.90	
Computer Network Architect			Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning. May also design network and computer security measures. May research and recommend network and data communications hardware and software.
Junior Computer Network Architect	\$ 112.35	\$ 123.59	
Journeyman Computer Network Architect	\$ 121.98	\$ 134.18	
Senior Computer Network Architect	\$ 130.54	\$ 143.59	
SME - Computer Network Architect	\$ 176.55	\$ 194.21	

Computer Network Support Specialist			Analyze, test, troubleshoot, and evaluate existing network systems, such as local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Perform network maintenance to ensure networks operate correctly with minimal interruption.
Junior Computer Network Support Specialist	\$ 80.00	\$ 88.00	
Journeyman Computer Network Support Specialist	\$ 95.00	\$ 104.50	
Senior Computer Network Support Specialist	\$ 110.00	\$ 121.00	
SME - Computer Network Support Specialist	\$ 125.00	\$ 137.50	
Computer Operator			Monitor and control electronic computer and peripheral electronic data processing equipment to process business, scientific, engineering, and other data according to operating instructions. Monitor and respond to operating and error messages. May enter commands at a computer terminal and set controls on computer and peripheral devices.
Junior Computer Operator	\$ 55.00	\$ 60.50	
Journeyman Computer Operator	\$ 65.00	\$ 71.50	
Senior Computer Operator	\$ 79.00	\$ 86.90	
SME - Computer Operator	\$ 89.00	\$ 97.90	
Computer Programmer			Create, modify, and test the code, forms, and script that allow computer applications to run. Work from specifications drawn up by software developers or other individuals. May assist software developers by analyzing user needs and designing software solutions. May develop and write computer programs to store, locate, and retrieve specific documents, data, and information.
Junior Computer Programmer	\$ 96.00	\$ 105.60	
Journeyman Computer Programmer	\$ 119.00	\$ 130.90	
Senior Computer Programmer	\$ 143.00	\$ 157.30	
SME - Computer Programmer	\$ 159.00	\$ 174.90	
Computer Systems Analyst			Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software.
Junior Computer Systems Analyst	\$ 95.00	\$ 104.50	
Journeyman Computer Systems Analyst	\$ 125.00	\$ 137.50	
Senior Computer Systems Analyst	\$ 140.00	\$ 154.00	
SME - Computer Systems Analyst	\$ 160.00	\$ 176.00	
Computer Systems Engineer/Architect			Design and develop solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions.
Junior Computer Systems Engineer_Architect	\$ 120.00	\$ 132.00	
Journeyman Computer Systems Engineer_Architect	\$ 160.00	\$ 176.00	
Senior Computer Systems Engineer_Architect	\$ 180.00	\$ 198.00	
SME - Computer Systems Engineer_Architect	\$ 195.00	\$ 214.50	
Computer User Support Specialist			Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, or via telephone or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.
Junior Computer User Support Specialist	\$ 65.00	\$ 71.50	
Journeyman Computer User Support Specialist	\$ 75.00	\$ 82.50	
Senior Computer User Support Specialist	\$ 82.00	\$ 90.20	
SME - Computer User Support Specialist	\$ 98.00	\$ 107.80	

Data Warehousing Specialist			Design, model, or implement corporate data warehousing activities. Program and configure warehouses of database information and provide support to warehouse users.
Junior Data Warehousing Specialist	\$ 69.55	\$ 76.51	
Journeyman Data Warehousing Specialist	\$ 87.74	\$ 96.51	
Senior Data Warehousing Specialist	\$ 110.21	\$ 121.23	
SME - Data Warehousing Specialist	\$ 124.12	\$ 136.53	
Database Administrator			Administer, test, and implement computer databases, applying knowledge of database management systems. Coordinate changes to computer databases. May plan, coordinate, and implement security measures to safeguard computer databases.
Junior Database Administrator	\$ 85.00	\$ 93.50	
Journeyman Database Administrator	\$ 98.00	\$ 107.80	
Senior Database Administrator	\$ 118.00	\$ 129.80	
SME - Database Administrator	\$ 123.00	\$ 135.30	
Database Architect			Design strategies for enterprise database systems and set standards for operations, programming, and security. Design and construct large relational databases. Integrate new systems with existing warehouse structure and refine system performance and functionality.
Junior Database Architect	\$ 79.18	\$ 87.74	
Journeyman Database Architect	\$ 94.16	\$ 103.79	
Senior Database Architect	\$ 112.35	\$ 124.12	
SME - Database Architect	\$ 119.84	\$ 132.68	
Document Management Specialist			Implement and administer enterprise-wide document management systems and related procedures that allow organizations to capture, store, retrieve, share, and destroy electronic records and documents.
Junior Document Management Specialist	\$ 71.00	\$ 78.10	
Journeyman Document Management Specialist	\$ 90.00	\$ 99.00	
Senior Document Management Specialist	\$ 102.00	\$ 112.20	
SME - Document Management Specialist	\$ 115.00	\$ 126.50	
Geographic Information Systems Technician			Assist scientists, technologists, or related professionals in building, maintaining, modifying, or using geographic information systems (GIS) databases. May also perform some custom application development or provide user support.
Junior Geographic Information Systems Technician	\$ 59.00	\$ 64.90	
Journeyman Geographic Information Systems Technician	\$ 75.00	\$ 82.50	
Senior Geographic Information Systems Technician	\$ 94.00	\$ 103.40	
SME - Geographic Information Systems Technician	\$ 120.00	\$ 132.00	
Geospatial Information Scientist and Technologist			Research or develop geospatial technologies. May produce databases, perform applications programming, or coordinate projects. May specialize in areas such as agriculture, mining, health care, retail trade, urban planning, or military intelligence.
Junior Geospatial Information Scientist and Technologist	\$ 60.00	\$ 66.00	
Journeyman Geospatial Information Scientist and Technologist	\$ 79.00	\$ 86.90	
Senior Geospatial Information Scientist and Technologist	\$ 98.00	\$ 107.80	
SME - Geospatial Information Scientist and Technologist	\$ 125.00	\$ 137.50	
Information Security Analyst			Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses.
Junior Information Security Analyst	\$ 82.39	\$ 90.63	
Journeyman Information Security Analyst	\$ 104.86	\$ 115.35	
Senior Information Security Analyst	\$ 130.54	\$ 143.59	

SME - Information Security Analyst	\$ 141.24	\$ 155.36	
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Information Technology Project Manager			Plan, initiate, and manage information technology (IT) projects. Lead and guide the work of technical staff. Serve as liaison between business and technical aspects of projects. Plan project stages and assess business implications for each stage. Monitor progress to assure deadlines, standards, and cost targets are met.
Junior Information Technology Project Manager	\$ 170.00	\$ 187.00	
Journeyman Information Technology Project Manager	\$ 190.00	\$ 209.00	
Senior Information Technology Project Manager	\$ 250.00	\$ 275.00	
SME - Information Technology Project Manager	\$ 290.00	\$ 319.00	
Management Analyst			Conduct organizational studies and evaluations, design systems and procedures, conduct work simplification and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.
Junior Management Analyst	\$ 105.00	\$ 115.50	
Journeyman Management Analyst	\$ 127.00	\$ 139.70	
Senior Management Analyst	\$ 135.00	\$ 148.50	
SME - Management Analyst	\$ 155.00	\$ 170.50	
Network and Computer Systems Administrator			Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Monitor network to ensure network availability to all system users and may perform necessary maintenance to support network availability. May monitor and test Web site performance to ensure Web sites operate correctly and without interruption. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. May supervise computer user support specialists and computer network support specialists. May administer network security measures.
Junior Network and Computer Systems Administrator	\$ 95.00	\$ 104.50	
Journeyman Network and Computer Systems Administrator	\$ 118.00	\$ 129.80	
Senior Network and Computer Systems Administrator	\$ 133.00	\$ 146.30	
SME - Network and Computer Systems Administrator	\$ 150.00	\$ 165.00	
Software Developer, Applications			Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. May supervise computer programmers.
Junior Software Developer_Applications	\$ 100.00	\$ 110.00	
Journeyman Software Developer_Applications	\$ 125.00	\$ 137.50	
Senior Software Developer_Applications	\$ 150.00	\$ 165.00	
SME - Software Developer_Applications	\$ 180.00	\$ 198.00	
Software Quality Assurance Engineer and Tester			Develop and execute software test plans in order to identify software problems and their causes.
Junior Software Quality Assurance Engineer and Tester	\$ 100.00	\$ 110.00	
Journeyman Software Quality Assurance Engineer and Tester	\$ 120.00	\$ 132.00	
Senior Software Quality Assurance Engineer and Tester	\$ 140.00	\$ 154.00	
SME - Software Quality Assurance Engineer and Tester	\$ 160.00	\$ 176.00	
Technical Writer			Write technical materials, such as equipment manuals, appendices, or operating and maintenance instructions. May assist in layout work.
Junior Technical Writer	\$ 75.00	\$ 82.50	
Journeyman Technical Writer	\$ 95.00	\$ 104.50	

Senior Technical Writer	\$ 115.00	\$ 126.50	
SME - Technical Writer	\$ 130.00	\$ 143.00	

Telecommunications Engineering Specialist			Design or configure voice, video, and data communications systems. Supervise installation and post-installation service and maintenance.
Junior Telecommunications Engineering Specialist	\$ 78.00	\$ 85.80	
Journeyman Telecommunications Engineering Specialist	\$ 110.00	\$ 121.00	
Senior Telecommunications Engineering Specialist	\$ 135.00	\$ 148.50	
SME - Telecommunications Engineering Specialist	\$ 150.00	\$ 165.00	
Telecommunications Equipment Installer and Repairer			Install, set-up, rearrange, or remove switching, distribution, routing, and dialing equipment used in central offices or headends. Service or repair telephone, cable television, Internet, and other communications equipment on customers' property. May install communications equipment or communications wiring in buildings.
Junior Telecommunications Equipment Installer and Repairer	\$ 60.00	\$ 66.00	
Journeyman Telecommunications Equipment Installer and Repairer	\$ 70.00	\$ 77.00	
Senior Telecommunications Equipment Installer and Repairer	\$ 85.00	\$ 93.50	
SME - Telecommunications Equipment Installer and Repairer	\$ 98.00	\$ 107.80	
Training and Development Specialist			Design and conduct training and development programs to improve individual and organizational performance. May analyze training needs.
Junior Training and Development Specialist	\$ 67.00	\$ 73.70	
Journeyman Training and Development Specialist	\$ 85.00	\$ 93.50	
Senior Training and Development Specialist	\$ 101.00	\$ 111.10	
SME - Training and Development Specialist	\$ 125.00	\$ 137.50	
Video Game Designer			Design core features of video games. Specify innovative game and role-play mechanics, story lines, and character biographies. Create and maintain design documentation. Guide and collaborate with production staff to produce games as designed.
Junior Video Game Designer	\$ 53.50	\$ 58.85	
Journeyman Video Game Designer	\$ 68.48	\$ 75.33	
Senior Video Game Designer	\$ 88.81	\$ 97.69	
SME - Video Game Designer	\$ 102.72	\$ 112.99	
Web Administrator			Manage web environment design, deployment, development and maintenance activities. Perform testing and quality assurance of web sites and web applications
Junior Web Administrator	\$ 79.00	\$ 86.90	
Journeyman Web Administrator	\$ 93.00	\$ 102.30	
Senior Web Administrator	\$ 109.00	\$ 119.90	
SME - Web Administrator	\$ 120.00	\$ 132.00	
Web Developer			Design, create, and modify Web sites. Analyze user needs to implement Web site content, graphics, performance, and capacity. May integrate Web sites with other computer applications. May convert written, graphic, audio, and video components to compatible Web formats by using software designed to facilitate the creation of Web and multimedia content.
Junior Web Developer	\$ 82.00	\$ 90.20	
Journeyman Web Developer	\$ 103.00	\$ 113.30	
Senior Web Developer	\$ 125.00	\$ 137.50	
SME - Web Developer	\$ 135.00	\$ 148.50	

Robotic Process Automation (RPA) Development and Implementation Labor Categories and Rates - Specialized Skill Set

RPA - Program Manager			Program Manager: Provides overall program management and strategic guidance for technical solution designs. Develops engagement work plans, allocates resources and quality reviews on deliverables as part of the entire enterprise implementation. Experience engaging customers and translating customer needs to the actionable direction for the technical teams and the individual project managers. Highly proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives. Possesses at least a BA degree and at least 20 years of relevant experience.
RPA - Program Manager	\$ 335.00	\$ 368.50	
RPA - Solution Architect			Overseas teams that configure multiple software to operate in different IT environments. Provides expert advice on infrastructure, servers, and accreditation process, etc. Possesses in- depth technical skills and understanding of the IT technical environment to troubleshoot configuration issues in different cloud environments. Possesses experience with system accreditation, system security, and system architecture and certifications in CISM/CISSP.
RPA - Solution Architect	\$ 230.00	\$ 253.00	
RPA - Project Technical Manager			Project/Technical Manager: Provides overall project management and strategic guidance for technical solution designs. Develops engagement work plans, allocates resources and quality reviews on deliverables. Experience engaging customers and translating customer needs to the actionable direction for the technical teams. Highly proficient in the use of firm tools and enablers to better support the overall objectives and goals of the program objectives. Possesses at least a BA degree and at least 20 years of relevant experience.
RPA-Project Technical Manager	\$ 225.00	\$ 247.50	
RPA - Process Architect I			Collaborate with FEMA requirements managers / owners to perform automation feasibility analysis, architect standard solutions, designs, and implement new and enhanced capabilities. This resource addresses problems of systems integration, compatibility, and multiple platforms. This resource will support the adaptation of functional business requirements and processes to enterprise technical solutions, leveraging Robotics Process Automation (RPA) UiPath software, support all phases of testing.
RPA - Process Architect I	\$ 180.00	\$ 198.00	
RPA - Process Architect II			Collaborate with FEMA requirements managers / owners to perform automation feasibility analysis, architect standard solutions, designs, and implement new and enhanced capabilities. This resource addresses problems of systems integration, compatibility, and multiple platforms. This resource will support the adaptation of functional business requirements and processes to enterprise technical solutions, leveraging Robotics Process Automation (RPA) UiPath software, support all phases of testing.
RPA - Process Architect II	\$ 155.00	\$ 170.50	
RPA - Senior Business Analyst			Senior Process/Business Analyst: Translates client needs to business requirements, designs/redesigns and documents processes for simple and complex processes. Experience working with customer to fully understanding simple and complex processes. Proficient at developing process documentation and design for simple and complex processes.
RPA - Senior Business Analyst	\$ 138.00	\$ 151.80	

RPA - Mid Level Business Analyst			Mid-Level Process/Business Analyst: Translates client needs to business requirements, designs/redesigns and documents processes. Experience working with customer to fully understanding simple processes. Experienced in process documentation and design for simple processes.
RPA-Mid Level Business Analyst	\$ 130.00	\$ 143.00	
RPA - Automation Programmer I			The resource will provide automation development and configuration, testing and operational maintenance of RPA use case(s), using software tools such as UiPath. The resource will assist team members and/or functional designers in researching and documenting requirements; analyze objectives and identify solutions; and translate solutions provided by Business Analysts into process automations. They will assist with preparation of documentation, complete code quality and peer reviews, assist with the production support including break/fix and automation enhancement development and testing.
RPA - Automation Programmer I	\$ 184.00	\$ 202.40	
RPA - Automation Programmer II			The resource will provide automation development and configuration, testing and operational maintenance of RPA use case(s), using software tools such as UiPath. The resource will assist team members and/or functional designers in researching and documenting requirements; analyze objectives and identify solutions; and translate solutions provided by Business Analysts into process automations. They will assist with preparation of documentation, complete code quality and peer reviews, assist with the production support including break/fix and automation enhancement development and testing.
RPA - Automation Programmer II	\$ 172.00	\$ 189.20	
RPA - Automation Programmer III			The resource will provide automation development and configuration, testing and operational maintenance of RPA use case(s), using software tools such as UiPath. The resource will assist team members and/or functional designers in researching and documenting requirements; analyze objectives and identify solutions; and translate solutions provided by Business Analysts into process automations. They will assist with preparation of documentation, complete code quality and peer reviews, assist with the production support including break/fix and automation enhancement development and testing.
RPA - Automation Programmer III	\$ 168.00	\$ 184.80	
RPA - Automation Programmer IV			The resource will provide automation development and configuration, testing and operational maintenance of RPA use case(s), using software tools such as UiPath. The resource will assist team members and/or functional designers in researching and documenting requirements; analyze objectives and identify solutions; and translate solutions provided by Business Analysts into process automations. They will assist with preparation of documentation, complete code quality and peer reviews, assist with the production support including break/fix and automation enhancement development and testing.
RPA - Automation Programmer IV	\$ 140.00	\$ 154.00	
RPA - Subject Matter Expert (SME)			Provides advisory support and strategic guidance for process automation design solutions based on best practices. Experienced in helping troubleshoot issues and provide quality control reviews for simple and complex process design and automation projects. Experience engaging customers and translating customer needs to the actionable and optimized process design inputs.
RPA - Subject Matter Expert (SME)	\$ 255.00	\$ 280.50	

RPA - Project Analyst			The resource shall provide support for FEMA and contractor program management in the completion of automation program deliverables, status reporting, documentation updates and version control. In addition, the resource will assist Business Analysts with automation delivery tasks as required.
RPA - Project Analyst	\$	174.00	\$ 191.40

Labor categories are further subdivided by knowledge/skill level. Definitions of these knowledge/skill levels are as follows:

- **JUNIOR:** Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.
- **JOURNEYMAN:** Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.
- **SENIOR:** Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others.
- **SUBJECT MATTER EXPERT (SME):** Provides technical/management leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.