

Rate Card

Area 1

Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Application Developer	AD1	\$ 44.81	\$ 47.17	\$ 49.54
	AD2	\$ 48.61	\$ 51.18	\$ 53.74
	AD3	\$ 53.71	\$ 56.54	\$ 59.36
Architect	AR1	\$ 59.75	\$ 62.88	\$ 66.03
Business Analyst	BA1	\$ 40.14	\$ 42.25	\$ 44.36
	BA2	\$ 47.31	\$ 49.79	\$ 52.28
	BA3	\$ 51.72	\$ 54.44	\$ 57.16
CADD/GIS Administrator	CGA1	\$ 34.91	\$ 36.76	\$ 38.59
	CGA2	\$ 38.43	\$ 40.46	\$ 42.48
	CGA3	\$ 52.98	\$ 55.78	\$ 58.57
Data Entry Operator	DE1	\$ 14.28	\$ 14.20	\$ 15.79
	DE2	\$ 15.49	\$ 15.40	\$ 17.13
Database Administrator	DBA1	\$ 38.10	\$ 40.11	\$ 42.11
	DBA2	\$ 39.88	\$ 41.98	\$ 44.09
	DBA3	\$ 48.10	\$ 50.64	\$ 53.17
	DBA4	\$ 58.58	\$ 61.67	\$ 64.75
Functional Architect	FA1	\$ 29.52	\$ 31.07	\$ 32.62
	FA2	\$ 36.00	\$ 37.90	\$ 39.81
	FA3	\$ 38.32	\$ 40.33	\$ 42.35
Help Desk Analyst	HDA1	\$ 26.00	\$ 27.36	\$ 28.72
	HDA2	\$ 28.19	\$ 29.67	\$ 31.15
	HDA3	\$ 30.16	\$ 31.74	\$ 33.33
Intern	INT1	\$ 13.41	\$ 14.08	\$ 14.78
	INT2	\$ 14.75	\$ 15.49	\$ 16.26
	INT3	\$ 16.09	\$ 16.89	\$ 17.73
Mobile Specialist	MS1	\$ 107.16	\$ 112.81	\$ 118.44
	MS2	\$ 116.35	\$ 122.46	\$ 128.60
Network Engineer	NE1	\$ 40.51	\$ 42.64	\$ 44.77
	NE2	\$ 44.20	\$ 46.53	\$ 48.87
	NE3	\$ 47.69	\$ 50.21	\$ 52.71
Product Specialist	PS1	\$ 31.94	\$ 33.60	\$ 35.29
	PS2	\$ 35.45	\$ 37.31	\$ 39.18
	PS3	\$ 43.03	\$ 45.29	\$ 47.56
	PS4	\$ 51.75	\$ 54.48	\$ 57.20
	PS5	\$ 64.59	\$ 67.99	\$ 71.39
	PS6	\$ 82.98	\$ 87.36	\$ 91.72
Program Manager	PM1	\$ 41.97	\$ 44.17	\$ 46.38
	PM2	\$ 49.21	\$ 51.80	\$ 54.39
	PM3	\$ 55.89	\$ 58.84	\$ 61.78
	PM4	\$ 63.95	\$ 67.32	\$ 70.67
Project Manager	PJM1	\$ 53.42	\$ 56.23	\$ 59.05
	PJM2	\$ 58.00	\$ 61.05	\$ 64.10
	PJM3	\$ 69.30	\$ 72.94	\$ 76.58
	PJM4	\$ 71.35	\$ 75.11	\$ 78.86
Programmer	PR1	\$ 32.58	\$ 34.28	\$ 36.00
	PR2	\$ 35.47	\$ 37.33	\$ 39.20
	PR3	\$ 43.42	\$ 45.70	\$ 47.99
	PR4	\$ 45.51	\$ 47.91	\$ 50.31
	PR5	\$ 48.42	\$ 50.97	\$ 53.52
	PR6	\$ 60.00	\$ 63.15	\$ 66.32
Quality Assurance Specialist	QAS1	\$ 31.93	\$ 33.60	\$ 35.28
	QAS2	\$ 35.04	\$ 36.88	\$ 38.73
	QAS3	\$ 42.05	\$ 44.26	\$ 46.47

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Area 1

Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Senior Architect	SAR1	\$ 70.10	\$ 73.79	\$ 77.48
	SAR2	\$ 83.43	\$ 87.82	\$ 92.21
Senior Business Subject Matter Expert	SME1	\$ 69.68	\$ 73.35	\$ 77.01
	SME2	\$ 92.93	\$ 97.84	\$ 102.73
Senior Database Architect	SDA1	\$ 66.45	\$ 69.95	\$ 73.45
Senior Program Manager	SPM1	\$ 76.88	\$ 80.91	\$ 84.96
Service Desk	SD1	\$ 22.71	\$ 23.90	\$ 25.09
	SD2	\$ 24.42	\$ 25.72	\$ 27.00
Software Process Engineer	SPS1	\$ 37.10	\$ 39.05	\$ 41.00
	SPS2	\$ 40.87	\$ 43.03	\$ 45.17
	SPS3	\$ 49.23	\$ 51.82	\$ 54.41
System Administrator	SA1	\$ 31.16	\$ 32.81	\$ 34.44
	SA2	\$ 32.62	\$ 34.34	\$ 36.05
	SA3	\$ 39.59	\$ 41.67	\$ 43.75
	SA4	\$ 45.86	\$ 48.28	\$ 50.69
	SA5	\$ 55.88	\$ 58.83	\$ 61.76
System Specialist	SS1	\$ 24.64	\$ 25.94	\$ 27.22
	SS2	\$ 29.52	\$ 31.07	\$ 32.62
	SS3	\$ 31.48	\$ 33.13	\$ 34.80
Team Lead	TL1	\$ 47.23	\$ 49.71	\$ 52.21
	TL2	\$ 50.91	\$ 53.59	\$ 56.26
Technical Architecture Specialist	TAS1	\$ 37.93	\$ 39.92	\$ 41.92
	TAS2	\$ 40.79	\$ 42.94	\$ 45.07
	TAS3	\$ 43.35	\$ 45.63	\$ 47.91
Technical Specialist	TS1	\$ 55.06	\$ 57.96	\$ 60.85
	TS2	\$ 65.79	\$ 69.26	\$ 72.72
	TS3	\$ 69.94	\$ 73.61	\$ 77.30
	TS4	\$ 80.73	\$ 84.97	\$ 89.23
	TS5	\$ 91.87	\$ 96.71	\$ 101.53
Technical Writer	TW1	\$ 26.60	\$ 28.00	\$ 29.38
	TW2	\$ 28.84	\$ 30.36	\$ 31.88
	TW3	\$ 32.58	\$ 34.28	\$ 36.00
	TW4	\$ 35.78	\$ 37.67	\$ 39.55
Telecom Engineer	TE1	\$ 32.87	\$ 34.59	\$ 36.33
	TE2	\$ 37.14	\$ 39.10	\$ 41.05
	TE3	\$ 39.78	\$ 41.87	\$ 43.96
Tester	TEST1	\$ 28.67	\$ 30.18	\$ 31.68
	TEST2	\$ 35.87	\$ 37.75	\$ 39.64
	TEST3	\$ 38.66	\$ 40.71	\$ 42.74
Video Conference Specialist	VCS1	\$ 39.18	\$ 41.24	\$ 43.31
	VCS2	\$ 41.80	\$ 43.98	\$ 46.18
Voice/Data Engineer	VDE1	\$ 30.35	\$ 31.95	\$ 33.55
	VDE2	\$ 33.97	\$ 35.77	\$ 37.55
	VDE3	\$ 40.19	\$ 42.31	\$ 44.41
Exception	EXC	To Be Determined		

Rate Card

Area 2

Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Application Developer	AD1	\$ 44.81	\$ 47.17	\$ 49.54
	AD2	\$ 48.61	\$ 51.18	\$ 53.74
	AD3	\$ 53.71	\$ 56.54	\$ 59.36
Architect	AR1	\$ 59.75	\$ 62.88	\$ 66.03
Business Analyst	BA1	\$ 40.14	\$ 42.25	\$ 44.36
	BA2	\$ 47.31	\$ 49.79	\$ 52.28
	BA3	\$ 51.72	\$ 54.44	\$ 57.16
CADD/GIS Administrator	CGA1	\$ 34.91	\$ 36.76	\$ 38.59
	CGA2	\$ 38.43	\$ 40.46	\$ 42.48
	CGA3	\$ 52.98	\$ 55.78	\$ 58.57
Data Entry Operator	DE1	\$ 14.28	\$ 14.20	\$ 15.79
	DE2	\$ 15.49	\$ 15.40	\$ 17.13
Database Administrator	DBA1	\$ 38.10	\$ 40.11	\$ 42.11
	DBA2	\$ 39.88	\$ 41.98	\$ 44.09
	DBA3	\$ 48.10	\$ 50.64	\$ 53.17
	DBA4	\$ 58.58	\$ 61.67	\$ 64.75
Functional Architect	FA1	\$ 29.52	\$ 31.07	\$ 32.62
	FA2	\$ 36.00	\$ 37.90	\$ 39.81
	FA3	\$ 38.32	\$ 40.33	\$ 42.35
Help Desk Analyst	HDA1	\$ 26.00	\$ 27.36	\$ 28.72
	HDA2	\$ 28.19	\$ 29.67	\$ 31.15
	HDA3	\$ 30.16	\$ 31.74	\$ 33.33
Intern	INT1	\$ 13.41	\$ 14.08	\$ 14.78
	INT2	\$ 14.75	\$ 15.49	\$ 16.26
	INT3	\$ 16.09	\$ 16.89	\$ 17.73
Mobile Specialist	MS1	\$ 107.16	\$ 112.81	\$ 118.44
	MS2	\$ 116.35	\$ 122.46	\$ 128.60
Network Engineer	NE1	\$ 40.51	\$ 42.64	\$ 44.77
	NE2	\$ 44.20	\$ 46.53	\$ 48.87
	NE3	\$ 47.69	\$ 50.21	\$ 52.71
Product Specialist	PS1	\$ 31.94	\$ 33.60	\$ 35.29
	PS2	\$ 35.45	\$ 37.31	\$ 39.18
	PS3	\$ 43.03	\$ 45.29	\$ 47.56
	PS4	\$ 51.75	\$ 54.48	\$ 57.20
	PS5	\$ 64.59	\$ 67.99	\$ 71.39
	PS6	\$ 82.98	\$ 87.36	\$ 91.72
Program Manager	PM1	\$ 41.97	\$ 44.17	\$ 46.38
	PM2	\$ 49.21	\$ 51.80	\$ 54.39
	PM3	\$ 55.89	\$ 58.84	\$ 61.78
	PM4	\$ 63.95	\$ 67.32	\$ 70.67
Project Manager	PJM1	\$ 53.42	\$ 56.23	\$ 59.05
	PJM2	\$ 58.00	\$ 61.05	\$ 64.10
	PJM3	\$ 69.30	\$ 72.94	\$ 76.58
	PJM4	\$ 71.35	\$ 75.11	\$ 78.86
Programmer	PR1	\$ 32.58	\$ 34.28	\$ 36.00
	PR2	\$ 35.47	\$ 37.33	\$ 39.20
	PR3	\$ 43.42	\$ 45.70	\$ 47.99
	PR4	\$ 45.51	\$ 47.91	\$ 50.31
	PR5	\$ 48.42	\$ 50.97	\$ 53.52
	PR6	\$ 60.00	\$ 63.15	\$ 66.32
Quality Assurance Specialist	QAS1	\$ 31.93	\$ 33.60	\$ 35.28
	QAS2	\$ 35.04	\$ 36.88	\$ 38.73
	QAS3	\$ 42.05	\$ 44.26	\$ 46.47

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Area 2

Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Senior Architect	SAR1	\$ 70.10	\$ 73.79	\$ 77.48
	SAR2	\$ 83.43	\$ 87.82	\$ 92.21
Senior Business Subject Matter Expert	SME1	\$ 69.68	\$ 73.35	\$ 77.01
	SME2	\$ 92.93	\$ 97.84	\$ 102.73
Senior Database Architect	SDA1	\$ 66.45	\$ 69.95	\$ 73.45
Senior Program Manager	SPM1	\$ 76.88	\$ 80.91	\$ 84.96
Service Desk	SD1	\$ 22.71	\$ 23.90	\$ 25.09
	SD2	\$ 24.42	\$ 25.72	\$ 27.00
Software Process Engineer	SPS1	\$ 37.10	\$ 39.05	\$ 41.00
	SPS2	\$ 40.87	\$ 43.03	\$ 45.17
	SPS3	\$ 49.23	\$ 51.82	\$ 54.41
System Administrator	SA1	\$ 31.16	\$ 32.81	\$ 34.44
	SA2	\$ 32.62	\$ 34.34	\$ 36.05
	SA3	\$ 39.59	\$ 41.67	\$ 43.75
	SA4	\$ 45.86	\$ 48.28	\$ 50.69
	SA5	\$ 55.88	\$ 58.83	\$ 61.76
System Specialist	SS1	\$ 24.64	\$ 25.94	\$ 27.22
	SS2	\$ 29.52	\$ 31.07	\$ 32.62
	SS3	\$ 31.48	\$ 33.13	\$ 34.80
Team Lead	TL1	\$ 47.23	\$ 49.71	\$ 52.21
	TL2	\$ 50.91	\$ 53.59	\$ 56.26
Technical Architecture Specialist	TAS1	\$ 37.93	\$ 39.92	\$ 41.92
	TAS2	\$ 40.79	\$ 42.94	\$ 45.07
	TAS3	\$ 43.35	\$ 45.63	\$ 47.91
Technical Specialist	TS1	\$ 55.06	\$ 57.96	\$ 60.85
	TS2	\$ 65.79	\$ 69.26	\$ 72.72
	TS3	\$ 69.94	\$ 73.61	\$ 77.30
	TS4	\$ 80.73	\$ 84.97	\$ 89.23
	TS5	\$ 91.87	\$ 96.71	\$ 101.53
Technical Writer	TW1	\$ 26.60	\$ 28.00	\$ 29.38
	TW2	\$ 28.84	\$ 30.36	\$ 31.88
	TW3	\$ 32.58	\$ 34.28	\$ 36.00
	TW4	\$ 35.78	\$ 37.67	\$ 39.55
Telecom Engineer	TE1	\$ 32.87	\$ 34.59	\$ 36.33
	TE2	\$ 37.14	\$ 39.10	\$ 41.05
	TE3	\$ 39.78	\$ 41.87	\$ 43.96
Tester	TEST1	\$ 28.67	\$ 30.18	\$ 31.68
	TEST2	\$ 35.87	\$ 37.75	\$ 39.64
	TEST3	\$ 38.66	\$ 40.71	\$ 42.74
Video Conference Specialist	VCS1	\$ 39.18	\$ 41.24	\$ 43.31
	VCS2	\$ 41.80	\$ 43.98	\$ 46.18
Voice/Data Engineer	VDE1	\$ 30.35	\$ 31.95	\$ 33.55
	VDE2	\$ 33.97	\$ 35.77	\$ 37.55
	VDE3	\$ 40.19	\$ 42.31	\$ 44.41
Exception	EXC	To Be Determined		

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Area 3

Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Application Developer	AD1	\$ 46.61	\$ 49.06	\$ 51.52
	AD2	\$ 50.56	\$ 53.23	\$ 61.13
	AD3	\$ 55.86	\$ 58.81	\$ 67.54
Architect	AR1	\$ 62.14	\$ 65.41	\$ 75.13
Business Analyst	BA1	\$ 41.74	\$ 43.94	\$ 50.47
	BA2	\$ 49.20	\$ 51.79	\$ 59.48
	BA3	\$ 53.79	\$ 56.62	\$ 65.04
CADD/GIS Administrator	CGA1	\$ 36.32	\$ 38.22	\$ 43.91
	CGA2	\$ 39.97	\$ 42.08	\$ 48.34
	CGA3	\$ 55.11	\$ 58.01	\$ 66.64
Data Entry Operator	DE1	\$ 14.85	\$ 14.77	\$ 17.95
	DE2	\$ 16.11	\$ 16.02	\$ 19.48
Database Administrator	DBA1	\$ 39.63	\$ 41.71	\$ 47.90
	DBA2	\$ 41.48	\$ 43.67	\$ 50.15
	DBA3	\$ 50.03	\$ 52.66	\$ 60.49
	DBA4	\$ 60.92	\$ 64.14	\$ 73.66
Functional Architect	FA1	\$ 30.70	\$ 32.32	\$ 37.12
	FA2	\$ 37.45	\$ 39.42	\$ 45.28
	FA3	\$ 39.86	\$ 41.94	\$ 48.19
Help Desk Analyst	HDA1	\$ 27.04	\$ 28.45	\$ 32.68
	HDA2	\$ 29.32	\$ 30.86	\$ 35.45
	HDA3	\$ 31.36	\$ 33.02	\$ 37.92
Intern	INT1	\$ 13.94	\$ 14.64	\$ 16.82
	INT2	\$ 15.34	\$ 16.11	\$ 18.51
	INT3	\$ 16.73	\$ 17.57	\$ 20.17
Mobile Specialist	MS1	\$ 111.45	\$ 117.32	\$ 134.75
	MS2	\$ 121.01	\$ 127.38	\$ 146.31
Network Engineer	NE1	\$ 42.13	\$ 44.35	\$ 50.95
	NE2	\$ 45.97	\$ 48.39	\$ 55.59
	NE3	\$ 49.61	\$ 52.22	\$ 59.97
Product Specialist	PS1	\$ 33.22	\$ 34.96	\$ 40.16
	PS2	\$ 36.86	\$ 38.81	\$ 44.57
	PS3	\$ 44.75	\$ 47.11	\$ 54.10
	PS4	\$ 53.82	\$ 56.66	\$ 65.07
	PS5	\$ 67.18	\$ 70.72	\$ 81.22
	PS6	\$ 86.30	\$ 90.86	\$ 104.36
Program Manager	PM1	\$ 43.66	\$ 45.94	\$ 52.78
	PM2	\$ 51.18	\$ 53.87	\$ 61.88
	PM3	\$ 58.13	\$ 61.19	\$ 70.29
	PM4	\$ 66.52	\$ 70.01	\$ 80.42
Project Manager	PJM1	\$ 55.56	\$ 58.49	\$ 67.18
	PJM2	\$ 60.33	\$ 63.49	\$ 72.94
	PJM3	\$ 72.08	\$ 75.87	\$ 87.13
	PJM4	\$ 74.20	\$ 78.11	\$ 89.72
Programmer	PR1	\$ 33.88	\$ 35.67	\$ 40.97
	PR2	\$ 36.88	\$ 38.83	\$ 44.60
	PR3	\$ 45.16	\$ 47.53	\$ 54.59
	PR4	\$ 47.34	\$ 49.83	\$ 57.24
	PR5	\$ 50.36	\$ 53.01	\$ 60.88
	PR6	\$ 62.41	\$ 65.69	\$ 75.45
Quality Assurance Specialist	QAS1	\$ 33.21	\$ 34.96	\$ 40.15
	QAS2	\$ 36.44	\$ 38.37	\$ 44.07
	QAS3	\$ 43.73	\$ 46.03	\$ 52.88

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Area 3

Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Senior Architect	SAR1	\$ 72.91	\$ 76.74	\$ 88.15
	SAR2	\$ 86.77	\$ 91.34	\$ 104.91
Senior Business Subject Matter Expert	SME1	\$ 72.48	\$ 76.29	\$ 87.62
	SME2	\$ 96.66	\$ 101.75	\$ 116.87
Senior Database Architect	SDA1	\$ 69.12	\$ 72.75	\$ 83.57
Senior Program Manager	SPM1	\$ 79.96	\$ 84.16	\$ 96.66
Service Desk	SD1	\$ 23.62	\$ 24.87	\$ 28.55
	SD2	\$ 25.40	\$ 26.74	\$ 30.71
Software Process Engineer	SPS1	\$ 38.59	\$ 40.61	\$ 46.65
	SPS2	\$ 42.52	\$ 44.75	\$ 51.39
	SPS3	\$ 51.20	\$ 53.89	\$ 61.90
System Administrator	SA1	\$ 32.41	\$ 34.12	\$ 39.18
	SA2	\$ 33.93	\$ 35.72	\$ 41.02
	SA3	\$ 41.18	\$ 43.34	\$ 49.78
	SA4	\$ 47.70	\$ 50.21	\$ 57.68
	SA5	\$ 58.12	\$ 61.18	\$ 70.27
System Specialist	SS1	\$ 25.62	\$ 26.97	\$ 30.97
	SS2	\$ 30.70	\$ 32.32	\$ 37.12
	SS3	\$ 32.73	\$ 34.46	\$ 39.59
Team Lead	TL1	\$ 49.13	\$ 51.72	\$ 59.39
	TL2	\$ 52.94	\$ 55.74	\$ 64.02
Technical Architecture Specialist	TAS1	\$ 39.45	\$ 41.52	\$ 47.69
	TAS2	\$ 42.42	\$ 44.65	\$ 51.30
	TAS3	\$ 45.08	\$ 47.45	\$ 54.51
Technical Specialist	TS1	\$ 57.27	\$ 60.28	\$ 69.24
	TS2	\$ 68.43	\$ 72.04	\$ 82.74
	TS3	\$ 72.74	\$ 76.56	\$ 87.95
	TS4	\$ 83.97	\$ 88.38	\$ 101.51
	TS5	\$ 95.54	\$ 100.58	\$ 115.53
Technical Writer	TW1	\$ 27.66	\$ 29.12	\$ 33.44
	TW2	\$ 29.99	\$ 31.58	\$ 36.26
	TW3	\$ 33.88	\$ 35.67	\$ 40.97
	TW4	\$ 37.22	\$ 39.18	\$ 45.01
Telecom Engineer	TE1	\$ 34.18	\$ 35.98	\$ 41.33
	TE2	\$ 38.63	\$ 40.66	\$ 46.71
	TE3	\$ 41.38	\$ 43.54	\$ 50.02
Tester	TEST1	\$ 29.81	\$ 31.38	\$ 36.04
	TEST2	\$ 37.30	\$ 39.26	\$ 45.09
	TEST3	\$ 40.21	\$ 42.34	\$ 48.62
Video Conference Specialist	VCS1	\$ 40.75	\$ 42.90	\$ 49.28
	VCS2	\$ 43.46	\$ 45.74	\$ 52.55
Voice/Data Engineer	VDE1	\$ 31.57	\$ 33.23	\$ 38.17
	VDE2	\$ 35.33	\$ 37.21	\$ 42.74
	VDE3	\$ 41.81	\$ 44.01	\$ 50.54
Exception	EXC	To Be Determined		

Rate Card

Area 4

Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Application Developer	AD1	\$ 46.25	\$ 48.68	\$ 51.12
	AD2	\$ 50.16	\$ 52.81	\$ 55.45
	AD3	\$ 55.42	\$ 58.35	\$ 61.26
Architect	AR1	\$ 61.66	\$ 64.89	\$ 68.14
Business Analyst	BA1	\$ 41.42	\$ 43.60	\$ 45.78
	BA2	\$ 48.81	\$ 51.38	\$ 53.95
	BA3	\$ 53.37	\$ 56.18	\$ 58.98
CADD/GIS Administrator	CGA1	\$ 36.03	\$ 37.93	\$ 39.83
	CGA2	\$ 39.66	\$ 41.75	\$ 43.84
	CGA3	\$ 54.68	\$ 57.56	\$ 60.44
Data Entry Operator	DE1	\$ 14.74	\$ 14.65	\$ 16.29
	DE2	\$ 15.98	\$ 15.89	\$ 17.67
Database Administrator	DBA1	\$ 39.31	\$ 41.39	\$ 43.45
	DBA2	\$ 41.16	\$ 43.32	\$ 45.49
	DBA3	\$ 49.64	\$ 52.25	\$ 54.87
	DBA4	\$ 60.45	\$ 63.64	\$ 66.81
Functional Architect	FA1	\$ 30.46	\$ 32.06	\$ 33.67
	FA2	\$ 37.15	\$ 39.11	\$ 41.07
	FA3	\$ 39.54	\$ 41.62	\$ 43.70
Help Desk Analyst	HDA1	\$ 26.83	\$ 28.23	\$ 29.64
	HDA2	\$ 29.09	\$ 30.62	\$ 32.15
	HDA3	\$ 31.12	\$ 32.76	\$ 34.40
Intern	INT1	\$ 13.84	\$ 14.53	\$ 15.25
	INT2	\$ 15.22	\$ 15.98	\$ 16.78
	INT3	\$ 16.60	\$ 17.43	\$ 18.30
Mobile Specialist	MS1	\$ 110.58	\$ 116.41	\$ 122.22
	MS2	\$ 120.06	\$ 126.38	\$ 132.71
Network Engineer	NE1	\$ 41.81	\$ 44.01	\$ 46.21
	NE2	\$ 45.62	\$ 48.02	\$ 50.43
	NE3	\$ 49.22	\$ 51.81	\$ 54.40
Product Specialist	PS1	\$ 32.95	\$ 34.68	\$ 36.42
	PS2	\$ 36.58	\$ 38.51	\$ 40.42
	PS3	\$ 44.40	\$ 46.74	\$ 49.08
	PS4	\$ 53.40	\$ 56.22	\$ 59.03
	PS5	\$ 66.65	\$ 70.16	\$ 73.67
	PS6	\$ 85.63	\$ 90.15	\$ 94.65
Program Manager	PM1	\$ 43.31	\$ 45.59	\$ 47.87
	PM2	\$ 50.78	\$ 53.45	\$ 56.13
	PM3	\$ 57.68	\$ 60.71	\$ 63.75
	PM4	\$ 65.99	\$ 69.47	\$ 72.94
Project Manager	PJM1	\$ 55.13	\$ 58.03	\$ 60.93
	PJM2	\$ 59.85	\$ 63.00	\$ 66.15
	PJM3	\$ 71.51	\$ 75.27	\$ 79.03
	PJM4	\$ 73.63	\$ 77.50	\$ 81.38
Programmer	PR1	\$ 33.61	\$ 35.38	\$ 37.15
	PR2	\$ 36.60	\$ 38.53	\$ 40.45
	PR3	\$ 44.80	\$ 47.16	\$ 49.52
	PR4	\$ 46.97	\$ 49.44	\$ 51.91
	PR5	\$ 49.97	\$ 52.59	\$ 55.22
	PR6	\$ 61.92	\$ 65.18	\$ 68.43
Quality Assurance Specialist	QAS1	\$ 32.94	\$ 34.68	\$ 36.41
	QAS2	\$ 36.16	\$ 38.07	\$ 39.96
	QAS3	\$ 43.39	\$ 45.67	\$ 47.95

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Area 4

Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Senior Architect	SAR1	\$ 72.34	\$ 76.14	\$ 79.96
	SAR2	\$ 86.09	\$ 90.63	\$ 95.15
Senior Business Subject Matter Expert	SME1	\$ 71.91	\$ 75.69	\$ 79.47
	SME2	\$ 95.91	\$ 100.96	\$ 106.01
Senior Database Architect	SDA1	\$ 68.58	\$ 72.18	\$ 75.80
Senior Program Manager	SPM1	\$ 79.33	\$ 83.50	\$ 87.68
Service Desk	SD1	\$ 23.43	\$ 24.67	\$ 25.89
	SD2	\$ 25.20	\$ 26.53	\$ 27.86
Software Process Engineer	SPS1	\$ 38.29	\$ 40.30	\$ 42.31
	SPS2	\$ 42.18	\$ 44.40	\$ 46.61
	SPS3	\$ 50.80	\$ 53.47	\$ 56.15
System Administrator	SA1	\$ 32.16	\$ 33.86	\$ 35.54
	SA2	\$ 33.67	\$ 35.44	\$ 37.21
	SA3	\$ 40.85	\$ 43.00	\$ 45.15
	SA4	\$ 47.33	\$ 49.82	\$ 52.31
	SA5	\$ 57.66	\$ 60.70	\$ 63.73
System Specialist	SS1	\$ 25.42	\$ 26.76	\$ 28.09
	SS2	\$ 30.46	\$ 32.06	\$ 33.67
	SS3	\$ 32.48	\$ 34.19	\$ 35.91
Team Lead	TL1	\$ 48.74	\$ 51.31	\$ 53.87
	TL2	\$ 52.53	\$ 55.30	\$ 58.06
Technical Architecture Specialist	TAS1	\$ 39.15	\$ 41.20	\$ 43.26
	TAS2	\$ 42.09	\$ 44.31	\$ 46.52
	TAS3	\$ 44.73	\$ 47.09	\$ 49.44
Technical Specialist	TS1	\$ 56.82	\$ 59.81	\$ 62.80
	TS2	\$ 67.90	\$ 71.47	\$ 75.04
	TS3	\$ 72.17	\$ 75.96	\$ 79.77
	TS4	\$ 83.31	\$ 87.69	\$ 92.08
	TS5	\$ 94.80	\$ 99.80	\$ 104.78
Technical Writer	TW1	\$ 27.44	\$ 28.89	\$ 30.33
	TW2	\$ 29.76	\$ 31.33	\$ 32.89
	TW3	\$ 33.61	\$ 35.38	\$ 37.15
	TW4	\$ 36.92	\$ 38.87	\$ 40.82
Telecom Engineer	TE1	\$ 33.92	\$ 35.70	\$ 37.49
	TE2	\$ 38.33	\$ 40.35	\$ 42.36
	TE3	\$ 41.05	\$ 43.21	\$ 45.37
Tester	TEST1	\$ 29.58	\$ 31.14	\$ 32.69
	TEST2	\$ 37.01	\$ 38.96	\$ 40.90
	TEST3	\$ 39.90	\$ 42.00	\$ 44.10
Video Conference Specialist	VCS1	\$ 40.43	\$ 42.56	\$ 44.70
	VCS2	\$ 43.13	\$ 45.39	\$ 47.66
Voice/Data Engineer	VDE1	\$ 31.32	\$ 32.96	\$ 34.62
	VDE2	\$ 35.06	\$ 36.91	\$ 38.76
	VDE3	\$ 41.48	\$ 43.66	\$ 45.84
Exception	EXC	To Be Determined		

Rate Card

Area 5

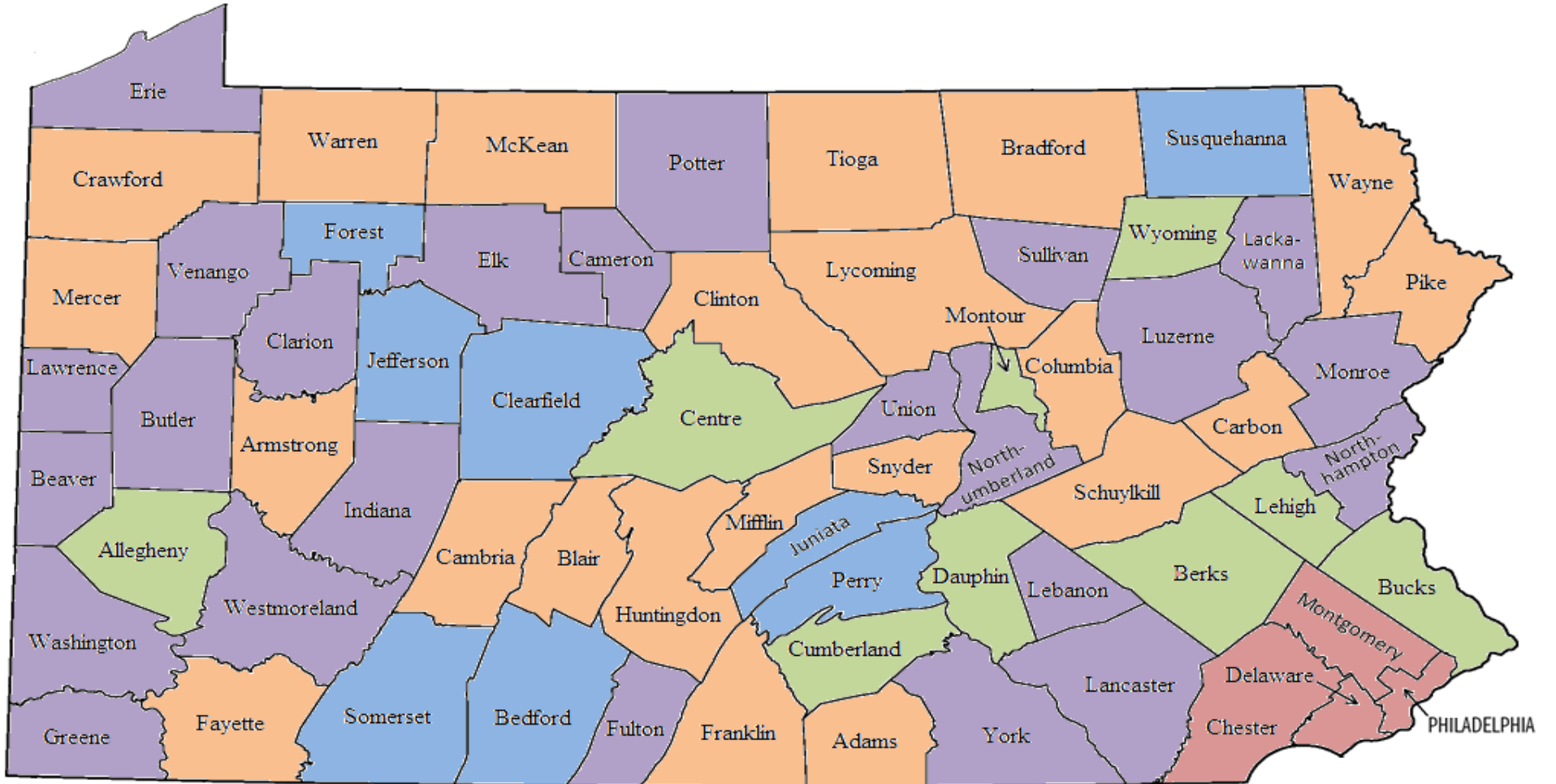
Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Application Developer	AD1	\$ 52.62	\$ 55.38	\$ 58.16
	AD2	\$ 57.08	\$ 60.10	\$ 63.09
	AD3	\$ 63.06	\$ 66.38	\$ 69.70
Architect	AR1	\$ 70.15	\$ 73.83	\$ 77.53
Business Analyst	BA1	\$ 47.13	\$ 49.60	\$ 52.08
	BA2	\$ 55.54	\$ 58.46	\$ 61.37
	BA3	\$ 60.72	\$ 63.92	\$ 67.11
CADD/GIS Administrator	CGA1	\$ 41.00	\$ 43.16	\$ 45.31
	CGA2	\$ 45.13	\$ 47.50	\$ 49.88
	CGA3	\$ 62.21	\$ 65.49	\$ 68.77
Data Entry Operator	DE1	\$ 16.77	\$ 16.68	\$ 18.53
	DE2	\$ 18.18	\$ 18.08	\$ 20.10
Database Administrator	DBA1	\$ 44.73	\$ 47.09	\$ 49.43
	DBA2	\$ 46.82	\$ 49.30	\$ 51.76
	DBA3	\$ 56.48	\$ 59.45	\$ 62.43
	DBA4	\$ 68.78	\$ 72.40	\$ 76.02
Functional Architect	FA1	\$ 34.66	\$ 36.48	\$ 38.31
	FA2	\$ 42.28	\$ 44.50	\$ 46.73
	FA3	\$ 44.99	\$ 47.35	\$ 49.72
Help Desk Analyst	HDA1	\$ 30.52	\$ 32.12	\$ 33.73
	HDA2	\$ 33.10	\$ 34.84	\$ 36.58
	HDA3	\$ 35.41	\$ 37.27	\$ 39.13
Intern	INT1	\$ 15.74	\$ 16.53	\$ 17.36
	INT2	\$ 17.32	\$ 18.18	\$ 19.10
	INT3	\$ 18.89	\$ 19.83	\$ 20.82
Mobile Specialist	MS1	\$ 125.82	\$ 132.45	\$ 139.06
	MS2	\$ 136.60	\$ 143.79	\$ 150.99
Network Engineer	NE1	\$ 47.57	\$ 50.07	\$ 52.57
	NE2	\$ 51.90	\$ 54.63	\$ 57.37
	NE3	\$ 56.00	\$ 58.94	\$ 61.89
Product Specialist	PS1	\$ 37.49	\$ 39.46	\$ 41.44
	PS2	\$ 41.62	\$ 43.81	\$ 46.00
	PS3	\$ 50.52	\$ 53.18	\$ 55.83
	PS4	\$ 60.76	\$ 63.96	\$ 67.16
	PS5	\$ 75.84	\$ 79.83	\$ 83.82
	PS6	\$ 97.43	\$ 102.57	\$ 107.69
Program Manager	PM1	\$ 49.28	\$ 51.87	\$ 54.47
	PM2	\$ 57.78	\$ 60.82	\$ 63.86
	PM3	\$ 65.62	\$ 69.07	\$ 72.53
	PM4	\$ 75.08	\$ 79.04	\$ 82.98
Project Manager	PJM1	\$ 62.72	\$ 66.02	\$ 69.32
	PJM2	\$ 68.10	\$ 71.67	\$ 75.26
	PJM3	\$ 81.36	\$ 85.64	\$ 89.92
	PJM4	\$ 83.77	\$ 88.18	\$ 92.59
Programmer	PR1	\$ 38.24	\$ 40.26	\$ 42.28
	PR2	\$ 41.64	\$ 43.84	\$ 46.03
	PR3	\$ 50.97	\$ 53.65	\$ 56.33
	PR4	\$ 53.44	\$ 56.25	\$ 59.07
	PR5	\$ 56.85	\$ 59.84	\$ 62.83
	PR6	\$ 70.44	\$ 74.15	\$ 77.86
Quality Assurance Specialist	QAS1	\$ 37.48	\$ 39.46	\$ 41.43
	QAS2	\$ 41.15	\$ 43.31	\$ 45.47
	QAS3	\$ 49.37	\$ 51.97	\$ 54.56

Rate Card

Area 5

Job Title	Level	Bill Rate		
		Skill Category Legacy	Skill Category Core	Skill Category Emerging
Senior Architect	SAR1	\$ 82.30	\$ 86.63	\$ 90.96
	SAR2	\$ 97.95	\$ 103.12	\$ 108.26
Senior Business Subject Matter Expert	SME1	\$ 81.82	\$ 86.11	\$ 90.42
	SME2	\$ 109.12	\$ 114.87	\$ 120.61
Senior Database Architect	SDA1	\$ 78.03	\$ 82.12	\$ 86.24
Senior Program Manager	SPM1	\$ 90.25	\$ 95.00	\$ 99.75
Service Desk	SD1	\$ 26.66	\$ 28.06	\$ 29.47
	SD2	\$ 28.67	\$ 30.19	\$ 31.70
Software Process Engineer	SPS1	\$ 43.56	\$ 45.85	\$ 48.13
	SPS2	\$ 48.00	\$ 50.52	\$ 53.03
	SPS3	\$ 57.80	\$ 60.84	\$ 63.88
System Administrator	SA1	\$ 36.59	\$ 38.52	\$ 40.43
	SA2	\$ 38.31	\$ 40.32	\$ 42.33
	SA3	\$ 46.48	\$ 48.92	\$ 51.37
	SA4	\$ 53.84	\$ 56.68	\$ 59.52
	SA5	\$ 65.60	\$ 69.06	\$ 72.51
System Specialist	SS1	\$ 28.92	\$ 30.45	\$ 31.96
	SS2	\$ 34.66	\$ 36.48	\$ 38.31
	SS3	\$ 36.96	\$ 38.90	\$ 40.85
Team Lead	TL1	\$ 55.45	\$ 58.38	\$ 61.29
	TL2	\$ 59.77	\$ 62.91	\$ 66.07
Technical Architecture Specialist	TAS1	\$ 44.54	\$ 46.88	\$ 49.22
	TAS2	\$ 47.88	\$ 50.42	\$ 52.93
	TAS3	\$ 50.89	\$ 53.57	\$ 56.25
Technical Specialist	TS1	\$ 64.64	\$ 68.06	\$ 71.45
	TS2	\$ 77.25	\$ 81.32	\$ 85.38
	TS3	\$ 82.11	\$ 86.43	\$ 90.76
	TS4	\$ 94.79	\$ 99.76	\$ 104.76
	TS5	\$ 107.86	\$ 113.54	\$ 119.22
Technical Writer	TW1	\$ 31.23	\$ 32.87	\$ 34.50
	TW2	\$ 33.86	\$ 35.65	\$ 37.43
	TW3	\$ 38.24	\$ 40.26	\$ 42.28
	TW4	\$ 42.02	\$ 44.23	\$ 46.45
Telecom Engineer	TE1	\$ 38.59	\$ 40.61	\$ 42.65
	TE2	\$ 43.61	\$ 45.91	\$ 48.20
	TE3	\$ 46.71	\$ 49.16	\$ 51.62
Tester	TEST1	\$ 33.66	\$ 35.44	\$ 37.20
	TEST2	\$ 42.11	\$ 44.32	\$ 46.54
	TEST3	\$ 45.40	\$ 47.79	\$ 50.18
Video Conference Specialist	VCS1	\$ 46.01	\$ 48.43	\$ 50.86
	VCS2	\$ 49.06	\$ 51.64	\$ 54.23
Voice/Data Engineer	VDE1	\$ 35.64	\$ 37.51	\$ 39.39
	VDE2	\$ 39.89	\$ 41.99	\$ 44.10
	VDE3	\$ 47.20	\$ 49.67	\$ 52.16
Exception	EXC	To Be Determined		

County Map



County Breakdown

AREA #1	AREA #2	AREA #3	AREA #4	AREA #5
Bedford County	Adams County	Beaver County	Allegheny County	Chester County
Clearfield County	Armstrong County	Butler County	Berks County	Delaware County
Forest County	Blair County	Cameron County	Bucks County	Montgomery County
Jefferson County	Bradford County	Clarion County	Centre County	Philadelphia County
Juniata County	Cambria County	Elk County	Cumberland County	
Perry County	Carbon County	Erie County	Dauphin County	
Somerset County	Clinton County	Fulton County	Lehigh County	
Susquehanna County	Columbia County	Greene County	Montour County	
	Crawford County	Indiana County	Wyoming County	
	Fayette County	Lackawanna County		
	Franklin County	Lancaster County		
	Huntingdon County	Lawrence County		
	Lycoming County	Lebanon County		
	Mc Kean County	Luzerne County		
	Mercer County	Monroe County		
	Mifflin County	Northampton County		
	Pike County	Northumberland County		
	Schuylkill County	Potter County		
	Snyder County	Sullivan County		
	Tioga County	Union County		
	Warren County	Venango County		
	Wayne County	Washington County		
		Westmoreland County		
		York County		

Skill Category Matrix

Skill Level	Skills	Technology Maturity	Labor Supply	Labor Demand
Legacy	Low-Technical	Mature	High	Low
Core	Mid-Technical	Mid	Average	Average
Emerging	High-Technical	New	Low	High