



NORTH CAROLINA
DEPARTMENT OF INFORMATION TECHNOLOGY
STATEWIDE IT PROCUREMENT OFFICE
<https://it.nc.gov/resources/statewide-it-procurement-office>

Solicitation Addendum

Solicitation Number: ITS-009440 / 400191 028
Solicitation Description: Open Enrollment 2026 for IT Supplemental Staffing Services
Solicitation Opening Date and Time: July 1, 2026
2:00 PM
Addendum Number: 1 (One)
Addendum Date: 5/27/2026
Contract Specialist or Purchasing Agent: Sandra Rosser, IT Strategic Sourcing Specialist
Sandra.rosser@nc.gov | 919-754-6672

-
1. Return one properly executed copy of this addendum with bid response or prior to the Bid Opening Date/Time listed above.

The solicitation is hereby modified as follows: **ATTACHMENT B: NOT-TO-EXCEED (NTE) PRICING IS NOW REPLACED WITH REVISED ATTACHMENT B: NOT TO EXCEED (NTE) PRICING BEGINNING ON PAGE 2 OF THIS ADDENDUM 1)**

Failure to acknowledge receipt of this addendum may result in rejection of the response

Check ONE of the following options:

- ☐ Bid has not been mailed. Any changes resulting from this addendum are included in our bid response.
- ☐ Bid has been mailed. No changes resulted from this addendum.
- ☐ Bid has been mailed. Changes resulting from this addendum are as follows:

Execute Addendum:

Offeror: _____

Authorized Signature: _____

Name and Titled (Typed): _____

Date: _____

REVISED - ATTACHMENT B: NOT-TO-EXCEED (NTE) PRICING

Table 1 of Attachment B Existing Categories

INSTRUCTIONS: Vendor to indicate whether they will agree to provide staffing for these categories.
 "YES" responses only required (blanks assumed to be negative).

Category	Job Title	Skill Level	Skill Demand	NOT TO EXCEED (NTE) RATES	Vendor Selected Categories (Mark with YES)
All Fees will be deducted					
Standard	Business Analyst	Junior	Normal	\$64.38	
Standard	Business Analyst	Mid-Level	Normal	\$70.18	
Standard	Business Analyst	Senior	Normal	\$75.78	
Standard	Business Analyst	Expert	Normal	\$81.03	
Standard	Business Analyst	Junior	High	\$68.89	
Standard	Business Analyst	Mid-Level	High	\$75.09	
Standard	Business Analyst	Senior	High	\$81.09	
Standard	Business Analyst	Expert	High	\$86.71	
Standard	Database Administrator	Junior	Normal	\$97.25	
Standard	Database Administrator	Mid-Level	Normal	\$110.26	
Standard	Database Administrator	Senior	Normal	\$122.48	
Standard	Database Administrator	Expert	Normal	\$133.29	
Standard	Database Administrator	Junior	High	\$104.05	
Standard	Database Administrator	Mid-Level	High	\$117.98	
Standard	Database Administrator	Senior	High	\$131.05	
Standard	Database Administrator	Expert	High	\$142.63	
Standard	Developer / Programmer	Junior	Normal	\$92.67	
Standard	Developer / Programmer	Mid-Level	Normal	\$99.75	
Standard	Developer / Programmer	Senior	Normal	\$106.59	
Standard	Developer / Programmer	Expert	Normal	\$113.05	

Standard	Developer / Programmer	Junior	High	\$99.17	
Standard	Developer / Programmer	Mid-Level	High	\$106.72	
Standard	Developer / Programmer	Senior	High	\$114.05	
Standard	Developer / Programmer	Expert	High	\$120.96	
Standard	Network / Telecom Specialist	Junior	Normal	\$58.01	
Standard	Network / Telecom Specialist	Mid-Level	Normal	\$64.24	
Standard	Network / Telecom Specialist	Senior	Normal	\$70.30	
Standard	Network / Telecom Specialist	Expert	Normal	\$75.99	
Standard	Network / Telecom Specialist	Junior	High	\$62.08	
Standard	Network / Telecom Specialist	Mid-Level	High	\$68.75	
Standard	Network / Telecom Specialist	Senior	High	\$75.22	
Standard	Network / Telecom Specialist	Expert	High	\$81.31	
Standard	Program Director	Junior	Normal	\$84.59	
Standard	Program Director	Mid-Level	Normal	\$106.56	
Standard	Program Director	Senior	Normal	\$132.98	
Standard	Program Director	Expert	Normal	\$147.84	
Standard	Program Director	Junior	High	\$90.53	
Standard	Program Director	Mid-Level	High	\$114.04	
Standard	Program Director	Senior	High	\$142.28	
Standard	Program Director	Expert	High	\$158.18	
Standard	Project Manager	Junior	Normal	\$74.18	
Standard	Project Manager	Mid-Level	Normal	\$82.99	
Standard	Project Manager	Senior	Normal	\$91.23	
Standard	Project Manager	Expert	Normal	\$98.63	
Standard	Project Manager	Junior	High	\$79.38	
Standard	Project Manager	Mid-Level	High	\$88.79	

Standard	Project Manager	Senior	High	\$97.62	
Standard	Project Manager	Expert	High	\$105.53	
Standard	QA Performance Tester	Junior	Normal	\$55.30	
Standard	QA Performance Tester	Mid-Level	Normal	\$60.92	
Standard	QA Performance Tester	Senior	Normal	\$67.84	
Standard	QA Performance Tester	Expert	Normal	\$77.58	
Standard	QA Performance Tester	Junior	High	\$59.17	
Standard	QA Performance Tester	Mid-Level	High	\$65.19	
Standard	QA Performance Tester	Senior	High	\$72.59	
Standard	QA Performance Tester	Expert	High	\$83.01	
Standard	Security Specialist	Junior	Normal	\$78.12	
Standard	Security Specialist	Mid-Level	Normal	\$95.26	
Standard	Security Specialist	Senior	Normal	\$106.38	
Standard	Security Specialist	Expert	Normal	\$118.34	
Standard	Security Specialist	Junior	High	\$83.59	
Standard	Security Specialist	Mid-Level	High	\$101.91	
Standard	Security Specialist	Senior	High	\$113.82	
Standard	Security Specialist	Expert	High	\$126.63	
Standard	Service Support Analyst	Junior	Normal	\$40.78	
Standard	Service Support Analyst	Mid-Level	Normal	\$44.40	
Standard	Service Support Analyst	Senior	Normal	\$47.53	
Standard	Service Support Analyst	Expert	Normal	\$50.13	
Standard	Service Support Analyst	Junior	High	\$43.64	
Standard	Service Support Analyst	Mid-Level	High	\$47.51	
Standard	Service Support Analyst	Senior	High	\$50.86	
Standard	Service Support Analyst	Expert	High	\$53.64	
Standard	Specialist	Junior	Normal	\$65.67	
Standard	Specialist	Mid-Level	Normal	\$73.01	
Standard	Specialist	Senior	Normal	\$79.96	
Standard	Specialist	Expert	Normal	\$86.17	

Standard	Specialist	Junior	High	\$70.27	
Standard	Specialist	Mid-Level	High	\$78.12	
Standard	Specialist	Senior	High	\$85.55	
Standard	Specialist	Expert	High	\$92.20	
Standard	System Administrator	Junior	Normal	\$53.66	
Standard	System Administrator	Mid-Level	Normal	\$58.50	
Standard	System Administrator	Senior	Normal	\$63.23	
Standard	System Administrator	Expert	Normal	\$67.77	
Standard	System Administrator	Junior	High	\$57.42	
Standard	System Administrator	Mid-Level	High	\$62.59	
Standard	System Administrator	Senior	High	\$67.66	
Standard	System Administrator	Expert	High	\$72.51	
Standard	Technical Architect	Junior	Normal	\$71.13	
Standard	Technical Architect	Mid-Level	Normal	\$79.21	
Standard	Technical Architect	Senior	Normal	\$86.89	
Standard	Technical Architect	Expert	Normal	\$94.10	
Standard	Technical Architect	Junior	High	\$76.12	
Standard	Technical Architect	Mid-Level	High	\$84.75	
Standard	Technical Architect	Senior	High	\$92.98	
Standard	Technical Architect	Expert	High	\$100.68	

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Standard	Technical Specialist	Junior	Standard	\$100.37	
Standard	Technical Specialist	Mid-Level	Standard	\$104.91	
Standard	Technical Specialist	Senior	Standard	\$112.13	
Standard	Technical Specialist	Expert	Standard	\$121.52	
Standard	Technical Specialist	Junior	High	\$107.40	
Standard	Technical Specialist	Mid-Level	High	\$112.25	
Standard	Technical Specialist	Senior	High	\$119.98	
Standard	Technical Specialist	Expert	High	\$130.03	
Standard	Technical Writer	Junior	Normal	\$42.65	
Standard	Technical Writer	Mid-Level	Normal	\$48.00	
Standard	Technical Writer	Senior	Normal	\$53.01	
Standard	Technical Writer	Expert	Normal	\$57.47	
Standard	Technical Writer	Junior	High	\$45.65	
Standard	Technical Writer	Mid-Level	High	\$51.36	
Standard	Technical Writer	Senior	High	\$56.73	
Standard	Technical Writer	Expert	High	\$61.47	
Standard	Tester / QA Analyst	Junior	Normal	\$35.05	
Standard	Tester / QA Analyst	Mid-Level	Normal	\$38.38	
Standard	Tester / QA Analyst	Senior	Normal	\$41.62	
Standard	Tester / QA Analyst	Expert	Normal	\$44.67	
Standard	Tester / QA Analyst	Junior	High	\$37.52	
Standard	Tester / QA Analyst	Mid-Level	High	\$41.08	
Standard	Tester / QA Analyst	Senior	High	\$44.53	
Standard	Tester / QA Analyst	Expert	High	\$47.80	
SAP	SAP Business Analyst	Junior	High	\$60.80	
SAP	SAP Business Analyst	Mid-Level	High	\$92.36	
SAP	SAP Business Analyst	Senior	High	\$127.82	
SAP	SAP Business Analyst	Expert	High	\$151.64	
SAP	SAP Developer / Programmer	Junior	High	\$80.17	

SAP	SAP Developer / Programmer	Mid-Level	High	\$111.84	
SAP	SAP Developer / Programmer	Senior	High	\$133.77	
SAP	SAP Developer / Programmer	Expert	High	\$185.77	
SAP	SAP Specialist	Junior	High	\$76.88	
SAP	SAP Specialist	Mid-Level	High	\$110.61	
SAP	SAP Specialist	Senior	High	\$133.34	
SAP	SAP Specialist	Expert	High	\$181.13	
SAP	SAP System Administrator	Junior	High	\$96.58	
SAP	SAP System Administrator	Mid-Level	High	\$122.84	
SAP	SAP System Administrator	Senior	High	\$151.75	
SAP	SAP System Administrator	Expert	High	\$210.08	
SAP	SAP Technical Architect	Junior	High	\$101.14	
SAP	SAP Technical Architect	Mid-Level	High	\$126.92	
SAP	SAP Technical Architect	Senior	High	\$179.46	
SAP	SAP Technical Architect	Expert	High	\$210.91	
IBM Cúram	Cúram Architect	Junior	High	\$96.64	
IBM Cúram	Cúram Architect	Mid-Level	High	\$120.86	
IBM Cúram	Cúram Architect	Senior	High	\$147.28	
IBM Cúram	Cúram Architect	Expert	High	\$175.13	
IBM Cúram	Cúram Business Analyst	Junior	High	\$95.41	
IBM Cúram	Cúram Business Analyst	Mid-Level	High	\$112.38	
IBM Cúram	Cúram Business Analyst	Senior	High	\$136.98	
IBM Cúram	Cúram Business Analyst	Expert	High	\$155.54	
IBM Cúram	Cúram Developer / Programmer	Junior	High	\$108.80	
IBM Cúram	Cúram Developer / Programmer	Mid-Level	High	\$130.48	
IBM Cúram	Cúram Developer / Programmer	Senior	High	\$140.46	
IBM Cúram	Cúram Developer / Programmer	Expert	High	\$164.33	

IBM Cúram	Cúram Specialist	Junior	High	\$96.91
IBM Cúram	Cúram Specialist	Mid-Level	High	\$118.60
IBM Cúram	Cúram Specialist	Senior	High	\$136.66
IBM Cúram	Cúram Specialist	Expert	High	\$155.79

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Table 2 of Attachment B - NOT-TO-EXCEED (NTE) PRICING for NEW CATEGORIES

INSTRUCTIONS: Vendors must indicate agree to provide staffing for NEW categories at the established Not-To-Exceed Rates by marking YES or NO in column labeled Vendor Agrees to NTE Rates. Vendor's failure to make an entry in this column shall be deemed as a NO.

Category Job Title	Skill Level	NTE Rate Normal Skill Demand	NTE Rate High Skill Demand	Vendor Agrees to NTE Rates (Mark with YES or NO)
		All Fees will be deducted	All Fees will be deducted	
Accessibility Specialist	Junior	\$48.47	\$51.85	
	Mid-Level	\$57.40	\$61.41	
	Senior	\$64.19	\$68.68	
	Expert	\$68.64	\$73.44	
AI Architect	Junior	\$106.22	\$113.65	
	Mid-Level	\$128.03	\$137.00	
	Senior	\$147.95	\$158.29	
	Expert	\$160.45	\$171.68	
AI Consultant	Junior	\$84.94	\$90.88	
	Mid-Level	\$101.03	\$108.10	
	Senior	\$113.04	\$120.95	
	Expert	\$120.49	\$128.93	
AI Developer	Junior	\$88.73	\$94.94	
	Mid-Level	\$105.48	\$112.86	
	Senior	\$118.30	\$126.58	
	Expert	\$126.12	\$134.94	
AI Trainer	Junior	\$83.61	\$89.46	
		\$102.18	\$109.33	

Category Job Title	Skill Level	NTE Rate Normal Skill Demand	NTE Rate High Skill Demand	Vendor Agrees to NTE Rates (Mark with YES or NO)
		All Fees will be deducted	All Fees will be deducted	
	Mid-Level			
	Senior	\$114.04	\$122.02	
	Expert	\$121.95	\$130.48	
Applications Systems Manager	Junior	\$101.92	\$109.06	
	Mid-Level	\$119.14	\$127.48	
	Senior	\$131.69	\$140.90	
	Expert	\$141.68	\$151.60	
Cloud Administrator	Junior	\$82.71	\$88.51	
	Mid-Level	\$94.17	\$100.77	
	Senior	\$104.57	\$111.90	
	Expert	\$112.18	\$120.03	
Cloud Architect	Junior	\$106.77	\$114.25	
	Mid-Level	\$122.29	\$130.85	
	Senior	\$133.52	\$142.87	
	Expert	\$140.20	\$150.00	
Cloud Engineer	Junior	\$97.58	\$104.41	
	Mid-Level	\$114.88	\$122.92	
	Senior	\$126.64	\$135.51	
	Expert	\$133.65	\$143.00	
CRM Analyst	Junior	\$59.02	\$63.15	

Category Job Title	Skill Level	NTE Rate Normal Skill Demand	NTE Rate High Skill Demand	Vendor Agrees to NTE Rates (Mark with YES or NO)
		All Fees will be deducted	All Fees will be deducted	
	Mid-Level	\$70.29	\$75.21	
	Senior	\$78.51	\$84.00	
	Expert	\$83.72	\$89.58	
CRM Architect	Junior	\$84.92	\$90.87	
	Mid-Level	\$98.87	\$105.80	
	Senior	\$110.06	\$117.77	
	Expert	\$116.76	\$124.94	
CRM Developer	Junior	\$55.23	\$59.10	
	Mid-Level	\$64.79	\$69.32	
	Senior	\$72.34	\$77.40	
	Expert	\$77.36	\$82.77	
Data Scientist	Junior	\$99.31	\$106.26	
	Mid-Level	\$116.63	\$124.79	
	Senior	\$128.76	\$137.77	
	Expert	\$135.63	\$145.13	
DevOps Engineer	Junior	\$78.68	\$84.18	
	Mid-Level	\$93.51	\$100.05	
	Senior	\$105.32	\$112.70	
	Expert	\$113.95	\$121.93	
Electronic Health Record Analyst	Junior	\$103.89	\$109.95	
	Mid-Level	\$119.53	\$126.50	
	Senior	\$131.90	\$139.60	
	Expert	\$139.65	\$147.80	

Category Job Title	Skill Level	NTE Rate Normal Skill Demand	NTE Rate High Skill Demand	Vendor Agrees to NTE Rates (Mark with YES or NO)
		All Fees will be deducted	All Fees will be deducted	
Electronic Health Record Developer	Junior	\$64.93	\$70.99	
	Mid-Level	\$74.71	\$81.68	
	Senior	\$82.44	\$90.13	
	Expert	\$87.28	\$95.43	
Enterprise Service Bus Developer	Junior	\$94.35	\$100.96	
	Mid-Level	\$106.06	\$113.49	
	Senior	\$116.63	\$124.79	
	Expert	\$123.47	\$132.11	
Low-Code Developer	Junior	\$129.87	\$135.91	
	Mid-Level	\$149.42	\$156.40	
	Senior	\$164.88	\$172.57	
	Expert	\$174.56	\$182.70	
Machine Learning Engineer	Junior	\$98.64	\$105.54	
	Mid-Level	\$119.61	\$127.98	
	Senior	\$132.27	\$141.63	
	Expert	\$141.74	\$151.65	
Product Manager	Junior	\$95.08	\$101.74	
	Mid-Level	\$113.53	\$121.48	
	Senior	\$127.42	\$136.34	
	Expert	\$138.88	\$148.60	
Salesforce Architect	Junior	\$110.94	\$116.11	
	Mid-Level	\$131.47	\$137.59	
	Senior	\$146.74	\$153.58	
	Expert	\$156.70	\$164.02	

Category Job Title	Skill Level	NTE Rate Normal Skill Demand	NTE Rate High Skill Demand	Vendor Agrees to NTE Rates (Mark with YES or NO)
		All Fees will be deducted	All Fees will be deducted	
Salesforce Developer	Junior	\$85.86	\$91.87	
	Mid-Level	\$97.19	\$104.00	
	Senior	\$106.42	\$113.87	
	Expert	\$112.41	\$120.28	
Software Engineer	Junior	\$93.79	\$100.36	
	Mid-Level	\$110.97	\$118.74	
	Senior	\$123.87	\$132.54	
	Expert	\$134.00	\$143.39	
User Experience Designer	Junior	\$73.19	\$78.31	
	Mid-Level	\$83.70	\$89.57	
	Senior	\$93.08	\$99.59	
	Expert	\$101.55	\$108.67	