



Dnutch Commercial Rate List (as of 6/1/2026)

Order	Labor Category	Standard Role Family	Role Description	Minimum Education	Minimum Experience	Commercial Rate
1	Acquisition Subject Matter Expert	Subject Matter Expertise	The Business Lead/SME represents end-users and business stakeholders, providing expertise on acquisition workflows, requirements, and priorities. This role ensures the application aligns with operational needs and supports effective change management and user adoption.	Bachelors	7-10	\$255.15
2	Administrative Assistant I	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Associates	0-3	\$117.55
3	Administrative Assistant II	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Associates	4-7	\$150.74
4	Administrative Support Specialist I	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Associates	0-3	\$189.46
5	Administrative Support Specialist II	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Associates	4-7	\$207.44
6	Analyst Jr.	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	0–3	\$254.46
7	Analyst I	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	1-3	\$272.44
8	Analyst II	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	4-7	\$290.42
9	Analyst III	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	7-10	\$308.40
10	Analyst IV	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Masters	11-15	\$380.31
11	Analyst V	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Masters	11-15	\$326.38
12	Applications Analyst III	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Bachelors	7-10	\$312.55
13	Applications Analyst IV	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Masters	11-15	\$378.93
14	Applications Analyst V	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Masters	11-15	\$448.08
15	Business Administrator I	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Bachelors	1-3	\$170.10
16	Business Administrator II	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Bachelors	4-7	\$190.85
17	Business Administrator III	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Bachelors	7-10	\$211.59
18	Business Architect (Sr)	Consulting / Business Transformation	Provides enterprise-level business architecture, business process transformation, requirements alignment, and business-to-technology integration support for a given implementation effort. This role analyzes the acquisition capabilities and end-to-end business processes; develops business process models and other business architecture artifacts. This role ensures alignment among acquisition mission objectives, policies, business requirements, data requirements, and capabilities.	Bachelors	6-10	\$319.46

19	Business Architect (Principal)	Consulting / Business Transformation	Provides enterprise-level business architecture, business process transformation, requirements alignment, and business-to-technology integration support for a given implementation effort. This role analyzes the acquisition capabilities and end-to-end business processes; develops business process models and other business architecture artifacts. This role ensures alignment among acquisition mission objectives, policies, business requirements, data requirements, and capabilities.	Bachelors	11-15	\$356.80
20	Business Consultant I	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Bachelors	1-3	\$190.85
21	Business Consultant II	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Bachelors	4-7	\$237.87
22	Business Consultant III	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Bachelors	7-10	\$264.14
23	Business Consultant IV	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Masters	11-15	\$298.72
24	Business Consultant V	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Masters	15+	\$370.63
25	Business Process Analyst II	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Bachelors	4-7	\$254.46
26	Business Process Analyst III	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Bachelors	7-10	\$312.55
27	Business Process Analyst IV	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Masters	11-15	\$378.93
28	Cloud Architect III	Cloud / Infrastructure Architecture	Performs advanced assignments and may lead technical workstreams. Defines solution/enterprise architecture, technical standards, integrations, security patterns, and implementation roadmaps.	Bachelors	4-7	\$366.48
29	Cloud Architect IV	Cloud / Infrastructure Architecture	Leads complex assignments and provides senior-level technical direction. Defines solution/enterprise architecture, technical standards, integrations, security patterns, and implementation roadmaps.	Masters	11-15	\$405.21
30	Cloud Consultant Expert	Cloud Consulting	Leads complex assignments and provides senior-level technical direction. Provides specialized advisory services, technical analysis, recommendations, and expert support for complex client requirements.	Masters	11-15	\$428.72
31	Cloud Engineer I	Cloud / Infrastructure Engineering	Performs core duties under established technical and project procedures. Designs, implements, automates, secures, and supports cloud infrastructure and platform services.	Bachelors	1-4	\$246.17
32	Cloud Engineer II	Cloud / Infrastructure Engineering	Performs independently on moderately complex assignments. Designs, implements, automates, secures, and supports cloud infrastructure and platform services.	Bachelors	4-7	\$269.68
33	Cloud Engineer III	Cloud / Infrastructure Engineering	Performs advanced assignments and may lead technical workstreams. Designs, implements, automates, secures, and supports cloud infrastructure and platform services.	Bachelors	7-10	\$293.19
34	Cloud Engineer IV	Cloud / Infrastructure Engineering	Leads complex assignments and provides senior-level technical direction. Designs, implements, automates, secures, and supports cloud infrastructure and platform services.	Masters	11-15	\$311.17
35	Cloud Program Manager I	Program Management	Performs core duties under established technical and project procedures. Plans and directs multi-project programs; manages scope, schedule, budget, staffing, risks, performance, and customer reporting.	Masters	11-15	\$378.93
36	Cloud Project Manager	Program Management	Performs core duties under established technical and project procedures. Manages project scope, schedule, cost, resources, risks, deliverables, and stakeholder communications.	Masters	11-15	\$344.36

37	Communications Lead	Program Management	The Communications Lead serves as the primary point of contact for all internal and external communications related to the program. This individual is responsible for ensuring clear, timely, and consistent messaging across stakeholders and acts as the direct liaison between the program team, application coordinators and the supporting training, outreach, and knowledge sharing initiatives.	Bachelors	7-10	\$228.19
38	Computer Network Support II	Network Engineering / Operations	Designs, implements, operates, troubleshoots, and optimizes enterprise network infrastructure and connectivity.	Bachelors	4-7	\$186.70
39	Computer Network Support III	Network Engineering / Operations	Designs, implements, operates, troubleshoots, and optimizes enterprise network infrastructure and connectivity.	Bachelors	7-10	\$171.48
40	Computer Operator I	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Associates	0-3	\$153.51
41	Computer Operator III	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Bachelors	7-10	\$182.55
42	Computer Operator IV	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Bachelors	11-15	\$168.72
43	Computer Systems Architect II	Systems Engineering / Architecture	Designs and integrates systems architecture, defines technical requirements, evaluates interfaces, and supports system lifecycle engineering.	Bachelors	4-7	\$340.21
44	Computer Systems Architect III	Systems Engineering / Architecture	Designs and integrates systems architecture, defines technical requirements, evaluates interfaces, and supports system lifecycle engineering.	Bachelors	7-10	\$413.51
45	Computer Systems Architect IV	Systems Engineering / Architecture	Designs and integrates systems architecture, defines technical requirements, evaluates interfaces, and supports system lifecycle engineering.	Masters	11-15	\$488.19
46	Computer Systems Architect V	Systems Engineering / Architecture	Designs and integrates systems architecture, defines technical requirements, evaluates interfaces, and supports system lifecycle engineering.	Masters	11-15	\$564.25
47	Computer Tech Support Analyst I	Analysis	Diagnoses and resolves end-user and system technical issues, documents incidents, and supports hardware/software operations.	Bachelors	1-3	\$190.85
48	Computer Tech Support Analyst II	Analysis	Diagnoses and resolves end-user and system technical issues, documents incidents, and supports hardware/software operations.	Bachelors	4-7	\$221.27
49	Computer Tech Support Analyst III	Analysis	Diagnoses and resolves end-user and system technical issues, documents incidents, and supports hardware/software operations.	Bachelors	7-10	\$271.06
50	Configuration Analyst II	Analysis	Controls and documents system configurations, baselines, changes, versioning, and configuration-management processes.	Bachelors	4-7	\$243.40
51	Configuration Analyst III	Analysis	Controls and documents system configurations, baselines, changes, versioning, and configuration-management processes.	Bachelors	7-10	\$300.10
52	Configuration Analyst IV	Analysis	Controls and documents system configurations, baselines, changes, versioning, and configuration-management processes.	Masters	11-15	\$362.34
53	Consultant I	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Bachelors	1	\$196.38
54	Consultant II	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Bachelors	2	\$248.93
55	Consultant III	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Bachelors	4	\$297.34
56	Cybersecurity IT Analyst	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	7-10	\$309.78

57	Cybersecurity IT Consultant	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Masters	7-10	\$301.48
58	Cybersecurity IT Manager	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Masters	11-15	\$475.74
59	Cybersecurity IT Partner/Principal/Director (CISO)	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	15+	\$630.63
60	Cybersecurity IT Project Delivery Analyst	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	1-4	\$142.44
61	Cybersecurity IT Project Delivery Coordinator	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	0-3	\$81.60
62	Cybersecurity IT Project Delivery Manager	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Bachelors	7-10	\$286.27
63	Cybersecurity IT Project Delivery Manager II	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Bachelors	7-10	\$331.91
64	Cybersecurity IT Project Delivery Senior Analyst	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Masters	11-15	\$190.85
65	Cybersecurity IT Project Delivery Specialist	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	7-10	\$237.87
66	Cybersecurity IT Sr. Consultant	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	7-10	\$402.44
67	Cybersecurity IT Sr. Manager	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Masters	11-15	\$551.80
68	Data Analyst	Data Management	Performs core duties under established technical and project procedures. Analyzes technical/business requirements, systems, data, or processes and produces findings, specifications, and recommendations.	Bachelors	3-7	\$201.91
69	Data Architect	Database / Data Engineering	Provides enterprise-level data architecture, data integration, data modeling, and data management expertise in support of the application implementation and transition from a legacy environment. This role defines and maintains the target-state application data architecture and ensures that acquisition data is structured, standardized, integrated, governed, secured, and made available in a manner that supports operational, reporting, analytics, interoperability, and future artificial intelligence requirements. The Data Architect serves as the primary data architecture liaison among stakeholders, the Business Architect, Solution Architect, Data Engineers, Data Stewards, System Integrator.	Bachelors	11-15	\$318.08
70	Data Engineer I	Data Management	Performs core duties under established technical and project procedures. Designs and builds data pipelines, integrations, transformations, storage, and data-quality controls.	Bachelors	1-4	\$260.00
71	Data Engineer II	Data Management	Performs independently on moderately complex assignments. Designs and builds data pipelines, integrations, transformations, storage, and data-quality controls.	Bachelors	4-7	\$302.87

72	Data Engineer III	Data Management	The Data Engineer works collaboratively with leadership, data architects, data scientists, business and technical data stewards, system owners, application teams, and other stakeholders to translate acquisition business requirements and enterprise data architecture into scalable and sustainable technical data solutions.	Bachelors	7-10	\$333.29
73	Data Engineer IV	Data Management	Leads complex assignments and provides senior-level technical direction. Designs and builds data pipelines, integrations, transformations, storage, and data-quality controls.	Masters	11-15	\$349.89
74	Data Scientist I	Data Management	Performs core duties under established technical and project procedures. Develops statistical, machine-learning, and analytical models; prepares data and communicates actionable findings.	Bachelors	1-4	\$319.46
75	Data Scientist II	Data Management	Performs independently on moderately complex assignments. Develops statistical, machine-learning, and analytical models; prepares data and communicates actionable findings.	Bachelors	4-7	\$344.36
76	Data Scientist III	Data Management	Performs advanced assignments and may lead technical workstreams. Develops statistical, machine-learning, and analytical models; prepares data and communicates actionable findings.	Bachelors	7-10	\$372.02
77	Data Scientist IV	Data Management	Leads complex assignments and provides senior-level technical direction. Develops statistical, machine-learning, and analytical models; prepares data and communicates actionable findings.	Masters	11-15	\$396.91
78	Database Administrator I	Database / Data Engineering	Designs, administers, integrates, tunes, and supports databases and data platforms, including availability and performance.	Bachelors	0-3	\$226.80
79	Database Administrator II	Database / Data Engineering	Designs, administers, integrates, tunes, and supports databases and data platforms, including availability and performance.	Bachelors	4-7	\$265.53
80	Database Administrator III	Database / Data Engineering	Designs, administers, integrates, tunes, and supports databases and data platforms, including availability and performance.	Bachelors	7-10	\$326.38
81	Database Administrator IV	Database / Data Engineering	Designs, administers, integrates, tunes, and supports databases and data platforms, including availability and performance.	Masters	11-15	\$395.53
82	Database Engineer I	Database / Data Engineering	Designs, administers, integrates, tunes, and supports databases and data platforms, including availability and performance.	Bachelors	0-3	\$254.46
83	Database Engineer II	Database / Data Engineering	Designs, administers, integrates, tunes, and supports databases and data platforms, including availability and performance.	Bachelors	4-7	\$312.55
84	Database Engineer III	Database / Data Engineering	Designs, administers, integrates, tunes, and supports databases and data platforms, including availability and performance.	Bachelors	7-10	\$378.93
85	Database Engineer IV	Database / Data Engineering	Designs, administers, integrates, tunes, and supports databases and data platforms, including availability and performance.	Masters	11-15	\$448.08
86	DevSecOps Engineer II	DevSecOps	Performs core duties under established technical and project procedures. Builds and operates CI/CD pipelines, infrastructure automation, cloud environments, monitoring, and secure deployment processes.	Bachelors	5-8	\$250.31
87	DevSecOps Engineer I	DevSecOps	Performs core duties under established technical and project procedures. Builds and operates CI/CD pipelines, infrastructure automation, cloud environments, monitoring, and secure deployment processes.	Bachelors	2-5	\$239.25
88	DevSecOps Engineer III	DevSecOps	Performs core duties under established technical and project procedures. Builds and operates CI/CD pipelines, infrastructure automation, cloud environments, monitoring, and secure deployment processes.	Bachelors	8-12	\$265.53
89	Director	Management / Leadership	Provides senior leadership, strategic direction, client management, delivery oversight, and accountability for consulting engagements.	Masters	15+	\$573.93
90	Engineer / Computer Scientist I	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	0–3	\$225.42
91	Engineer / Computer Scientist II	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	1–4	\$171.48

92	Engineer / Computer Scientist III	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	4-7	\$228.19
93	Engineer / Computer Scientist IV	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Masters	7-10	\$273.82
94	Engineer / Computer Scientist V	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Masters	11-15	\$289.04
95	Enterprise Architect (IT)	Enterprise Architecture	Performs core duties under established technical and project procedures. Defines solution/enterprise architecture, technical standards, integrations, security patterns, and implementation roadmaps.	Masters	11-15	\$406.59
96	Executive Administrator	Project Management	Provides senior-level administrative, coordination, and operational support to the leadership team to facilitate efficient execution of the program. This role manages executive schedules, meetings, correspondence, documentation, action items, and administrative workflows while serving as a central coordination point among leadership, project teams, stakeholders, contractors, and governance bodies. The Executive Administrator supports the preparation and distribution of executive-level materials and ensures that decisions, actions, commitments, and deadlines are accurately documented and tracked through completion.	Bachelors	7-10	\$174.25
97	Full Stack Engineer I	Software / Application Engineering	Performs core duties under established technical and project procedures. Designs, develops, tests, documents, integrates, and maintains software applications and services.	Bachelors	1-3	\$225.42
97	Full Stack Engineer II	Software / Application Engineering	Performs independently on moderately complex assignments. Designs, develops, tests, documents, integrates, and maintains software applications and services.	Bachelors	4-7	\$239.25
98	Full Stack Engineer III	Software / Application Engineering	Performs advanced assignments and may lead technical workstreams. Designs, develops, tests, documents, integrates, and maintains software applications and services.	Bachelors	7-10	\$261.38
99	Full Stack Engineer IV	Software / Application Engineering	Leads complex assignments and provides senior-level technical direction. Designs, develops, tests, documents, integrates, and maintains software applications and services.	Masters	11-15	\$305.63
100	Functional Specialist / Functional Expert I	Subject Matter Expertise	Provides specialized domain expertise, technical guidance, analysis, and advisory support for complex program requirements.	Masters	11-15	\$401.06
101	Functional Specialist / Functional Expert II	Subject Matter Expertise	Provides specialized domain expertise, technical guidance, analysis, and advisory support for complex program requirements.	Masters	15+	\$414.89
102	Functional Specialist/SME I	Subject Matter Expertise	Provides specialized domain expertise, technical guidance, analysis, and advisory support for complex program requirements.	Masters	11-15	\$401.06
103	Functional Specialist/SME II	Subject Matter Expertise	Provides specialized domain expertise, technical guidance, analysis, and advisory support for complex program requirements.	Masters	15+	\$511.70
104	Graphic Artist II	Digital / Creative	Creates digital, web, multimedia, and visual communication assets supporting technology solutions and user experiences.	Bachelors	4-7	\$221.27
105	Graphic Artist III	Digital / Creative	213	Bachelors	7-10	\$271.06
106	Graphic Artist IV	Digital / Creative	Creates digital, web, multimedia, and visual communication assets supporting technology solutions and user experiences.	Bachelors	11-15	\$327.76
107	GRC/Security Specialist	Cybersecurity / Information Assurance	#REF!	Bachelors	7-10	\$226.80
108	Hardware Engineer II	Hardware Engineering	Designs, evaluates, integrates, tests, and supports computer hardware and related technical infrastructure.	Bachelors	4-7	\$276.59
109	Hardware Engineer III	Hardware Engineering	Designs, evaluates, integrates, tests, and supports computer hardware and related technical infrastructure.	Bachelors	7-10	\$340.21
110	Hardware Engineer IV	Hardware Engineering	Designs, evaluates, integrates, tests, and supports computer hardware and related technical infrastructure.	Masters	11-15	\$413.51

111	Information Assurance Engineer II	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	4-7	\$395.53
112	Information Assurance Engineer III	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	7-10	\$485.42
113	Information Assurance Engineer IV	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Masters	11-15	\$575.31
114	Information Assurance Specialist I	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	0–3	\$300.10
115	Information Assurance Specialist II	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	1–4	\$210.21
116	Information Assurance Specialist III	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Bachelors	2–6	\$341.59
117	Information Assurance Specialist IV	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Masters	4–8	\$363.72
118	Information Assurance Specialist V	Cybersecurity / Information Assurance	Supports cybersecurity engineering, security controls, risk assessment, compliance, vulnerability management, and protection of information systems.	Masters	6–10	\$384.46
218	IT Analyst	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	4-7	\$257.23
219	IT Center Lead	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Masters	10-15	\$265.53
220	IT Consultant	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Masters	7-10	\$295.95
221	IT Manager	Management / Leadership	Provides senior leadership, strategic direction, client management, delivery oversight, and accountability for consulting engagements.	Masters	10-15	\$477.12
100	IT Partner/Principal/Director	Management / Leadership	Provides senior leadership, strategic direction, client management, delivery oversight, and accountability for consulting engagements.	Masters	15+	\$576.70
101	IT Project Delivery Analyst	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	4-7	\$143.82
102	IT Project Delivery Coordinator	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	4-7	\$82.98
103	IT Project Delivery Manager	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Masters	10-15	\$287.65
104	IT Project Delivery Manager II	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Masters	4-7	\$340.21
105	IT Project Delivery Senior Analyst	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	7-10	\$190.85
106	IT Project Delivery Specialist	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	7-10	\$236.48
107	IT Sr. Consultant	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Masters	7-10	\$367.87
108	IT Sr. Manager	Management / Leadership	Provides senior leadership, strategic direction, client management, delivery oversight, and accountability for consulting engagements.	Masters	7-10	\$529.68

109	Manager (Project Manager)	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Masters	7	\$441.17
110	Multi-Function Financial Analyst I	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	0–3	\$275.21
111	Multi-Function Financial Analyst II	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	1–4	\$333.29
113	Multi-Function Financial Analyst III	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	4-7	\$407.97
112	Multi-Function Financial Analyst IV	Analysis	Performs research, requirements analysis, data/technical assessment, documentation, and decision support for IT initiatives.	Bachelors	7-10	\$481.27
115	Multi-Function Info Systems Analyst II	Analysis	Performs cross-functional information-systems analysis, integration, troubleshooting, requirements support, and operational coordination.	Bachelors	4-7	\$326.38
117	Multi-Function Info Systems Analyst III	Analysis	Performs cross-functional information-systems analysis, integration, troubleshooting, requirements support, and operational coordination.	Bachelors	7-10	\$395.53
116	Multi-Function Info Systems Analyst IV	Analysis	Performs cross-functional information-systems analysis, integration, troubleshooting, requirements support, and operational coordination.	Masters	11-15	\$467.44
114	Multi-Function Info Systems Analyst V	Analysis	Performs cross-functional information-systems analysis, integration, troubleshooting, requirements support, and operational coordination.	Masters	15+	\$540.74
118	Multimedia Design Engineer II	Digital / Creative	Creates digital, web, multimedia, and visual communication assets supporting technology solutions and user experiences.	Bachelors	4-7	\$232.34
119	Multimedia Design Engineer III	Digital / Creative	Creates digital, web, multimedia, and visual communication assets supporting technology solutions and user experiences.	Bachelors	7-10	\$286.27
120	Multimedia Design Engineer IV	Digital / Creative	Creates digital, web, multimedia, and visual communication assets supporting technology solutions and user experiences.	Masters	11-15	\$344.36
121	Network Engineer II	Network Engineering / Operations	Designs, implements, operates, troubleshoots, and optimizes enterprise network infrastructure and connectivity.	Bachelors	4-7	\$254.46
122	Network Engineer III	Network Engineering / Operations	Designs, implements, operates, troubleshoots, and optimizes enterprise network infrastructure and connectivity.	Bachelors	7-10	\$312.55
123	Network Engineer IV	Network Engineering / Operations	Designs, implements, operates, troubleshoots, and optimizes enterprise network infrastructure and connectivity.	Masters	11-15	\$378.93
124	Network Monitor Technician Sr	Network Engineering / Operations	Designs, implements, operates, troubleshoots, and optimizes enterprise network infrastructure and connectivity.	Bachelors	4-7	\$203.29
125	Product Manager I	Product Management	Performs core duties under established technical and project procedures. Provides professional IT/technical services consistent with the labor category and client requirements.	Masters	11-15	\$348.51
126	Product Manager II	Product Management	Performs independently on moderately complex assignments. Provides professional IT/technical services consistent with the labor category and client requirements.	Masters	15+	\$374.78
227	Integration & Infrastructure Architect	Software / Application Engineering	This position is responsible for providing program-level integration, governance, and decision support. The position also ensures the application meets customer environment uptime, platform monitoring, identity access, and CI/CD pipelines, cybersecurity and privacy requirements. This includes managing Enterprise Architecture documentation, coordinating security assessments, and ensuring ongoing compliance with the organization, FISMA, and NIST standards.	Masters	4-7	\$277.97
127	Program Management Associate Manager	Program Management	Leads program governance, delivery planning, resources, schedule, risk, stakeholder coordination, and performance across multiple workstreams.	Bachelors	4-7	\$413.51
128	Program Management Manager	Program Management	Leads program governance, delivery planning, resources, schedule, risk, stakeholder coordination, and performance across multiple workstreams.	Bachelors	10–15	\$488.19
129	Program Management Senior Manager	Program Management	Leads program governance, delivery planning, resources, schedule, risk, stakeholder coordination, and performance across multiple workstreams.	Masters	10–15	\$564.25

130	Program Manager I	Program Management	Leads program governance, delivery planning, resources, schedule, risk, stakeholder coordination, and performance across multiple workstreams.	Bachelors	8–12	\$246.17
131	Program Manager II	Program Management	Leads program governance, delivery planning, resources, schedule, risk, stakeholder coordination, and performance across multiple workstreams.	Bachelors	10–15	\$410.74
132	Program Manager III	Program Management	The Program Manager provides overall management of the program, overseeing planning, execution, resource management, and stakeholder engagement. The PM is responsible for aligning project objectives with strategic goals, tracking progress against milestones, managing risks, and ensuring successful delivery of the initiative.	Bachelors	15+	\$437.02
133	Program Support (Project Manager Jr)	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Bachelors	7	\$369.25
134	Programmer Analyst I	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Bachelors	0–3	\$243.40
135	Programmer Analyst II	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Bachelors	1–4	\$208.82
136	Programmer Analyst III	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Bachelors	4-7	\$300.10
137	Programmer Analyst IV	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Masters	7-10	\$362.34
140	Project / Task Manager III	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Bachelors	9+	\$330.53
138	Project / Task Manager I	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Bachelors	4–9	\$289.04
139	Project / Task Manager II	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Bachelors	7–10	\$309.78
141	Project Controller I	Financial / Project Controls	Supports project financial management, cost/schedule controls, forecasting, reporting, and business operations.	Bachelors	0-3	\$146.59
142	Project Controller II	Financial / Project Controls	Supports project financial management, cost/schedule controls, forecasting, reporting, and business operations.	Bachelors	4-7	\$170.10
143	Project Controller III	Financial / Project Controls	Supports project financial management, cost/schedule controls, forecasting, reporting, and business operations.	Bachelors	7-10	\$226.80
145	Project Engineer II	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	4-7	\$326.38
147	Project Engineer III	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	7-10	\$395.53
146	Project Engineer IV	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Masters	11-15	\$467.44
144	Project Engineer V	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Masters	15+	\$540.74
148	Project Mgmt & Planning Operations Rep I	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Bachelors	0-3	\$254.46
149	Project Mgmt & Planning Operations Rep II	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Bachelors	4-7	\$309.78
151	Project Mgmt & Planning Operations Rep III	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Bachelors	7-10	\$378.93
150	Project Mgmt & Planning Operations Rep IV	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Masters	11-15	\$448.08
153	Publication Coordinator II	Technical Writing / Documentation	Creates and maintains technical, operational, training, and user documentation in support of systems and programs.	Bachelors	4-7	\$195.00
152	Publication Coordinator III	Technical Writing / Documentation	Creates and maintains technical, operational, training, and user documentation in support of systems and programs.	Bachelors	7-10	\$229.57

154	QA Engineer II	Quality Assurance / Testing	Develops and executes quality and test activities, verifies requirements, documents defects, and supports release readiness.	Bachelors	4-7	\$254.46
155	QA Engineer III	Quality Assurance / Testing	Develops and executes quality and test activities, verifies requirements, documents defects, and supports release readiness.	Bachelors	7-10	\$312.55
156	QA Engineer IV	Quality Assurance / Testing	Develops and executes quality and test activities, verifies requirements, documents defects, and supports release readiness.	Masters	11-15	\$378.93
234	Quality and Change Management (Sr.)	Quality Assurance / Testing	Works with leadership to prepare acquisition organizations, acquisition professionals, system administrators, and other stakeholders for changes to business processes, roles, policies, procedures, and technology resulting from the implementation. The position develops and executes an integrated change management strategy aligned with releases, deployment activities, training, communications, and stakeholder engagement.	Masters	7-10	\$228.19
235	Quality and Change Management (Manager)	Quality Assurance / Testing	Works with leadership team to prepare acquisition organizations, acquisition professionals, system administrators, and other stakeholders for changes to business processes, roles, policies, procedures, and technology resulting from the application implementation. The position develops and executes an integrated change management strategy aligned with application releases, deployment activities, training, communications, and stakeholder engagement.	Masters	10-15	\$269.68
157	Senior Management Consultant I	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Masters	5	\$312.55
158	Senior Management Consultant III	Consulting / Business Analysis	Analyzes business and technical needs, develops recommendations, supports solution design, and assists stakeholders with implementation.	Masters	7	\$402.44
222	Senior Manager Consultant IV	Project Management	Plans and manages project scope, schedule, resources, risks, dependencies, reporting, and delivery outcomes.	Masters	15+	\$515.85
159	Software Engineer II	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Bachelors	4-7	\$276.59
160	Software Engineer III	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Bachelors	7-10	\$340.21
162	Software Engineer IV	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Masters	11-15	\$413.51
161	Software Engineer V	Software / Application Engineering	Designs, develops, integrates, tests, and maintains software applications and supporting technical components.	Masters	11-15	\$488.19
163	Solutions Architect Sr.	Solutions Architecture (Cloud)	Performs core duties under established technical and project procedures. Defines solution/enterprise architecture, technical standards, integrations, security patterns, and implementation roadmaps.	Masters	11-15	\$356.80
164	Solutions Architect (Principal)	Solutions Architecture (Cloud)	Leads complex assignments and provides senior-level technical direction. Defines solution/enterprise architecture, technical standards, integrations, security patterns, and implementation roadmaps. Oversees the technical aspects of the implementation, including system integration, data migration, technical validation, and alignment with enterprise architecture standards. Provides program management, analysis, coordination, and oversight of technical activities supporting implementation and operations, including system integration, data migration, technical readiness, and alignment with organization's enterprise requirements. The position serves as the program office technical interface with business stakeholders, OIT, system integrator, and contractors.	Masters	11-15	\$437.02
165	Subject Matter Expert I	Subject Matter Expertise	Provides specialized domain expertise, technical guidance, analysis, and advisory support for complex program requirements.	Masters	11-15	\$401.06

166	Subject Matter Expert II	Subject Matter Expertise	Provides specialized domain expertise, technical guidance, analysis, and advisory support for complex program requirements.	Masters	11-15	\$414.89
167	Subject Matter Expert III	Subject Matter Expertise	Provides specialized domain expertise, technical guidance, analysis, and advisory support for complex program requirements.	Masters	11-15	\$442.55
168	Subject Matter Expert IV	Subject Matter Expertise	Provides specialized domain expertise, technical guidance, analysis, and advisory support for complex program requirements.	Masters	15+	\$470.21
169	Support Specialist I	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Bachelors	0–3	\$154.89
170	Support Specialist II	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Bachelors	2–7	\$165.95
171	Support Specialist III	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Bachelors	4+	\$175.63
172	Systems Administrator I	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Bachelors	0-3	\$254.46
173	Systems Administrator II	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Bachelors	4-7	\$218.51
174	Systems Administrator III	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Bachelors	7-10	\$312.55
175	Systems Administrator IV	Administration / Operations	Provides administrative, operational, coordination, documentation, and business support for technical programs and teams.	Bachelors	11-15	\$378.93
176	Systems Design and Development Engineer I	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	0–3	\$225.42
177	Systems Design and Development Engineer II	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	1–4	\$242.02
178	Systems Design and Development Engineer III	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Bachelors	1–4	\$257.23
179	Systems Design and Development Engineer IV	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Masters	3–7	\$273.82
180	Systems Design and Development Engineer V	IT Professional Services	Provides professional IT analysis, engineering, implementation, operations, and advisory support based on the assigned labor category.	Masters	11-15	\$289.04
181	Systems Engineer II	Systems Engineering / Architecture	Leads complex assignments and provides senior-level technical direction. Designs, implements, automates, secures, and supports cloud infrastructure and platform services.	Bachelors	3-7	\$269.68
223	Systems Engineer I	Systems Engineering / Architecture	Designs and integrates systems architecture, defines technical requirements, evaluates interfaces, and supports system lifecycle engineering.	Bachelors	0-3	\$276.59
224	Systems Engineer II	Systems Engineering / Architecture	Designs and integrates systems architecture, defines technical requirements, evaluates interfaces, and supports system lifecycle engineering.	Bachelors	4-7	\$340.21
182	Systems Engineer III	Systems Engineering / Architecture	Leads complex assignments and provides senior-level technical direction. Designs, implements, automates, secures, and supports cloud infrastructure and platform services.	Bachelors	7-12	\$286.27
225	Systems Engineer III	Systems Engineering / Architecture	Designs and integrates systems architecture, defines technical requirements, evaluates interfaces, and supports system lifecycle engineering.	Bachelors	7-10	\$488.19
226	Systems Engineer IV	Systems Engineering / Architecture	Designs and integrates systems architecture, defines technical requirements, evaluates interfaces, and supports system lifecycle engineering.	Masters	11-15	\$413.51
184	Systems Integration/Test Engineer I	Quality Assurance / Testing	Develops and executes quality and test activities, verifies requirements, documents defects, and supports release readiness.	Bachelors	0-3	\$226.80

183	Systems Integration/Test Engineer II	Quality Assurance / Testing	Develops and executes quality and test activities, verifies requirements, documents defects, and supports release readiness.	Bachelors	4-7	\$265.53
185	Systems Integration/Test Engineer III	Quality Assurance / Testing	Develops and executes quality and test activities, verifies requirements, documents defects, and supports release readiness.	Bachelors	7-10	\$326.38
186	Systems Integration/Test Engineer IV	Quality Assurance / Testing	Develops and executes quality and test activities, verifies requirements, documents defects, and supports release readiness.	Masters	11-15	\$395.53
187	Technical Architect	Systems Engineering / Architecture	Performs core duties under established technical and project procedures. Defines solution/enterprise architecture, technical standards, integrations, security patterns, and implementation roadmaps.	Masters	11-15	\$372.02
188	Technical Support Help Desk II	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Bachelors	4-7	\$203.29
189	Technical Trainer II	Training	Develops and delivers technical training, course materials, demonstrations, and user enablement activities.	Bachelors	4-7	\$232.34
190	Technical Trainer III	Training	Develops and delivers technical training, course materials, demonstrations, and user enablement activities.	Bachelors	7-10	\$286.27
191	Technical Trainer IV	Training	Develops and delivers technical training, course materials, demonstrations, and user enablement activities.	Bachelors	11-15	\$344.36
192	Technical Writer II	Technical Writing / Documentation	Creates and maintains technical, operational, training, and user documentation in support of systems and programs.	Bachelors	4-7	\$232.34
193	Technical Writer III	Technical Writing / Documentation	Creates and maintains technical, operational, training, and user documentation in support of systems and programs.	Bachelors	7-10	\$286.27
194	Technical Writer IV	Technical Writing / Documentation	Creates and maintains technical, operational, training, and user documentation in support of systems and programs.	Masters	11-15	\$344.36
195	Technician I	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Associates	0–3	\$154.89
196	Technician II	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Associates	1–5	\$165.95
197	Technician III	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Associates	2–7	\$175.63
198	Technician IV	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Bachelors	4–9	\$186.70
199	Technician V	Technical Support / Operations	Provides hands-on technical support, system monitoring, troubleshooting, help-desk, and operational assistance.	Bachelors	7+	\$197.76
200	Website Designer II	Digital / Creative	Creates digital, web, multimedia, and visual communication assets supporting technology solutions and user experiences.	Bachelors	4-7	\$243.40
201	Website Designer III	Digital / Creative	Creates digital, web, multimedia, and visual communication assets supporting technology solutions and user experiences.	Bachelors	7-10	\$300.10
202	Website Designer IV	Digital / Creative	Creates digital, web, multimedia, and visual communication assets supporting technology solutions and user experiences.	Masters	11-15	\$362.34
203	Website Developer III	User Experience	Performs core duties under established technical and project procedures. Designs, develops, tests, documents, integrates, and maintains software applications and services.	Bachelors	8-12	\$257.23
204	Website Developer IV	User Experience	Performs core duties under established technical and project procedures. Designs, develops, tests, documents, integrates, and maintains software applications and services.	Masters	3-7	\$212.97