

ITSAC Not-to-Exceed Labor Rates

The below are the not-to-exceed labor rates CTG will use for the Information Technology Staff Augmentation Contract (ITSAC) services. These rates are set by the Texas Department of Information Resources (DIR). The labor rates listed on the DIR's [website](#) supersede the rates below.

Title	Level	NTE Rate
Category 1—Applications/Software Development		
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

Title	Level	NTE Rate
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
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

Title	Level	NTE Rate
ERP Developer	1	\$73.14
ERP Developer	2	\$114.79
ERP Developer	3	\$167.84
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

Title	Level	NTE Rate
Software Developer	2	\$131.12
Software Developer	3	\$144.24
Software Developer	Specialist	
Category 2—Data/Database Administration		
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

Title	Level	NTE Rate
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	
Category 3—Web Development		
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
Web Administrator	Intern 3	\$68.62
Web Administrator	1	\$85.78

Title	Level	NTE Rate
Web Administrator	2	\$98.21
Web Administrator	3	\$119.20
Web Administrator	Specialist	
Category 4—Quality Assurance (QA) and Testing		
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	
Category 5—Networking/Telecom		
Network Engineer	Intern 1	\$23.40
Network Engineer	Intern 2	\$35.10
Network Engineer	Intern 3	\$46.80
Network Engineer	1	\$58.50
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

Title	Level	NTE Rate
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
Network Operations Center (NOC) Technician	2	\$65.09
Network Operations Center (NOC) Technician	3	\$96.52
Network Operations Center (NOC) Technician	Specialist	
Category 6—Security		
Data Security Analyst	Intern 1	\$36.71
Data Security Analyst	Intern 2	\$55.07
Data Security Analyst	Intern 3	\$73.43

Title	Level	NTE Rate
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
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

Title	Level	NTE Rate
IT Auditor	2	\$105.08
IT Auditor	3	\$131.12
IT Auditor	Specialist	
Category 7—Project Management		
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	
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

Title	Level	NTE Rate
Agile Coach	2	\$121.88
Agile Coach	3	\$167.65
Agile Coach	Specialist	
Category 8—Technical Services, Help Desk, Operations		
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
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

Title	Level	NTE Rate
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	
Category 9—IT Services Mgmt. (ITSM Operations)		
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
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	
Category 10—Information Technology (IT) Marketing		
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

Title	Level	NTE Rate
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
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	
Category 11—IT Contracting and Procurement		
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

Title	Level	NTE Rate
IT Procurement Technician	1	\$65.44
IT Procurement Technician	2	\$74.92
IT Procurement Technician	3	\$85.78
IT Procurement Technician	Specialist	