

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



**Contract Number: PH65771  
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 30%

\*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	\$32.88	\$34.61	\$44.99	\$36.72	\$38.65	\$50.25
Project Manager	Mid Level	\$40.85	\$43.00	\$55.90	\$44.40	\$46.74	\$60.76
Project Manager	Senior	\$54.07	\$56.92	\$74.00	\$57.81	\$60.85	\$79.11
Project Manager	Expert	\$64.94	\$68.36	\$88.87	\$70.51	\$74.22	\$96.49
Business Analyst	Junior	\$29.89	\$31.46	\$40.90	\$30.69	\$32.31	\$42.00
Business Analyst	Mid Level	\$37.27	\$39.23	\$51.00	\$39.94	\$42.04	\$54.65
Business Analyst	Senior	\$46.04	\$48.46	\$63.00	\$50.27	\$52.92	\$68.80
Business Analyst	Expert	\$53.78	\$56.61	\$73.59	\$57.08	\$60.08	\$78.10
Technical Writer	Junior	\$21.90	\$23.05	\$29.97	\$23.38	\$24.61	\$31.99
Technical Writer	Mid Level	\$23.38	\$24.61	\$31.99	\$27.62	\$29.07	\$37.79
Technical Writer	Senior	\$32.15	\$33.84	\$43.99	\$32.88	\$34.61	\$44.99
Technical Writer	Expert	\$37.27	\$39.23	\$51.00	\$38.36	\$40.38	\$52.49
Tester	Junior	\$26.13	\$27.50	\$35.75	\$27.27	\$28.71	\$37.32
Tester	Mid Level	\$28.50	\$30.00	\$39.00	\$31.86	\$33.54	\$43.60
Tester	Senior	\$37.82	\$39.81	\$51.75	\$40.93	\$43.08	\$56.00
Tester	Expert	\$43.84	\$46.15	\$60.00	\$47.50	\$50.00	\$65.00
Programmer	Junior	\$28.27	\$29.76	\$38.69	\$33.29	\$35.04	\$45.55
Programmer	Mid Level	\$40.66	\$42.80	\$55.64	\$44.57	\$46.92	\$61.00
Programmer	Senior	\$49.48	\$52.08	\$67.70	\$54.06	\$56.91	\$73.98
Programmer	Expert	\$54.44	\$57.30	\$74.49	\$61.19	\$64.41	\$83.73
Specialist	Junior	\$31.13	\$32.77	\$42.60	\$37.60	\$39.58	\$51.45
Specialist	Mid Level	\$39.46	\$41.54	\$54.00	\$43.33	\$45.61	\$59.29
Specialist	Senior	\$43.84	\$46.15	\$60.00	\$51.15	\$53.84	\$69.99
Specialist	Expert	\$59.93	\$63.08	\$82.00	\$69.43	\$73.08	\$95.00
Database Administrator	Junior	\$34.11	\$35.91	\$46.68	\$34.91	\$36.75	\$47.78
Database Administrator	Mid Level	\$39.68	\$41.77	\$54.30	\$43.50	\$45.79	\$59.53
Database Administrator	Senior	\$46.77	\$49.23	\$64.00	\$49.69	\$52.31	\$68.00
Database Administrator	Expert	\$54.73	\$57.61	\$74.89	\$63.70	\$67.05	\$87.17
System Administrator	Junior	\$28.50	\$30.00	\$39.00	\$29.96	\$31.54	\$41.00
System Administrator	Mid Level	\$34.34	\$36.15	\$47.00	\$39.07	\$41.13	\$53.47
System Administrator	Senior	\$45.73	\$48.14	\$62.58	\$50.87	\$53.55	\$69.62
System Administrator	Expert	\$53.09	\$55.88	\$72.64	\$58.99	\$62.09	\$80.72
Technical Architect	Junior	\$35.15	\$37.00	\$48.10	\$39.46	\$41.54	\$54.00
Technical Architect	Mid Level	\$46.55	\$49.00	\$63.70	\$51.88	\$54.61	\$70.99
Technical Architect	Senior	\$58.47	\$61.55	\$80.02	\$62.11	\$65.38	\$84.99
Technical Architect	Expert	\$62.11	\$65.38	\$84.99	\$80.38	\$84.61	\$109.99

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

Software/Hardware Specific Markup 30%

\*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	\$56.27	\$59.23	\$77.00
Principal Consultant	\$69.29	\$72.94	\$94.82
<b>IBM Specialty</b>			
Technical Specialist 3	\$62.11	\$65.38	\$84.99
Technical Specialist 4	\$80.38	\$84.61	\$109.99
Technical Specialist 5	\$91.34	\$96.15	\$125.00
Software Architect #1	\$58.46	\$61.54	\$80.00
Software Architect #2	\$62.11	\$65.38	\$84.99
<b>Unisys Specialty</b>			
Architectural Specialist I	\$53.09	\$55.88	\$72.64
Architectural Specialist II	\$54.81	\$57.69	\$75.00
Sr. Production Control Operator	\$30.15	\$31.74	\$41.26
Production Control Operator	\$24.74	\$26.04	\$33.85
Sr. Equipment Operator	\$25.80	\$27.16	\$35.31
Equipment Operator	\$25.57	\$26.92	\$35.00
Service Delivery Specialist I	\$29.23	\$30.77	\$40.00
Service Delivery Specialist II	\$30.00	\$31.58	\$41.05

-----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	\$40.93	\$43.08	\$56.00	\$42.38	\$44.62	\$58.00
Project Manager	Mid Level	\$43.84	\$46.15	\$60.00	\$45.31	\$47.69	\$62.00
Project Manager	Senior	\$59.19	\$62.30	\$81.00	\$60.65	\$63.85	\$83.00
Project Manager	Expert	\$61.38	\$64.62	\$84.00	\$71.62	\$75.39	\$98.00
Business Analyst	Junior	\$30.69	\$32.31	\$42.00	\$34.34	\$36.15	\$47.00
Business Analyst	Mid Level	\$40.92	\$43.08	\$56.00	\$42.39	\$44.62	\$58.00
Business Analyst	Senior	\$51.15	\$53.85	\$70.00	\$52.62	\$55.39	\$72.00
Business Analyst	Expert	\$61.38	\$64.62	\$84.00	\$62.12	\$65.39	\$85.00
Technical Writer	Junior	\$22.65	\$23.85	\$31.00	\$21.93	\$23.08	\$30.00
Technical Writer	Mid Level	\$25.57	\$26.92	\$35.00	\$25.57	\$26.92	\$35.00
Technical Writer	Senior	\$30.69	\$32.31	\$42.00	\$30.69	\$32.31	\$42.00
Technical Writer	Expert	\$37.27	\$39.23	\$51.00	\$37.27	\$39.23	\$51.00
Tester	Junior	\$27.04	\$28.46	\$37.00	\$27.04	\$28.46	\$37.00
Tester	Mid Level	\$30.69	\$32.31	\$42.00	\$30.69	\$32.31	\$42.00
Tester	Senior	\$43.84	\$46.15	\$60.00	\$45.31	\$47.70	\$62.00
Tester	Expert	\$47.50	\$50.00	\$65.00	\$48.96	\$51.54	\$67.00
Programmer	Junior	\$34.34	\$36.15	\$47.00	\$35.07	\$36.92	\$48.00
Programmer	Mid Level	\$47.50	\$50.00	\$65.00	\$47.50	\$50.00	\$65.00
Programmer	Senior	\$57.73	\$60.77	\$79.00	\$57.73	\$60.77	\$79.00
Programmer	Expert	\$61.38	\$64.62	\$84.00	\$74.54	\$78.46	\$102.00
Specialist	Junior	\$34.34	\$36.15	\$47.00	\$35.80	\$37.69	\$49.00
Specialist	Mid Level	\$37.27	\$39.23	\$51.00	\$40.93	\$43.08	\$56.00
Specialist	Senior	\$40.92	\$43.08	\$56.00	\$47.50	\$50.00	\$65.00
Specialist	Expert	\$66.50	\$70.00	\$91.00	\$74.54	\$78.46	\$102.00
Database Administrator	Junior	\$36.54	\$38.46	\$50.00	\$37.27	\$39.23	\$51.00
Database Administrator	Mid Level	\$40.92	\$43.08	\$56.00	\$43.12	\$45.39	\$59.00
Database Administrator	Senior	\$43.84	\$46.15	\$60.00	\$46.04	\$48.46	\$63.00
Database Administrator	Expert	\$54.81	\$57.69	\$75.00	\$73.81	\$77.69	\$101.00
System Administrator	Junior	\$34.34	\$36.15	\$47.00	\$34.34	\$36.15	\$47.00
System Administrator	Mid Level	\$37.27	\$39.23	\$51.00	\$37.27	\$39.23	\$51.00
System Administrator	Senior	\$47.50	\$50.00	\$65.00	\$49.69	\$52.31	\$68.00
System Administrator	Expert	\$54.81	\$57.69	\$75.00	\$57.73	\$60.77	\$79.00
Technical Architect	Junior	\$47.50	\$50.00	\$65.00	\$51.15	\$53.85	\$70.00
Technical Architect	Mid Level	\$51.15	\$53.85	\$70.00	\$54.81	\$57.69	\$75.00
Technical Architect	Senior	\$51.15	\$53.85	\$70.00	\$64.31	\$67.70	\$88.00
Technical Architect	Expert	\$64.31	\$67.70	\$88.00	\$74.54	\$78.46	\$102.00

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

Software/Hardware Specific Markup 30%

\*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	\$61.38	\$64.62	\$84.00
Principal Consultant	\$67.96	\$71.54	\$93.00
<b>IBM Specialty</b>			
Technical Specialist 3	\$57.73	\$60.77	\$79.00
Technical Specialist 4	\$74.54	\$78.46	\$102.00
Technical Specialist 5	\$84.77	\$89.23	\$116.00
Software Architect #1	\$64.31	\$67.69	\$88.00
Software Architect #2	\$74.54	\$78.46	\$102.00
<b>Unisys Specialty</b>			
Architectural Specialist I	\$54.07	\$56.92	\$74.00
Architectural Specialist II	\$74.54	\$78.46	\$102.00
Sr. Production Control Operator	\$30.69	\$32.31	\$42.00
Production Control Operator	\$27.04	\$28.46	\$37.00
Sr. Equipment Operator	\$27.04	\$28.46	\$37.00
Equipment Operator	\$24.12	\$25.39	\$33.00
Service Delivery Specialist I	\$27.04	\$28.46	\$37.00
Service Delivery Specialist II	\$30.69	\$32.31	\$42.00

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

**Service Group 1. STANDARD TITLES**

Standard Title Markup 30%

\*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	\$48.96	\$51.54	\$67.00	\$51.15	\$53.85	\$70.00
Project Manager	Mid Level	\$53.34	\$56.15	\$73.00	\$54.81	\$57.69	\$75.00
Project Manager	Senior	\$71.62	\$75.39	\$98.00	\$73.07	\$76.92	\$100.00
Project Manager	Expert	\$73.07	\$76.92	\$100.00	\$86.23	\$90.77	\$118.00
Business Analyst	Junior	\$36.54	\$38.46	\$50.00	\$38.73	\$40.77	\$53.00
Business Analyst	Mid Level	\$48.96	\$51.54	\$67.00	\$51.15	\$53.85	\$70.00
Business Analyst	Senior	\$61.38	\$64.61	\$84.00	\$62.12	\$65.39	\$85.00
Business Analyst	Expert	\$73.07	\$76.92	\$100.00	\$75.27	\$79.23	\$103.00
Technical Writer	Junior	\$27.04	\$28.46	\$37.00	\$27.04	\$28.46	\$37.00
Technical Writer	Mid Level	\$30.69	\$32.31	\$42.00	\$30.69	\$32.31	\$42.00
Technical Writer	Senior	\$36.54	\$38.46	\$50.00	\$36.54	\$38.46	\$50.00
Technical Writer	Expert	\$45.31	\$47.69	\$62.00	\$45.31	\$47.69	\$62.00
Tester	Junior	\$32.88	\$34.62	\$45.00	\$32.88	\$34.62	\$45.00
Tester	Mid Level	\$36.54	\$38.46	\$50.00	\$36.54	\$38.46	\$50.00
Tester	Senior	\$53.34	\$56.15	\$73.00	\$54.81	\$57.69	\$75.00
Tester	Expert	\$57.73	\$60.77	\$79.00	\$59.19	\$62.30	\$81.00
Programmer	Junior	\$40.92	\$43.08	\$56.00	\$42.39	\$44.62	\$58.00
Programmer	Mid Level	\$57.73	\$60.77	\$79.00	\$57.73	\$60.77	\$79.00
Programmer	Senior	\$69.56	\$73.23	\$95.19	\$69.43	\$73.08	\$95.00
Programmer	Expert	\$73.07	\$76.92	\$100.00	\$89.88	\$94.62	\$123.00
Specialist	Junior	\$40.92	\$43.08	\$56.00	\$43.84	\$46.15	\$60.00
Specialist	Mid Level	\$45.31	\$47.70	\$62.00	\$48.96	\$51.54	\$67.00
Specialist	Senior	\$48.96	\$51.54	\$67.00	\$57.73	\$60.77	\$79.00
Specialist	Expert	\$80.38	\$84.62	\$110.00	\$89.88	\$94.61	\$123.00
Database Administrator	Junior	\$43.12	\$45.39	\$59.00	\$45.31	\$47.69	\$62.00
Database Administrator	Mid Level	\$48.96	\$51.54	\$67.00	\$51.15	\$53.85	\$70.00
Database Administrator	Senior	\$53.34	\$56.15	\$73.00	\$56.27	\$59.23	\$77.00
Database Administrator	Expert	\$65.77	\$69.23	\$90.00	\$89.15	\$93.85	\$122.00
System Administrator	Junior	\$40.92	\$43.08	\$56.00	\$40.92	\$43.08	\$56.00
System Administrator	Mid Level	\$45.31	\$47.70	\$62.00	\$45.31	\$47.69	\$62.00
System Administrator	Senior	\$57.73	\$60.77	\$79.00	\$59.19	\$62.30	\$81.00
System Administrator	Expert	\$65.77	\$69.23	\$90.00	\$69.43	\$73.08	\$95.00
Technical Architect	Junior	\$57.73	\$60.77	\$79.00	\$61.38	\$64.61	\$84.00
Technical Architect	Mid Level	\$61.38	\$64.61	\$84.00	\$65.77	\$69.23	\$90.00
Technical Architect	Senior	\$69.43	\$73.08	\$95.00	\$77.46	\$81.54	\$106.00
Technical Architect	Expert	\$76.73	\$80.77	\$105.00	\$89.15	\$93.85	\$122.00

**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	\$73.07	\$76.92	\$100.00
Principal Consultant	\$81.84	\$86.15	\$112.00
<b>IBM Specialty</b>			
Technical Specialist 3	\$69.43	\$73.08	\$95.00
Technical Specialist 4	\$89.88	\$94.61	\$123.00
Technical Specialist 5	\$102.31	\$107.69	\$140.00
Software Architect #1	\$77.46	\$81.54	\$106.00
Software Architect #2	\$89.88	\$94.61	\$123.00
<b>Unisys Specialty</b>			
Architectural Specialist I	\$65.77	\$69.23	\$90.00
Architectural Specialist II	\$89.88	\$94.61	\$123.00
Sr. Production Control Operator	\$36.54	\$38.46	\$50.00
Production Control Operator	\$32.88	\$34.62	\$45.00
Sr. Equipment Operator	\$32.88	\$34.62	\$45.00
Equipment Operator	\$29.23	\$30.77	\$40.00
Service Delivery Specialist I	\$32.88	\$34.62	\$45.00
Service Delivery Specialist II	\$36.54	\$38.46	\$50.00