



CreativeBusiness Solutions, Inc.
Think Big. Win the World.

Connecting the Right Dots

COMMERCIAL LABOR RATES As of August 2025			
Labor Category ¹	Rate	Labor Category	Rate after
Accounting Analyst, I	\$ 123.82	Database Analyst/Programmer – Senior	\$ 109.10
Accounting Analyst, II	\$ 134.80	Database Manager	\$ 131.47
Accounting Analyst, III	\$ 151.72	Disaster Recovery Administrator	\$ 141.66
Acquisition Specialist I	\$ 140.34	Disaster Recovery Analyst	\$ 126.07
Acquisition Specialist II	\$ 180.31	Documentation Specialist – Intermediate	\$ 117.16
Acquisition Specialist III	\$ 229.68	Documentation Specialist – Senior	\$ 75.53
Administrative Assistant I	\$ 75.24	ERP Business/Architectural Specialist	\$ 167.46
Administrative Assistant II	\$ 101.00	ERP Business Analyst – Intermediate	\$ 167.86
Administrative Assistant III	\$ 110.26	ERP Business Analyst – Senior	\$ 123.00
Analyst I	\$ 145.39	ERP Programmer	\$ 145.73
Analyst II	\$ 168.86	Financial Analyst, II	\$ 121.12
Analyst III	\$ 193.03	Financial Analyst, III	\$ 158.62
Application Programmer/System	\$ 194.70	Financial Manager, I	\$ 145.75
Application Programmer	\$ 113.63	Financial Manager, II	\$ 160.91
Applications Systems Analyst/Programmer - Intermediate	\$ 108.53	Financial Manager, III	\$ 180.80
Applications Systems Analyst/Programmer – Senior	\$ 131.04	Functional Specialist I	\$ 148.57
Budget Analyst, I	\$ 120.47	Functional Specialist II	\$ 161.76
Budget Analyst, II	\$ 134.12	Functional/Subject Matter Expert I	\$ 182.06
Budget Analyst, II	\$ 146.57	Functional/Subject Matter Expert II	\$ 168.41
Business Analyst, Level I	\$ 95.10	Functional/Subject Matter Expert III	\$ 216.38
Business Analyst I	\$ 166.49	General Clerk I	\$ 275.62
Business Analyst II	\$ 209.65	General Clerk II	\$ 90.29
Business Analyst III	\$ 222.96	Graphic Design/Products	\$ 80.40
Business Process Consultant	\$ 153.35	Help Desk Coordinator – Intermediate	\$ 85.76
Business Subject Matter Specialist	\$ 164.64	Help Desk Coordinator – Senior	\$ 70.07
Business Systems Analyst – Intermediate	\$ 113.76	Help Desk Manager	\$ 84.01
Business Systems Analyst – Senior	\$ 136.62	Help Desk Specialist	\$ 107.28
Business Systems Specialist	\$ 130.24	Help Desk Support Services Specialist – Intermediate	\$ 74.26
Client/Senior Database Manager	\$ 134.36	Help Desk Support Services Specialist – Senior	\$ 75.83
Client/Server Support Analyst	\$ 98.48	Help Desk Technician	\$ 121.20
Computer System Analyst, Level I	\$ 89.03	Information Assurance (IA) Subject Matter Expert	\$ 132.31
Consultant	\$ 163.96	Information Assurance Development Engineer	\$ 89.39
Consultant I	\$ 170.11	Information Assurance Engineer	\$ 132.58
Consultant II	\$ 209.65	Information Assurance Network Specialist	\$ 133.92
Consultant III	\$ 229.96	Information Assurance Systems / Network Specialist	\$ 120.00
Contract Specialist IV	\$ 197.98	Information Analyst/Computer Systems	\$ 174.48
Contract Specialist, I	\$ 156.84	Information Center Consultant	\$ 123.78
Contract Specialist, II	\$ 177.12	Information Center Specialist	\$ 128.96
Contract Specialist, III	\$ 229.68	Information Services Consultant	\$ 115.12
Cost Analyst	\$ 131.63	Information Systems Auditor – Intermediate	\$ 148.64
Data Architect	\$ 142.79	Information Systems Auditor – Senior	\$ 111.50
Data Security Analyst – Intermediate	\$ 141.35	Information Technology Support	\$ 202.64
Data Warehousing Administrator	\$ 111.04	IT Project Manager SME	\$ 231.64
Data Warehousing Analyst	\$ 122.76	IT Specialist	\$ 144.55
Data Warehousing Programmer	\$ 116.15	IT Systems Analyst/Analyst	\$ 233.64
Data Warehousing Project Manager	\$ 115.70	LAN Support Technician – Intermediate	\$ 82.48
Data/Configuration Management Specialist	\$ 147.94	LAN Support Technician - Senior	\$ 101.44
Database Administrator	\$ 120.20	LAN/WAN Administrator	\$ 101.62
Database Analyst/Programmer – Intermediate	\$ 123.04	LAN/WAN Integrator	\$ 121.07



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LAN/WAN/MAN Administrator	\$ 110.00	Quality Assurance Analyst – Senior	\$ 121.37
Logistician, I	\$ 144.56	Researcher II	\$ 174.91
Logistician, II	\$ 160.94	SharePoint	\$ 193.09
Logistician, III	\$ 175.87	Software Developer, Level I	\$ 135.89
Logistics Planner	\$ 199.79	Software Developer – Intermediate	\$ 111.22
Mid-Level Federal Computer Security Engineer	\$ 108.41	Software Developer – Senior	\$ 134.17
Network Control Technician	\$ 89.83	Software Engineer	\$ 216.97
Network Engineer/System Engineer	\$ 251.58	Subject Matter Expert III	\$ 262.51
Network/Hardware Support Technician	\$ 85.14	System Administrator, Level I	\$ 137.32
Network Operations Supervisor	\$ 119.56	Systems Administrator - Intermediate	\$ 100.56
Network Planning Analyst – Senior	\$ 133.74	Systems Administrator - Senior	\$ 122.93
Network Planning Manager	\$ 136.58	System Analyst I	\$ 145.46
Network Systems Administrator	\$ 109.10	Systems Analysis and Programming Director	\$ 161.04
Operations/Network LAN Administrator	\$ 119.06	System Engineer, Level II	\$ 144.55
Operations/Technical Support Analyst	\$ 104.52	Systems Engineer	\$ 126.78
PC Products Analyst	\$ 84.37	Systems Management Technologist	\$ 109.88
PC Systems Specialist	\$ 88.21	Test Engineer	\$ 121.60
PC/LAN Management Analyst – Intermediate	\$ 92.20	Training Facilitator	\$ 193.60
PC/LAN Management Analyst – Senior	\$ 109.76	Training Integrator	\$ 118.20
Process Engineer	\$ 267.55	UNIX Systems Administrator	\$ 122.03
Procurement Analyst, I	\$ 204.13	Web Content Administrator	\$ 97.54
Procurement Analyst, II	\$ 251.58	Web Content Analyst	\$ 106.55
Procurement Analyst, III	\$ 275.94	Web Designer	\$ 107.68
Production Control SME	\$ 237.56	Web & Graphics	\$ 80.09
Program Manager, I	\$ 188.21	Web Marketing Manager	\$ 109.70
Program Manager, II	\$ 212.54	Web Operations Manager	\$ 124.14
Program Manager, III	\$ 275.62	Web Project Manager	\$ 135.47
Project Control Specialist, Level I	\$ 134.17	Web Security Administrator	\$ 116.82
Project Manager – Senior	\$ 171.06	Web Security Analyst	\$ 118.98
Project Manager, I	\$ 157.96	Web, Social Media, SharePoint Support	\$ 80.40
Project Manager, II	\$ 136.20	Web Software Developer	\$ 113.76
Project Manager, III	\$ 145.34	Web Technical Administrator	\$ 107.47
Quality Assurance Analyst – Intermediate	\$ 98.40		