

Exhibit B: VA-210625-CAI Bill Rate Card
Effective January 1, 2022

Job Category	Job Title	Skill Level	Region 1	Region 2
			Bill NTE Rate	Bill NTE Rate
Applications	Business Analyst	Analyst 1	\$47.71	\$55.22
		Analyst 2	\$57.20	\$65.85
		Analyst 3	\$77.69	\$88.40
		Analyst 4	\$85.32	\$96.64
	ERP Analyst	ERP Analyst 1	\$68.53	\$78.37
		ERP Analyst 2	\$87.57	\$99.26
		ERP Analyst 3	\$106.93	\$121.21
		ERP Analyst 4	\$138.93	\$157.48
	ERP Database Administrator	ERP Database Administrator 1	\$71.06	\$81.15
		ERP Database Administrator 2	\$88.90	\$100.46
		ERP Database Administrator 3	\$103.82	\$116.20
		ERP Database Administrator 4	\$127.94	\$142.75
	ERP Developer	ERP Developer 1	\$72.64	\$82.88
		ERP Developer 2	\$90.41	\$102.60
		ERP Developer 3	\$106.85	\$121.26
		ERP Developer 4	\$135.61	\$153.90
	Geographic Information System (GIS)	GIS Analyst 2	\$84.19	\$95.06
		GIS Analyst 3	\$97.20	\$108.78
		GIS Analyst 4	\$110.37	\$120.95
		GIS Specialist/Developer 2	\$64.73	\$74.20
		GIS Specialist/Developer 3	\$70.36	\$80.39
		GIS Specialist/Developer 4	\$82.05	\$93.12
	Graphic Designer	Graphic Designer 2	\$38.94	\$46.57
		Graphic Designer 3	\$42.30	\$50.90
		Graphic Designer 4	\$49.67	\$60.14
	Mobile Specialist	Mobile Specialist 2	\$124.60	\$135.97
		Mobile Specialist 3	\$132.83	\$144.39
		Mobile Specialist 4	\$145.00	\$156.93
	Programmer Analyst	Programmer Analyst 1	\$61.60	\$70.73
		Programmer Analyst 2	\$76.07	\$86.62
		Programmer Analyst 3	\$108.53	\$119.36
		Programmer Analyst 4	\$118.59	\$131.17
	Applications Architect	Applications Architect 2	\$80.63	\$91.59
		Applications Architect 3	\$89.66	\$101.26
		Applications Architect 4	\$95.30	\$107.12
	Software Test Analyst	Software Test Analyst 1	\$44.69	\$51.80
		Software Test Analyst 2	\$55.51	\$63.97
		Software Test Analyst 3	\$58.74	\$67.57
		Software Test Analyst 4	\$69.88	\$79.86
	System Analyst	System Analyst 1	\$61.98	\$71.16
System Analyst 2		\$78.97	\$89.79	
System Analyst 3		\$93.60	\$105.38	
System Analyst 4		\$104.09	\$115.33	
Technical Writer	Technical Writer 2	\$37.81	\$46.93	

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Applications	Technical Writer	Technical Writer 3	\$40.09	\$50.01
		Technical Writer 4	\$46.68	\$58.74
	Cloud Architect	Cloud Architect 2	\$95.78	\$107.61
		Cloud Architect 3	\$110.28	\$121.03
		Cloud Architect 4	\$123.09	\$134.48
	Cloud Engineer	Cloud Engineer 2	\$82.66	\$93.79
		Cloud Engineer 3	\$95.12	\$106.94
		Cloud Engineer 4	\$102.32	\$113.79
	Cloud Administrator	Cloud Administrator 2	\$63.26	\$72.57
		Cloud Administrator 3	\$71.02	\$81.11
		Cloud Administrator 4	\$76.18	\$86.74
	Cloud Developer	Cloud Developer 2	\$61.45	\$70.57
		Cloud Developer 3	\$68.20	\$78.01
		Cloud Developer 4	\$72.55	\$82.78
	User Experience/User Interface Design	User Experience Analyst 2	\$52.10	\$60.16
		User Experience Analyst 3	\$58.35	\$67.13
		User Experience Analyst 4	\$62.33	\$71.54
		UI/UX Designer 2	\$52.88	\$61.03
UI/UX Designer 3		\$59.21	\$68.09	
UI/UX Designer 4		\$63.24	\$72.55	
UI/UX Developer 2		\$55.44	\$63.90	
UI/UX Developer 3		\$61.27	\$70.38	
UI/UX Developer 4	\$64.63	\$74.08		
Data Management	Data Warehouse Architect	Data Warehouse Architect 2	\$82.60	\$94.39
		Data Warehouse Architect 3	\$90.28	\$102.63
		Data Warehouse Architect 4	\$105.92	\$117.83
	Data Warehouse/Business Intelligence Developer	Data Warehouse/BI Developer 2	\$76.21	\$86.78
		Data Warehouse/BI Developer 3	\$85.13	\$96.44
		Data Warehouse/BI Developer 4	\$90.20	\$101.84
	Database Administrator	Database Administrator 1	\$64.90	\$74.38
		Database Administrator 2	\$74.16	\$84.54
		Database Administrator 3	\$83.97	\$95.20
		Database Administrator 4	\$98.87	\$110.66
	Database Architect	Database Architect 2	\$77.49	\$88.17
		Database Architect 3	\$89.66	\$101.27
		Database Architect 4	\$103.09	\$114.46
	Data Analyst	Data Analyst 2	\$63.30	\$72.61
		Data Analyst 3	\$70.88	\$80.96
Data Analyst 4		\$75.29	\$85.78	
Data Scientist	Data Scientist 2	\$70.62	\$80.67	
	Data Scientist 3	\$83.18	\$94.34	
	Data Scientist 4	\$88.61	\$100.16	
Governance	IT Governance Analyst	IT Governance Analyst 2	\$86.91	\$98.77
		IT Governance Analyst 3	\$104.97	\$116.76

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Governance	IT Governance Analyst	IT Governance Analyst 4	\$112.19	\$123.54
IT Management Services	IT Purchasing Analyst	IT Purchasing Analyst	\$56.39	\$66.12
	Business Continuity Planner	Business Continuity Planner 2	\$81.58	\$92.62
		Business Continuity Planner 3	\$88.15	\$99.67
		Business Continuity Planner 4	\$93.39	\$105.16
	Business Process Reengineering	Bussiness Process Engineer 2	\$66.32	\$77.45
		Bussiness Process Engineer 3	\$71.37	\$83.14
		Bussiness Process Engineer 4	\$90.87	\$104.91
	Enterprise Architect	Enterprise Architect 2	\$114.99	\$125.63
		Enterprise Architect 3	\$125.94	\$136.65
		Enterprise Architect 4	\$139.07	\$150.10
	IT Auditor	IT Auditor 2	\$59.53	\$68.44
		IT Auditor 3	\$66.19	\$75.81
		IT Auditor 4	\$84.20	\$95.44
	IT Strategist	IT Strategist 2	\$90.99	\$102.26
		IT Strategist 3	\$100.12	\$111.63
		IT Strategist 4	\$109.40	\$119.98
	IT Trainer	IT Trainer 2	\$39.05	\$45.47
		IT Trainer 3	\$48.95	\$56.86
		IT Trainer 4	\$54.33	\$62.91
	IT Sourcing Consultant	IT Sourcing Consultant 2	\$92.95	\$104.37
		IT Sourcing Consultant 3	\$103.38	\$114.70
IT Sourcing Consultant 4		\$114.24	\$124.65	
IT Security	IT Security Analyst	IT Security Analyst 1	\$58.17	\$66.93
		IT Security Analyst 2	\$69.02	\$78.92
		IT Security Analyst 3	\$85.29	\$96.61
		IT Security Analyst 4	\$94.11	\$105.91
	IT Security Architect	IT Security Architect 2	\$75.38	\$85.88
		IT Security Architect 3	\$85.45	\$96.78
		IT Security Architect 4	\$93.38	\$105.15
	Cybersecurity Engineer	Cybersecurity Engineer 2	\$90.69	\$102.35
		Cybersecurity Engineer 3	\$105.90	\$116.93
		Cybersecurity Engineer 4	\$113.43	\$124.09
	IT Security Auditor	IT Security Auditor 2	\$79.50	\$90.36
		IT Security Auditor 3	\$84.20	\$95.44
IT Security Auditor 4		\$136.75	\$154.61	
Project Management	Project Coordinator	Project Coordinator 2	\$31.05	\$34.60
		Project Coordinator 3	\$34.62	\$38.79
		Project Coordinator 4	\$39.77	\$44.75
	Project Manager	Project Manager 1	\$83.31	\$94.05
		Project Manager 2	\$115.72	\$126.03
		Project Manager 3	\$120.35	\$130.62
Project Manager 4		\$125.06	\$135.54	
Project Management	Program Manager	Program Manager	\$129.78	\$140.14

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Artificial Intelligence and Robotics	Artificial Intelligence Engineer	Artificial Intelligence Engineer 2	\$94.85	\$108.29
		Artificial Intelligence Engineer 3	\$112.40	\$127.13
		Artificial Intelligence Engineer 4	\$134.16	\$147.80
	Robotics Software Engineer	Robotics Software Engineer 2	\$83.17	\$95.08
		Robotics Software Engineer 3	\$93.61	\$106.49
		Robotics Software Engineer 4	\$117.62	\$131.80
Infrastructure	Help Desk	Help Desk Analyst 2	\$32.40	\$37.67
		Help Desk Analyst 3	\$37.72	\$43.83
		Help Desk Analyst 4	\$40.69	\$47.24
	Technical Support	Technical Support Analyst 2	\$44.78	\$51.90
		Technical Support Analyst 3	\$51.61	\$59.60
		Technical Support Analyst 4	\$57.39	\$66.06
	System Administrator	System Administrator 2	\$48.31	\$55.89
		System Administrator 3	\$56.82	\$65.43
		System Administrator 4	\$62.76	\$72.02
	Network Administrator	Network Administrator 1	\$43.04	\$49.92
		Network Administrator 2	\$45.13	\$52.30
		Network Administrator 3	\$49.11	\$56.79
		Network Administrator 4	\$52.69	\$60.81
	Network Engineer	Network Engineer 1	\$50.14	\$57.95
		Network Engineer 2	\$52.63	\$60.75
		Network Engineer 3	\$64.38	\$73.80
		Network Engineer 4	\$86.62	\$98.03
	Network Architect	Network Architect 2	\$63.38	\$72.70
		Network Architect 3	\$72.02	\$82.20
		Network Architect 4	\$88.67	\$100.22
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 2	\$98.92	\$111.29
		Infrastructure Solutions Architect 3	\$114.38	\$125.69
		Infrastructure Solutions Architect 4	\$130.20	\$141.70
	Public Safety Consultant	Public Safety Consultant	\$60.48	\$69.11
	Radio Engineer	Radio Engineer	\$75.66	\$86.57