

## Civic Initiatives, LLC

Labor Categories	June 1, 2025 to January 18, 2026	
	Fully Burdened Hourly Rate - Offsite	Fully Burdened Hourly Rate - Onsite
Program Director	\$235.00	\$251.40
Program Manager	\$185.82	\$202.21
Subject Matter Expert III	\$213.15	\$229.54
Subject Matter Expert II	\$185.82	\$202.21
Subject Matter Expert I	\$153.03	\$169.42
Acquisition Support Specialist III	\$185.82	\$202.21
Acquisition Support Specialist II	\$153.03	\$169.42
Acquisition Support Specialist I	\$114.77	\$131.17
Analyst II	\$131.17	\$147.56
Analyst I	\$103.84	\$120.23

At minimum, Contractor shall honor prices noted for each labor category, on-site or off-site.

Definitions:

Off-site = Offeror's Place of Work

On-site = Government (any state or political subdivision) Place of Work

Procurement of Acquisition Support Services (PASS) RFP-18-002-SW, NASPO ValuePoint Master Agreement Terms and Conditions