



DOMINUS GRAY

SECURING ACCESS TO OPPORTUNITY

STAFFING & HR SERVICES PRICE CATALOG

Goodbuy Purchasing Cooperative
RFP 26-27 5J000 Addendum 1

PREPARED BY

Dominus Gray, LLC
Odie Gray, President & CEO
5866 East Post Oak Lane
Houston, Texas 77055

CONTACT INFORMATION

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CAGE Code: 8RB45



- **01 IT Support, Help Desk & Device Management**
Campus technology support, desktop services, AV/media, device management

- **02 Systems, Network & Cloud Administration**
Infrastructure management, cloud architecture, DevOps engineering

- **03 Cybersecurity & Compliance Services**
Security operations, GRC, SB 820 compliance, data privacy

- **04 Software Development, Web & Data Services**
Application development, data analytics, business intelligence, AI/ML

- **05 Project Management & Professional Services**
Program oversight, business analysis, technical documentation

- **06 Executive & Specialized Leadership**
Interim CIO/CISO, program directors, strategic leadership

- **07 Screening & Add-On Services**
Background checks, drug testing, credential verification

- **08 Terms & Conditions**
Contract terms, guarantees, billing, compliance commitments

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About Dominus Gray, cooperative agreements, certifications

All rates are fully burdened hourly rates inclusive of compensation, employer taxes, insurance, and management overhead. Rates are firm for the contract period. Volume discounts available for engagements of 90+ days or multiple positions.



IT Support, Help Desk & Device Management

POSITION / ROLE	ENTRY LEVEL (0-3 YRS)	MID-CAREER (3-7 YRS)	SENIOR LEVEL (7+ YRS)	UNIT	DESCRIPTION
IT Support Technician / Help Desk	\$48 – \$62	\$62 – \$78	\$78 – \$95	Hourly	Campus & district-level tech support, ticketing, break/fix
Desktop Support Specialist	\$52 – \$65	\$65 – \$82	\$82 – \$98	Hourly	Workstation setup, imaging, hardware troubleshooting
AV / Media Technician	\$45 – \$58	\$58 – \$75	\$75 – \$92	Hourly	Audio/visual systems, classroom technology, event support
Device Management Technician	\$45 – \$58	\$58 – \$72	\$72 – \$88	Hourly	1:1 device programs, Chromebook/laptop imaging & deploy
Technology Assistant	\$35 – \$45	\$45 – \$58	\$58 – \$72	Hourly	General technology support, inventory, troubleshooting

All rates are fully burdened: includes professional compensation, employer taxes, workers' compensation insurance, general liability coverage, and Dominus Gray management/sourcing overhead. Exact rate within range determined during needs assessment based on qualifications, certifications, and experience.



Systems, Network & Cloud Administration

POSITION / ROLE	ENTRY LEVEL (0-3 YRS)	MID-CAREER (3-7 YRS)	SENIOR LEVEL (7+ YRS)	UNIT	DESCRIPTION
Systems Administrator	\$72 – \$88	\$88 – \$115	\$115 – \$145	Hourly	Active Directory, VMware, server mgmt, patching
Network Administrator	\$72 – \$88	\$88 – \$115	\$115 – \$145	Hourly	LAN/WAN, firewall, switching, Wi-Fi management
Network Engineer	\$82 – \$98	\$98 – \$128	\$128 – \$160	Hourly	Network design, Cisco/Meraki, infrastructure upgrades
Database Administrator	\$78 – \$92	\$92 – \$120	\$120 – \$148	Hourly	SQL Server, Oracle, PostgreSQL, performance tuning
Cloud Solutions Architect	\$95 – \$118	\$118 – \$148	\$148 – \$185	Hourly	Azure, AWS, Google Cloud, migration planning
DevOps Engineer	\$82 – \$95	\$95 – \$125	\$125 – \$168	Hourly	CI/CD, infrastructure automation, containerization

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Cybersecurity & Compliance Services

POSITION / ROLE	ENTRY LEVEL (0-3 YRS)	MID-CAREER (3-7 YRS)	SENIOR LEVEL (7+ YRS)	UNIT	DESCRIPTION
Cybersecurity Analyst / GRC Analyst	\$72 – \$88	\$88 – \$118	\$118 – \$148	Hourly	Risk assessment, compliance monitoring, policy
Cybersecurity Engineer	\$85 – \$105	\$105 – \$140	\$140 – \$175	Hourly	Security architecture, SIEM, incident response
Cybersecurity Consultant	\$85 – \$105	\$105 – \$140	\$140 – \$175	Hourly	Advisory services, security program development
Cybersecurity Coordinator (SB 820)	\$72 – \$88	\$88 – \$115	\$115 – \$145	Hourly	TX SB 820; policy, risk assessment, TEA reporting
Network Security Specialist	\$78 – \$95	\$95 – \$125	\$125 – \$158	Hourly	Firewall mgmt, IDS/IPS, network threat detection
SOC Analyst	\$65 – \$82	\$82 – \$110	\$110 – \$140	Hourly	24/7 security monitoring, alert triage, escalation
Data Privacy Officer (FERPA)	—	\$95 – \$125	\$125 – \$162	Hourly	FERPA compliance, data governance, privacy policy

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Software Development, Web & Data Services

POSITION / ROLE	ENTRY LEVEL (0-3 YRS)	MID-CAREER (3-7 YRS)	SENIOR LEVEL (7+ YRS)	UNIT	DESCRIPTION
Software Developer	\$78 – \$95	\$95 – \$132	\$132 – \$165	Hourly	Full-stack, backend, frontend development
Web Developer / Web Admin	\$62 – \$78	\$78 – \$105	\$105 – \$135	Hourly	District websites, portals, CMS management
QA Engineer	\$72 – \$88	\$88 – \$115	\$115 – \$145	Hourly	Testing, quality assurance, test automation
Database Developer	\$75 – \$90	\$90 – \$118	\$118 – \$148	Hourly	Database design, stored procedures, ETL
Data Analyst / Report Writer	\$58 – \$72	\$72 – \$95	\$95 – \$125	Hourly	PEIMS reporting, enrollment, accountability
Business Intelligence Analyst	\$65 – \$82	\$82 – \$108	\$108 – \$135	Hourly	Dashboards, data visualization, metrics
ERP Business Analyst	\$72 – \$88	\$88 – \$115	\$115 – \$142	Hourly	Munis, Oracle, SAP; config, implementation
AI / Machine Learning Engineer	\$88 – \$105	\$105 – \$138	\$138 – \$172	Hourly	AI integration, predictive analytics, ML models

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Project Management & Professional Services

POSITION / ROLE	ENTRY LEVEL (0-3 YRS)	MID-CAREER (3-7 YRS)	SENIOR LEVEL (7+ YRS)	UNIT	DESCRIPTION
Project Manager	\$78 – \$95	\$95 – \$128	\$128 – \$162	Hourly	ERP rollouts, network upgrades, bond-funded projects
Program Manager	\$85 – \$105	\$105 – \$138	\$138 – \$175	Hourly	Multi-project oversight, strategic planning
Business Analyst	\$72 – \$88	\$88 – \$115	\$115 – \$142	Hourly	Requirements gathering, process mapping, gap analysis
Technical Writer	\$55 – \$72	\$72 – \$95	\$95 – \$118	Hourly	Documentation, policies, procedures, user guides

All rates are fully burdened: includes professional compensation, employer taxes, workers' compensation insurance, general liability coverage, and Dominus Gray management/sourcing overhead. Exact rate within range determined during needs assessment based on qualifications, certifications, and experience.



Executive & Specialized Leadership

POSITION / ROLE	ENTRY LEVEL (0-3 YRS)	MID-CAREER (3-7 YRS)	SENIOR LEVEL (7+ YRS)	UNIT	DESCRIPTION
Interim CIO / IT Director	—	\$145 – \$178	\$178 – \$225	Hourly	Interim technology leadership, strategic planning
Interim CISO / Info Security Officer	—	\$155 – \$188	\$188 – \$245	Hourly	Security program leadership, SB 820 oversight
Program Director	—	\$128 – \$162	\$162 – \$210	Hourly	Enterprise program oversight, exec coordination

All rates are fully burdened: includes professional compensation, employer taxes, workers' compensation insurance, general liability coverage, and Dominus Gray management/sourcing overhead. Exact rate within range determined during needs assessment based on qualifications, certifications, and experience.



Screening & Add-On Services

All screening and testing costs are passed through to the member at actual direct cost with zero markup.

SERVICE	DESCRIPTION	EST. COST	TURNAROUND
Standard Background Check	County, state, federal criminal history; SSN verification; Sex Offender Registry	\$35 - \$75	2-3 days
Enhanced Criminal History	Multi-state or nationwide criminal database search	\$50 - \$95	2-5 days
FBI Fingerprint Check (DPS)	Fingerprint-based criminal history via Texas DPS	\$40 - \$65	5-10 days
Employment Verification	Verification of prior employment (per employer, 7-yr)	\$10 - \$20/ea	2-5 days
Education Verification	Degree and credential confirmation	\$12 - \$25	3-5 days
Professional License Verif.	Verification of professional certifications and licenses	\$10 - \$20	1-3 days
Credit History Report	Credit report for financially sensitive positions	\$15 - \$30	1-2 days
Motor Vehicle Records	Driving history check	\$10 - \$20	1-2 days
5-Panel Drug Screen	Pre-employment standard drug screening	\$45 - \$65	2-3 days
10-Panel Drug Screen	Expanded drug screening panel	\$55 - \$85	2-3 days
DOT Drug & Alcohol Test	DOT-compliant drug and alcohol testing	\$75 - \$120	2-3 days
Professional Reference Checks	Three professional reference checks per candidate	Included	2-3 days
Skills Assessment	Technical skills evaluation relevant to position	Included	1-2 days

All costs are estimated ranges based on current vendor pricing. FCRA compliant processes followed for all background checks. Costs may vary by provider and location. Professional reference checks and skills assessments are included in Dominus Gray's standard candidate qualification process at no additional cost.



Key Terms & Conditions

TERM	COMMITMENT	REFERENCE
Contract Period	Per Goodbuy 26-27 5J000 contract period; rates firm through contract term	General T&C §4
Rate Type	Fully burdened hourly rates (compensation, taxes, insurance, overhead)	Rate Schedule
Minimum Engagement	4 hours per day unless otherwise agreed with the member	DG Policy
Overtime	1.5x applicable hourly rate for hours exceeding 40/week (FLSA)	29 USC §207
Candidate Availability	4 business hours (common) to 1 business day (specialized)	Scope Req. 6
Interview Rights	Members may interview, accept, or reject any candidate at any time	Scope Req. 3
Replacement Guarantee	Qualified replacement within 2 working days at no cost to member	Scope Req. 10
Background Screening	Available upon request; billed to member at direct cost, no markup	Scope Req. 5
Drug Testing / DMV	Available upon request; billed to member at direct cost, no markup	Scope Req. 8
Property Return	All member-issued property returned within 5 business days of end	Scope Req. 11
Invoice Terms	Itemized by employee, hours, dates, and rate; frequency per member	Scope Req. 9
Single Point of Contact	Odie Gray, President & CEO — (346) 542-0471	Scope Req. 1
Volume Discounts	Available for 90+ day placements and multi-position engagements	Rate Schedule
Compliance Training	FERPA, CJIS, HIPAA awareness per placement type at no extra cost	Value-Added
Performance Check-ins	Structured reviews at 30, 60, 90 days and monthly thereafter	Value-Added
Subcontracting	Not permitted without prior written consent of Goodbuy	General T&C §4



About Dominus Gray

COMPANY DETAILS

Company	Dominus Gray, LLC
Address	5866 E Post Oak Ln, Houston, TX 77055
Phone	(346) 542-0471
Email	odie.gray@dominusgray.com
Website	www.dominusgray.com
CAGE Code	8RB45
Contact	Odie Gray, President & CEO
Structure	Limited Liability Company (LLC)
State	Texas

COOPERATIVE AGREEMENTS

- **Goodbuy (Current)**
25-26 6U000 — Computer: Software
- **Goodbuy (This Bid)**
26-27 5J000 Add. 1 — Staffing/HR
- **Choice Partners**
Contract #23/015MV-08
- **H-GAC**
Technology Products & Services
- **Texas DIR (Pending)**
ITSAC Contract

CORE COMPETENCIES

- **Cybersecurity Services**
Risk assessments, penetration testing, incident response, SB 820 compliance, security program development
- **IT Staffing & Augmentation**
Full lifecycle sourcing for IT, cybersecurity, and technology positions across all experience levels
- **Software Development**
Custom application development, web solutions, system integration, cloud-native architectures
- **Consulting & Advisory**
Strategic technology planning, digital transformation, compliance advisory, infrastructure design
- **Public Sector Expertise**
Deep understanding of FERPA, CIPA, CJIS, E-Rate, and Texas education technology requirements

GEOGRAPHIC COVERAGE

Primary: State of Texas (all 20 ESC regions) | Secondary: Nationwide capability for remote and specialized placements | Headquartered in Houston, TX with ability to deploy across the entire state within standard SLA timelines.



PRICING NOTES

- 1 All rates are fully burdened: includes professional compensation, employer taxes, workers' compensation insurance, general liability coverage, and Dominus Gray management/sourcing overhead.
- 2 Background screening, drug testing, and DMV checks are billed separately at direct cost with no markup, per the Scope of Services.
- 3 Rates are firm for the contract period. Exact rate within each range is determined during needs assessment based on specific qualifications, certifications, and experience.
- 4 Long-term placements (90+ days) and multi-position engagements may qualify for volume discounts — contact Dominus Gray for a custom quote.
- 5 “—” indicates the role is not typically available at that experience level.
- 6 Unit of measure is per hour. Minimum engagement is typically 4 hours per day unless otherwise agreed with the member.
- 7 Overtime (hours exceeding 40 per week) is billed at 1.5x the applicable hourly rate, consistent with FLSA requirements.

Thank you for considering Dominus Gray.

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