



CALC+ Quick Rate (QR) Tool Labor Ceiling Rates

User Guide

Version	Date	Description of Change
1.0	10/01/2020	Original Issue (Legacy CALC) - Cloud.gov
1.1	04/22/2022	Re-Issue - Updated (CALC+ Quick Rate Tool) - Buy.gsa.gov
1.2	05/11/2023	Updated v1.1 (CALC+ Quick Rate Tool) - Buy.gsa.gov
1.3	06/22/2023	Updated disclaimer language
1.4	08/06/2024	Updated for accessibility, images, and search features
1.5	01/05/2026	Inclusion of percentile data, visuals, and disclaimer Updated filtering options for worksite and business size
1.6	03/12/2026	Updated GSA logo

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CALC+ Labor Ceiling Tool Purpose and Applicability

The CALC+ Labor Ceiling Rates tool is a pricing research tool located on buy.gsa.gov to support government acquisition professionals in services pricing business intelligence. Acquisition staff can use Labor Ceiling Rates data to help conduct market research with price analysis, develop Independent Government Cost Estimates (IGCEs), and aid in benchmarking competitive pricing.

When evaluating CALC+ pricing, Contracting Officers (COs) must exercise independent business judgment consistent with their authority, while remaining compliant with all applicable regulations and guidance.

Any results from CALC+ searches cannot be relied upon exclusively to demonstrate prices are fair and reasonable in accordance with FAR 15.4. Federal acquisition professionals will need additional analysis techniques to make such a determination. These rates may also be useful in creating budgetary and project cost estimates.

Where do data/prices in the tool come from?

CALC+ Labor Ceiling Rates data is based on reported negotiated and awarded not-to-exceed (NTE) ceiling rates from Multiple Award Schedule (MAS) contracts. The GSA MAS awarding Contracting Officer (CO) is responsible for populating the MAS NTE ceiling rate database by uploading the Prices Proposed Template (PPT). These PPTs are submitted as part of a vendor's proposal then reviewed and used by the GSA MAS CO to negotiate prices and award the schedule contract. The prices uploaded into the database have been determined to be fair and reasonable. Once the award has been made, the final PPT is uploaded into a GSA-maintained and operated database for tools like CALC+ and other informational dashboards for the Federal Government. The PPT submitted into the database, for each vendor, is good for the life of the vendor's scheduled contract and only changes if a contract modification has been

processed by the GSA MAS CO. The PPT information is updated in CALC+ on a daily basis when provided.

How does CALC+ Labor Ceiling Rates work?

Access to the CALC+ Prices Paid tool begins with [Pricing Central](#). Labor ceiling rates in CALC+ do not require user credentials.

Remember that CALC+ pricing information is intended for market research and price evaluation purposes. It should not be considered as the only acceptable resource when making a determination. Relying solely or primarily on CALC+ for price reasonableness determination is an improper use of this tool.

Appropriate Use

This tool allows you to review negotiated and awarded rates from MAS contracts. You may use it to create budgetary and project cost estimates. The CALC+ Labor Ceiling Rates tool supports (and is not intended to be in lieu of) the U.S. Government's determination of price reasonableness. The rates shown are the maximum rates a contractor can propose and should not be accepted automatically as the exact order price. The Contracting Officers should always review order level prices in accordance with [FAR 8.405-2\(d\)](#), [FAR Subpart 15.4 - Contract Pricing](#), and [FAR 16.505](#).

In accordance with the MAS contract, "Schedule prices represent not-to-exceed ceiling prices and contractors establish Schedule prices with all order sizes, types, complexities, geographical regions, etc., in mind, anticipating the opportunity to discount prices at the order level in the competitive marketplace." Therefore, all proposed prices shown in CALC+ are not-to-exceed ceiling prices that are applicable to all potential order sizes, types, complexities, and geographic regions. These ceiling prices should not be viewed as exact estimates of a specific location, order size, type, or order

complexity. The MAS Contracting Officer negotiates with vendors prior to schedule contract award to achieve equal to or better than the contractor's "most favored customer" pricing/discounts under similar conditions. To ensure an agency receives the best value at the lowest overall cost when using MAS contracts, agencies are encouraged and empowered to seek price reductions at any time before placing an order. By seeking discounts on all orders, the government can take advantage of flexible and dynamic pricing in the commercial marketplace.

In some cases, the number of comparable prices returned by the CALC+ Labor Ceiling Rates tool is small and may not fully represent your professional service contract requirement and/or search criteria. Some prices in the tool may not have sales associated with them and users should not assume that all prices have sales when assessing results. The tool may also be used as part of a larger negotiation objective development strategy that seeks fair and reasonable pricing. However, CALC+ search results cannot be relied upon exclusively to demonstrate prices are fair and reasonable in accordance with FAR 15.4. Federal acquisition professionals will need to conduct additional analysis to make such a determination.

This tool is being introduced as an initial version with new features and enhancements planned in the future. Users are encouraged to submit feedback and enhancement requests through the Feedback form button displayed on the Labor Ceiling Rates tool.

Search Criteria and Filters

When characters are entered in the search bar, the tool will begin to match the search organized by category (e.g., Labor Category (LCAT), vendor name, or contract number).

There are two (2) methods to generate a search:

1. Select a pre-populated suggestion to display results. The results displayed are based on an exact match of the selected search criteria.
2. Select or click the Enter button after entering characters in the search field. The results will display any findings that contain the characters entered. This may include a combination of the LCAT, vendor name, and contract number.

Search Labor Category Ceiling Rates

This tool allows you to review fully burdened Not-to-Exceed Ceiling Rates awarded under GSA Multiple Award Schedule (MAS) contracts. You can use it to conduct market research and develop Independent Government Cost Estimates. The tool can be used to assess the relative competitiveness of a vendor's price to other vendors' prices on MAS contracts. However, the tool is to be used only as part of a larger negotiation objective development strategy that seeks fair and reasonable pricing (in accordance with FAR 15.4). [Labor Ceiling Rates User Guide](#) PDF

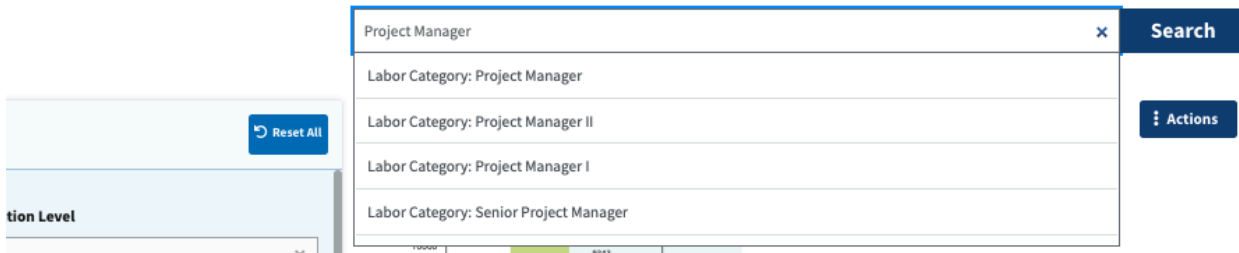


Figure 1 - Search Criteria

Users should also attempt to narrow the labor category search to avoid non-comparable titles. For example, searching 'Supervisor' could return unrelated results such as Warehouse Supervisor, Data Entry Supervisor, Restoration Supervisor, etc.

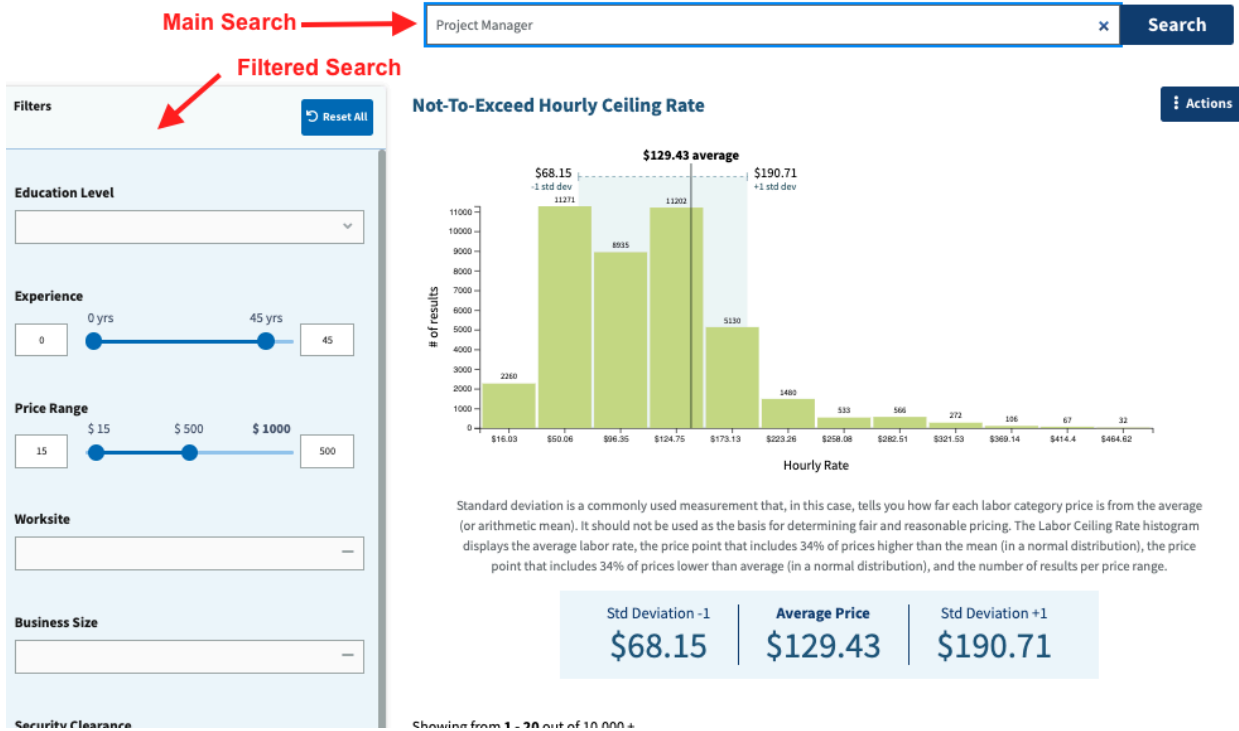


Figure 2 - Search & Filter Features

Once the main search criteria is entered, the results can be filtered using the various filters shown on the left navigation pane as seen in Figure 2.

Education Level

Results can be refined by one or more filters including Technical School or Certification, High School, Associates, Bachelors, Masters, and Ph.D. Undergraduate, graduate, and postgraduate may include various degree types (e.g., Associate of Arts, Associate of Science, Bachelor of Arts, Bachelor of Science, Master in Business Administration, Master of Science, etc.).

Experience

Results can be filtered by a range of years of experience. Manually input the number of years or use the slider feature to select the minimum and maximum years of experience. Only whole numbers are reported in the awarded contracts.

Price Range

Results can be filtered by a range of reported ceiling rates. Manually input the minimum and maximum price values or use the slider feature. All prices are reported in United States Dollars (USD).

Worksite

Results can be filtered by Customer Site, Contractor Site, both, or Virtual.

Contractor worksite rates are usually higher than customer worksite rates due to higher overhead costs. If the worksite is unknown, the acquisition professional should select the customer worksite to ensure the lower price.

Business Size

Results can be filtered by Small Business or Other than Small Business.

Security Clearance

Results can be filtered by labor categories, vendors, and contracts with a security clearance.

SIN Number

Results can be filtered by the Special Item Number (SIN) used for the Consolidated MAS vehicle. The SIN is based on the North American Industry Classification System (NAICS) code.

Contract Year

Results can be filtered to display the current contract year price, the next contract year price, or the following contract year price. Prices for all contract years (current, +1, and +2) may not be available due to the contract being close to its expiration.

Category

Results can be filtered by the twelve (12) large categories in the MAS contract vehicle. Subcategories are available within each large category to further classify offerings. When a category/subcategory is selected, the corresponding SIN numbers will auto populate in the SIN Number filter for observation.

Table Results

Once the main search is generated, the table of results will retrieve and display data if available. If too many results are returned, then the results can be filtered by various criteria (e.g., Education Level, Security Clearance, Worksite, etc.) as previously mentioned. The results will update automatically as filters are applied. See Figure 3 below for the layout of the results table.

Showing from 1 - 20 out of 31 Results for "Technical Writer II" Labor Ceiling Rate data 8/5/2024

3 Labor Category	4 Price	5 Education	6 Keywords	7 Certifications	8 Exp	9 Vendor/Contract	10 Contract Vehicle	11 Action
Technical Writer II	\$54.99	BA			5	ORION SOLUTIONS, LLC 47QRAA21D006E	MAS	
Technical Writer II	\$59.39	AA			4	FEDPARTNERS LLC 47QRAA22D0065	MAS Consolidated	
Technical Writer II	\$60.35	HS			2	GINN GROUP, INC., THE 47QRAA22D007S	MAS Consolidated	
Technical Writer II	\$61.6	BA			2	S4, INC. 47QTCA19D00H2	MAS	
Technical Writer II	\$70.36	BA			5	CWS FMTI JV LLC 47QTCA24D0054	MAS Consolidated Refresh 15+	
Technical Writer II	\$70.78	BA			3	AGILE ASPECTS LLC 47QTCA23D008H	MAS Consolidated Refresh 15+	
Technical Writer II	\$72.34	AA			2	GOLD SYSTEMS, INC. 47QTCA23D008U	MAS Consolidated	

Figure 3 - Results Table Layout

1. Total count of results
2. The last date Labor Ceiling Rates were pulled from MAS contracts
3. Labor Category
4. Price (Labor Ceiling Rate)
5. Education
6. Keywords
7. Certifications
8. Years of Experience
9. Vendor Name and Contract Number (The contract's PDF is linked.)
10. Contract Vehicle Type
11. Remove the result row (Removed rows cannot be restored.)
12. Feedback Form (Submit issues, bugs, or enhancement requests.)

Labor Ceiling Rates Graph

The Labor Ceiling Rates graph defaults to an 'Average and Standard Deviation' format to indicate the average labor rate based on the results shown. In addition to the average labor rate, in a normal distribution of data, the price points including 34% of prices higher than the average and 34% of prices lower than the average are provided. Use the radio button to toggle to the 'Median and Percentiles' format, as it is most representative of the central point and dispersion of labor ceiling rates data. Differing percentile bar colors around the median are provided to focus around the values close

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Give Feedback

to the central point, but should not be interpreted as a definitive range for price reasonableness.

Note: Percentile calculations can vary depending on the specific method or formula used, as different systems may define how to handle duplicate values, interpolation, or rounding. Additionally, the size and distribution of the data set can impact percentile results, leading to variations across different statistical approaches or tools.

Not-To-Exceed Hourly Ceiling Rate

\$92.36 | **\$138.96** | **\$185.56**
Std Deviation -1 | Average Price | Std Deviation +1

View data as: Median and Percentiles Average and Standard Deviation

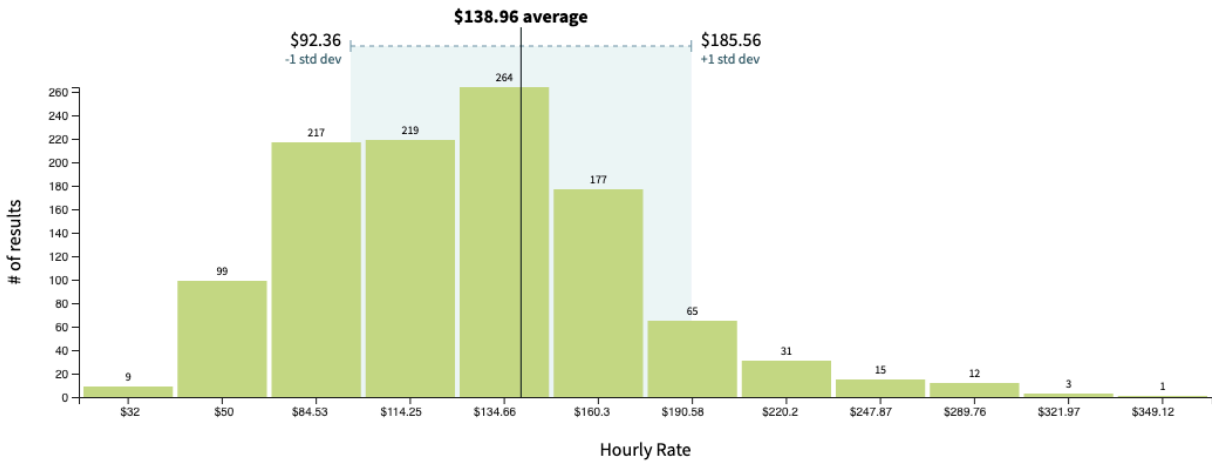


Figure 4 - Labor Ceiling Rates Graph (Average and Standard Deviation View)

Not-To-Exceed Hourly Ceiling Rate

\$108.58 | **\$135.82** | **\$163.17**
25th Percentile | 50th Percentile (Median) | 75th Percentile

View data as: Median and Percentiles Average and Standard Deviation

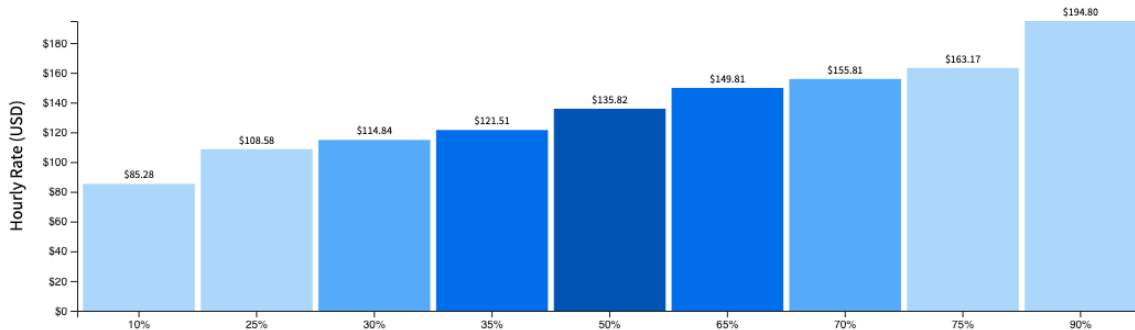



Figure 5 - Labor Ceiling Rates Graph (Median and Percentiles View)

Best Practices

If the search yields fewer than three results, then the acquisition professional should use alternate criteria to conduct another search (e.g., expanding the price range or years of experience). It may be necessary to review the labor category title entered and compare it to the returned results to determine new keywords or phrases. Remember to review the results for any duplicate labor categories listed under the same labor category level, location, and worksite. If that occurs, additional research is required to identify valid matches. If an invalid match is identified, then the acquisition professional should click the  to remove the result from the table.

Download and Export Results

Acquisition professionals should document:

- Search and filter criteria used in the query
- All detailed data records obtained in the CALC+ tool output

- Verification that the labor category comparison made using CALC+ are the same or similar in accordance with FAR 15.4
- Any filtered or removed data records the CO determined were outliers or not the same/similar
- Any other supporting references to obtain pricing information

The ability to download the entire data set with query/filter parameters is available for support documentation. Do not use the results table or graph as a basis for fair and reasonable pricing.

Not-To-Exceed Hourly Ceiling Rate

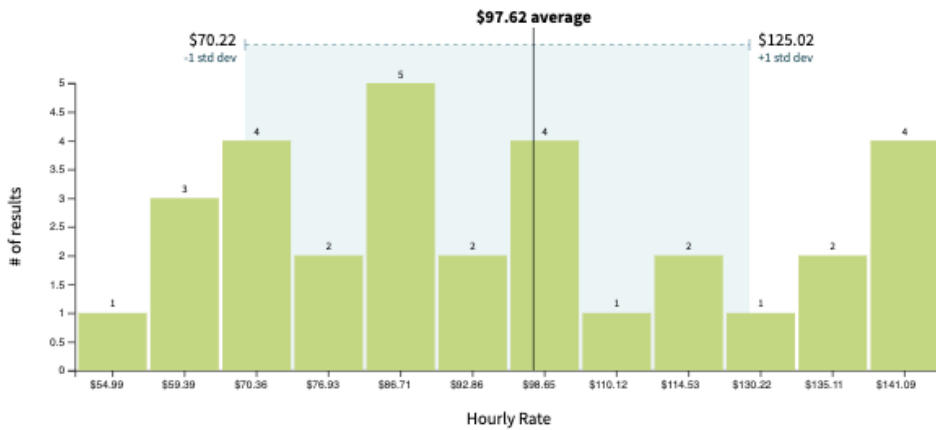


Figure 6 - Download & Export Features

Download PDF

Data can be exported in PDF format for supporting documentation. Click Download PDF to get started.

Download Graph

The Not-to-Exceed Hourly Ceiling Rate graph can be exported as an image for supporting documentation. Click Download Graph to get started.

Export Data

Data can be exported in CSV format for viewing or editing in spreadsheet platforms such as Microsoft Excel or Google Sheets. Click Export Data to get started.

Example

Below is a screenshot from the CALC+ Labor Ceiling Rates tool to describe how the tool should be properly used.

Example #1 - Shows an example of receiving a wide range of price results based on the labor category description 'Administrator'. The example is designed to showcase how using generic keywords in the search may yield a broad range of pricing for the intended category/keyword. See Figure 7. In this example, consider updating the search to a specific type of administrator (e.g., Database Administrator, Network and Computer Systems Administrator, Systems Administrator).

Showing from 1 - 8 out of 8 Results for "administrator" Consider specific search criteria to avoid a wide range of prices Labor Ceiling Rate data 8/5/2024

Labor Category	Price	Education	Keywords	Certifications	Exp	Vendor/Contract	Contract Vehicle	Action
Administrator	\$36.88	AA			3	UNICARE BUILDING MAINTENANCE INC 47QSMS24D0027	MAS Consolidated Refresh 15+	
Senior Administrator Client Site	\$55.88	BA			1	QUANTERION SOLUTIONS INC 47QRAA22D0047	MAS	
Network Administrator	\$84.73	BA			1	KM DATA STRATEGISTS LLC 47QTCA23D002H	MAS Consolidated	
IT Senior Administrator	\$100.84	BA			1	QUANTERION SOLUTIONS INC 47QRAA22D0047	MAS	
Health IT Senior Administrator	\$100.84	BA			1	QUANTERION SOLUTIONS INC 47QRAA22D0047	MAS	
Senior Administrator	\$100.84	BA			1	QUANTERION SOLUTIONS INC 47QRAA22D0047	MAS	
System Administrator Level III	\$107.12	BA			7	TRILLION ERP VENTURETECH LLC 47QTCA20D0056	MAS Consolidated	
System Administrator Level III	\$107.12	BA			7	TRILLION ERP VENTURETECH LLC 47QTCA20D0056	MAS Consolidated	

Figure 7 - Generic Search Criteria Leading to Wide Range of Price Results

As a reminder, acquisition professionals must exercise independent business judgment while remaining compliant with all applicable regulations and guidance.

Points of Contact

[Contact us at fasdigitalsupport@gsa.gov](mailto:fasdigitalsupport@gsa.gov)