

PA ITSA Rate Card Effective 1/1/2022

Job Title - Area 4	Client Rate	Vendor Rate
Travel, Meals, Lodging & Other Expenses	\$ -	
Exception	\$ -	
Application Developer AD1 A4 SC1	\$ 32.66	\$ 32.17
Application Developer AD1 A4 SC2	\$ 38.93	\$ 38.35
Application Developer AD1 A4 SC3	\$ 46.41	\$ 45.71
Application Developer AD2 A4 SC1	\$ 35.57	\$ 35.04
Application Developer AD2 A4 SC2	\$ 42.39	\$ 41.75
Application Developer AD2 A4 SC3	\$ 50.54	\$ 49.78
Application Developer AD3 A4 SC1	\$ 36.15	\$ 35.61
Application Developer AD3 A4 SC2	\$ 43.09	\$ 42.44
Application Developer AD3 A4 SC3	\$ 51.37	\$ 50.60
Architect AR1 A4 SC1	\$ 65.09	\$ 64.11
Architect AR1 A4 SC2	\$ 77.59	\$ 76.43
Architect AR1 A4 SC3	\$ 92.50	\$ 91.11
Business Analyst BA1 A4 SC1	\$ 29.44	\$ 29.00
Business Analyst BA1 A4 SC2	\$ 35.09	\$ 34.56
Business Analyst BA1 A4 SC3	\$ 41.83	\$ 41.20
Business Analyst BA2 A4 SC1	\$ 31.49	\$ 31.02
Business Analyst BA2 A4 SC2	\$ 37.52	\$ 36.96
Business Analyst BA2 A4 SC3	\$ 44.73	\$ 44.06
Business Analyst BA3 A4 SC1	\$ 34.30	\$ 33.79
Business Analyst BA3 A4 SC2	\$ 40.87	\$ 40.26
Business Analyst BA3 A4 SC3	\$ 48.73	\$ 48.00
CADD/GIS Administrator CGA1 A4 SC1	\$ 31.76	\$ 31.28
CADD/GIS Administrator CGA1 A4 SC2	\$ 37.86	\$ 37.29
CADD/GIS Administrator CGA1 A4 SC3	\$ 45.14	\$ 44.46
CADD/GIS Administrator CGA2 A4 SC1	\$ 34.86	\$ 34.34
CADD/GIS Administrator CGA2 A4 SC2	\$ 41.54	\$ 40.92
CADD/GIS Administrator CGA2 A4 SC3	\$ 49.52	\$ 48.78
CADD/GIS Administrator CGA3 A4 SC1	\$ 40.12	\$ 39.52
CADD/GIS Administrator CGA3 A4 SC2	\$ 47.88	\$ 47.16
CADD/GIS Administrator CGA3 A4 SC3	\$ 57.07	\$ 56.21
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	\$ 20.72
Database Administrator DBA1 A4 SC1	\$ 41.19	\$ 40.57
Database Administrator DBA1 A4 SC2	\$ 49.10	\$ 48.36
Database Administrator DBA1 A4 SC3	\$ 58.52	\$ 57.64
Database Administrator DBA2 A4 SC1	\$ 43.40	\$ 42.75
Database Administrator DBA2 A4 SC2	\$ 51.73	\$ 50.95

Job Title - Area 4	Client Rate	Vendor Rate
Database Administrator DBA2 A4 SC3	\$ 61.68	\$ 60.75
Database Administrator DBA3 A4 SC1	\$ 47.56	\$ 46.85
Database Administrator DBA3 A4 SC2	\$ 56.69	\$ 55.84
Database Administrator DBA3 A4 SC3	\$ 67.58	\$ 66.57
Database Administrator DBA4 A4 SC1	\$ 52.76	\$ 51.97
Database Administrator DBA4 A4 SC2	\$ 62.88	\$ 61.94
Database Administrator DBA4 A4 SC3	\$ 74.96	\$ 73.84
Functional Architect FA1 A4 SC1	\$ 81.64	\$ 80.42
Functional Architect FA1 A4 SC2	\$ 97.31	\$ 95.85
Functional Architect FA1 A4 SC3	\$ 116.01	\$ 114.27
Functional Architect FA2 A4 SC1	\$ 102.06	\$ 100.53
Functional Architect FA2 A4 SC2	\$ 121.65	\$ 119.83
Functional Architect FA2 A4 SC3	\$ 145.02	\$ 142.84
Functional Architect FA3 A4 SC1	\$ 124.74	\$ 122.87
Functional Architect FA3 A4 SC2	\$ 148.68	\$ 146.45
Functional Architect FA3 A4 SC3	\$ 177.25	\$ 174.59
Help Desk Analyst HDA1 A4 SC1	\$ 18.53	\$ 18.25
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	\$ 23.59
Help Desk Analyst HDA2 A4 SC3	\$ 28.56	\$ 28.13
Help Desk Analyst HDA3 A4 SC1	\$ 21.55	\$ 21.23
Help Desk Analyst HDA3 A4 SC2	\$ 25.68	\$ 25.29
Help Desk Analyst HDA3 A4 SC3	\$ 30.61	\$ 30.15
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	\$ 17.44
Intern INT2 A4 SC3	\$ 21.11	\$ 20.79
Intern INT3 A4 SC1	\$ 15.60	\$ 15.37
Intern INT3 A4 SC2	\$ 18.59	\$ 18.31
Intern INT3 A4 SC3	\$ 22.17	\$ 21.84
Mobile Specialist MS1 A4 SC1	\$ 53.23	\$ 52.43
Mobile Specialist MS1 A4 SC2	\$ 63.44	\$ 62.49
Mobile Specialist MS1 A4 SC3	\$ 75.63	\$ 74.50
Mobile Specialist MS2 A4 SC1	\$ 72.65	\$ 71.56
Mobile Specialist MS2 A4 SC2	\$ 86.59	\$ 85.29
Mobile Specialist MS2 A4 SC3	\$ 103.23	\$ 101.68
Network Engineer NE1 A4 SC1	\$ 41.47	\$ 40.85
Network Engineer NE1 A4 SC2	\$ 49.43	\$ 48.69
Network Engineer NE1 A4 SC3	\$ 58.93	\$ 58.05
Network Engineer NE2 A4 SC1	\$ 45.20	\$ 44.52
Network Engineer NE2 A4 SC2	\$ 53.88	\$ 53.07
Network Engineer NE2 A4 SC3	\$ 64.23	\$ 63.27

Job Title - Area 4	Client Rate	Vendor Rate
Network Engineer NE3 A4 SC1	\$ 48.71	\$ 47.98
Network Engineer NE3 A4 SC2	\$ 58.06	\$ 57.19
Network Engineer NE3 A4 SC3	\$ 69.21	\$ 68.17
Product Specialist PS1 A4 SC1	\$ 19.07	\$ 18.78
Product Specialist PS1 A4 SC2	\$ 22.73	\$ 22.39
Product Specialist PS1 A4 SC3	\$ 27.09	\$ 26.68
Product Specialist PS2 A4 SC1	\$ 21.29	\$ 20.97
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	\$ 29.98
Product Specialist PS3 A4 SC3	\$ 36.29	\$ 35.75
Product Specialist PS4 A4 SC1	\$ 30.61	\$ 30.15
Product Specialist PS4 A4 SC2	\$ 36.49	\$ 35.94
Product Specialist PS4 A4 SC3	\$ 43.50	\$ 42.85
Product Specialist PS5 A4 SC1	\$ 42.03	\$ 41.40
Product Specialist PS5 A4 SC2	\$ 50.10	\$ 49.35
Product Specialist PS5 A4 SC3	\$ 59.73	\$ 58.83
Product Specialist PS6 A4 SC1	\$ 46.34	\$ 45.64
Product Specialist PS6 A4 SC2	\$ 55.24	\$ 54.41
Product Specialist PS6 A4 SC3	\$ 65.85	\$ 64.86
Program Manager PM1 A4 SC1	\$ 34.54	\$ 34.02
Program Manager PM1 A4 SC2	\$ 41.17	\$ 40.55
Program Manager PM1 A4 SC3	\$ 49.09	\$ 48.35
Program Manager PM2 A4 SC1	\$ 37.16	\$ 36.60
Program Manager PM2 A4 SC2	\$ 44.28	\$ 43.62
Program Manager PM2 A4 SC3	\$ 52.79	\$ 52.00
Program Manager PM3 A4 SC1	\$ 39.51	\$ 38.92
Program Manager PM3 A4 SC2	\$ 47.10	\$ 46.39
Program Manager PM3 A4 SC3	\$ 56.15	\$ 55.31
Program Manager PM4 A4 SC1	\$ 43.83	\$ 43.17
Program Manager PM4 A4 SC2	\$ 52.24	\$ 51.46
Program Manager PM4 A4 SC3	\$ 62.28	\$ 61.35
Programmer PR1 A4 SC1	\$ 28.64	\$ 28.21
Programmer PR1 A4 SC2	\$ 34.13	\$ 33.62
Programmer PR1 A4 SC3	\$ 40.69	\$ 40.08
Programmer PR2 A4 SC1	\$ 32.68	\$ 32.19
Programmer PR2 A4 SC2	\$ 38.96	\$ 38.38
Programmer PR2 A4 SC3	\$ 46.45	\$ 45.75
Programmer PR3 A4 SC1	\$ 35.01	\$ 34.48
Programmer PR3 A4 SC2	\$ 41.73	\$ 41.10
Programmer PR3 A4 SC3	\$ 49.75	\$ 49.00
Programmer PR4 A4 SC1	\$ 34.24	\$ 33.73
Programmer PR4 A4 SC2	\$ 40.80	\$ 40.19
Programmer PR4 A4 SC3	\$ 48.65	\$ 47.92
Programmer PR5 A4 SC1	\$ 36.53	\$ 35.98

Job Title - Area 4	Client Rate	Vendor Rate
Programmer PR5 A4 SC2	\$ 43.54	\$ 42.89
Programmer PR5 A4 SC3	\$ 51.92	\$ 51.14
Programmer PR6 A4 SC1	\$ 40.98	\$ 40.37
Programmer PR6 A4 SC2	\$ 48.84	\$ 48.11
Programmer PR6 A4 SC3	\$ 58.23	\$ 57.36
Project Manager PJM1 A4 SC1	\$ 38.80	\$ 38.22
Project Manager PJM1 A4 SC2	\$ 46.25	\$ 45.56
Project Manager PJM1 A4 SC3	\$ 55.14	\$ 54.31
Project Manager PJM2 A4 SC1	\$ 42.12	\$ 41.49
Project Manager PJM2 A4 SC2	\$ 50.20	\$ 49.45
Project Manager PJM2 A4 SC3	\$ 59.85	\$ 58.95
Project Manager PJM3 A4 SC1	\$ 48.21	\$ 47.49
Project Manager PJM3 A4 SC2	\$ 57.46	\$ 56.60
Project Manager PJM3 A4 SC3	\$ 68.50	\$ 67.47
Project Manager PJM4 A4 SC1	\$ 51.25	\$ 50.48
Project Manager PJM4 A4 SC2	\$ 61.08	\$ 60.16
Project Manager PJM4 A4 SC3	\$ 72.82	\$ 71.73
Quality Assurance Specialist QAS1 A4 SC1	\$ 31.48	\$ 31.01
Quality Assurance Specialist QAS1 A4 SC2	\$ 37.51	\$ 36.95
Quality Assurance Specialist QAS1 A4 SC3	\$ 44.72	\$ 44.05
Quality Assurance Specialist QAS2 A4 SC1	\$ 34.67	\$ 34.15
Quality Assurance Specialist QAS2 A4 SC2	\$ 41.32	\$ 40.70
Quality Assurance Specialist QAS2 A4 SC3	\$ 49.26	\$ 48.52
Quality Assurance Specialist QAS3 A4 SC1	\$ 37.52	\$ 36.96
Quality Assurance Specialist QAS3 A4 SC2	\$ 44.72	\$ 44.05
Quality Assurance Specialist QAS3 A4 SC3	\$ 53.32	\$ 52.52
Senior Architect SAR1 A4 SC1	\$ 43.48	\$ 42.83
Senior Architect SAR1 A4 SC2	\$ 51.83	\$ 51.05
Senior Architect SAR1 A4 SC3	\$ 61.78	\$ 60.85
Senior Architect SAR2 A4 SC1	\$ 49.99	\$ 49.24
Senior Architect SAR2 A4 SC2	\$ 59.58	\$ 58.69
Senior Architect SAR2 A4 SC3	\$ 71.03	\$ 69.96
Senior Business Subject Matter Expert SME1 A4 SC1	\$ 29.86	\$ 29.41
Senior Business Subject Matter Expert SME1 A4 SC2	\$ 35.60	\$ 35.07
Senior Business Subject Matter Expert SME1 A4 SC3	\$ 42.44	\$ 41.80
Senior Business Subject Matter Expert SME2 A4 SC1	\$ 32.24	\$ 31.76
Senior Business Subject Matter Expert SME2 A4 SC2	\$ 38.43	\$ 37.85
Senior Business Subject Matter Expert SME2 A4 SC3	\$ 45.81	\$ 45.12
Senior Database Architect SDA1 A4 SC1	\$ 45.58	\$ 44.90
Senior Database Architect SDA1 A4 SC2	\$ 54.33	\$ 53.52
Senior Database Architect SDA1 A4 SC3	\$ 64.78	\$ 63.81
Senior Program Manager SPM1 A4 SC1	\$ 55.10	\$ 54.27
Senior Program Manager SPM1 A4 SC2	\$ 65.68	\$ 64.69
Senior Program Manager SPM1 A4 SC3	\$ 78.30	\$ 77.13
Service Desk SD1 A4 SC1	\$ 16.78	\$ 16.53
Service Desk SD1 A4 SC2	\$ 20.00	\$ 19.70

Job Title - Area 4	Client Rate	Vendor Rate
Service Desk SD1 A4 SC3	\$ 23.84	\$ 23.48
Service Desk SD2 A4 SC1	\$ 17.69	\$ 17.42
Service Desk SD2 A4 SC2	\$ 21.09	\$ 20.77
Service Desk SD2 A4 SC3	\$ 25.14	\$ 24.76
Software Process Engineer SPS1 A4 SC1	\$ 46.59	\$ 45.89
Software Process Engineer SPS1 A4 SC2	\$ 55.53	\$ 54.70
Software Process Engineer SPS1 A4 SC3	\$ 66.20	\$ 65.21
Software Process Engineer SPS2 A4 SC1	\$ 50.85	\$ 50.09
Software Process Engineer SPS2 A4 SC2	\$ 60.61	\$ 59.70
Software Process Engineer SPS2 A4 SC3	\$ 72.25	\$ 71.17
Software Process Engineer SPS3 A4 SC1	\$ 54.69	\$ 53.87
Software Process Engineer SPS3 A4 SC2	\$ 65.18	\$ 64.20
Software Process Engineer SPS3 A4 SC3	\$ 77.71	\$ 76.54
System Administrator SA1 A4 SC1	\$ 37.47	\$ 36.91
System Administrator SA1 A4 SC2	\$ 44.67	\$ 44.00
System Administrator SA1 A4 SC3	\$ 53.26	\$ 52.46
System Administrator SA2 A4 SC1	\$ 39.02	\$ 38.43
System Administrator SA2 A4 SC2	\$ 46.51	\$ 45.81
System Administrator SA2 A4 SC3	\$ 55.44	\$ 54.61
System Administrator SA3 A4 SC1	\$ 42.02	\$ 41.39
System Administrator SA3 A4 SC2	\$ 50.08	\$ 49.33
System Administrator SA3 A4 SC3	\$ 59.70	\$ 58.80
System Administrator SA4 A4 SC1	\$ 44.89	\$ 44.22
System Administrator SA4 A4 SC2	\$ 53.51	\$ 52.71
System Administrator SA4 A4 SC3	\$ 63.79	\$ 62.83
System Administrator SA5 A4 SC1	\$ 48.85	\$ 48.12
System Administrator SA5 A4 SC2	\$ 58.23	\$ 57.36
System Administrator SA5 A4 SC3	\$ 69.42	\$ 68.38
System Specialist SS1 A4 SC1	\$ 30.18	\$ 29.73
System Specialist SS1 A4 SC2	\$ 35.97	\$ 35.43
System Specialist SS1 A4 SC3	\$ 42.88	\$ 42.24
System Specialist SS2 A4 SC1	\$ 32.51	\$ 32.02
System Specialist SS2 A4 SC2	\$ 38.75	\$ 38.17
System Specialist SS2 A4 SC3	\$ 46.20	\$ 45.51
System Specialist SS3 A4 SC1	\$ 34.70	\$ 34.18
System Specialist SS3 A4 SC2	\$ 41.36	\$ 40.74
System Specialist SS3 A4 SC3	\$ 49.31	\$ 48.57
Team Lead TL1 A4 SC1	\$ 53.76	\$ 52.95
Team Lead TL1 A4 SC2	\$ 64.09	\$ 63.13
Team Lead TL1 A4 SC3	\$ 76.41	\$ 75.26
Team Lead TL2 A4 SC1	\$ 57.47	\$ 56.61
Team Lead TL2 A4 SC2	\$ 68.50	\$ 67.47
Team Lead TL2 A4 SC3	\$ 81.67	\$ 80.44
Technical Architecture Specialist TAS1 A4 SC1	\$ 60.82	\$ 59.91
Technical Architecture Specialist TAS1 A4 SC2	\$ 72.49	\$ 71.40
Technical Architecture Specialist TAS1 A4 SC3	\$ 86.42	\$ 85.12

Job Title - Area 4	Client Rate	Vendor Rate
Technical Architecture Specialist TAS2 A4 SC1	\$ 65.66	\$ 64.68
Technical Architecture Specialist TAS2 A4 SC2	\$ 78.26	\$ 77.09
Technical Architecture Specialist TAS2 A4 SC3	\$ 93.30	\$ 91.90
Technical Architecture Specialist TAS3 A4 SC1	\$ 70.22	\$ 69.17
Technical Architecture Specialist TAS3 A4 SC2	\$ 83.70	\$ 82.44
Technical Architecture Specialist TAS3 A4 SC3	\$ 99.78	\$ 98.28
Technical Specialist TS1 A4 SC1	\$ 21.81	\$ 21.48
Technical Specialist TS1 A4 SC2	\$ 25.99	\$ 25.60
Technical Specialist TS1 A4 SC3	\$ 30.99	\$ 30.53
Technical Specialist TS2 A4 SC1	\$ 23.94	\$ 23.58
Technical Specialist TS2 A4 SC2	\$ 28.54	\$ 28.11
Technical Specialist TS2 A4 SC3	\$ 34.02	\$ 33.51
Technical Specialist TS3 A4 SC1	\$ 25.15	\$ 24.77
Technical Specialist TS3 A4 SC2	\$ 29.97	\$ 29.52
Technical Specialist TS3 A4 SC3	\$ 35.74	\$ 35.20
Technical Specialist TS4 A4 SC1	\$ 26.20	\$ 25.81
Technical Specialist TS4 A4 SC2	\$ 31.22	\$ 30.75
Technical Specialist TS4 A4 SC3	\$ 37.22	\$ 36.66
Technical Specialist TS5 A4 SC1	\$ 27.12	\$ 26.71
Technical Specialist TS5 A4 SC2	\$ 32.33	\$ 31.85
Technical Specialist TS5 A4 SC3	\$ 38.54	\$ 37.96
Technical Writer TW1 A4 SC1	\$ 27.31	\$ 26.90
Technical Writer TW1 A4 SC2	\$ 32.55	\$ 32.06
Technical Writer TW1 A4 SC3	\$ 38.80	\$ 38.22
Technical Writer TW2 A4 SC1	\$ 29.73	\$ 29.28
Technical Writer TW2 A4 SC2	\$ 35.43	\$ 34.90
Technical Writer TW2 A4 SC3	\$ 42.24	\$ 41.61
Technical Writer TW3 A4 SC1	\$ 32.07	\$ 31.59
Technical Writer TW3 A4 SC2	\$ 38.22	\$ 37.65
Technical Writer TW3 A4 SC3	\$ 45.57	\$ 44.89
Technical Writer TW4 A4 SC1	\$ 35.08	\$ 34.55
Technical Writer TW4 A4 SC2	\$ 41.81	\$ 41.18
Technical Writer TW4 A4 SC3	\$ 49.85	\$ 49.10
Telecom Engineer TE1 A4 SC1	\$ 40.17	\$ 39.57
Telecom Engineer TE1 A4 SC2	\$ 47.88	\$ 47.16
Telecom Engineer TE1 A4 SC3	\$ 57.08	\$ 56.22
Telecom Engineer TE2 A4 SC1	\$ 45.41	\$ 44.73
Telecom Engineer TE2 A4 SC2	\$ 54.13	\$ 53.32
Telecom Engineer TE2 A4 SC3	\$ 64.53	\$ 63.56
Telecom Engineer TE3 A4 SC1	\$ 48.64	\$ 47.91
Telecom Engineer TE3 A4 SC2	\$ 57.98	\$ 57.11
Telecom Engineer TE3 A4 SC3	\$ 69.12	\$ 68.08
Tester TEST1 A4 SC1	\$ 41.68	\$ 41.05
Tester TEST1 A4 SC2	\$ 49.67	\$ 48.92
Tester TEST1 A4 SC3	\$ 59.22	\$ 58.33
Tester TEST2 A4 SC1	\$ 45.52	\$ 44.84

Job Title - Area 4	Client Rate	Vendor Rate
Tester TEST2 A4 SC2	\$ 54.26	\$ 53.45
Tester TEST2 A4 SC3	\$ 64.69	\$ 63.72
Tester TEST3 A4 SC1	\$ 49.17	\$ 48.43
Tester TEST3 A4 SC2	\$ 58.60	\$ 57.72
Tester TEST3 A4 SC3	\$ 69.86	\$ 68.81
Video Conference Specialist VCS1 A4 SC1	\$ 33.29	\$ 32.79
Video Conference Specialist VCS1 A4 SC2	\$ 39.68	\$ 39.08
Video Conference Specialist VCS1 A4 SC3	\$ 47.30	\$ 46.59
Video Conference Specialist VCS2 A4 SC1	\$ 35.40	\$ 34.87
Video Conference Specialist VCS2 A4 SC2	\$ 42.19	\$ 41.56
Video Conference Specialist VCS2 A4 SC3	\$ 50.30	\$ 49.55
Voice/Data Engineer VDE1 A4 SC1	\$ 41.86	\$ 41.23
Voice/Data Engineer VDE1 A4 SC2	\$ 49.89	\$ 49.14
Voice/Data Engineer VDE1 A4 SC3	\$ 59.48	\$ 58.59
Voice/Data Engineer VDE2 A4 SC1	\$ 48.07	\$ 47.35
Voice/Data Engineer VDE2 A4 SC2	\$ 57.30	\$ 56.44
Voice/Data Engineer VDE2 A4 SC3	\$ 68.31	\$ 67.29
Voice/Data Engineer VDE3 A4 SC1	\$ 51.54	\$ 50.77
Voice/Data Engineer VDE3 A4 SC2	\$ 61.43	\$ 60.51
Voice/Data Engineer VDE3 A4 SC3	\$ 73.23	\$ 72.13