

CIVIC INITIATIVES, LLC

Exhibit 2 - Hourly Labor Rates

Labor Categories	Base Period: Year 1 and 2		Optional Period: Year 3		Optional Period: Year 4		Optional Period: Year 5	
	Fully Burdened Hourly Rate - Off-site	Fully Burdened Hourly Rate - On-site	Fully Burdened Hourly Rate - Off-site	Fully Burdened Hourly Rate - On-site	Fully Burdened Hourly Rate - Off-site	Fully Burdened Hourly Rate - On-site	Fully Burdened Hourly Rate - Off-site	Fully Burdened Hourly Rate - On-site
Program Director	\$ 215.00	\$ 230.00	\$ 219.30	\$ 234.60	\$ 223.69	\$ 239.29	\$ 228.16	\$ 244.08
Program Manager	\$ 170.00	\$ 185.00	\$ 173.40	\$ 188.70	\$ 176.87	\$ 192.47	\$ 180.41	\$ 196.32
Subject Matter Expert III	\$ 195.00	\$ 210.00	\$ 198.90	\$ 214.20	\$ 202.88	\$ 218.48	\$ 206.94	\$ 222.85
Subject Matter Expert II	\$ 170.00	\$ 185.00	\$ 173.40	\$ 188.70	\$ 176.87	\$ 192.47	\$ 180.41	\$ 196.32
Subject Matter Expert I	\$ 140.00	\$ 155.00	\$ 142.80	\$ 158.10	\$ 145.66	\$ 161.26	\$ 148.57	\$ 164.49
Acquisition Support Specialist III	\$ 170.00	\$ 185.00	\$ 173.40	\$ 188.70	\$ 176.87	\$ 192.47	\$ 180.41	\$ 196.32
Acquisition Support Specialist II	\$ 140.00	\$ 155.00	\$ 142.80	\$ 158.10	\$ 145.66	\$ 161.26	\$ 148.57	\$ 164.49
Acquisition Support Specialist I	\$ 105.00	\$ 120.00	\$ 107.10	\$ 122.40	\$ 109.24	\$ 124.85	\$ 111.43	\$ 127.35
Analyst II	\$ 120.00	\$ 135.00	\$ 122.40	\$ 137.70	\$ 124.85	\$ 140.45	\$ 127.35	\$ 143.26
Analyst I	\$ 95.00	\$ 110.00	\$ 96.90	\$ 112.20	\$ 98.84	\$ 114.44	\$ 100.82	\$ 116.73

Note:	At minimum, Contractor shall honor prices noted for each labor category, on-site or off-site, in each period.
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Definitions:	
Off-site	Offeror's Place of Work
On-site	Government (any state or political subdivision) Place of Work