

**Agreement between the  
New York State Office of General Services and  
US Tech Solutions Inc.  
for Hourly Based IT Services (HBITS)**



**Contract Number: PH65789  
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 22.00%

\*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             | \$30.33                               | \$31.93          | \$38.95          | \$35.23                               | \$37.08          | \$45.24          |
| Project Manager        | Mid Level          | \$35.23                               | \$37.08          | \$45.24          | \$41.10                               | \$43.26          | \$52.78          |
| Project Manager        | Senior             | \$42.08                               | \$44.29          | \$54.03          | \$52.84                               | \$55.62          | \$67.86          |
| Project Manager        | Expert             | \$53.82                               | \$56.65          | \$69.11          | \$59.69                               | \$62.83          | \$76.65          |
| Business Analyst       | Junior             | \$27.40                               | \$28.84          | \$35.18          | \$33.27                               | \$35.02          | \$42.72          |
| Business Analyst       | Mid Level          | \$33.27                               | \$35.02          | \$42.72          | \$39.14                               | \$41.20          | \$50.26          |
| Business Analyst       | Senior             | \$39.14                               | \$41.20          | \$50.26          | \$46.97                               | \$49.44          | \$60.32          |
| Business Analyst       | Expert             | \$47.95                               | \$50.47          | \$61.57          | \$54.80                               | \$57.68          | \$70.37          |
| Technical Writer       | Junior             | \$19.57                               | \$20.60          | \$25.13          | \$21.53                               | \$22.66          | \$27.65          |
| Technical Writer       | Mid Level          | \$22.51                               | \$23.69          | \$28.90          | \$26.42                               | \$27.81          | \$33.93          |
| Technical Writer       | Senior             | \$27.40                               | \$28.84          | \$35.18          | \$32.29                               | \$33.99          | \$41.47          |
| Technical Writer       | Expert             | \$33.27                               | \$35.02          | \$42.72          | \$39.14                               | \$41.20          | \$50.26          |
| Tester                 | Junior             | \$23.48                               | \$24.72          | \$30.16          | \$27.40                               | \$28.84          | \$35.18          |
| Tester                 | Mid Level          | \$27.40                               | \$28.84          | \$35.18          | \$32.29                               | \$33.99          | \$41.47          |
| Tester                 | Senior             | \$33.27                               | \$35.02          | \$42.72          | \$39.14                               | \$41.20          | \$50.26          |
| Tester                 | Expert             | \$39.14                               | \$41.20          | \$50.26          | \$45.99                               | \$48.41          | \$59.06          |
| Programmer             | Junior             | \$29.36                               | \$30.90          | \$37.70          | \$33.27                               | \$35.02          | \$42.72          |
| Programmer             | Mid Level          | \$33.27                               | \$35.02          | \$42.72          | \$39.14                               | \$41.20          | \$50.26          |
| Programmer             | Senior             | \$39.14                               | \$41.20          | \$50.26          | \$45.01                               | \$47.38          | \$57.80          |
| Programmer             | Expert             | \$45.01                               | \$47.38          | \$57.80          | \$52.84                               | \$55.62          | \$67.86          |
| Specialist             | Junior             | \$20.55                               | \$21.63          | \$26.39          | \$22.51                               | \$23.69          | \$28.90          |
| Specialist             | Mid Level          | \$22.51                               | \$23.69          | \$28.90          | \$26.42                               | \$27.81          | \$33.93          |
| Specialist             | Senior             | \$26.42                               | \$27.81          | \$33.93          | \$31.31                               | \$32.96          | \$40.21          |
| Specialist             | Expert             | \$31.31                               | \$32.96          | \$40.21          | \$35.23                               | \$37.08          | \$45.24          |
| Database Administrator | Junior             | \$28.38                               | \$29.87          | \$36.44          | \$32.29                               | \$33.99          | \$41.47          |
| Database Administrator | Mid Level          | \$32.29                               | \$33.99          | \$41.47          | \$38.16                               | \$40.17          | \$49.01          |
| Database Administrator | Senior             | \$38.16                               | \$40.17          | \$49.01          | \$45.99                               | \$48.41          | \$59.06          |
| Database Administrator | Expert             | \$46.97                               | \$49.44          | \$60.32          | \$54.80                               | \$57.68          | \$70.37          |
| System Administrator   | Junior             | \$27.40                               | \$28.84          | \$35.18          | \$31.31                               | \$32.96          | \$40.21          |
| System Administrator   | Mid Level          | \$31.31                               | \$32.96          | \$40.21          | \$37.18                               | \$39.14          | \$47.75          |
| System Administrator   | Senior             | \$37.18                               | \$39.14          | \$47.75          | \$43.05                               | \$45.32          | \$55.29          |
| System Administrator   | Expert             | \$43.05                               | \$45.32          | \$55.29          | \$48.93                               | \$51.50          | \$62.83          |
| Technical Architect    | Junior             | \$31.31                               | \$32.96          | \$40.21          | \$35.23                               | \$37.08          | \$45.24          |
| Technical Architect    | Mid Level          | \$35.23                               | \$37.08          | \$45.24          | \$43.05                               | \$45.32          | \$55.29          |
| Technical Architect    | Senior             | \$43.05                               | \$45.32          | \$55.29          | \$51.86                               | \$54.59          | \$66.60          |
| Technical Architect    | Expert             | \$51.86                               | \$54.59          | \$66.60          | \$58.71                               | \$61.80          | \$75.40          |

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

Software/Hardware Specific Markup 22.00%

\*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                    | \$58.71                               | \$61.80          | \$75.40          |
| Principal Consultant            | \$52.84                               | \$55.62          | \$67.86          |
| <b>IBM Specialty</b>            |                                       |                  |                  |
| Technical Specialist 3          | \$13.70                               | \$14.42          | \$17.59          |
| Technical Specialist 4          | \$15.17                               | \$15.97          | \$19.48          |
| Technical Specialist 5          | \$17.12                               | \$18.03          | \$21.99          |
| Software Architect #1           | \$54.80                               | \$57.68          | \$70.37          |
| Software Architect #2           | \$54.80                               | \$57.68          | \$70.37          |
| <b>Unisys Specialty</b>         |                                       |                  |                  |
| Architectural Specialist I      | \$51.86                               | \$54.59          | \$66.60          |
| Architectural Specialist II     | \$51.86                               | \$54.59          | \$66.60          |
| Sr. Production Control Operator | \$15.17                               | \$15.97          | \$19.48          |
| Production Control Operator     | \$14.19                               | \$14.94          | \$18.22          |
| Sr. Equipment Operator          | \$14.68                               | \$15.45          | \$18.85          |
| Equipment Operator              | \$13.70                               | \$14.42          | \$17.59          |
| Service Delivery Specialist I   | \$31.31                               | \$32.96          | \$40.21          |
| Service Delivery Specialist II  | \$29.36                               | \$30.90          | \$37.70          |

**REGION 2**

**Service Group 1. STANDARD TITLES**

Standard Title Markup 22.00%

\*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<br>Level | Normal                                      |                     |                     | High   |                     |                     |
|------------------------|-----------------------|---|---------------------|---------------------|--|---------------------|---------------------|
|                        |                       | 5% Slight<br>Deviation: Hourly<br>Wage Rate | Hourly<br>Wage Rate | Hourly Bill<br>Rate | 5% Slight<br>Deviation:<br>Hourly<br>Wage Rate | Hourly<br>Wage Rate | Hourly Bill<br>Rate |
| Project Manager        | Junior                | \$31.55                                     | \$33.21             | \$40.51             | \$36.64  | \$38.56             | \$47.05             |
| Project Manager        | Mid Level             | \$36.64                                     | \$38.56             | \$47.05             | \$42.74  | \$44.99             | \$54.89             |
| Project Manager        | Senior                | \$43.76                                     | \$46.06             | \$56.20             | \$54.95  | \$57.84             | \$70.57             |
| Project Manager        | Expert                | \$55.97                                     | \$58.92             | \$71.88             | \$62.08  | \$65.34             | \$79.72             |
| Business Analyst       | Junior                | \$28.49                                     | \$29.99             | \$36.59             | \$34.60  | \$36.42             | \$44.43             |
| Business Analyst       | Mid Level             | \$34.60                                     | \$36.42             | \$44.43             | \$40.71  | \$42.85             | \$52.27             |
| Business Analyst       | Senior                | \$40.71                                     | \$42.85             | \$52.27             | \$48.85  | \$51.42             | \$62.73             |
| Business Analyst       | Expert                | \$49.86                                     | \$52.49             | \$64.04             | \$56.99  | \$59.99             | \$73.18             |
| Technical Writer       | Junior                | \$20.35                                     | \$21.42             | \$26.14             | \$22.39  | \$23.57             | \$28.75             |
| Technical Writer       | Mid Level             | \$23.41                                     | \$24.64             | \$30.06             | \$27.48  | \$28.92             | \$35.29             |
| Technical Writer       | Senior                | \$28.49                                     | \$29.99             | \$36.59             | \$33.58  | \$35.35             | \$43.13             |
| Technical Writer       | Expert                | \$34.60                                     | \$36.42             | \$44.43             | \$40.71  | \$42.85             | \$52.27             |
| Tester                 | Junior                | \$24.42                                     | \$25.71             | \$31.36             | \$28.49  | \$29.99             | \$36.59             |
| Tester                 | Mid Level             | \$28.49                                     | \$29.99             | \$36.59             | \$33.58  | \$35.35             | \$43.13             |
| Tester                 | Senior                | \$34.60                                     | \$36.42             | \$44.43             | \$40.71  | \$42.85             | \$52.27             |
| Tester                 | Expert                | \$40.71                                     | \$42.85             | \$52.27             | \$47.83  | \$50.35             | \$61.42             |
| Programmer             | Junior                | \$30.53                                     | \$32.14             | \$39.21             | \$34.60  | \$36.42             | \$44.43             |
| Programmer             | Mid Level             | \$34.60                                     | \$36.42             | \$44.43             | \$40.71  | \$42.85             | \$52.27             |
| Programmer             | Senior                | \$40.71                                     | \$42.85             | \$52.27             | \$46.81  | \$49.28             | \$60.12             |
| Programmer             | Expert                | \$46.81                                     | \$49.28             | \$60.12             | \$54.95  | \$57.84             | \$70.57             |
| Specialist             | Junior                | \$21.37                                     | \$22.50             | \$27.44             | \$23.41  | \$24.64             | \$30.06             |
| Specialist             | Mid Level             | \$23.41                                     | \$24.64             | \$30.06             | \$27.48  | \$28.92             | \$35.29             |
| Specialist             | Senior                | \$27.48                                     | \$28.92             | \$35.29             | \$32.56  | \$34.28             | \$41.82             |
| Specialist             | Expert                | \$32.56                                     | \$34.28             | \$41.82             | \$36.64  | \$38.56             | \$47.05             |
| Database Administrator | Junior                | \$29.51                                     | \$31.06             | \$37.90             | \$33.58  | \$35.35             | \$43.13             |
| Database Administrator | Mid Level             | \$33.58                                     | \$35.35             | \$43.13             | \$39.69  | \$41.78             | \$50.97             |
| Database Administrator | Senior                | \$39.69                                     | \$41.78             | \$50.97             | \$47.83  | \$50.35             | \$61.42             |
| Database Administrator | Expert                | \$48.85                                     | \$51.42             | \$62.73             | \$56.99  | \$59.99             | \$73.18             |
| System Administrator   | Junior                | \$28.49                                     | \$29.99             | \$36.59             | \$32.56  | \$34.28             | \$41.82             |
| System Administrator   | Mid Level             | \$32.56                                     | \$34.28             | \$41.82             | \$38.67  | \$40.71             | \$49.66             |
| System Administrator   | Senior                | \$38.67                                     | \$40.71             | \$49.66             | \$44.78  | \$47.13             | \$57.50             |
| System Administrator   | Expert                | \$44.78                                     | \$47.13             | \$57.50             | \$50.88  | \$53.56             | \$65.34             |
| Technical Architect    | Junior                | \$32.56                                     | \$34.28             | \$41.82             | \$36.64  | \$38.56             | \$47.05             |
| Technical Architect    | Mid Level             | \$36.64                                     | \$38.56             | \$47.05             | \$44.78  | \$47.13             | \$57.50             |
| Technical Architect    | Senior                | \$44.78                                     | \$47.13             | \$57.50             | \$53.93  | \$56.77             | \$69.26             |
| Technical Architect    | Expert                | \$53.93                                     | \$56.77             | \$69.26             | \$61.06  | \$64.27             | \$78.41             |

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

Software/Hardware Specific Markup 22.00%

\*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<br>Deviation:<br>Hourly<br>Wage Rate | Hourly<br>Wage Rate | Hourly<br>Bill Rate |
|---------------------------------|--|---------------------|---------------------|
| <b>Microsoft Specialty</b>      |  |                     |                     |
| Technician V                    | \$61.06  | \$64.27             | \$78.41             |
| Principal Consultant            | \$54.95  | \$57.84             | \$70.57             |
| <b>IBM Specialty</b>            |  |                     |                     |
| Technical Specialist 3          | \$14.25  | \$15.00             | \$18.30             |
| Technical Specialist 4          | \$15.77  | \$16.60             | \$20.26             |
| Technical Specialist 5          | \$17.81  | \$18.75             | \$22.87             |
| Software Architect #1           | \$56.99  | \$59.99             | \$73.18             |
| Software Architect #2           | \$56.99  | \$59.99             | \$73.18             |
| <b>Unisys Specialty</b>         |  |                     |                     |
| Architectural Specialist I      | \$53.93  | \$56.77             | \$69.26             |
| Architectural Specialist II     | \$53.93  | \$56.77             | \$69.26             |
| Sr. Production Control Operator | \$15.77  | \$16.60             | \$20.26             |
| Production Control Operator     | \$14.76  | \$15.53             | \$18.95             |
| Sr. Equipment Operator          | \$15.26  | \$16.07             | \$19.60             |
| Equipment Operator              | \$14.25  | \$15.00             | \$18.30             |
| Service Delivery Specialist I   | \$32.56  | \$34.28             | \$41.82             |
| Service Delivery Specialist II  | \$30.53  | \$32.14             | \$39.21             |

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

**Service Group 1. STANDARD TITLES**

Standard Title Markup 22.00%

\*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<br>Level | Normal                                      |                     |                     | High   |                     |                     |
|------------------------|-----------------------|---|---------------------|---------------------|--|---------------------|---------------------|
|                        |                       | 5% Slight<br>Deviation: Hourly<br>Wage Rate | Hourly<br>Wage Rate | Hourly Bill<br>Rate | 5% Slight<br>Deviation:<br>Hourly<br>Wage Rate | Hourly<br>Wage Rate | Hourly Bill<br>Rate |
| Project Manager        | Junior                | \$32.76                                     | \$34.48             | \$42.07             | \$38.04  | \$40.05             | \$48.86             |
| Project Manager        | Mid Level             | \$38.04                                     | \$40.05             | \$48.86             | \$44.38  | \$46.72             | \$57.00             |
| Project Manager        | Senior                | \$45.44                                     | \$47.83             | \$58.36             | \$57.07  | \$60.07             | \$73.28             |
| Project Manager        | Expert                | \$58.12                                     | \$61.18             | \$74.64             | \$64.46  | \$67.86             | \$82.78             |
| Business Analyst       | Junior                | \$29.59                                     | \$31.15             | \$38.00             | \$35.93  | \$37.82             | \$46.14             |
| Business Analyst       | Mid Level             | \$35.93                                     | \$37.82             | \$46.14             | \$42.27  | \$44.50             | \$54.29             |
| Business Analyst       | Senior                | \$42.27                                     | \$44.50             | \$54.29             | \$50.73  | \$53.40             | \$65.14             |
| Business Analyst       | Expert                | \$51.78                                     | \$54.51             | \$66.50             | \$59.18  | \$62.29             | \$76.00             |
| Technical Writer       | Junior                | \$21.14                                     | \$22.25             | \$27.14             | \$23.25  | \$24.47             | \$29.86             |
| Technical Writer       | Mid Level             | \$24.31                                     | \$25.59             | \$31.21             | \$28.53  | \$30.03             | \$36.64             |
| Technical Writer       | Senior                | \$29.59                                     | \$31.15             | \$38.00             | \$34.87  | \$36.71             | \$44.79             |
| Technical Writer       | Expert                | \$35.93                                     | \$37.82             | \$46.14             | \$42.27  | \$44.50             | \$54.29             |
| Tester                 | Junior                | \$25.36                                     | \$26.70             | \$32.57             | \$29.59  | \$31.15             | \$38.00             |
| Tester                 | Mid Level             | \$29.59                                     | \$31.15             | \$38.00             | \$34.87  | \$36.71             | \$44.79             |
| Tester                 | Senior                | \$35.93                                     | \$37.82             | \$46.14             | \$42.27  | \$44.50             | \$54.29             |
| Tester                 | Expert                | \$42.27                                     | \$44.50             | \$54.29             | \$49.67  | \$52.28             | \$63.79             |
| Programmer             | Junior                | \$31.70                                     | \$33.37             | \$40.71             | \$35.93  | \$37.82             | \$46.14             |
| Programmer             | Mid Level             | \$35.93                                     | \$37.82             | \$46.14             | \$42.27  | \$44.50             | \$54.29             |
| Programmer             | Senior                | \$42.27                                     | \$44.50             | \$54.29             | \$48.61  | \$51.17             | \$62.43             |
| Programmer             | Expert                | \$48.61                                     | \$51.17             | \$62.43             | \$57.07  | \$60.07             | \$73.28             |
| Specialist             | Junior                | \$22.19                                     | \$23.36             | \$28.50             | \$24.31  | \$25.59             | \$31.21             |
| Specialist             | Mid Level             | \$24.31                                     | \$25.59             | \$31.21             | \$28.53  | \$30.03             | \$36.64             |
| Specialist             | Senior                | \$28.53                                     | \$30.03             | \$36.64             | \$33.82  | \$35.60             | \$43.43             |
| Specialist             | Expert                | \$33.82                                     | \$35.60             | \$43.43             | \$38.04  | \$40.05             | \$48.86             |
| Database Administrator | Junior                | \$30.65                                     | \$32.26             | \$39.36             | \$34.87  | \$36.71             | \$44.79             |
| Database Administrator | Mid Level             | \$34.87                                     | \$36.71             | \$44.79             | \$41.21  | \$43.38             | \$52.93             |
| Database Administrator | Senior                | \$41.21                                     | \$43.38             | \$52.93             | \$49.67  | \$52.28             | \$63.79             |
| Database Administrator | Expert                | \$50.73                                     | \$53.40             | \$65.14             | \$59.18  | \$62.29             | \$76.00             |
| System Administrator   | Junior                | \$29.59                                     | \$31.15             | \$38.00             | \$33.82  | \$35.60             | \$43.43             |
| System Administrator   | Mid Level             | \$33.82                                     | \$35.60             | \$43.43             | \$40.16  | \$42.27             | \$51.57             |
| System Administrator   | Senior                | \$40.16                                     | \$42.27             | \$51.57             | \$46.50  | \$48.95             | \$59.71             |
| System Administrator   | Expert                | \$46.50                                     | \$48.95             | \$59.71             | \$52.84  | \$55.62             | \$67.86             |
| Technical Architect    | Junior                | \$33.82                                     | \$35.60             | \$43.43             | \$38.04  | \$40.05             | \$48.86             |
| Technical Architect    | Mid Level             | \$38.04                                     | \$40.05             | \$48.86             | \$46.50  | \$48.95             | \$59.71             |
| Technical Architect    | Senior                | \$46.50                                     | \$48.95             | \$59.71             | \$56.01  | \$58.96             | \$71.93             |
| Technical Architect    | Expert                | \$56.01                                     | \$58.96             | \$71.93             | \$63.41  | \$66.74             | \$81.43             |

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

Software/Hardware Specific Markup 22.00%

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| Job Title                       | 5% Slight<br>Deviation:<br>Hourly<br>Wage Rate | Hourly<br>Wage Rate | Hourly<br>Bill Rate |
|---------------------------------|--|---------------------|---------------------|
| <b>Microsoft Specialty</b>      |  |                     |                     |
| Technician V                    | \$63.41  | \$66.74             | \$81.43             |
| Principal Consultant            | \$57.07  | \$60.07             | \$73.28             |
| <b>IBM Specialty</b>            |  |                     |                     |
| Technical Specialist 3          | \$14.79  | \$15.57             | \$19.00             |
| Technical Specialist 4          | \$16.38  | \$17.24             | \$21.04             |
| Technical Specialist 5          | \$18.49  | \$19.47             | \$23.75             |
| Software Architect #1           | \$59.18  | \$62.29             | \$76.00             |
| Software Architect #2           | \$59.18  | \$62.29             | \$76.00             |
| <b>Unisys Specialty</b>         |  |                     |                     |
| Architectural Specialist I      | \$56.01  | \$58.96             | \$71.93             |
| Architectural Specialist II     | \$56.01  | \$58.96             | \$71.93             |
| Sr. Production Control Operator | \$16.38  | \$17.24             | \$21.04             |
| Production Control Operator     | \$15.32  | \$16.13             | \$19.68             |
| Sr. Equipment Operator          | \$15.85  | \$16.69             | \$20.36             |
| Equipment Operator              | \$14.79  | \$15.57             | \$19.00             |
| Service Delivery Specialist I   | \$33.82  | \$35.60             | \$43.43             |
| Service Delivery Specialist II  | \$31.70  | \$33.37             | \$40.71             |