

Agency Bill Rate Card

Job Title	Level	AREA 1			AREA 2		
		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
		Bill Rate	Bill Rate	Bill Rate	Bill Rate	Bill Rate	Bill Rate
Application Developer	AD1	\$44.81	\$47.17	\$49.54	\$44.81	\$47.17	\$49.54
	AD2	\$48.61	\$51.18	\$53.74	\$48.61	\$51.18	\$53.74
	AD3	\$53.71	\$56.54	\$59.36	\$53.71	\$56.54	\$59.36
Architect	AR1	\$59.75	\$62.88	\$66.03	\$59.75	\$62.88	\$66.03
Business Analyst	BA1	\$40.14	\$42.25	\$44.36	\$40.14	\$42.25	\$44.36
	BA2	\$47.31	\$49.79	\$52.28	\$47.31	\$49.79	\$52.28
	BA3	\$51.72	\$54.44	\$57.16	\$51.72	\$54.44	\$57.16
CADD/GIS Administrator	CGA1	\$34.91	\$36.76	\$38.59	\$34.91	\$36.76	\$38.59
	CGA2	\$38.43	\$40.46	\$42.48	\$38.43	\$40.46	\$42.48
	CGA3	\$52.98	\$55.78	\$58.57	\$52.98	\$55.78	\$58.57
Data Entry Operator	DE1	\$14.20	\$14.28	\$15.79	\$14.20	\$14.28	\$15.79
	DE2	\$15.40	\$15.49	\$17.13	\$15.40	\$15.49	\$17.13
Database Administrator	DBA1	\$38.10	\$40.11	\$42.11	\$38.10	\$40.11	\$42.11
	DBA2	\$39.88	\$41.98	\$44.09	\$39.88	\$41.98	\$44.09
	DBA3	\$48.10	\$50.64	\$53.17	\$48.10	\$50.64	\$53.17
	DBA4	\$58.58	\$61.67	\$64.75	\$58.58	\$61.67	\$64.75
Functional Architect	FA1	\$29.52	\$31.07	\$32.62	\$29.52	\$31.07	\$32.62
	FA2	\$36.00	\$37.90	\$39.81	\$36.00	\$37.90	\$39.81
	FA3	\$38.32	\$40.33	\$42.35	\$38.32	\$40.33	\$42.35
Help Desk Analyst	HDA1	\$26.00	\$27.36	\$28.72	\$26.00	\$27.36	\$28.72
	HDA2	\$28.19	\$29.67	\$31.15	\$28.19	\$29.67	\$31.15
	HDA3	\$30.16	\$31.74	\$33.33	\$30.16	\$31.74	\$33.33
Intern	INT1	\$13.41	\$14.08	\$14.78	\$13.41	\$14.08	\$14.78
	INT2	\$14.75	\$15.49	\$16.26	\$14.75	\$15.49	\$16.26
	INT3	\$16.09	\$16.89	\$17.73	\$16.09	\$16.89	\$17.73
Mobile Specialist	MS1	\$107.16	\$112.81	\$118.44	\$107.16	\$112.81	\$118.44
	MS2	\$116.35	\$122.46	\$128.60	\$116.35	\$122.46	\$128.60
Network Engineer	NE1	\$40.51	\$42.64	\$44.77	\$40.51	\$42.64	\$44.77
	NE2	\$44.20	\$46.53	\$48.87	\$44.20	\$46.53	\$48.87
	NE3	\$47.69	\$50.21	\$52.71	\$47.69	\$50.21	\$52.71
	PS1	\$31.94	\$33.60	\$35.29	\$31.94	\$33.60	\$35.29

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Job Title	Level	AREA 1			AREA 2		
		LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate	LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate
Product Specialist	PS2	\$35.45	\$37.31	\$39.18	\$35.45	\$37.31	\$39.18
	PS3	\$43.03	\$45.29	\$47.56	\$43.03	\$45.29	\$47.56
	PS4	\$51.75	\$54.48	\$57.20	\$51.75	\$54.48	\$57.20
	PS5	\$64.59	\$67.99	\$71.39	\$64.59	\$67.99	\$71.39
	PS6	\$82.98	\$87.36	\$91.72	\$82.98	\$87.36	\$91.72
Program Manager	PM1	\$41.97	\$44.17	\$46.38	\$41.97	\$44.17	\$46.38
	PM2	\$49.21	\$51.80	\$54.39	\$49.21	\$51.80	\$54.39
	PM3	\$55.89	\$58.84	\$61.78	\$55.89	\$58.84	\$61.78
	PM4	\$63.95	\$67.32	\$70.67	\$63.95	\$67.32	\$70.67
Project Manager	PJM1	\$53.42	\$56.23	\$59.05	\$53.42	\$56.23	\$59.05
	PJM2	\$58.00	\$61.05	\$64.10	\$58.00	\$61.05	\$64.10
	PJM3	\$69.30	\$72.94	\$76.58	\$69.30	\$72.94	\$76.58
	PJM4	\$71.35	\$75.11	\$78.86	\$71.35	\$75.11	\$78.86
Programmer	PR1	\$32.58	\$34.28	\$36.00	\$32.58	\$34.28	\$36.00
	PR2	\$35.47	\$37.33	\$39.20	\$35.47	\$37.33	\$39.20
	PR3	\$43.42	\$45.70	\$47.99	\$43.42	\$45.70	\$47.99
	PR4	\$45.51	\$47.91	\$50.31	\$45.51	\$47.91	\$50.31
	PR5	\$48.42	\$50.97	\$53.52	\$48.42	\$50.97	\$53.52
	PR6	\$60.00	\$63.15	\$66.32	\$60.00	\$63.15	\$66.32
Quality Assurance Specialist	QAS1	\$31.93	\$33.60	\$35.28	\$31.93	\$33.60	\$35.28
	QAS2	\$35.04	\$36.88	\$38.73	\$35.04	\$36.88	\$38.73
	QAS3	\$42.05	\$44.26	\$46.47	\$42.05	\$44.26	\$46.47
Senior Architect	SAR1	\$70.10	\$73.79	\$77.48	\$70.10	\$73.79	\$77.48
	SAR2	\$83.43	\$87.82	\$92.21	\$83.43	\$87.82	\$92.21
Senior Business Subject Matter Expert	SME1	\$69.68	\$73.35	\$77.01	\$69.68	\$73.35	\$77.01
	SME2	\$92.93	\$97.84	\$102.73	\$92.93	\$97.84	\$102.73
Senior Database Architect	SDA1	\$66.45	\$69.95	\$73.45	\$66.45	\$69.95	\$73.45
Senior Program Manager	SPM1	\$76.88	\$80.91	\$84.96	\$76.88	\$80.91	\$84.96
Service Desk	SD1	\$22.71	\$23.90	\$25.09	\$22.71	\$23.90	\$25.09
	SD2	\$24.42	\$25.72	\$27.00	\$24.42	\$25.72	\$27.00

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Job Title	Level	AREA 1			AREA 2		
		LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate	LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate
Software Process Engineer	SPS1	\$37.10	\$39.05	\$41.00	\$37.10	\$39.05	\$41.00
	SPS2	\$40.87	\$43.03	\$45.17	\$40.87	\$43.03	\$45.17
	SPS3	\$49.23	\$51.82	\$54.41	\$49.23	\$51.82	\$54.41
System Administrator	SA1	\$31.16	\$32.81	\$34.44	\$31.16	\$32.81	\$34.44
	SA2	\$32.62	\$34.34	\$36.05	\$32.62	\$34.34	\$36.05
	SA3	\$39.59	\$41.67	\$43.75	\$39.59	\$41.67	\$43.75
	SA4	\$45.86	\$48.28	\$50.69	\$45.86	\$48.28	\$50.69
	SA5	\$55.88	\$58.83	\$61.76	\$55.88	\$58.83	\$61.76
System Specialist	SS1	\$24.64	\$25.94	\$27.22	\$24.64	\$25.94	\$27.22
	SS2	\$29.52	\$31.07	\$32.62	\$29.52	\$31.07	\$32.62
	SS3	\$31.48	\$33.13	\$34.80	\$31.48	\$33.13	\$34.80
Team Lead	TL1	\$47.23	\$49.71	\$52.21	\$47.23	\$49.71	\$52.21
	TL2	\$50.91	\$53.59	\$56.26	\$50.91	\$53.59	\$56.26
Technical Architecture Specialist	TAS1	\$37.93	\$39.92	\$41.92	\$37.93	\$39.92	\$41.92
	TAS2	\$40.79	\$42.94	\$45.07	\$40.79	\$42.94	\$45.07
	TAS3	\$43.35	\$45.63	\$47.91	\$43.35	\$45.63	\$47.91
Technical Specialist	TS1	\$55.06	\$57.96	\$60.85	\$55.06	\$57.96	\$60.85
	TS2	\$65.79	\$69.26	\$72.72	\$65.79	\$69.26	\$72.72
	TS3	\$69.94	\$73.61	\$77.30	\$69.94	\$73.61	\$77.30
	TS4	\$80.73	\$84.97	\$89.23	\$80.73	\$84.97	\$89.23
	TS5	\$91.87	\$96.71	\$101.53	\$91.87	\$96.71	\$101.53
Technical Writer	TW1	\$26.60	\$28.00	\$29.38	\$26.60	\$28.00	\$29.38
	TW2	\$28.84	\$30.36	\$31.88	\$28.84	\$30.36	\$31.88
	TW3	\$32.58	\$34.28	\$36.00	\$32.58	\$34.28	\$36.00
	TW4	\$35.78	\$37.67	\$39.55	\$35.78	\$37.67	\$39.55
Telecom Engineer	TE1	\$32.87	\$34.59	\$36.33	\$32.87	\$34.59	\$36.33
	TE2	\$37.14	\$39.10	\$41.05	\$37.14	\$39.10	\$41.05
	TE3	\$39.78	\$41.87	\$43.96	\$39.78	\$41.87	\$43.96
Tester	TEST1	\$28.67	\$30.18	\$31.68	\$28.67	\$30.18	\$31.68
	TEST2	\$35.87	\$37.75	\$39.64	\$35.87	\$37.75	\$39.64
	TEST3	\$38.66	\$40.71	\$42.74	\$38.66	\$40.71	\$42.74

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		AREA 1			AREA 2		
		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
Job Title	Level	Bill Rate	Bill Rate	Bill Rate	Bill Rate	Bill Rate	Bill Rate
Video Conference Specialist	VCS1	\$39.18	\$41.24	\$43.31	\$39.18	\$41.24	\$43.31
	VCS2	\$41.80	\$43.98	\$46.18	\$41.80	\$43.98	\$46.18
Voice/Data Engineer	VDE1	\$30.35	\$31.95	\$33.55	\$30.35	\$31.95	\$33.55
	VDE2	\$33.97	\$35.77	\$37.55	\$33.97	\$35.77	\$37.55
	VDE3	\$40.19	\$42.31	\$44.41	\$40.19	\$42.31	\$44.41

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Job Title	Level	AREA 3			AREA 4		
		LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate	LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate
Application Developer	AD1	\$46.61	\$49.06	\$51.52	\$46.25	\$48.68	\$51.12
	AD2	\$50.56	\$53.23	\$61.13	\$50.16	\$52.81	\$55.45
	AD3	\$55.86	\$58.81	\$67.54	\$55.42	\$58.35	\$61.26
Architect	AR1	\$62.14	\$65.41	\$75.13	\$61.66	\$64.89	\$68.14
Business Analyst	BA1	\$41.74	\$43.94	\$50.47	\$41.42	\$43.60	\$45.78
	BA2	\$49.20	\$51.79	\$59.48	\$48.81	\$51.38	\$53.95
	BA3	\$53.79	\$56.62	\$65.04	\$53.37	\$56.18	\$58.98
CADD/GIS Administrator	CGA1	\$36.32	\$38.22	\$43.91	\$36.03	\$37.93	\$39.83
	CGA2	\$39.97	\$42.08	\$48.34	\$39.66	\$41.75	\$43.84
	CGA3	\$55.11	\$58.01	\$66.64	\$54.68	\$57.56	\$60.44
Data Entry Operator	DE1	\$14.77	\$14.85	\$17.95	\$14.65	\$14.74	\$16.29
	DE2	\$16.02	\$16.11	\$19.48	\$15.89	\$15.98	\$17.67
Database Administrator	DBA1	\$39.63	\$41.71	\$47.90	\$39.31	\$41.39	\$43.45
	DBA2	\$41.48	\$43.67	\$50.15	\$41.16	\$43.32	\$45.49
	DBA3	\$50.03	\$52.66	\$60.49	\$49.64	\$52.25	\$54.87
	DBA4	\$60.92	\$64.14	\$73.66	\$60.45	\$63.64	\$66.81
Functional Architect	FA1	\$30.70	\$32.32	\$37.12	\$30.46	\$32.06	\$33.67
	FA2	\$37.45	\$39.42	\$45.28	\$37.15	\$39.11	\$41.07
	FA3	\$39.86	\$41.94	\$48.19	\$39.54	\$41.62	\$43.70
Help Desk Analyst	HDA1	\$27.04	\$28.45	\$32.68	\$26.83	\$28.23	\$29.64
	HDA2	\$29.32	\$30.86	\$35.45	\$29.09	\$30.62	\$32.15
	HDA3	\$31.36	\$33.02	\$37.92	\$31.12	\$32.76	\$34.40
Intern	INT1	\$13.94	\$14.64	\$16.82	\$13.84	\$14.53	\$15.25
	INT2	\$15.34	\$16.11	\$18.51	\$15.22	\$15.98	\$16.78
	INT3	\$16.73	\$17.57	\$20.17	\$16.60	\$17.43	\$18.30
Mobile Specialist	MS1	\$111.45	\$117.32	\$134.75	\$110.58	\$116.41	\$122.22
	MS2	\$121.01	\$127.38	\$146.31	\$120.06	\$126.38	\$132.71
Network Engineer	NE1	\$42.13	\$44.35	\$50.95	\$41.81	\$44.01	\$46.21
	NE2	\$45.97	\$48.39	\$55.59	\$45.62	\$48.02	\$50.43
	NE3	\$49.61	\$52.22	\$59.97	\$49.22	\$51.81	\$54.40
	PS1	\$33.22	\$34.96	\$40.16	\$32.95	\$34.68	\$36.42

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Job Title	Level	AREA 3			AREA 4		
		LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate	LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate
Product Specialist	PS2	\$36.86	\$38.81	\$44.57	\$36.58	\$38.51	\$40.42
	PS3	\$44.75	\$47.11	\$54.10	\$44.40	\$46.74	\$49.08
	PS4	\$53.82	\$56.66	\$65.07	\$53.40	\$56.22	\$59.03
	PS5	\$67.18	\$70.72	\$81.22	\$66.65	\$70.16	\$73.67
	PS6	\$86.30	\$90.86	\$104.36	\$85.63	\$90.15	\$94.65
Program Manager	PM1	\$43.66	\$45.94	\$52.78	\$43.31	\$45.59	\$47.87
	PM2	\$51.18	\$53.87	\$61.88	\$50.78	\$53.45	\$56.13
	PM3	\$58.13	\$61.19	\$70.29	\$57.68	\$60.71	\$63.75
	PM4	\$66.52	\$70.01	\$80.42	\$65.99	\$69.47	\$72.94
Project Manager	PJM1	\$55.56	\$58.49	\$67.18	\$55.13	\$58.03	\$60.93
	PJM2	\$60.33	\$63.49	\$72.94	\$59.85	\$63.00	\$66.15
	PJM3	\$72.08	\$75.87	\$87.13	\$71.51	\$75.27	\$79.03
	PJM4	\$74.20	\$78.11	\$89.72	\$73.63	\$77.50	\$81.38
Programmer	PR1	\$33.88	\$35.67	\$40.97	\$33.61	\$35.38	\$37.15
	PR2	\$36.88	\$38.83	\$44.60	\$36.60	\$38.53	\$40.45
	PR3	\$45.16	\$47.53	\$54.59	\$44.80	\$47.16	\$49.52
	PR4	\$47.34	\$49.83	\$57.24	\$46.97	\$49.44	\$51.91
	PR5	\$50.36	\$53.01	\$60.88	\$49.97	\$52.59	\$55.22
	PR6	\$62.41	\$65.69	\$75.45	\$61.92	\$65.18	\$68.43
Quality Assurance Specialist	QAS1	\$33.21	\$34.96	\$40.15	\$32.94	\$34.68	\$36.41
	QAS2	\$36.44	\$38.37	\$44.07	\$36.16	\$38.07	\$39.96
	QAS3	\$43.73	\$46.03	\$52.88	\$43.39	\$45.67	\$47.95
Senior Architect	SAR1	\$72.91	\$76.74	\$88.15	\$72.34	\$76.14	\$79.96
	SAR2	\$86.77	\$91.34	\$104.91	\$86.09	\$90.63	\$95.15
Senior Business Subject Matter Expert	SME1	\$72.48	\$76.29	\$87.62	\$71.91	\$75.69	\$79.47
	SME2	\$96.66	\$101.75	\$116.87	\$95.91	\$100.96	\$106.01
Senior Database Architect	SDA1	\$69.12	\$72.75	\$83.57	\$68.58	\$72.18	\$75.80
Senior Program Manager	SPM1	\$79.96	\$84.16	\$96.66	\$79.33	\$83.50	\$87.68
Service Desk	SD1	\$23.62	\$24.87	\$28.55	\$23.43	\$24.67	\$25.89
	SD2	\$25.40	\$26.74	\$30.71	\$25.20	\$26.53	\$27.86

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Job Title	Level	AREA 3			AREA 4		
		LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate	LEGACY Bill Rate	CORE Bill Rate	EMERGING Bill Rate
Software Process Engineer	SPS1	\$38.59	\$40.61	\$46.65	\$38.29	\$40.30	\$42.31
	SPS2	\$42.52	\$44.75	\$51.39	\$42.18	\$44.40	\$46.61
	SPS3	\$51.20	\$53.89	\$61.90	\$50.80	\$53.47	\$56.15
System Administrator	SA1	\$32.41	\$34.12	\$39.18	\$32.16	\$33.86	\$35.54
	SA2	\$33.93	\$35.72	\$41.02	\$33.67	\$35.44	\$37.21
	SA3	\$41.18	\$43.34	\$49.78	\$40.85	\$43.00	\$45.15
	SA4	\$47.70	\$50.21	\$57.68	\$47.33	\$49.82	\$52.31
	SA5	\$58.12	\$61.18	\$70.27	\$57.66	\$60.70	\$63.73
System Specialist	SS1	\$25.62	\$26.97	\$30.97	\$25.42	\$26.76	\$28.09
	SS2	\$30.70	\$32.32	\$37.12	\$30.46	\$32.06	\$33.67
	SS3	\$32.73	\$34.46	\$39.59	\$32.48	\$34.19	\$35.91
Team Lead	TL1	\$49.13	\$51.72	\$59.39	\$48.74	\$51.31	\$53.87
	TL2	\$52.94	\$55.74	\$64.02	\$52.53	\$55.30	\$58.06
Technical Architecture Specialist	TAS1	\$39.45	\$41.52	\$47.69	\$39.15	\$41.20	\$43.26
	TAS2	\$42.42	\$44.65	\$51.30	\$42.09	\$44.31	\$46.52
	TAS3	\$45.08	\$47.45	\$54.51	\$44.73	\$47.09	\$49.44
Technical Specialist	TS1	\$57.27	\$60.28	\$69.24	\$56.82	\$59.81	\$62.80
	TS2	\$68.43	\$72.04	\$82.74	\$67.90	\$71.47	\$75.04
	TS3	\$72.74	\$76.56	\$87.95	\$72.17	\$75.96	\$79.77
	TS4	\$83.97	\$88.38	\$101.51	\$83.31	\$87.69	\$92.08
	TS5	\$95.54	\$100.58	\$115.53	\$94.80	\$99.80	\$104.78
Technical Writer	TW1	\$27.66	\$29.12	\$33.44	\$27.44	\$28.89	\$30.33
	TW2	\$29.99	\$31.58	\$36.26	\$29.76	\$31.33	\$32.89
	TW3	\$33.88	\$35.67	\$40.97	\$33.61	\$35.38	\$37.15
	TW4	\$37.22	\$39.18	\$45.01	\$36.92	\$38.87	\$40.82
Telecom Engineer	TE1	\$34.18	\$35.98	\$41.33	\$33.92	\$35.70	\$37.49
	TE2	\$38.63	\$40.66	\$46.71	\$38.33	\$40.35	\$42.36
	TE3	\$41.38	\$43.54	\$50.02	\$41.05	\$43.21	\$45.37
Tester	TEST1	\$29.81	\$31.38	\$36.04	\$29.58	\$31.14	\$32.69
	TEST2	\$37.30	\$39.26	\$45.09	\$37.01	\$38.96	\$40.90
	TEST3	\$40.21	\$42.34	\$48.62	\$39.90	\$42.00	\$44.10

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		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
		Bill Rate	Bill Rate	Bill Rate	Bill Rate	Bill Rate	Bill Rate
Video Conference Specialist	VCS1	\$40.75	\$42.90	\$49.28	\$40.43	\$42.56	\$44.70
	VCS2	\$43.46	\$45.74	\$52.55	\$43.13	\$45.39	\$47.66
Voice/Data Engineer	VDE1	\$31.57	\$33.23	\$38.17	\$31.32	\$32.96	\$34.62
	VDE2	\$35.33	\$37.21	\$42.74	\$35.06	\$36.91	\$38.76
	VDE3	\$41.81	\$44.01	\$50.54	\$41.48	\$43.66	\$45.84

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		AREA 5		
		LEGACY	CORE	EMERGING
Job Title	Level	Bill Rate	Bill Rate	Bill Rate
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	\$16.68	\$16.77	\$18.53
	DE2	\$18.08	\$18.18	\$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
	PS1	\$37.49	\$39.46	\$41.44

Agency Bill Rate Card



		AREA 5		
		LEGACY	CORE	EMERGING
Job Title	Level	Bill Rate	Bill Rate	Bill Rate
Product Specialist	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
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

Agency Bill Rate Card



		AREA 5		
		LEGACY	CORE	EMERGING
Job Title	Level	Bill Rate	Bill Rate	Bill Rate
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

Agency Bill Rate Card

		AREA 5		
		LEGACY	CORE	EMERGING
Job Title	Level	Bill Rate	Bill Rate	Bill Rate
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