

Vendor Rate Card

Job Title	Level	AREA 1			AREA 2		
		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
		Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate
Application Developer	AD1	\$42.78	\$45.03	\$47.29	\$42.78	\$45.03	\$47.29
	AD2	\$46.41	\$48.86	\$51.30	\$46.41	\$48.86	\$51.30
	AD3	\$51.27	\$53.98	\$56.67	\$51.27	\$53.98	\$56.67
Architect	AR1	\$57.04	\$60.03	\$63.04	\$57.04	\$60.03	\$63.04
Business Analyst	BA1	\$38.32	\$40.33	\$42.35	\$38.32	\$40.33	\$42.35
	BA2	\$45.16	\$47.53	\$49.91	\$45.16	\$47.53	\$49.91
	BA3	\$49.37	\$51.97	\$54.57	\$49.37	\$51.97	\$54.57
CADD/GIS Administrator	CGA1	\$33.33	\$35.09	\$36.84	\$33.33	\$35.09	\$36.84
	CGA2	\$36.69	\$38.63	\$40.55	\$36.69	\$38.63	\$40.55
	CGA3	\$50.58	\$53.25	\$55.91	\$50.58	\$53.25	\$55.91
Data Entry Operator	DE1	\$13.56	\$13.63	\$15.07	\$13.56	\$13.63	\$15.07
	DE2	\$14.70	\$14.79	\$16.35	\$14.70	\$14.79	\$16.35
Database Administrator	DBA1	\$36.37	\$38.29	\$40.20	\$36.37	\$38.29	\$40.20
	DBA2	\$38.07	\$40.08	\$42.09	\$38.07	\$40.08	\$42.09
	DBA3	\$45.92	\$48.34	\$50.76	\$45.92	\$48.34	\$50.76
	DBA4	\$55.92	\$58.87	\$61.81	\$55.92	\$58.87	\$61.81
Functional Architect	FA1	\$28.18	\$29.66	\$31.14	\$28.18	\$29.66	\$31.14
	FA2	\$34.37	\$36.18	\$38.00	\$34.37	\$36.18	\$38.00
	FA3	\$36.58	\$38.50	\$40.43	\$36.58	\$38.50	\$40.43
Help Desk Analyst	HDA1	\$24.82	\$26.12	\$27.42	\$24.82	\$26.12	\$27.42
	HDA2	\$26.91	\$28.32	\$29.74	\$26.91	\$28.32	\$29.74
	HDA3	\$28.79	\$30.30	\$31.82	\$28.79	\$30.30	\$31.82
Intern	INT1	\$12.80	\$13.44	\$14.11	\$12.80	\$13.44	\$14.11
	INT2	\$14.08	\$14.79	\$15.52	\$14.08	\$14.79	\$15.52
	INT3	\$15.36	\$16.12	\$16.93	\$15.36	\$16.12	\$16.93
Mobile Specialist	MS1	\$102.30	\$107.69	\$113.07	\$102.30	\$107.69	\$113.07
	MS2	\$111.07	\$116.91	\$122.77	\$111.07	\$116.91	\$122.77
Network Engineer	NE1	\$38.67	\$40.71	\$42.74	\$38.67	\$40.71	\$42.74
	NE2	\$42.20	\$44.42	\$46.65	\$42.20	\$44.42	\$46.65
	NE3	\$45.53	\$47.93	\$50.32	\$45.53	\$47.93	\$50.32
	PS1	\$30.49	\$32.08	\$33.69	\$30.49	\$32.08	\$33.69

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		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
		Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate
Product Specialist	PS2	\$33.84	\$35.62	\$37.40	\$33.84	\$35.62	\$37.40
	PS3	\$41.08	\$43.24	\$45.40	\$41.08	\$43.24	\$45.40
	PS4	\$49.40	\$52.01	\$54.61	\$49.40	\$52.01	\$54.61
	PS5	\$61.66	\$64.91	\$68.15	\$61.66	\$64.91	\$68.15
	PS6	\$79.22	\$83.40	\$87.56	\$79.22	\$83.40	\$87.56
Program Manager	PM1	\$40.07	\$42.17	\$44.28	\$40.07	\$42.17	\$44.28
	PM2	\$46.98	\$49.45	\$51.92	\$46.98	\$49.45	\$51.92
	PM3	\$53.36	\$56.17	\$58.98	\$53.36	\$56.17	\$58.98
	PM4	\$61.05	\$64.27	\$67.47	\$61.05	\$64.27	\$67.47
Project Manager	PJM1	\$51.00	\$53.68	\$56.37	\$51.00	\$53.68	\$56.37
	PJM2	\$55.37	\$58.28	\$61.19	\$55.37	\$58.28	\$61.19
	PJM3	\$66.16	\$69.63	\$73.11	\$66.16	\$69.63	\$73.11
	PJM4	\$68.11	\$71.70	\$75.28	\$68.11	\$71.70	\$75.28
Programmer	PR1	\$31.10	\$32.73	\$34.37	\$31.10	\$32.73	\$34.37
	PR2	\$33.86	\$35.64	\$37.42	\$33.86	\$35.64	\$37.42
	PR3	\$41.45	\$43.63	\$45.81	\$41.45	\$43.63	\$45.81
	PR4	\$43.45	\$45.74	\$48.03	\$43.45	\$45.74	\$48.03
	PR5	\$46.22	\$48.66	\$51.09	\$46.22	\$48.66	\$51.09
	PR6	\$57.28	\$60.29	\$63.31	\$57.28	\$60.29	\$63.31
Quality Assurance Specialist	QAS1	\$30.48	\$32.08	\$33.68	\$30.48	\$32.08	\$33.68
	QAS2	\$33.45	\$35.21	\$36.97	\$33.45	\$35.21	\$36.97
	QAS3	\$40.14	\$42.25	\$44.36	\$40.14	\$42.25	\$44.36
Senior Architect	SAR1	\$66.92	\$70.44	\$73.97	\$66.92	\$70.44	\$73.97
	SAR2	\$79.65	\$83.84	\$88.03	\$79.65	\$83.84	\$88.03
Senior Business Subject Matter Expert	SME1	\$66.52	\$70.02	\$73.52	\$66.52	\$70.02	\$73.52
	SME2	\$88.72	\$93.40	\$98.07	\$88.72	\$93.40	\$98.07
Senior Database Architect	SDA1	\$63.44	\$66.78	\$70.12	\$63.44	\$66.78	\$70.12
Senior Program Manager	SPM1	\$73.39	\$77.24	\$81.11	\$73.39	\$77.24	\$81.11
Service Desk	SD1	\$21.68	\$22.82	\$23.95	\$21.68	\$22.82	\$23.95
	SD2	\$23.31	\$24.55	\$25.78	\$23.31	\$24.55	\$25.78

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Job Title	Level	AREA 1			AREA 2		
		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
		Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate
Software Process Engineer	SPS1	\$35.42	\$37.28	\$39.14	\$35.42	\$37.28	\$39.14
	SPS2	\$39.02	\$41.08	\$43.12	\$39.02	\$41.08	\$43.12
	SPS3	\$47.00	\$49.47	\$51.94	\$47.00	\$49.47	\$51.94
System Administrator	SA1	\$29.75	\$31.32	\$32.88	\$29.75	\$31.32	\$32.88
	SA2	\$31.14	\$32.78	\$34.42	\$31.14	\$32.78	\$34.42
	SA3	\$37.79	\$39.78	\$41.77	\$37.79	\$39.78	\$41.77
	SA4	\$43.78	\$46.09	\$48.39	\$43.78	\$46.09	\$48.39
	SA5	\$53.35	\$56.16	\$58.96	\$53.35	\$56.16	\$58.96
System Specialist	SS1	\$23.52	\$24.76	\$25.99	\$23.52	\$24.76	\$25.99
	SS2	\$28.18	\$29.66	\$31.14	\$28.18	\$29.66	\$31.14
	SS3	\$30.05	\$31.63	\$33.22	\$30.05	\$31.63	\$33.22
Team Lead	TL1	\$45.09	\$47.46	\$49.84	\$45.09	\$47.46	\$49.84
	TL2	\$48.60	\$51.16	\$53.71	\$48.60	\$51.16	\$53.71
Technical Architecture Specialist	TAS1	\$36.21	\$38.11	\$40.02	\$36.21	\$38.11	\$40.02
	TAS2	\$38.94	\$40.99	\$43.03	\$38.94	\$40.99	\$43.03
	TAS3	\$41.38	\$43.56	\$45.74	\$41.38	\$43.56	\$45.74
Technical Specialist	TS1	\$52.56	\$55.33	\$58.09	\$52.56	\$55.33	\$58.09
	TS2	\$62.81	\$66.12	\$69.42	\$62.81	\$66.12	\$69.42
	TS3	\$66.77	\$70.27	\$73.79	\$66.77	\$70.27	\$73.79
	TS4	\$77.07	\$81.12	\$85.18	\$77.07	\$81.12	\$85.18
	TS5	\$87.70	\$92.32	\$96.93	\$87.70	\$92.32	\$96.93
Technical Writer	TW1	\$25.39	\$26.73	\$28.05	\$25.39	\$26.73	\$28.05
	TW2	\$27.53	\$28.98	\$30.43	\$27.53	\$28.98	\$30.43
	TW3	\$31.10	\$32.73	\$34.37	\$31.10	\$32.73	\$34.37
	TW4	\$34.16	\$35.96	\$37.76	\$34.16	\$35.96	\$37.76
Telecom Engineer	TE1	\$31.38	\$33.02	\$34.68	\$31.38	\$33.02	\$34.68
	TE2	\$35.46	\$37.33	\$39.19	\$35.46	\$37.33	\$39.19
	TE3	\$37.98	\$39.97	\$41.97	\$37.98	\$39.97	\$41.97
Tester	TEST1	\$27.37	\$28.81	\$30.24	\$27.37	\$28.81	\$30.24
	TEST2	\$34.24	\$36.04	\$37.84	\$34.24	\$36.04	\$37.84
	TEST3	\$36.91	\$38.86	\$40.80	\$36.91	\$38.86	\$40.80

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		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
Job Title	Level	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate
Video Conference Specialist	VCS1	\$37.40	\$39.37	\$41.35	\$37.40	\$39.37	\$41.35
	VCS2	\$39.90	\$41.99	\$44.09	\$39.90	\$41.99	\$44.09
Voice/Data Engineer	VDE1	\$28.97	\$30.50	\$32.03	\$28.97	\$30.50	\$32.03
	VDE2	\$32.43	\$34.15	\$35.85	\$32.43	\$34.15	\$35.85
	VDE3	\$38.37	\$40.39	\$42.40	\$38.37	\$40.39	\$42.40
Exception	EXC	Listed in PeopleFluent VMS Req			Listed in PeopleFluent VMS Req		

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Job Title	Level	AREA 3			AREA 4		
		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
		Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate
Application Developer	AD1	\$44.50	\$46.84	\$49.18	\$44.15	\$46.47	\$48.80
	AD2	\$48.27	\$50.82	\$58.36	\$47.89	\$50.42	\$52.94
	AD3	\$53.33	\$56.14	\$64.48	\$52.91	\$55.70	\$58.48
Architect	AR1	\$59.32	\$62.44	\$71.72	\$58.86	\$61.95	\$65.05
Business Analyst	BA1	\$39.85	\$41.95	\$48.18	\$39.54	\$41.62	\$43.70
	BA2	\$46.97	\$49.44	\$56.78	\$46.60	\$49.05	\$51.50
	BA3	\$51.35	\$54.05	\$62.09	\$50.95	\$53.63	\$56.31
CADD/GIS Administrator	CGA1	\$34.67	\$36.49	\$41.92	\$34.40	\$36.21	\$38.02
	CGA2	\$38.16	\$40.17	\$46.15	\$37.86	\$39.86	\$41.85
	CGA3	\$52.61	\$55.38	\$63.62	\$52.20	\$54.95	\$57.70
Data Entry Operator	DE1	\$14.10	\$14.18	\$17.14	\$13.99	\$14.07	\$15.55
	DE2	\$15.29	\$15.38	\$18.60	\$15.17	\$15.26	\$16.87
Database Administrator	DBA1	\$37.83	\$39.82	\$45.73	\$37.53	\$39.51	\$41.48
	DBA2	\$39.60	\$41.69	\$47.88	\$39.29	\$41.36	\$43.43
	DBA3	\$47.76	\$50.27	\$57.75	\$47.39	\$49.88	\$52.38
	DBA4	\$58.16	\$61.23	\$70.32	\$57.71	\$60.75	\$63.78
Functional Architect	FA1	\$29.31	\$30.85	\$35.44	\$29.08	\$30.61	\$32.14
	FA2	\$35.75	\$37.63	\$43.23	\$35.47	\$37.34	\$39.21
	FA3	\$38.05	\$40.04	\$46.00	\$37.75	\$39.73	\$41.72
Help Desk Analyst	HDA1	\$25.81	\$27.16	\$31.20	\$25.61	\$26.95	\$28.30
	HDA2	\$27.99	\$29.46	\$33.84	\$27.77	\$29.23	\$30.69
	HDA3	\$29.94	\$31.52	\$36.20	\$29.71	\$31.27	\$32.84
Intern	INT1	\$13.31	\$13.98	\$16.06	\$13.21	\$13.87	\$14.56
	INT2	\$14.64	\$15.38	\$17.67	\$14.53	\$15.26	\$16.02
	INT3	\$15.97	\$16.77	\$19.26	\$15.85	\$16.64	\$17.47
Mobile Specialist	MS1	\$106.40	\$112.00	\$128.64	\$105.57	\$111.13	\$116.68
	MS2	\$115.52	\$121.60	\$139.68	\$114.62	\$120.65	\$126.69
Network Engineer	NE1	\$40.22	\$42.34	\$48.64	\$39.91	\$42.01	\$44.11
	NE2	\$43.89	\$46.20	\$53.07	\$43.55	\$45.84	\$48.14
	NE3	\$47.36	\$49.85	\$57.25	\$46.99	\$49.46	\$51.93
	PS1	\$31.71	\$33.37	\$38.34	\$31.46	\$33.11	\$34.77

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Job Title	Level	AREA 3			AREA 4		
		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
		Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate
Product Specialist	PS2	\$35.19	\$37.05	\$42.55	\$34.92	\$36.76	\$38.59
	PS3	\$42.72	\$44.97	\$51.65	\$42.39	\$44.62	\$46.85
	PS4	\$51.38	\$54.09	\$62.12	\$50.98	\$53.67	\$56.35
	PS5	\$64.13	\$67.51	\$77.54	\$63.63	\$66.98	\$70.33
	PS6	\$82.39	\$86.74	\$99.63	\$81.75	\$86.06	\$90.36
Program Manager	PM1	\$41.68	\$43.86	\$50.39	\$41.35	\$43.52	\$45.70
	PM2	\$48.86	\$51.43	\$59.07	\$48.48	\$51.03	\$53.58
	PM3	\$55.49	\$58.42	\$67.10	\$55.06	\$57.96	\$60.86
	PM4	\$63.50	\$66.84	\$76.77	\$63.00	\$66.32	\$69.63
Project Manager	PJM1	\$53.04	\$55.84	\$64.13	\$52.63	\$55.40	\$58.17
	PJM2	\$57.59	\$60.61	\$69.63	\$57.14	\$60.14	\$63.15
	PJM3	\$68.81	\$72.43	\$83.18	\$68.27	\$71.86	\$75.45
	PJM4	\$70.84	\$74.57	\$85.65	\$70.29	\$73.99	\$77.69
Programmer	PR1	\$32.34	\$34.05	\$39.11	\$32.09	\$33.78	\$35.47
	PR2	\$35.21	\$37.07	\$42.58	\$34.94	\$36.78	\$38.62
	PR3	\$43.11	\$45.37	\$52.11	\$42.77	\$45.02	\$47.27
	PR4	\$45.19	\$47.57	\$54.64	\$44.84	\$47.20	\$49.56
	PR5	\$48.08	\$50.61	\$58.12	\$47.70	\$50.21	\$52.72
	PR6	\$59.58	\$62.71	\$72.03	\$59.11	\$62.22	\$65.33
Quality Assurance Specialist	QAS1	\$31.70	\$33.37	\$38.33	\$31.45	\$33.11	\$34.76
	QAS2	\$34.79	\$36.63	\$42.07	\$34.52	\$36.34	\$38.15
	QAS3	\$41.75	\$43.94	\$50.48	\$41.42	\$43.60	\$45.78
Senior Architect	SAR1	\$69.60	\$73.26	\$84.15	\$69.06	\$72.69	\$76.33
	SAR2	\$82.84	\$87.20	\$100.15	\$82.19	\$86.52	\$90.84
Senior Business Subject Matter Expert	SME1	\$69.19	\$72.83	\$83.65	\$68.65	\$72.26	\$75.87
	SME2	\$92.28	\$97.14	\$111.57	\$91.56	\$96.38	\$101.20
Senior Database Architect	SDA1	\$65.99	\$69.45	\$79.78	\$65.47	\$68.91	\$72.36
Senior Program Manager	SPM1	\$76.33	\$80.34	\$92.28	\$75.73	\$79.71	\$83.70
Service Desk	SD1	\$22.55	\$23.74	\$27.26	\$22.37	\$23.55	\$24.72
	SD2	\$24.25	\$25.53	\$29.32	\$24.06	\$25.33	\$26.60

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Job Title	Level	AREA 3			AREA 4		
		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
		Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate
Software Process Engineer	SPS1	\$36.84	\$38.77	\$44.53	\$36.55	\$38.47	\$40.39
	SPS2	\$40.59	\$42.72	\$49.06	\$40.27	\$42.39	\$44.50
	SPS3	\$48.88	\$51.45	\$59.09	\$48.50	\$51.05	\$53.60
System Administrator	SA1	\$30.94	\$32.57	\$37.40	\$30.70	\$32.32	\$33.93
	SA2	\$32.39	\$34.10	\$39.16	\$32.14	\$33.83	\$35.52
	SA3	\$39.31	\$41.37	\$47.52	\$39.00	\$41.05	\$43.10
	SA4	\$45.54	\$47.93	\$55.06	\$45.18	\$47.56	\$49.94
	SA5	\$55.48	\$58.41	\$67.08	\$55.05	\$57.95	\$60.84
System Specialist	SS1	\$24.46	\$25.75	\$29.57	\$24.27	\$25.55	\$26.82
	SS2	\$29.31	\$30.85	\$35.44	\$29.08	\$30.61	\$32.14
	SS3	\$31.25	\$32.90	\$37.79	\$31.01	\$32.64	\$34.28
Team Lead	TL1	\$46.90	\$49.37	\$56.70	\$46.53	\$48.98	\$51.43
	TL2	\$50.54	\$53.21	\$61.12	\$50.15	\$52.79	\$55.43
Technical Architecture Specialist	TAS1	\$37.66	\$39.64	\$45.53	\$37.37	\$39.33	\$41.30
	TAS2	\$40.50	\$42.63	\$48.97	\$40.18	\$42.30	\$44.41
	TAS3	\$43.04	\$45.30	\$52.04	\$42.70	\$44.95	\$47.20
Technical Specialist	TS1	\$54.67	\$57.55	\$66.10	\$54.24	\$57.10	\$59.95
	TS2	\$65.33	\$68.77	\$78.99	\$64.82	\$68.23	\$71.64
	TS3	\$69.44	\$73.09	\$83.96	\$68.90	\$72.52	\$76.15
	TS4	\$80.16	\$84.37	\$96.91	\$79.53	\$83.71	\$87.90
	TS5	\$91.21	\$96.02	\$110.29	\$90.50	\$95.27	\$100.03
Technical Writer	TW1	\$26.41	\$27.80	\$31.92	\$26.20	\$27.58	\$28.95
	TW2	\$28.63	\$30.15	\$34.62	\$28.41	\$29.91	\$31.40
	TW3	\$32.34	\$34.05	\$39.11	\$32.09	\$33.78	\$35.47
	TW4	\$35.53	\$37.40	\$42.97	\$35.25	\$37.11	\$38.97
Telecom Engineer	TE1	\$32.63	\$34.35	\$39.46	\$32.38	\$34.08	\$35.79
	TE2	\$36.88	\$38.82	\$44.59	\$36.59	\$38.52	\$40.44
	TE3	\$39.50	\$41.57	\$47.75	\$39.19	\$41.25	\$43.31
Tester	TEST1	\$28.46	\$29.96	\$34.41	\$28.24	\$29.73	\$31.21
	TEST2	\$35.61	\$37.48	\$43.05	\$35.33	\$37.19	\$39.05
	TEST3	\$38.39	\$40.42	\$46.42	\$38.09	\$40.10	\$42.10

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		AREA 3			AREA 4		
		LEGACY	CORE	EMERGING	LEGACY	CORE	EMERGING
Job Title	Level	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate	Vendor Rate
Video Conference Specialist	VCS1	\$38.90	\$40.95	\$47.05	\$38.60	\$40.63	\$42.67
	VCS2	\$41.49	\$43.67	\$50.17	\$41.17	\$43.33	\$45.50
Voice/Data Engineer	VDE1	\$30.14	\$31.72	\$36.44	\$29.90	\$31.47	\$33.05
	VDE2	\$33.73	\$35.52	\$40.80	\$33.47	\$35.24	\$37.00
	VDE3	\$39.91	\$42.01	\$48.25	\$39.60	\$41.68	\$43.76
Exception	EXC	Listed in PeopleFluent VMS Req			Listed in PeopleFluent VMS Req		

Vendor Rate Card



		AREA 5		
		LEGACY	CORE	EMERGING
Job Title	Level	Vendor Rate	Vendor Rate	Vendor Rate
Application Developer	AD1	\$50.23	\$52.87	\$55.52
	AD2	\$54.49	\$57.37	\$60.23
	AD3	\$60.20	\$63.37	\$66.54
Architect	AR1	\$66.97	\$70.48	\$74.01
Business Analyst	BA1	\$44.99	\$47.35	\$49.72
	BA2	\$53.02	\$55.81	\$58.59
	BA3	\$57.97	\$61.02	\$64.07
CADD/GIS Administrator	CGA1	\$39.14	\$41.20	\$43.26
	CGA2	\$43.08	\$45.35	\$47.62
	CGA3	\$59.39	\$62.52	\$65.65
Data Entry Operator	DE1	\$15.92	\$16.01	\$17.69
	DE2	\$17.26	\$17.36	\$19.19
Database Administrator	DBA1	\$42.70	\$44.95	\$47.19
	DBA2	\$44.70	\$47.06	\$49.41
	DBA3	\$53.92	\$56.75	\$59.60
	DBA4	\$65.66	\$69.12	\$72.57
Functional Architect	FA1	\$33.09	\$34.83	\$36.57
	FA2	\$40.36	\$42.48	\$44.61
	FA3	\$42.95	\$45.20	\$47.47
Help Desk Analyst	HDA1	\$29.14	\$30.66	\$32.20
	HDA2	\$31.60	\$33.26	\$34.92
	HDA3	\$33.80	\$35.58	\$37.36
Intern	INT1	\$15.03	\$15.78	\$16.57
	INT2	\$16.53	\$17.36	\$18.23
	INT3	\$18.03	\$18.93	\$19.88
Mobile Specialist	MS1	\$120.11	\$126.44	\$132.75
	MS2	\$130.41	\$137.27	\$144.14
Network Engineer	NE1	\$45.41	\$47.80	\$50.19
	NE2	\$49.55	\$52.15	\$54.77
	NE3	\$53.46	\$56.27	\$59.08
	PS1	\$35.79	\$37.67	\$39.56

Vendor Rate Card



		AREA 5		
		LEGACY	CORE	EMERGING
Job Title	Level	Vendor Rate	Vendor Rate	Vendor Rate
Product Specialist	PS2	\$39.73	\$41.82	\$43.91
	PS3	\$48.23	\$50.77	\$53.30
	PS4	\$58.00	\$61.06	\$64.11
	PS5	\$72.40	\$76.21	\$80.02
	PS6	\$93.01	\$97.92	\$102.81
Program Manager	PM1	\$47.05	\$49.52	\$52.00
	PM2	\$55.16	\$58.06	\$60.96
	PM3	\$62.64	\$65.94	\$69.24
	PM4	\$71.68	\$75.46	\$79.22
Project Manager	PJM1	\$59.88	\$63.03	\$66.18
	PJM2	\$65.01	\$68.42	\$71.85
	PJM3	\$77.67	\$81.76	\$85.84
	PJM4	\$79.97	\$84.18	\$88.39
Programmer	PR1	\$36.51	\$38.43	\$40.36
	PR2	\$39.75	\$41.85	\$43.94
	PR3	\$48.66	\$51.22	\$53.78
	PR4	\$51.02	\$53.70	\$56.39
	PR5	\$54.27	\$57.13	\$59.98
	PR6	\$67.25	\$70.79	\$74.33
Quality Assurance Specialist	QAS1	\$35.78	\$37.67	\$39.55
	QAS2	\$39.28	\$41.35	\$43.41
	QAS3	\$47.13	\$49.61	\$52.09
Senior Architect	SAR1	\$78.57	\$82.70	\$86.84
	SAR2	\$93.51	\$98.44	\$103.35
Senior Business Subject Matter Expert	SME1	\$78.11	\$82.21	\$86.32
	SME2	\$104.17	\$109.66	\$115.14
Senior Database Architect	SDA1	\$74.49	\$78.40	\$82.33
Senior Program Manager	SPM1	\$86.16	\$90.69	\$95.23
Service Desk	SD1	\$25.45	\$26.79	\$28.13
	SD2	\$27.37	\$28.82	\$30.26

Vendor Rate Card



		AREA 5		
		LEGACY	CORE	EMERGING
Job Title	Level	Vendor Rate	Vendor Rate	Vendor Rate
Software Process Engineer	SPS1	\$41.58	\$43.77	\$45.95
	SPS2	\$45.82	\$48.23	\$50.63
	SPS3	\$55.18	\$58.08	\$60.98
System Administrator	SA1	\$34.93	\$36.77	\$38.60
	SA2	\$36.57	\$38.49	\$40.41
	SA3	\$44.37	\$46.70	\$49.04
	SA4	\$51.40	\$54.11	\$56.82
	SA5	\$62.63	\$65.93	\$69.22
System Specialist	SS1	\$27.61	\$29.07	\$30.51
	SS2	\$33.09	\$34.83	\$36.57
	SS3	\$35.28	\$37.14	\$39.00
Team Lead	TL1	\$52.94	\$55.73	\$58.51
	TL2	\$57.06	\$60.06	\$63.07
Technical Architecture Specialist	TAS1	\$42.52	\$44.75	\$46.99
	TAS2	\$45.71	\$48.13	\$50.53
	TAS3	\$48.58	\$51.14	\$53.70
Technical Specialist	TS1	\$61.71	\$64.97	\$68.21
	TS2	\$73.75	\$77.63	\$81.51
	TS3	\$78.39	\$82.51	\$86.64
	TS4	\$90.49	\$95.24	\$100.01
	TS5	\$102.97	\$108.39	\$113.81
Technical Writer	TW1	\$29.81	\$31.38	\$32.94
	TW2	\$32.32	\$34.03	\$35.73
	TW3	\$36.51	\$38.43	\$40.36
	TW4	\$40.11	\$42.22	\$44.34
Telecom Engineer	TE1	\$36.84	\$38.77	\$40.72
	TE2	\$41.63	\$43.83	\$46.01
	TE3	\$44.59	\$46.93	\$49.28
Tester	TEST1	\$32.13	\$33.83	\$35.51
	TEST2	\$40.20	\$42.31	\$44.43
	TEST3	\$43.34	\$45.62	\$47.90

Vendor Rate Card

		AREA 5		
		LEGACY	CORE	EMERGING
Job Title	Level	Vendor Rate	Vendor Rate	Vendor Rate
Video Conference Specialist	VCS1	\$43.92	\$46.23	\$48.55
	VCS2	\$46.84	\$49.30	\$51.77
Voice/Data Engineer	VDE1	\$34.02	\$35.81	\$37.60
	VDE2	\$38.08	\$40.09	\$42.10
	VDE3	\$45.06	\$47.42	\$49.79
Exception	EXC	Listed in PeopleFluent VMS Req		