

HART Commercial Labor Rates

Labor Group	Labor ABR	Labor Category	2024 Comm Rate	2025 Comm Rate	2026 Comm Rate	2027 Comm Rate
H001	CIT	Consultant - IT Analyst	\$ 629.84	\$ 654.53	\$ 680.19	\$ 706.85
H002	CP	Consultant - Process Applications	\$ 499.87	\$ 519.46	\$ 539.82	\$ 560.98
H003	PM2	Applications Development Manager	\$ 316.33	\$ 328.73	\$ 341.62	\$ 355.01
H004	SME	Subject Matter Expert	\$ 291.18	\$ 302.59	\$ 314.45	\$ 326.78
H005	PM1	Application Manager	\$ 273.92	\$ 284.66	\$ 295.82	\$ 307.42
H006	AIS	Application Integration Specialist	\$ 252.33	\$ 262.22	\$ 272.50	\$ 283.18
H007	RA2	Requirements Analyst II	\$ 232.26	\$ 241.36	\$ 250.82	\$ 260.65
H008	SAR	Systems Architect	\$ 228.66	\$ 237.62	\$ 246.93	\$ 256.61
H009	SAN	Systems Analyst	\$ 224.29	\$ 233.08	\$ 242.22	\$ 251.72
H010	QAM	Quality Assurance Manager	\$ 219.84	\$ 228.46	\$ 237.42	\$ 246.73
H011	ASA	Application Support Analyst	\$ 215.70	\$ 224.16	\$ 232.95	\$ 242.08
H012	UI2	User Interface Analyst II	\$ 207.68	\$ 215.82	\$ 224.28	\$ 233.07
H013	PA	Programmer Analyst	\$ 188.68	\$ 196.08	\$ 203.77	\$ 211.76
H014	CM	Contract Manager	\$ 188.42	\$ 195.81	\$ 203.49	\$ 211.47
H015	SAT	System/Software Application Tester	\$ 184.96	\$ 192.21	\$ 199.74	\$ 207.57
H016	SW2	Software Engineer II	\$ 181.44	\$ 188.55	\$ 195.94	\$ 203.62
H017	RA1	Requirements Analyst	\$ 177.81	\$ 184.78	\$ 192.02	\$ 199.55
H018	QA	Quality Assurance Analyst	\$ 174.71	\$ 181.56	\$ 188.68	\$ 196.08
H019	SW1	Software Engineer I	\$ 158.53	\$ 164.74	\$ 171.20	\$ 177.91
H020	AN1	User Interface Analyst I	\$ 158.53	\$ 164.74	\$ 171.20	\$ 177.91
H021	PGR	Programmer	\$ 132.34	\$ 137.53	\$ 142.92	\$ 148.52
H022	TW	Technical Writer	\$ 112.15	\$ 116.55	\$ 121.12	\$ 125.87
H023	PENG1	Production Engineer I	\$ 117.49	\$ 122.10	\$ 126.89	\$ 131.86
H024	SS1	Shop Supervisor I	\$ 134.59	\$ 139.87	\$ 145.35	\$ 151.05
H025	ASM2	Technician/Assembler II	\$ 105.74	\$ 109.89	\$ 114.20	\$ 118.68
H026	ASM1	Technician/Assembler I	\$ 86.51	\$ 89.90	\$ 93.42	\$ 97.08
H027	ADM	Technical Admin	\$ 76.89	\$ 79.90	\$ 83.03	\$ 86.28
H028	ENG1	Engineer I	\$ 158.53	\$ 164.74	\$ 171.20	\$ 177.91