

PA ITSA Rate Card Effective 1/1/2022

Job Title - Area 4	Client Rate	Vendor Rate
Application Developer AD1 A4 SC1	\$ 32.66	\$ 32.18
Application Developer AD1 A4 SC2	\$ 38.93	\$ 38.35
Application Developer AD1 A4 SC3	\$ 46.41	\$ 45.72
Application Developer AD2 A4 SC1	\$ 35.57	\$ 35.04
Application Developer AD2 A4 SC2	\$ 42.39	\$ 41.76
Application Developer AD2 A4 SC3	\$ 50.54	\$ 49.79
Application Developer AD3 A4 SC1	\$ 36.15	\$ 35.62
Application Developer AD3 A4 SC2	\$ 43.09	\$ 42.45
Application Developer AD3 A4 SC3	\$ 51.37	\$ 50.61
Architect AR1 A4 SC1	\$ 65.09	\$ 64.13
Architect AR1 A4 SC2	\$ 77.59	\$ 76.44
Architect AR1 A4 SC3	\$ 92.50	\$ 91.13
Business Analyst BA1 A4 SC1	\$ 29.44	\$ 29.00
Business Analyst BA1 A4 SC2	\$ 35.09	\$ 34.57
Business Analyst BA1 A4 SC3	\$ 41.83	\$ 41.21
Business Analyst BA2 A4 SC1	\$ 31.49	\$ 31.02
Business Analyst BA2 A4 SC2	\$ 37.52	\$ 36.97
Business Analyst BA2 A4 SC3	\$ 44.73	\$ 44.07
Business Analyst BA3 A4 SC1	\$ 34.30	\$ 33.79
Business Analyst BA3 A4 SC2	\$ 40.87	\$ 40.27
Business Analyst BA3 A4 SC3	\$ 48.73	\$ 48.01
CADD/GIS Administrator CGA1 A4 SC1	\$ 31.76	\$ 31.29
CADD/GIS Administrator CGA1 A4 SC2	\$ 37.86	\$ 37.30
CADD/GIS Administrator CGA1 A4 SC3	\$ 45.14	\$ 44.47
CADD/GIS Administrator CGA2 A4 SC1	\$ 34.86	\$ 34.34
CADD/GIS Administrator CGA2 A4 SC2	\$ 41.54	\$ 40.93
CADD/GIS Administrator CGA2 A4 SC3	\$ 49.52	\$ 48.79
CADD/GIS Administrator CGA3 A4 SC1	\$ 40.12	\$ 39.53
CADD/GIS Administrator CGA3 A4 SC2	\$ 47.88	\$ 47.17
CADD/GIS Administrator CGA3 A4 SC3	\$ 57.07	\$ 56.23
Data Entry Operator DE1 A4 SC1	\$ 13.63	\$ 13.43
Data Entry Operator DE1 A4 SC2	\$ 16.25	\$ 16.01
Data Entry Operator DE1 A4 SC3	\$ 19.38	\$ 19.09
Data Entry Operator DE2 A4 SC1	\$ 14.81	\$ 14.59
Data Entry Operator DE2 A4 SC2	\$ 17.65	\$ 17.39
Data Entry Operator DE2 A4 SC3	\$ 21.04	\$ 20.73
Database Administrator DBA1 A4 SC1	\$ 41.19	\$ 40.58
Database Administrator DBA1 A4 SC2	\$ 49.10	\$ 48.37
Database Administrator DBA1 A4 SC3	\$ 58.52	\$ 57.66
Database Administrator DBA2 A4 SC1	\$ 43.40	\$ 42.76
Database Administrator DBA2 A4 SC2	\$ 51.73	\$ 50.97
Database Administrator DBA2 A4 SC3	\$ 61.68	\$ 60.77
Database Administrator DBA3 A4 SC1	\$ 47.56	\$ 46.86
Database Administrator DBA3 A4 SC2	\$ 56.69	\$ 55.85

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Database Administrator DBA3 A4 SC3	\$ 67.58	\$ 66.58
Database Administrator DBA4 A4 SC1	\$ 52.76	\$ 51.98
Database Administrator DBA4 A4 SC2	\$ 62.88	\$ 61.95
Database Administrator DBA4 A4 SC3	\$ 74.96	\$ 73.85
Functional Architect FA1 A4 SC1	\$ 81.64	\$ 80.43
Functional Architect FA1 A4 SC2	\$ 97.31	\$ 95.87
Functional Architect FA1 A4 SC3	\$ 116.01	\$ 114.30
Functional Architect FA2 A4 SC1	\$ 102.06	\$ 100.55
Functional Architect FA2 A4 SC2	\$ 121.65	\$ 119.85
Functional Architect FA2 A4 SC3	\$ 145.02	\$ 142.88
Functional Architect FA3 A4 SC1	\$ 124.74	\$ 122.90
Functional Architect FA3 A4 SC2	\$ 148.68	\$ 146.48
Functional Architect FA3 A4 SC3	\$ 177.25	\$ 174.63
Help Desk Analyst HDA1 A4 SC1	\$ 18.53	\$ 18.26
Help Desk Analyst HDA1 A4 SC2	\$ 22.09	\$ 21.76
Help Desk Analyst HDA1 A4 SC3	\$ 26.33	\$ 25.94
Help Desk Analyst HDA2 A4 SC1	\$ 20.10	\$ 19.80
Help Desk Analyst HDA2 A4 SC2	\$ 23.95	\$ 23.60
Help Desk Analyst HDA2 A4 SC3	\$ 28.56	\$ 28.14
Help Desk Analyst HDA3 A4 SC1	\$ 21.55	\$ 21.23
Help Desk Analyst HDA3 A4 SC2	\$ 25.68	\$ 25.30
Help Desk Analyst HDA3 A4 SC3	\$ 30.61	\$ 30.16
Intern INT1 A4 SC1	\$ 14.15	\$ 13.94
Intern INT1 A4 SC2	\$ 16.87	\$ 16.62
Intern INT1 A4 SC3	\$ 20.11	\$ 19.81
Intern INT2 A4 SC1	\$ 14.86	\$ 14.64
Intern INT2 A4 SC2	\$ 17.71	\$ 17.45
Intern INT2 A4 SC3	\$ 21.11	\$ 20.80
Intern INT3 A4 SC1	\$ 15.60	\$ 15.37
Intern INT3 A4 SC2	\$ 18.59	\$ 18.32
Intern INT3 A4 SC3	\$ 22.17	\$ 21.84
Mobile Specialist MS1 A4 SC1	\$ 53.23	\$ 52.44
Mobile Specialist MS1 A4 SC2	\$ 63.44	\$ 62.50
Mobile Specialist MS1 A4 SC3	\$ 75.63	\$ 74.51
Mobile Specialist MS2 A4 SC1	\$ 72.65	\$ 71.58
Mobile Specialist MS2 A4 SC2	\$ 86.59	\$ 85.31
Mobile Specialist MS2 A4 SC3	\$ 103.23	\$ 101.70
Network Engineer NE1 A4 SC1	\$ 41.47	\$ 40.86
Network Engineer NE1 A4 SC2	\$ 49.43	\$ 48.70
Network Engineer NE1 A4 SC3	\$ 58.93	\$ 58.06
Network Engineer NE2 A4 SC1	\$ 45.20	\$ 44.53
Network Engineer NE2 A4 SC2	\$ 53.88	\$ 53.08
Network Engineer NE2 A4 SC3	\$ 64.23	\$ 63.28
Network Engineer NE3 A4 SC1	\$ 48.71	\$ 47.99
Network Engineer NE3 A4 SC2	\$ 58.06	\$ 57.20
Network Engineer NE3 A4 SC3	\$ 69.21	\$ 68.19

Job Title - Area 4	Client Rate	Vendor Rate
Product Specialist PS1 A4 SC1	\$ 19.07	\$ 18.79
Product Specialist PS1 A4 SC2	\$ 22.73	\$ 22.39
Product Specialist PS1 A4 SC3	\$ 27.09	\$ 26.69
Product Specialist PS2 A4 SC1	\$ 21.29	\$ 20.98
Product Specialist PS2 A4 SC2	\$ 25.39	\$ 25.01
Product Specialist PS2 A4 SC3	\$ 30.27	\$ 29.82
Product Specialist PS3 A4 SC1	\$ 25.54	\$ 25.16
Product Specialist PS3 A4 SC2	\$ 30.44	\$ 29.99
Product Specialist PS3 A4 SC3	\$ 36.29	\$ 35.75
Product Specialist PS4 A4 SC1	\$ 30.61	\$ 30.16
Product Specialist PS4 A4 SC2	\$ 36.49	\$ 35.95
Product Specialist PS4 A4 SC3	\$ 43.50	\$ 42.86
Product Specialist PS5 A4 SC1	\$ 42.03	\$ 41.41
Product Specialist PS5 A4 SC2	\$ 50.10	\$ 49.36
Product Specialist PS5 A4 SC3	\$ 59.73	\$ 58.85
Product Specialist PS6 A4 SC1	\$ 46.34	\$ 45.66
Product Specialist PS6 A4 SC2	\$ 55.24	\$ 54.42
Product Specialist PS6 A4 SC3	\$ 65.85	\$ 64.88
Program Manager PM1 A4 SC1	\$ 34.54	\$ 34.03
Program Manager PM1 A4 SC2	\$ 41.17	\$ 40.56
Program Manager PM1 A4 SC3	\$ 49.09	\$ 48.36
Program Manager PM2 A4 SC1	\$ 37.16	\$ 36.61
Program Manager PM2 A4 SC2	\$ 44.28	\$ 43.63
Program Manager PM2 A4 SC3	\$ 52.79	\$ 52.01
Program Manager PM3 A4 SC1	\$ 39.51	\$ 38.93
Program Manager PM3 A4 SC2	\$ 47.10	\$ 46.40
Program Manager PM3 A4 SC3	\$ 56.15	\$ 55.32
Program Manager PM4 A4 SC1	\$ 43.83	\$ 43.18
Program Manager PM4 A4 SC2	\$ 52.24	\$ 51.47
Program Manager PM4 A4 SC3	\$ 62.28	\$ 61.36
Programmer PR1 A4 SC1	\$ 28.64	\$ 28.22
Programmer PR1 A4 SC2	\$ 34.13	\$ 33.63
Programmer PR1 A4 SC3	\$ 40.69	\$ 40.09
Programmer PR2 A4 SC1	\$ 32.68	\$ 32.20
Programmer PR2 A4 SC2	\$ 38.96	\$ 38.38
Programmer PR2 A4 SC3	\$ 46.45	\$ 45.76
Programmer PR3 A4 SC1	\$ 35.01	\$ 34.49
Programmer PR3 A4 SC2	\$ 41.73	\$ 41.11
Programmer PR3 A4 SC3	\$ 49.75	\$ 49.01
Programmer PR4 A4 SC1	\$ 34.24	\$ 33.73
Programmer PR4 A4 SC2	\$ 40.80	\$ 40.20
Programmer PR4 A4 SC3	\$ 48.65	\$ 47.93
Programmer PR5 A4 SC1	\$ 36.53	\$ 35.99
Programmer PR5 A4 SC2	\$ 43.54	\$ 42.90
Programmer PR5 A4 SC3	\$ 51.92	\$ 51.15
Programmer PR6 A4 SC1	\$ 40.98	\$ 40.37

Job Title - Area 4	Client Rate	Vendor Rate
Programmer PR6 A4 SC2	\$ 48.84	\$ 48.12
Programmer PR6 A4 SC3	\$ 58.23	\$ 57.37
Project Manager PJM1 A4 SC1	\$ 38.80	\$ 38.23
Project Manager PJM1 A4 SC2	\$ 46.25	\$ 45.57
Project Manager PJM1 A4 SC3	\$ 55.14	\$ 54.33
Project Manager PJM2 A4 SC1	\$ 42.12	\$ 41.50
Project Manager PJM2 A4 SC2	\$ 50.20	\$ 49.46
Project Manager PJM2 A4 SC3	\$ 59.85	\$ 58.97
Project Manager PJM3 A4 SC1	\$ 48.21	\$ 47.50
Project Manager PJM3 A4 SC2	\$ 57.46	\$ 56.61
Project Manager PJM3 A4 SC3	\$ 68.50	\$ 67.49
Project Manager PJM4 A4 SC1	\$ 51.25	\$ 50.49
Project Manager PJM4 A4 SC2	\$ 61.08	\$ 60.18
Project Manager PJM4 A4 SC3	\$ 72.82	\$ 71.74
Quality Assurance Specialist QAS1 A4 SC1	\$ 31.48	\$ 31.01
Quality Assurance Specialist QAS1 A4 SC2	\$ 37.51	\$ 36.96
Quality Assurance Specialist QAS1 A4 SC3	\$ 44.72	\$ 44.06
Quality Assurance Specialist QAS2 A4 SC1	\$ 34.67	\$ 34.16
Quality Assurance Specialist QAS2 A4 SC2	\$ 41.32	\$ 40.71
Quality Assurance Specialist QAS2 A4 SC3	\$ 49.26	\$ 48.53
Quality Assurance Specialist QAS3 A4 SC1	\$ 37.52	\$ 36.97
Quality Assurance Specialist QAS3 A4 SC2	\$ 44.72	\$ 44.06
Quality Assurance Specialist QAS3 A4 SC3	\$ 53.32	\$ 52.53
Senior Architect SAR1 A4 SC1	\$ 43.48	\$ 42.84
Senior Architect SAR1 A4 SC2	\$ 51.83	\$ 51.06
Senior Architect SAR1 A4 SC3	\$ 61.78	\$ 60.87
Senior Architect SAR2 A4 SC1	\$ 49.99	\$ 49.25
Senior Architect SAR2 A4 SC2	\$ 59.58	\$ 58.70
Senior Architect SAR2 A4 SC3	\$ 71.03	\$ 69.98
Senior Business Subject Matter Expert SME1 A4 SC1	\$ 29.86	\$ 29.42
Senior Business Subject Matter Expert SME1 A4 SC2	\$ 35.60	\$ 35.07
Senior Business Subject Matter Expert SME1 A4 SC3	\$ 42.44	\$ 41.81
Senior Business Subject Matter Expert SME2 A4 SC1	\$ 32.24	\$ 31.76
Senior Business Subject Matter Expert SME2 A4 SC2	\$ 38.43	\$ 37.86
Senior Business Subject Matter Expert SME2 A4 SC3	\$ 45.81	\$ 45.13
Senior Database Architect SDA1 A4 SC1	\$ 45.58	\$ 44.91
Senior Database Architect SDA1 A4 SC2	\$ 54.33	\$ 53.53
Senior Database Architect SDA1 A4 SC3	\$ 64.78	\$ 63.82
Senior Program Manager SPM1 A4 SC1	\$ 55.10	\$ 54.29
Senior Program Manager SPM1 A4 SC2	\$ 65.68	\$ 64.71
Senior Program Manager SPM1 A4 SC3	\$ 78.30	\$ 77.14
Service Desk SD1 A4 SC1	\$ 16.78	\$ 16.53
Service Desk SD1 A4 SC2	\$ 20.00	\$ 19.70
Service Desk SD1 A4 SC3	\$ 23.84	\$ 23.49
Service Desk SD2 A4 SC1	\$ 17.69	\$ 17.43
Service Desk SD2 A4 SC2	\$ 21.09	\$ 20.78

Job Title - Area 4	Client Rate	Vendor Rate
Service Desk SD2 A4 SC3	\$ 25.14	\$ 24.77
Software Process Engineer SPS1 A4 SC1	\$ 46.59	\$ 45.90
Software Process Engineer SPS1 A4 SC2	\$ 55.53	\$ 54.71
Software Process Engineer SPS1 A4 SC3	\$ 66.20	\$ 65.22
Software Process Engineer SPS2 A4 SC1	\$ 50.85	\$ 50.10
Software Process Engineer SPS2 A4 SC2	\$ 60.61	\$ 59.71
Software Process Engineer SPS2 A4 SC3	\$ 72.25	\$ 71.18
Software Process Engineer SPS3 A4 SC1	\$ 54.69	\$ 53.88
Software Process Engineer SPS3 A4 SC2	\$ 65.18	\$ 64.22
Software Process Engineer SPS3 A4 SC3	\$ 77.71	\$ 76.56
System Administrator SA1 A4 SC1	\$ 37.47	\$ 36.92
System Administrator SA1 A4 SC2	\$ 44.67	\$ 44.01
System Administrator SA1 A4 SC3	\$ 53.26	\$ 52.47
System Administrator SA2 A4 SC1	\$ 39.02	\$ 38.44
System Administrator SA2 A4 SC2	\$ 46.51	\$ 45.82
System Administrator SA2 A4 SC3	\$ 55.44	\$ 54.62
System Administrator SA3 A4 SC1	\$ 42.02	\$ 41.40
System Administrator SA3 A4 SC2	\$ 50.08	\$ 49.34
System Administrator SA3 A4 SC3	\$ 59.70	\$ 58.82
System Administrator SA4 A4 SC1	\$ 44.89	\$ 44.23
System Administrator SA4 A4 SC2	\$ 53.51	\$ 52.72
System Administrator SA4 A4 SC3	\$ 63.79	\$ 62.85
System Administrator SA5 A4 SC1	\$ 48.85	\$ 48.13
System Administrator SA5 A4 SC2	\$ 58.23	\$ 57.37
System Administrator SA5 A4 SC3	\$ 69.42	\$ 68.39
System Specialist SS1 A4 SC1	\$ 30.18	\$ 29.73
System Specialist SS1 A4 SC2	\$ 35.97	\$ 35.44
System Specialist SS1 A4 SC3	\$ 42.88	\$ 42.25
System Specialist SS2 A4 SC1	\$ 32.51	\$ 32.03
System Specialist SS2 A4 SC2	\$ 38.75	\$ 38.18
System Specialist SS2 A4 SC3	\$ 46.20	\$ 45.52
System Specialist SS3 A4 SC1	\$ 34.70	\$ 34.19
System Specialist SS3 A4 SC2	\$ 41.36	\$ 40.75
System Specialist SS3 A4 SC3	\$ 49.31	\$ 48.58
Team Lead TL1 A4 SC1	\$ 53.76	\$ 52.97
Team Lead TL1 A4 SC2	\$ 64.09	\$ 63.14
Team Lead TL1 A4 SC3	\$ 76.41	\$ 75.28
Team Lead TL2 A4 SC1	\$ 57.47	\$ 56.62
Team Lead TL2 A4 SC2	\$ 68.50	\$ 67.49
Team Lead TL2 A4 SC3	\$ 81.67	\$ 80.46
Technical Architecture Specialist TAS1 A4 SC1	\$ 60.82	\$ 59.92
Technical Architecture Specialist TAS1 A4 SC2	\$ 72.49	\$ 71.42
Technical Architecture Specialist TAS1 A4 SC3	\$ 86.42	\$ 85.14
Technical Architecture Specialist TAS2 A4 SC1	\$ 65.66	\$ 64.69
Technical Architecture Specialist TAS2 A4 SC2	\$ 78.26	\$ 77.10
Technical Architecture Specialist TAS2 A4 SC3	\$ 93.30	\$ 91.92

Job Title - Area 4	Client Rate	Vendor Rate
Technical Architecture Specialist TAS3 A4 SC1	\$ 70.22	\$ 69.18
Technical Architecture Specialist TAS3 A4 SC2	\$ 83.70	\$ 82.46
Technical Architecture Specialist TAS3 A4 SC3	\$ 99.78	\$ 98.31
Technical Specialist TS1 A4 SC1	\$ 21.81	\$ 21.49
Technical Specialist TS1 A4 SC2	\$ 25.99	\$ 25.61
Technical Specialist TS1 A4 SC3	\$ 30.99	\$ 30.53
Technical Specialist TS2 A4 SC1	\$ 23.94	\$ 23.59
Technical Specialist TS2 A4 SC2	\$ 28.54	\$ 28.12
Technical Specialist TS2 A4 SC3	\$ 34.02	\$ 33.52
Technical Specialist TS3 A4 SC1	\$ 25.15	\$ 24.78
Technical Specialist TS3 A4 SC2	\$ 29.97	\$ 29.53
Technical Specialist TS3 A4 SC3	\$ 35.74	\$ 35.21
Technical Specialist TS4 A4 SC1	\$ 26.20	\$ 25.81
Technical Specialist TS4 A4 SC2	\$ 31.22	\$ 30.76
Technical Specialist TS4 A4 SC3	\$ 37.22	\$ 36.67
Technical Specialist TS5 A4 SC1	\$ 27.12	\$ 26.72
Technical Specialist TS5 A4 SC2	\$ 32.33	\$ 31.85
Technical Specialist TS5 A4 SC3	\$ 38.54	\$ 37.97
Technical Writer TW1 A4 SC1	\$ 27.31	\$ 26.91
Technical Writer TW1 A4 SC2	\$ 32.55	\$ 32.07
Technical Writer TW1 A4 SC3	\$ 38.80	\$ 38.23
Technical Writer TW2 A4 SC1	\$ 29.73	\$ 29.29
Technical Writer TW2 A4 SC2	\$ 35.43	\$ 34.91
Technical Writer TW2 A4 SC3	\$ 42.24	\$ 41.62
Technical Writer TW3 A4 SC1	\$ 32.07	\$ 31.60
Technical Writer TW3 A4 SC2	\$ 38.22	\$ 37.66
Technical Writer TW3 A4 SC3	\$ 45.57	\$ 44.90
Technical Writer TW4 A4 SC1	\$ 35.08	\$ 34.56
Technical Writer TW4 A4 SC2	\$ 41.81	\$ 41.19
Technical Writer TW4 A4 SC3	\$ 49.85	\$ 49.11
Telecom Engineer TE1 A4 SC1	\$ 40.17	\$ 39.58
Telecom Engineer TE1 A4 SC2	\$ 47.88	\$ 47.17
Telecom Engineer TE1 A4 SC3	\$ 57.08	\$ 56.24
Telecom Engineer TE2 A4 SC1	\$ 45.41	\$ 44.74
Telecom Engineer TE2 A4 SC2	\$ 54.13	\$ 53.33
Telecom Engineer TE2 A4 SC3	\$ 64.53	\$ 63.58
Telecom Engineer TE3 A4 SC1	\$ 48.64	\$ 47.92
Telecom Engineer TE3 A4 SC2	\$ 57.98	\$ 57.12
Telecom Engineer TE3 A4 SC3	\$ 69.12	\$ 68.10
Tester TEST1 A4 SC1	\$ 41.68	\$ 41.06
Tester TEST1 A4 SC2	\$ 49.67	\$ 48.94
Tester TEST1 A4 SC3	\$ 59.22	\$ 58.34
Tester TEST2 A4 SC1	\$ 45.52	\$ 44.85
Tester TEST2 A4 SC2	\$ 54.26	\$ 53.46
Tester TEST2 A4 SC3	\$ 64.69	\$ 63.73
Tester TEST3 A4 SC1	\$ 49.17	\$ 48.44

Job Title - Area 4	Client Rate	Vendor Rate
Tester TEST3 A4 SC2	\$ 58.60	\$ 57.73
Tester TEST3 A4 SC3	\$ 69.86	\$ 68.83
Video Conference Specialist VCS1 A4 SC1	\$ 33.29	\$ 32.80
Video Conference Specialist VCS1 A4 SC2	\$ 39.68	\$ 39.09
Video Conference Specialist VCS1 A4 SC3	\$ 47.30	\$ 46.60
Video Conference Specialist VCS2 A4 SC1	\$ 35.40	\$ 34.88
Video Conference Specialist VCS2 A4 SC2	\$ 42.19	\$ 41.57
Video Conference Specialist VCS2 A4 SC3	\$ 50.30	\$ 49.56
Voice/Data Engineer VDE1 A4 SC1	\$ 41.86	\$ 41.24
Voice/Data Engineer VDE1 A4 SC2	\$ 49.89	\$ 49.15
Voice/Data Engineer VDE1 A4 SC3	\$ 59.48	\$ 58.60
Voice/Data Engineer VDE2 A4 SC1	\$ 48.07	\$ 47.36
Voice/Data Engineer VDE2 A4 SC2	\$ 57.30	\$ 56.45
Voice/Data Engineer VDE2 A4 SC3	\$ 68.31	\$ 67.30
Voice/Data Engineer VDE3 A4 SC1	\$ 51.54	\$ 50.78
Voice/Data Engineer VDE3 A4 SC2	\$ 61.43	\$ 60.52
Voice/Data Engineer VDE3 A4 SC3	\$ 73.23	\$ 72.15