

**Arete Technologies Inc. dba ARETE TECHNOLOGIES TX INC.**  
**APPENDIX C – ITSAC Not-To-Exceed Rates**  
**DIR-CPO-5580**  
**Information Technology Staff Augmentation Contract (ITSAC)**

<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
<b>1-Category - Applications/Software Development</b>		
DevOps Engineer	Intern 1	\$36.98
DevOps Engineer	Intern 2	\$55.47
DevOps Engineer	Intern 3	\$73.95
DevOps Engineer	1	\$92.44
DevOps Engineer	2	\$121.86
DevOps Engineer	3	\$166.85
DevOps Engineer	Specialist	
Systems Analyst	Intern 1	\$39.28
Systems Analyst	Intern 2	\$58.92
Systems Analyst	Intern 3	\$78.57
Systems Analyst	1	\$98.21
Systems Analyst	2	\$119.20
Systems Analyst	3	\$144.24
Systems Analyst	Specialist	
Applications Architect	Intern 1	\$34.54
Applications Architect	Intern 2	\$51.80
Applications Architect	Intern 3	\$69.07
Applications Architect	1	\$86.34
Applications Architect	2	\$108.68
Applications Architect	3	\$149.51
Applications Architect	Specialist	
Business Analyst	Intern 1	\$34.31
Business Analyst	Intern 2	\$51.47
Business Analyst	Intern 3	\$68.62
Business Analyst	1	\$85.78
Business Analyst	2	\$98.21
Business Analyst	3	\$127.59
Business Analyst	Specialist	
Cloud Solutions Architect	Intern 1	\$46.47
Cloud Solutions Architect	Intern 2	\$69.71
Cloud Solutions Architect	Intern 3	\$92.94
Cloud Solutions Architect	1	\$116.18
Cloud Solutions Architect	2	\$137.36
Cloud Solutions Architect	3	\$185.43

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<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
Cloud Solutions Architect	Specialist	
Artificial Intelligence/Machine Learning Engineer	Intern 1	\$38.46
Artificial Intelligence/Machine Learning Engineer	Intern 2	\$57.70
Artificial Intelligence/Machine Learning Engineer	Intern 3	\$76.93
Artificial Intelligence/Machine Learning Engineer	1	\$96.16
Artificial Intelligence/Machine Learning Engineer	2	\$117.47
Artificial Intelligence/Machine Learning Engineer	3	\$142.12
Artificial Intelligence/Machine Learning Engineer	Specialist	
Developer/Programmer Analyst	Intern 1	\$20.40
Developer/Programmer Analyst	Intern 2	\$30.60
Developer/Programmer Analyst	Intern 3	\$40.80
Developer/Programmer Analyst	1	\$63.50
Developer/Programmer Analyst	2	\$79.00
Developer/Programmer Analyst	3	\$104.50
Developer/Programmer Analyst	Specialist	
Enterprise Architect	Intern 1	\$36.56
Enterprise Architect	Intern 2	\$54.84
Enterprise Architect	Intern 3	\$73.13
Enterprise Architect	1	\$91.41
Enterprise Architect	2	\$116.79
Enterprise Architect	3	\$151.54
Enterprise Architect	Specialist	
Enterprise Resource Planning (ERP) Business Analyst	Intern 1	\$25.35
Enterprise Resource Planning (ERP) Business Analyst	Intern 2	\$38.03
Enterprise Resource Planning (ERP) Business Analyst	Intern 3	\$50.70
Enterprise Resource Planning (ERP) Business Analyst	1	\$89.20
Enterprise Resource Planning (ERP) Business Analyst	2	\$102.50
Enterprise Resource Planning (ERP) Business Analyst	3	\$120.80
Enterprise Resource Planning (ERP) Business Analyst	Specialist	
ERP Developer	Intern 1	\$29.26
ERP Developer	Intern 2	\$43.88
ERP Developer	Intern 3	\$58.51
ERP Developer	1	\$73.14
ERP Developer	2	\$114.79
ERP Developer	3	\$167.84

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ERP Developer	Specialist	
Mobile Applications Developer	Intern 1	\$36.56
Mobile Applications Developer	Intern 2	\$54.84
Mobile Applications Developer	Intern 3	\$73.13
Mobile Applications Developer	1	\$91.41
Mobile Applications Developer	2	\$115.80
Mobile Applications Developer	3	\$152.32
Mobile Applications Developer	Specialist	
Technical Writer	Intern 1	\$18.69
Technical Writer	Intern 2	\$28.03
Technical Writer	Intern 3	\$37.37
Technical Writer	1	\$46.72
Technical Writer	2	\$73.94
Technical Writer	3	\$93.79
Technical Writer	Specialist	
Digital Product Manager	Intern 1	\$40.62
Digital Product Manager	Intern 2	\$60.93
Digital Product Manager	Intern 3	\$81.24
Digital Product Manager	1	\$101.54
Digital Product Manager	2	\$137.07
Digital Product Manager	3	\$193.94
Digital Product Manager	Specialist	
Software Engineer	Intern 1	\$28.85
Software Engineer	Intern 2	\$43.27
Software Engineer	Intern 3	\$57.70
Software Engineer	1	\$72.12
Software Engineer	2	\$101.57
Software Engineer	3	\$147.35
Software Engineer	Specialist	
Software Developer	Intern 1	\$42.03
Software Developer	Intern 2	\$63.05
Software Developer	Intern 3	\$84.07
Software Developer	1	\$105.08
Software Developer	2	\$131.12
Software Developer	3	\$144.24

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<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
Software Developer	Specialist	
Undefined Title		
<b>2-Category - Data/Database Administration</b>		
Database Administrator	Intern 1	\$39.28
Database Administrator	Intern 2	\$58.92
Database Administrator	Intern 3	\$78.57
Database Administrator	1	\$98.21
Database Administrator	2	\$119.20
Database Administrator	3	\$144.24
Database Administrator	Specialist	
Data Analyst/Report Writer	Intern 1	\$21.95
Data Analyst/Report Writer	Intern 2	\$32.92
Data Analyst/Report Writer	Intern 3	\$43.89
Data Analyst/Report Writer	1	\$54.87
Data Analyst/Report Writer	2	\$90.63
Data Analyst/Report Writer	3	\$147.25
Data Analyst/Report Writer	Specialist	
Database Architect	Intern 1	\$57.69
Database Architect	Intern 2	\$86.54
Database Architect	Intern 3	\$115.39
Database Architect	1	\$144.24
Database Architect	2	\$160.00
Database Architect	3	\$179.60
Database Architect	Specialist	
Data Modeler	Intern 1	\$28.01
Data Modeler	Intern 2	\$42.01
Data Modeler	Intern 3	\$56.01
Data Modeler	1	\$70.01
Data Modeler	2	\$110.71
Data Modeler	3	\$152.32
Data Modeler	Specialist	
Data Scientist (Big Data Engineer)	Intern 1	\$34.92
Data Scientist (Big Data Engineer)	Intern 2	\$52.38
Data Scientist (Big Data Engineer)	Intern 3	\$69.84
Data Scientist (Big Data Engineer)	1	\$87.30

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<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
Data Scientist (Big Data Engineer)	2	\$112.00
Data Scientist (Big Data Engineer)	3	\$142.24
Data Scientist (Big Data Engineer)	Specialist	
Business Intelligence Analyst	Intern 1	\$23.64
Business Intelligence Analyst	Intern 2	\$35.46
Business Intelligence Analyst	Intern 3	\$47.28
Business Intelligence Analyst	1	\$59.11
Business Intelligence Analyst	2	\$85.32
Business Intelligence Analyst	3	\$121.86
Business Intelligence Analyst	Specialist	
Undefined Title		
<b>3-Category - Web Development</b>		
Front-End Web Developer/Web Designer	Intern 1	\$17.16
Front-End Web Developer/Web Designer	Intern 2	\$25.74
Front-End Web Developer/Web Designer	Intern 3	\$34.32
Front-End Web Developer/Web Designer	1	\$42.89
Front-End Web Developer/Web Designer	2	\$70.00
Front-End Web Developer/Web Designer	3	\$117.43
Front-End Web Developer/Web Designer	Specialist	
Web Developer	Intern 1	\$20.36
Web Developer	Intern 2	\$30.55
Web Developer	Intern 3	\$40.73
Web Developer	1	\$50.91
Web Developer	2	\$85.00
Web Developer	3	\$123.38
Web Developer	Specialist	
Senior Web Developer	Intern 1	\$31.91
Senior Web Developer	Intern 2	\$47.87
Senior Web Developer	Intern 3	\$63.82
Senior Web Developer	1	\$79.78
Senior Web Developer	2	\$103.04
Senior Web Developer	3	\$127.40
Senior Web Developer	Specialist	
Web Administrator	Intern 1	\$34.31
Web Administrator	Intern 2	\$51.47

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<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
Web Administrator	Intern 3	\$68.62
Web Administrator	1	\$85.78
Web Administrator	2	\$98.21
Web Administrator	3	\$119.20
Web Administrator	Specialist	
Undefined Title		
<b>4-Category - Quality Assurance (QA) and Testing</b>		
QA Engineer Automated	Intern 1	\$24.03
QA Engineer Automated	Intern 2	\$36.05
QA Engineer Automated	Intern 3	\$48.06
QA Engineer Automated	1	\$60.08
QA Engineer Automated	2	\$77.68
QA Engineer Automated	3	\$92.17
QA Engineer Automated	Specialist	
QA/Test Manager	Intern 1	\$29.61
QA/Test Manager	Intern 2	\$44.42
QA/Test Manager	Intern 3	\$59.23
QA/Test Manager	1	\$74.03
QA/Test Manager	2	\$116.31
QA/Test Manager	3	\$144.95
QA/Test Manager	Specialist	
QA Associate/Analyst	Intern 1	\$19.59
QA Associate/Analyst	Intern 2	\$29.38
QA Associate/Analyst	Intern 3	\$39.17
QA Associate/Analyst	1	\$48.96
QA Associate/Analyst	2	\$59.73
QA Associate/Analyst	3	\$75.48
QA Associate/Analyst	Specialist	
Undefined Title		
<b>5-Category - Networking/Telecommunications</b>		
Network Engineer	Intern 1	\$23.40
Network Engineer	Intern 2	\$35.10
Network Engineer	Intern 3	\$46.80
Network Engineer	1	\$58.50

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<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
Network Engineer	2	\$86.36
Network Engineer	3	\$127.59
Network Engineer	Specialist	
Wireless Network Engineer	Intern 1	\$21.12
Wireless Network Engineer	Intern 2	\$31.68
Wireless Network Engineer	Intern 3	\$42.24
Wireless Network Engineer	1	\$52.80
Wireless Network Engineer	2	\$82.24
Wireless Network Engineer	3	\$145.20
Wireless Network Engineer	Specialist	
Network Administrator	Intern 1	\$34.31
Network Administrator	Intern 2	\$51.47
Network Administrator	Intern 3	\$68.62
Network Administrator	1	\$85.78
Network Administrator	2	\$98.21
Network Administrator	3	\$119.20
Network Administrator	Specialist	
Telecommunications Manager	Intern 1	\$29.27
Telecommunications Manager	Intern 2	\$43.90
Telecommunications Manager	Intern 3	\$58.53
Telecommunications Manager	1	\$73.16
Telecommunications Manager	2	\$90.00
Telecommunications Manager	3	\$122.86
Telecommunications Manager	Specialist	
Telecommunications Technician	Intern 1	\$29.97
Telecommunications Technician	Intern 2	\$44.95
Telecommunications Technician	Intern 3	\$59.94
Telecommunications Technician	1	\$74.92
Telecommunications Technician	2	\$85.78
Telecommunications Technician	3	\$98.21
Telecommunications Technician	Specialist	
Network Operations Center (NOC) Technician	Intern 1	\$16.68
Network Operations Center (NOC) Technician	Intern 2	\$25.02
Network Operations Center (NOC) Technician	Intern 3	\$33.36
Network Operations Center (NOC) Technician	1	\$41.70

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<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
Network Operations Center (NOC) Technician	2	\$65.09
Network Operations Center (NOC) Technician	3	\$96.52
Network Operations Center (NOC) Technician	Specialist	
Undefined Title		
<b>6-Category - Security</b>		
Data Security Analyst	Intern 1	\$36.71
Data Security Analyst	Intern 2	\$55.07
Data Security Analyst	Intern 3	\$73.43
Data Security Analyst	1	\$91.78
Data Security Analyst	2	\$105.08
Data Security Analyst	3	\$131.12
Data Security Analyst	Specialist	
Security Administrator	Intern 1	\$20.87
Security Administrator	Intern 2	\$31.31
Security Administrator	Intern 3	\$41.75
Security Administrator	1	\$52.19
Security Administrator	2	\$85.03
Security Administrator	3	\$122.69
Security Administrator	Specialist	
Network Security Analyst	Intern 1	\$42.03
Network Security Analyst	Intern 2	\$63.05
Network Security Analyst	Intern 3	\$84.07
Network Security Analyst	1	\$105.08
Network Security Analyst	2	\$131.12
Network Security Analyst	3	\$158.66
Network Security Analyst	Specialist	
Network Security Engineer	Intern 1	\$26.45
Network Security Engineer	Intern 2	\$39.67
Network Security Engineer	Intern 3	\$52.90
Network Security Engineer	1	\$66.12
Network Security Engineer	2	\$105.66
Network Security Engineer	3	\$123.91
Network Security Engineer	Specialist	
Information Security Manager	Intern 1	\$41.89
Information Security Manager	Intern 2	\$62.83



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<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
Information Security Manager	Intern 3	\$83.78
Information Security Manager	1	\$104.72
Information Security Manager	2	\$139.62
Information Security Manager	3	\$174.53
Information Security Manager	Specialist	
IT Auditor	Intern 1	\$36.71
IT Auditor	Intern 2	\$55.07
IT Auditor	Intern 3	\$73.43
IT Auditor	1	\$91.78
IT Auditor	2	\$105.08
IT Auditor	3	\$131.12
IT Auditor	Specialist	
Undefined Title		
<b>7-Category - Project Management</b>		
Project Manager	Intern 1	\$39.28
Project Manager	Intern 2	\$58.92
Project Manager	Intern 3	\$78.57
Project Manager	1	\$98.21
Project Manager	2	\$119.20
Project Manager	3	\$144.24
Project Manager	Specialist	
Project Lead	Intern 1	\$35.35
Project Lead	Intern 2	\$53.03
Project Lead	Intern 3	\$70.71
Project Lead	1	\$88.39
Project Lead	2	\$125.96
Project Lead	3	\$169.09
Project Lead	Specialist	
Program Manager	Intern 1	\$41.04
Program Manager	Intern 2	\$61.56
Program Manager	Intern 3	\$82.08
Program Manager	1	\$102.60
Program Manager	2	\$120.87
Program Manager	3	\$163.55
Program Manager	Specialist	

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<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
Agile Scrum Master	Intern 1	\$27.31
Agile Scrum Master	Intern 2	\$40.97
Agile Scrum Master	Intern 3	\$54.62
Agile Scrum Master	1	\$68.28
Agile Scrum Master	2	\$109.68
Agile Scrum Master	3	\$154.39
Agile Scrum Master	Specialist	
Agile Coach	Intern 1	\$30.50
Agile Coach	Intern 2	\$45.76
Agile Coach	Intern 3	\$61.01
Agile Coach	1	\$76.26
Agile Coach	2	\$121.88
Agile Coach	3	\$167.65
Agile Coach	Specialist	
Undefined Title		
<b>8-Category - Technical Services, Help Desk and Operations</b>		
Support Technician	Intern 1	\$15.83
Support Technician	Intern 2	\$23.74
Support Technician	Intern 3	\$31.65
Support Technician	1	\$39.56
Support Technician	2	\$58.00
Support Technician	3	\$82.52
Support Technician	Specialist	
Help Desk	Intern 1	\$14.83
Help Desk	Intern 2	\$22.25
Help Desk	Intern 3	\$29.66
Help Desk	1	\$37.08
Help Desk	2	\$52.55
Help Desk	3	\$65.75
Help Desk	Specialist	
Business Continuity Analyst	Intern 1	\$42.03
Business Continuity Analyst	Intern 2	\$63.05
Business Continuity Analyst	Intern 3	\$84.07
Business Continuity Analyst	1	\$105.08
Business Continuity Analyst	2	\$112.00

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<b>Title</b>	<b>Level</b>	<b>Not-To-Exceed Rate</b>
Business Continuity Analyst	3	\$119.20
Business Continuity Analyst	Specialist	
Product Support Analyst	Intern 1	\$18.45
Product Support Analyst	Intern 2	\$27.67
Product Support Analyst	Intern 3	\$36.90
Product Support Analyst	1	\$46.12
Product Support Analyst	2	\$70.00
Product Support Analyst	3	\$101.93
Product Support Analyst	Specialist	
Site Reliability Engineer	Intern 1	\$30.00
Site Reliability Engineer	Intern 2	\$45.00
Site Reliability Engineer	Intern 3	\$60.00
Site Reliability Engineer	1	\$75.00
Site Reliability Engineer	2	\$85.62
Site Reliability Engineer	3	\$95.06
Site Reliability Engineer	Specialist	
Instructor Trainer	Intern 1	\$23.33
Instructor Trainer	Intern 2	\$34.99
Instructor Trainer	Intern 3	\$46.66
Instructor Trainer	1	\$58.32
Instructor Trainer	2	\$73.18
Instructor Trainer	3	\$91.75
Instructor Trainer	Specialist	
Undefined Title		
<b>9-Category - Information Technology Services Management (ITSM Operations)</b>		
Change Management Manager/Organizational Change Management (OCM)	Intern 1	\$24.64
Change Management Manager/Organizational Change Management (OCM)	Intern 2	\$36.97
Change Management Manager/Organizational Change Management (OCM)	Intern 3	\$49.29
Change Management Manager/Organizational Change Management (OCM)	1	\$61.61

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Change Management Manager/Organizational Change Management (OCM)	2	\$100.00
Change Management Manager/Organizational Change Management (OCM)	3	\$144.08
Change Management Manager/Organizational Change Management (OCM)	Specialist	
Process Improvement Manager	Intern 1	\$24.35
Process Improvement Manager	Intern 2	\$36.53
Process Improvement Manager	Intern 3	\$48.70
Process Improvement Manager	1	\$60.88
Process Improvement Manager	2	\$92.82
Process Improvement Manager	3	\$118.55
Process Improvement Manager	Specialist	
Undefined Title		
<b>10-Category - Information Technology (IT) Marketing</b>		
Communications Coordinator	Intern 1	\$15.72
Communications Coordinator	Intern 2	\$23.58
Communications Coordinator	Intern 3	\$31.43
Communications Coordinator	1	\$39.29
Communications Coordinator	2	\$45.68
Communications Coordinator	3	\$61.94
Communications Coordinator	Specialist	
Customer Relationship Management (CRM)	Intern 1	\$19.51
Customer Relationship Management (CRM)	Intern 2	\$29.26
Customer Relationship Management (CRM)	Intern 3	\$39.02
Customer Relationship Management (CRM)	1	\$48.77
Customer Relationship Management (CRM)	2	\$64.99
Customer Relationship Management (CRM)	3	\$98.48
Customer Relationship Management (CRM)	Specialist	
Digital Marketing Analyst	Intern 1	\$18.38
Digital Marketing Analyst	Intern 2	\$27.58
Digital Marketing Analyst	Intern 3	\$36.77
Digital Marketing Analyst	1	\$45.96
Digital Marketing Analyst	2	\$56.16

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Digital Marketing Analyst	3	\$72.63
Digital Marketing Analyst	Specialist	
Web Content Technician/Manager	Intern 1	\$17.66
Web Content Technician/Manager	Intern 2	\$26.49
Web Content Technician/Manager	Intern 3	\$35.32
Web Content Technician/Manager	1	\$44.16
Web Content Technician/Manager	2	\$85.00
Web Content Technician/Manager	3	\$133.94
Web Content Technician/Manager	Specialist	
Undefined Title		
<b>11-Category - Information Technology (IT) Contracting and Procurement</b>		
IT Contract Manager	Intern 1	\$28.01
IT Contract Manager	Intern 2	\$42.01
IT Contract Manager	Intern 3	\$56.02
IT Contract Manager	1	\$70.02
IT Contract Manager	2	\$82.24
IT Contract Manager	3	\$120.83
IT Contract Manager	Specialist	
IT Contract Contracts Administrator/Technician	Intern 1	\$22.58
IT Contract Contracts Administrator/Technician	Intern 2	\$33.87
IT Contract Contracts Administrator/Technician	Intern 3	\$45.16
IT Contract Contracts Administrator/Technician	1	\$56.45
IT Contract Contracts Administrator/Technician	2	\$64.58
IT Contract Contracts Administrator/Technician	3	\$73.90
IT Contract Contracts Administrator/Technician	Specialist	
IT Procurement Technician	Intern 1	\$26.18
IT Procurement Technician	Intern 2	\$39.26
IT Procurement Technician	Intern 3	\$52.35
IT Procurement Technician	1	\$65.44
IT Procurement Technician	2	\$74.92
IT Procurement Technician	3	\$85.78
IT Procurement Technician	Specialist	
Undefined Title		