

**Agreement between the  
New York State Office of General Services and  
CMA Consulting Services  
for Hourly Based IT Services (HBITS)**



**Contract Number: PH65767  
Appendix D: Pricing Schedules  
Effective for Task Orders posted on or after November 1, 2014**

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-----REGION 1-----

**Service Group 1. STANDARD TITLES**

Standard Title Markup 41.00%

\*Note: Please enter the markup as a percentage (i.e.: if the Markup is 20%, please enter 20 into the cell)

Job Title	Skill Demand Level	Normal			High		
		5% Slight Deviation: Hourly Wage Rate	Hourly Wage Rate	Hourly Bill Rate	5% Slight Deviation: Hourly Wage Rate	Hourly Wage Rate	Hourly Bill Rate
Project Manager	Junior	\$38.95	\$41.00	\$57.81	\$39.90	\$42.00	\$59.22
Project Manager	Mid Level	\$46.55	\$49.00	\$69.09	\$48.45	\$51.00	\$71.91
Project Manager	Senior	\$49.86	\$52.48	\$74.00	\$54.24	\$57.09	\$80.50
Project Manager	Expert	\$64.00	\$67.37	\$94.99	\$67.37	\$70.92	\$100.00
Business Analyst	Junior	\$27.55	\$29.00	\$40.89	\$28.50	\$30.00	\$42.30
Business Analyst	Mid Level	\$33.69	\$35.46	\$50.00	\$36.39	\$38.30	\$54.00
Business Analyst	Senior	\$43.89	\$46.20	\$65.14	\$47.16	\$49.64	\$69.99
Business Analyst	Expert	\$50.53	\$53.19	\$75.00	\$53.90	\$56.74	\$80.00
Technical Writer	Junior	\$18.05	\$19.00	\$26.79	\$19.00	\$20.00	\$28.20
Technical Writer	Mid Level	\$23.75	\$25.00	\$35.25	\$24.70	\$26.00	\$36.66
Technical Writer	Senior	\$27.55	\$29.00	\$40.89	\$28.50	\$30.00	\$42.30
Technical Writer	Expert	\$34.20	\$36.00	\$50.76	\$36.10	\$38.00	\$53.58
Tester	Junior	\$24.25	\$25.53	\$36.00	\$26.95	\$28.37	\$40.00
Tester	Mid Level	\$28.30	\$29.79	\$42.00	\$30.31	\$31.91	\$44.99
Tester	Senior	\$33.69	\$35.46	\$50.00	\$39.07	\$41.13	\$57.99
Tester	Expert	\$41.77	\$43.97	\$62.00	\$43.12	\$45.39	\$64.00
Programmer	Junior	\$28.53	\$30.03	\$42.34	\$30.31	\$31.91	\$44.99
Programmer	Mid Level	\$37.06	\$39.01	\$55.00	\$40.85	\$43.00	\$60.63
Programmer	Senior	\$43.80	\$46.10	\$65.00	\$47.83	\$50.35	\$70.99
Programmer	Expert	\$53.90	\$56.74	\$80.00	\$55.92	\$58.86	\$82.99
Specialist	Junior	\$29.64	\$31.20	\$43.99	\$33.69	\$35.46	\$50.00
Specialist	Mid Level	\$37.06	\$39.01	\$55.00	\$40.42	\$42.55	\$60.00
Specialist	Senior	\$44.47	\$46.81	\$66.00	\$49.86	\$52.48	\$74.00
Specialist	Expert	\$60.64	\$63.83	\$90.00	\$64.68	\$68.08	\$95.99
Database Administrator	Junior	\$31.35	\$33.00	\$46.53	\$32.30	\$34.00	\$47.94
Database Administrator	Mid Level	\$37.06	\$39.01	\$55.00	\$40.42	\$42.55	\$60.00
Database Administrator	Senior	\$45.82	\$48.23	\$68.00	\$48.51	\$51.06	\$71.99
Database Administrator	Expert	\$53.90	\$56.74	\$80.00	\$60.64	\$63.83	\$90.00
System Administrator	Junior	\$29.45	\$31.00	\$43.71	\$30.40	\$32.00	\$45.12
System Administrator	Mid Level	\$35.15	\$37.00	\$52.17	\$37.05	\$39.00	\$54.99
System Administrator	Senior	\$41.80	\$44.00	\$62.04	\$43.70	\$46.00	\$64.86
System Administrator	Expert	\$49.40	\$52.00	\$73.32	\$54.15	\$57.00	\$80.37
Technical Architect	Junior	\$33.69	\$35.46	\$50.00	\$39.07	\$41.13	\$57.99
Technical Architect	Mid Level	\$42.45	\$44.68	\$63.00	\$48.51	\$51.06	\$71.99
Technical Architect	Senior	\$53.90	\$56.74	\$80.00	\$57.94	\$60.99	\$86.00
Technical Architect	Expert	\$60.64	\$63.83	\$90.00	\$67.37	\$70.92	\$100.00

**Service Group 2. SOFTWARE/HARDWARE SPECIFIC TITLES**

Software/Hardware Specific Markup 41.00%

\*Note: Please enter the markup as a percentage (i.e.: if the Markup is 20%, please enter 20 into the cell)

Job Title	5% Slight Deviation: Hourly Wage Rate	Hourly Wage Rate	Hourly Bill Rate
<b>Microsoft Specialty</b>			
Technician V	\$57.95	\$61.00	\$86.01
Principal Consultant	\$75.05	\$79.00	\$111.39
<b>IBM Specialty</b>			
Technical Specialist 3	\$56.05	\$59.00	\$83.19
Technical Specialist 4	\$65.55	\$69.00	\$97.29
Technical Specialist 5	\$81.70	\$86.00	\$121.26
Software Architect #1	\$65.55	\$69.00	\$97.29
Software Architect #2	\$70.30	\$74.00	\$104.34
<b>Unisys Specialty</b>			
Architectural Specialist I	\$60.80	\$64.00	\$90.24
Architectural Specialist II	\$65.55	\$69.00	\$97.29
Sr. Production Control Operator	\$56.05	\$59.00	\$83.19
Production Control Operator	\$48.45	\$51.00	\$71.91
Sr. Equipment Operator	\$53.20	\$56.00	\$78.96
Equipment Operator	\$43.70	\$46.00	\$64.86
Service Delivery Specialist I	\$44.65	\$47.00	\$66.27
Service Delivery Specialist II	\$53.20	\$56.00	\$78.96

-----REGION 2-----

**Service Group 1. STANDARD TITLES**

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Job Title	Skill Demand Level	Normal			High		
		5% Slight Deviation: Hourly Wage Rate	Hourly Wage Rate	Hourly Bill Rate	5% Slight Deviation: Hourly Wage Rate	Hourly Wage Rate	Hourly Bill Rate
Project Manager	Junior	\$37.05	\$39.00	\$54.99	\$38.00	\$40.00	\$56.40
Project Manager	Mid Level	\$44.65	\$47.00	\$66.27	\$46.55	\$49.00	\$69.09
Project Manager	Senior	\$52.25	\$55.00	\$77.55	\$54.15	\$57.00	\$80.37
Project Manager	Expert	\$68.40	\$72.00	\$101.52	\$73.15	\$77.00	\$108.57
Business Analyst	Junior	\$25.65	\$27.00	\$38.07	\$26.60	\$28.00	\$39.48
Business Analyst	Mid Level	\$35.15	\$37.00	\$52.17	\$37.05	\$39.00	\$54.99
Business Analyst	Senior	\$49.40	\$52.00	\$73.32	\$51.30	\$54.00	\$76.14
Business Analyst	Expert	\$60.80	\$64.00	\$90.24	\$65.55	\$69.00	\$97.29
Technical Writer	Junior	\$16.15	\$17.00	\$23.97	\$17.10	\$18.00	\$25.38
Technical Writer	Mid Level	\$21.85	\$23.00	\$32.43	\$22.80	\$24.00	\$33.84
Technical Writer	Senior	\$25.65	\$27.00	\$38.07	\$26.60	\$28.00	\$39.48
Technical Writer	Expert	\$32.30	\$34.00	\$47.94	\$34.20	\$36.00	\$50.76
Tester	Junior	\$27.55	\$29.00	\$40.89	\$28.50	\$30.00	\$42.30
Tester	Mid Level	\$35.15	\$37.00	\$52.17	\$36.10	\$38.00	\$53.58
Tester	Senior	\$41.80	\$44.00	\$62.04	\$42.75	\$45.00	\$63.45
Tester	Expert	\$48.45	\$51.00	\$71.91	\$50.35	\$53.00	\$74.73
Programmer	Junior	\$31.35	\$33.00	\$46.53	\$32.30	\$34.00	\$47.94
Programmer	Mid Level	\$37.05	\$39.00	\$54.99	\$38.95	\$41.00	\$57.81
Programmer	Senior	\$46.55	\$49.00	\$69.09	\$48.45	\$51.00	\$71.91
Programmer	Expert	\$59.85	\$63.00	\$88.83	\$64.60	\$68.00	\$95.88
Specialist	Junior	\$37.05	\$39.00	\$54.99	\$38.00	\$40.00	\$56.40
Specialist	Mid Level	\$46.55	\$49.00	\$69.09	\$48.45	\$51.00	\$71.91
Specialist	Senior	\$62.70	\$66.00	\$93.06	\$64.60	\$68.00	\$95.88
Specialist	Expert	\$65.55	\$69.00	\$97.29	\$70.30	\$74.00	\$104.34
Database Administrator	Junior	\$29.45	\$31.00	\$43.71	\$30.40	\$32.00	\$45.12
Database Administrator	Mid Level	\$41.80	\$44.00	\$62.04	\$43.70	\$46.00	\$64.86
Database Administrator	Senior	\$47.50	\$50.00	\$70.50	\$49.40	\$52.00	\$73.32
Database Administrator	Expert	\$60.80	\$64.00	\$90.24	\$65.55	\$69.00	\$97.29
System Administrator	Junior	\$27.55	\$29.00	\$40.89	\$28.50	\$30.00	\$42.30
System Administrator	Mid Level	\$33.25	\$35.00	\$49.35	\$35.15	\$37.00	\$52.17
System Administrator	Senior	\$39.90	\$42.00	\$59.22	\$41.80	\$44.00	\$62.04
System Administrator	Expert	\$47.50	\$50.00	\$70.50	\$52.25	\$55.00	\$77.55
Technical Architect	Junior	\$41.80	\$44.00	\$62.04	\$42.75	\$45.00	\$63.45
Technical Architect	Mid Level	\$51.30	\$54.00	\$76.14	\$53.20	\$56.00	\$78.96
Technical Architect	Senior	\$63.65	\$67.00	\$94.47	\$65.55	\$69.00	\$97.29
Technical Architect	Expert	\$73.15	\$77.00	\$108.57	\$77.90	\$82.00	\$115.62

**Service Group 2. SOFTWARE/HARDWARE SPECIFIC TITLES**

Software/Hardware Specific Markup 41.00%

\*Note: Please enter the markup as a percentage (i.e.: if the Markup is 20%, please enter 20 into the cell)

Job Title	5% Slight Deviation: Hourly Wage Rate	Hourly Wage Rate	Hourly Bill Rate
<b>Microsoft Specialty</b>			
Technician V	\$56.05	\$59.00	\$83.19
Principal Consultant	\$73.15	\$77.00	\$108.57
<b>IBM Specialty</b>			
Technical Specialist 3	\$54.15	\$57.00	\$80.37
Technical Specialist 4	\$63.65	\$67.00	\$94.47
Technical Specialist 5	\$79.80	\$84.00	\$118.44
Software Architect #1	\$63.65	\$67.00	\$94.47
Software Architect #2	\$68.40	\$72.00	\$101.52
<b>Unisys Specialty</b>			
Architectural Specialist I	\$58.90	\$62.00	\$87.42
Architectural Specialist II	\$63.65	\$67.00	\$94.47
Sr. Production Control Operator	\$54.15	\$57.00	\$80.37
Production Control Operator	\$46.55	\$49.00	\$69.09
Sr. Equipment Operator	\$51.30	\$54.00	\$76.14
Equipment Operator	\$41.80	\$44.00	\$62.04
Service Delivery Specialist I	\$42.75	\$45.00	\$63.45
Service Delivery Specialist II	\$51.30	\$54.00	\$76.14

-----REGION 3-----

**Service Group 1. STANDARD TITLES**

Standard Title Markup 41.00%

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Job Title	Skill Demand Level	Normal			High		
		5% Slight Deviation: Hourly Wage Rate	Hourly Wage Rate	Hourly Bill Rate	5% Slight Deviation: Hourly Wage Rate	Hourly Wage Rate	Hourly Bill Rate
Project Manager	Junior	\$43.70	\$46.00	\$64.86	\$44.65	\$47.00	\$66.27
Project Manager	Mid Level	\$51.30	\$54.00	\$76.14	\$53.20	\$56.00	\$78.96
Project Manager	Senior	\$58.90	\$62.00	\$87.42	\$60.80	\$64.00	\$90.24
Project Manager	Expert	\$75.05	\$79.00	\$111.39	\$79.80	\$84.00	\$118.44
Business Analyst	Junior	\$32.30	\$34.00	\$47.94	\$33.25	\$35.00	\$49.35
Business Analyst	Mid Level	\$41.80	\$44.00	\$62.04	\$43.70	\$46.00	\$64.86
Business Analyst	Senior	\$56.05	\$59.00	\$83.19	\$57.95	\$61.00	\$86.01
Business Analyst	Expert	\$67.45	\$71.00	\$100.11	\$72.20	\$76.00	\$107.16
Technical Writer	Junior	\$20.90	\$22.00	\$31.02	\$21.85	\$23.00	\$32.43
Technical Writer	Mid Level	\$28.50	\$30.00	\$42.30	\$29.45	\$31.00	\$43.71
Technical Writer	Senior	\$32.30	\$34.00	\$47.94	\$33.25	\$35.00	\$49.35
Technical Writer	Expert	\$38.95	\$41.00	\$57.81	\$40.85	\$43.00	\$60.63
Tester	Junior	\$34.20	\$36.00	\$50.76	\$35.15	\$37.00	\$52.17
Tester	Mid Level	\$41.80	\$44.00	\$62.04	\$42.75	\$45.00	\$63.45
Tester	Senior	\$48.45	\$51.00	\$71.91	\$49.40	\$52.00	\$73.32
Tester	Expert	\$55.10	\$58.00	\$81.78	\$57.00	\$60.00	\$84.60
Programmer	Junior	\$38.00	\$40.00	\$56.40	\$38.95	\$41.00	\$57.81
Programmer	Mid Level	\$43.70	\$46.00	\$64.86	\$45.60	\$48.00	\$67.68
Programmer	Senior	\$53.20	\$56.00	\$78.96	\$55.10	\$58.00	\$81.78
Programmer	Expert	\$66.50	\$70.00	\$98.70	\$71.25	\$75.00	\$105.75
Specialist	Junior	\$43.70	\$46.00	\$64.86	\$44.65	\$47.00	\$66.27
Specialist	Mid Level	\$53.20	\$56.00	\$78.96	\$55.10	\$58.00	\$81.78
Specialist	Senior	\$69.35	\$73.00	\$102.93	\$71.25	\$75.00	\$105.75
Specialist	Expert	\$72.20	\$76.00	\$107.16	\$76.95	\$81.00	\$114.21
Database Administrator	Junior	\$36.10	\$38.00	\$53.58	\$37.05	\$39.00	\$54.99
Database Administrator	Mid Level	\$48.45	\$51.00	\$71.91	\$50.35	\$53.00	\$74.73
Database Administrator	Senior	\$54.15	\$57.00	\$80.37	\$56.05	\$59.00	\$83.19
Database Administrator	Expert	\$67.45	\$71.00	\$100.11	\$72.20	\$76.00	\$107.16
System Administrator	Junior	\$34.20	\$36.00	\$50.76	\$35.15	\$37.00	\$52.17
System Administrator	Mid Level	\$39.90	\$42.00	\$59.22	\$41.80	\$44.00	\$62.04
System Administrator	Senior	\$46.55	\$49.00	\$69.09	\$48.45	\$51.00	\$71.91
System Administrator	Expert	\$54.15	\$57.00	\$80.37	\$58.90	\$62.00	\$87.42
Technical Architect	Junior	\$48.45	\$51.00	\$71.91	\$49.40	\$52.00	\$73.32
Technical Architect	Mid Level	\$57.95	\$61.00	\$86.01	\$59.85	\$63.00	\$88.83
Technical Architect	Senior	\$70.30	\$74.00	\$104.34	\$72.20	\$76.00	\$107.16
Technical Architect	Expert	\$79.80	\$84.00	\$118.44	\$84.55	\$89.00	\$125.49

**Service Group 2. SOFTWARE/HARDWARE SPECIFIC TITLES**

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Job Title	5% Slight Deviation: Hourly Wage Rate	Hourly Wage Rate	Hourly Bill Rate
<b>Microsoft Specialty</b>			
Technician V	\$62.70	\$66.00	\$93.06
Principal Consultant	\$79.80	\$84.00	\$118.44
<b>IBM Specialty</b>			
Technical Specialist 3	\$60.80	\$64.00	\$90.24
Technical Specialist 4	\$70.30	\$74.00	\$104.34
Technical Specialist 5	\$86.45	\$91.00	\$128.31
Software Architect #1	\$70.30	\$74.00	\$104.34
Software Architect #2	\$75.05	\$79.00	\$111.39
<b>Unisys Specialty</b>			
Architectural Specialist I	\$65.55	\$69.00	\$97.29
Architectural Specialist II	\$70.30	\$74.00	\$104.34
Sr. Production Control Operator	\$60.80	\$64.00	\$90.24
Production Control Operator	\$53.20	\$56.00	\$78.96
Sr. Equipment Operator	\$57.95	\$61.00	\$86.01
Equipment Operator	\$48.45	\$51.00	\$71.91
Service Delivery Specialist I	\$49.40	\$52.00	\$73.32
Service Delivery Specialist II	\$57.95	\$61.00	\$86.01