

Line Item	Functional Area	Job Title	Job Level	LOW	MID	HIGH
				Bill	Bill	Bill
U-0001	Application Architecture, Design and Development	Applications Systems Analyst	ASA1	\$ 61.59	\$ 70.40	\$ 79.48
U-0002	Application Architecture, Design and Development	Applications Systems Analyst	ASA2	\$ 66.68	\$ 76.11	\$ 86.05
U-0003	Application Architecture, Design and Development	Applications Systems Analyst	ASA3	\$ 72.99	\$ 83.13	\$ 94.13
U-0004	Application Architecture, Design and Development	Production Support Specialist	PSS1	\$ 62.91	\$ 71.88	\$ 81.18
U-0005	Application Architecture, Design and Development	Production Support Specialist	PSS2	\$ 68.10	\$ 77.70	\$ 87.87
U-0006	Application Architecture, Design and Development	Production Support Specialist	PSS3	\$ 74.52	\$ 84.83	\$ 96.09
U-0007	Application Architecture, Design and Development	Application Developer	AD1	\$ 65.94	\$ 75.28	\$ 85.09
U-0008	Application Architecture, Design and Development	Application Developer	AD2	\$ 75.23	\$ 85.61	\$ 96.99
U-0009	Application Architecture, Design and Development	Application Developer	AD3	\$ 83.20	\$ 94.39	\$ 107.07
U-0010	Application Architecture, Design and Development	Application Developer	AD4	\$ 91.48	\$ 103.43	\$ 117.34
U-0011	Application Architecture, Design and Development	Development Team Lead	DTL1	\$ 103.28	\$ 115.91	\$ 130.11
U-0012	Application Architecture, Design and Development	Application Technical Specialist	ATS1	\$ 72.11	\$ 82.15	\$ 93.00
U-0013	Application Architecture, Design and Development	Application Technical Specialist	ATS2	\$ 84.26	\$ 95.55	\$ 108.39
U-0014	Application Architecture, Design and Development	Application Technical Specialist	ATS3	\$ 93.79	\$ 105.93	\$ 120.14
U-0015	Application Architecture, Design and Development	Application Technical Specialist	ATS4	\$ 103.28	\$ 115.91	\$ 130.11
U-0016	Application Architecture, Design and Development	Applications Architect	AA1	\$ 108.59	\$ 120.97	\$ 141.32
U-0017	Application Architecture, Design and Development	Applications Architect	AA2	\$ 121.25	\$ 134.55	\$ 156.47
				\$ -	\$ -	\$ -
U-0018	Application Architecture, Design and Development	Mobile Specialist	MS1	\$ 104.66	\$ 115.27	\$ 128.69
U-0019	Application Architecture, Design and Development	Mobile Specialist	MS2	\$ 117.68	\$ 129.13	\$ 143.71
				\$ -	\$ -	\$ -
U-0020	Application Architecture, Design and Development	QA Tester	QAT1	\$ 57.45	\$ 65.73	\$ 74.13
U-0021	Application Architecture, Design and Development	QA Tester	QAT2	\$ 64.39	\$ 73.55	\$ 83.09
U-0022	Application Architecture, Design and Development	QA Tester	QAT3	\$ 71.21	\$ 81.15	\$ 91.85
				\$ -	\$ -	\$ -
U-0023	Application Architecture, Design and Development	QA Manager	QAM1	\$ 93.68	\$ 105.24	\$ 124.73
				\$ -	\$ -	\$ -
U-0024	Application Architecture, Design and Development	Tech Writer	TW1	\$ 60.02	\$ 67.76	\$ 81.17
U-0025	Application Architecture, Design and Development	Tech Writer	TW2	\$ 66.44	\$ 75.05	\$ 89.64
				\$ -	\$ -	\$ -
U-0026	Infrastructure	Computer Operator	CO1	\$ 39.96	\$ 43.27	\$ 49.62
U-0027	Infrastructure	Computer Operator	CO2	\$ 43.35	\$ 46.98	\$ 54.11
				\$ -	\$ -	\$ -
U-0028	Infrastructure	Lead Computer Operator	LCO1	\$ 62.60	\$ 68.08	\$ 80.22
U-0029	Infrastructure	Lead Computer Operator	LCO2	\$ 76.71	\$ 82.84	\$ 97.56

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				\$ -	\$ -	\$ -
U-0030	Infrastructure	Help Desk Analyst	HDA1	\$ 48.87	\$ 55.91	\$ 63.02
U-0031	Infrastructure	Help Desk Analyst	HDA2	\$ 54.07	\$ 61.88	\$ 69.75
				\$ -	\$ -	\$ -
U-0032	Infrastructure	Lead Help Desk Analyst	LHDA1	\$ 70.41	\$ 80.26	\$ 90.83
				\$ -	\$ -	\$ -
U-0033	Infrastructure	Desktop Support Specialist	DSS1	\$ 44.24	\$ 50.54	\$ 57.03
U-0034	Infrastructure	Desktop Support Specialist	DSS2	\$ 48.45	\$ 55.43	\$ 62.48
U-0035	Infrastructure	Desktop Support Specialist	DSS3	\$ 52.99	\$ 60.65	\$ 68.35
U-0036	Infrastructure	LAN/WAN Administrator	LWA1	\$ 66.89	\$ 76.35	\$ 86.32
U-0037	Infrastructure	LAN/WAN Administrator	LWA2	\$ 74.05	\$ 84.30	\$ 95.48
U-0038	Infrastructure	Infrastructure Technical Specialist	ITS1	\$ 80.55	\$ 89.62	\$ 100.93
U-0039	Infrastructure	Infrastructure Technical Specialist	ITS2	\$ 92.99	\$ 103.07	\$ 116.22
U-0040	Infrastructure	Infrastructure Technical Specialist	ITS3	\$ 104.66	\$ 115.27	\$ 128.69
U-0041	Infrastructure	Infrastructure Technical Specialist	ITS4	\$ 117.68	\$ 129.13	\$ 143.71
U-0042	Infrastructure	System Administrator	SA1	\$ 62.78	\$ 71.75	\$ 81.02
U-0043	Infrastructure	System Administrator	SA2	\$ 70.04	\$ 79.86	\$ 90.36
U-0044	Infrastructure	System Administrator	SA3	\$ 78.02	\$ 88.69	\$ 100.53
U-0045	Infrastructure	Network Engineer	NE1	\$ 69.34	\$ 79.08	\$ 89.46
U-0046	Infrastructure	Network Engineer	NE2	\$ 77.06	\$ 87.63	\$ 99.31
U-0047	Infrastructure	Network Engineer	NE3	\$ 85.80	\$ 97.24	\$ 110.32
U-0048	Infrastructure	Network Architect	NAR1	\$ 85.86	\$ 97.31	\$ 110.40
U-0049	Infrastructure	Network Architect	NAR2	\$ 92.20	\$ 104.21	\$ 118.21
U-0050	Infrastructure	Telecom Engineer	TE1	\$ 69.24	\$ 77.22	\$ 86.78
U-0051	Infrastructure	Telecom Engineer	TE2	\$ 76.47	\$ 85.16	\$ 95.84
U-0052	Enterprise	Enterprise Architect	ET1	\$ 112.98	\$ 126.31	\$ 141.32
U-0053	Enterprise	Enterprise Architect	ET2	\$ 126.01	\$ 140.33	\$ 156.86
U-0054	Enterprise	ERP Analyst	EA1	\$ 65.63	\$ 74.93	\$ 84.69
U-0055	Enterprise	ERP Analyst	EA2	\$ 71.94	\$ 81.97	\$ 92.79
U-0056	Enterprise	ERP Analyst	EA3	\$ 78.89	\$ 89.65	\$ 101.63
U-0057	Enterprise	ERP Database Administrator	EDBA1	\$ 69.47	\$ 79.22	\$ 89.63
U-0058	Enterprise	ERP Database Administrator	EDBA2	\$ 77.65	\$ 88.29	\$ 100.07

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U-0059	Enterprise	ERP Database Administrator	EDBA3	\$ 86.10	\$ 97.57	\$ 110.70
U-0060	Enterprise	ERP Developer	EED1	\$ 65.63	\$ 74.93	\$ 84.69
U-0061	Enterprise	ERP Developer	EED2	\$ 71.94	\$ 81.97	\$ 92.79
U-0062	Enterprise	ERP Developer	EED3	\$ 78.89	\$ 89.65	\$ 101.63
U-0063	Enterprise	ERP Project Manager	EP1	\$ 102.29	\$ 114.30	\$ 134.27
U-0064	Enterprise	ERP Project Manager	EP2	\$ 112.39	\$ 125.03	\$ 145.81
U-0065	Enterprise	SAP Architect	SPA1	\$ 88.63	\$ 100.33	\$ 113.84
U-0066	Enterprise	SAP Architect	SPA2	\$ 98.05	\$ 110.50	\$ 125.09
U-0067	Enterprise	SAP Analyst	SAA1	\$ 71.39	\$ 81.36	\$ 92.09
U-0068	Enterprise	SAP Analyst	SAA2	\$ 78.66	\$ 89.40	\$ 101.35
U-0069	Enterprise	SAP Developer	SAD1	\$ 99.17	\$ 111.13	\$ 131.35
U-0070	Enterprise	SAP Developer	SAD2	\$ 112.80	\$ 125.48	\$ 146.31
U-0071	Enterprise	SAP Developer	SAD3	\$ 127.42	\$ 141.16	\$ 163.93
U-0072	Enterprise	SAP Project Manager	SAPM1	\$ 104.37	\$ 116.48	\$ 136.47
U-0073	Enterprise	SAP Project Manager	SAPM2	\$ 116.32	\$ 129.25	\$ 150.53
U-0074	Data Management and Cloud Computing	Cloud Developer	CD1	\$ 71.59	\$ 81.57	\$ 92.34
U-0075	Data Management and Cloud Computing	Cloud Developer	CD2	\$ 80.57	\$ 91.51	\$ 103.76
U-0076	Data Management and Cloud Computing	Cloud Developer	CD3	\$ 89.37	\$ 101.14	\$ 114.75
U-0077	Data Management and Cloud Computing	Cloud Developer	CD4	\$ 98.70	\$ 111.17	\$ 125.76
U-0078	Data Management and Cloud Computing	Cloud Administrator	CAM1	\$ 65.98	\$ 75.33	\$ 85.14
U-0079	Data Management and Cloud Computing	Cloud Administrator	CAM2	\$ 73.58	\$ 83.79	\$ 94.89
U-0080	Data Management and Cloud Computing	Cloud Administrator	CAM3	\$ 81.92	\$ 92.99	\$ 105.46
U-0081	Data Management and Cloud Computing	Cloud Architect	CAR1	\$ 79.06	\$ 89.84	\$ 101.85
U-0082	Data Management and Cloud Computing	Cloud Architect	CAR2	\$ 86.85	\$ 98.38	\$ 111.63
U-0083	Data Management and Cloud Computing	Cloud Architect	CAR3	\$ 95.02	\$ 107.26	\$ 121.61
U-0084	Cybersecurity Information Assurance	IT Security Analyst	ISA1	\$ 70.73	\$ 80.62	\$ 91.24
U-0085	Cybersecurity Information Assurance	IT Security Analyst	ISA2	\$ 77.23	\$ 87.82	\$ 99.53
U-0086	Cybersecurity Information Assurance	IT Security Analyst	ISA3	\$ 85.23	\$ 96.61	\$ 109.61
U-0087	Cybersecurity Information Assurance	IT Security Engineer	ISE1	\$ 91.68	\$ 103.65	\$ 117.58
U-0088	Cybersecurity Information Assurance	IT Security Engineer	ISE2	\$ 100.09	\$ 112.59	\$ 126.96

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				Bill	Bill	Bill
U-0089	Cybersecurity Information Assurance	IT Security Engineer	ISE3	\$ 110.87	\$ 124.04	\$ 138.82
U-0090	Cybersecurity Information Assurance	IT Security Architect	ITSA1	\$ 101.38	\$ 113.90	\$ 128.10
U-0091	Cybersecurity Information Assurance	IT Security Architect	ITSA2	\$ 114.86	\$ 128.33	\$ 143.54
U-0092	Cybersecurity Information Assurance	IT Secutiry Auditor	ITAU1	\$ 128.03	\$ 140.20	\$ 155.98
U-0093	Database Management	Database Administrator	DBA1	\$ 69.47	\$ 79.22	\$ 89.63
U-0094	Database Management	Database Administrator	DBA2	\$ 77.65	\$ 88.29	\$ 100.07
U-0095	Database Management	Database Administrator	DBA3	\$ 86.10	\$ 97.57	\$ 110.70
U-0096	Database Management	Database Architect	DA1	\$ 87.66	\$ 99.28	\$ 112.64
U-0097	Database Management	Database Architect	DA2	\$ 94.40	\$ 106.59	\$ 120.87
U-0098	Database Management	Data Warehousing Specialist	DWS1	\$ 84.37	\$ 95.68	\$ 108.54
U-0099	Database Management	Data Warehousing Specialist	DWS2	\$ 93.09	\$ 105.17	\$ 119.29
U-0100	Database Management	Data Warehousing Specialist	DWS3	\$ 99.87	\$ 112.36	\$ 126.79
U-0101	Project/Program Management/Administration	Business Analyst	BA1	\$ 65.81	\$ 75.14	\$ 84.93
U-0102	Project/Program Management/Administration	Business Analyst	BA2	\$ 72.74	\$ 82.86	\$ 93.82
U-0103	Project/Program Management/Administration	Business Analyst	BA3	\$ 80.27	\$ 91.17	\$ 103.38
U-0104	Project/Program Management/Administration	Project Manager	PM1	\$ 86.10	\$ 96.59	\$ 114.96
U-0105	Project/Program Management/Administration	Project Manager	PM2	\$ 96.00	\$ 107.29	\$ 127.38
U-0106	Project/Program Management/Administration	Project Manager	PM3	\$ 106.96	\$ 118.74	\$ 139.20
U-0107	Project/Program Management/Administration	Program Manager/Engagement Manager	PREM1	\$ 134.86	\$ 149.14	\$ 172.96
U-0108	Project/Program Management/Administration	Program Manager/Engagement Manager	PREM2	\$ 164.29	\$ 180.65	\$ 208.72
U-0109	Project/Program Management/Administration	IT Strategist	ITS1	\$ 117.47	\$ 129.98	\$ 151.67
U-0110	Project/Program Management/Administration	IT Strategist	ITS2	\$ 131.69	\$ 145.21	\$ 168.86
U-0111	Project/Program Management/Administration	Business Subject Matter Expert - Management	SMEM1	\$ 104.66	\$ 115.27	\$ 128.69
U-0112	Project/Program Management/Administration	Business Subject Matter Expert - Executive	SMEE2	\$ 117.68	\$ 129.13	\$ 143.71
U-0113	Project/Program Management/Administration	IT Trainer	ITT1	\$ 54.89	\$ 59.51	\$ 70.60
U-0114	Project/Program Management/Administration	IT Trainer	ITT2	\$ 61.00	\$ 66.11	\$ 78.38
U-0115	Project/Program Management/Administration	Exception		\$ -	\$ -	\$ -
U-0116	Web Design/Development/Maint	Web Developer	WD1	\$ 68.22	\$ 77.83	\$ 88.02

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				Bill	Bill	Bill
U-0117	Web Design/Development/Maint	Web Developer	WD2	\$ 75.72	\$ 86.15	\$ 97.61
U-0118	Web Design/Development/Maint	Graphic Designer	GD1	\$ 52.96	\$ 59.42	\$ 72.14
U-0119	Web Design/Development/Maint	Graphic Designer	GD2	\$ 58.23	\$ 65.28	\$ 79.32
U-0120	Geographic Information Systems	GIS Analyst	GISA1	\$ 132.06	\$ 146.14	\$ 169.56
U-0121	Geographic Information Systems	GIS Systems Specialist	GISS1	\$ 103.28	\$ 115.91	\$ 130.11
U-0122	Geographic Information Systems	GIS Systems Specialist	GISS2	\$ 107.42	\$ 120.33	\$ 134.80
U-0123	Geographic Information Systems	GIS Technician	GIST1	\$ 72.11	\$ 82.15	\$ 93.00
U-0124	Geographic Information Systems	GIS Technician	GIST2	\$ 84.26	\$ 95.55	\$ 108.39
U-0125	Geographic Information Systems	GIS Technician	GIST3	\$ 93.79	\$ 105.93	\$ 120.14
U-0126	Healthcare Systems and Support	Curam Business Analyst	CBA1	\$ 119.86	\$ 134.67	\$ 151.50
U-0127	Healthcare Systems and Support	Curam Business Analyst	CBA2	\$ 136.85	\$ 153.76	\$ 172.98
U-0128	Healthcare Systems and Support	Curam Programmer	CUP1	\$ 109.35	\$ 122.87	\$ 138.23
U-0129	Healthcare Systems and Support	Curam Programmer	CUP2	\$ 127.40	\$ 143.15	\$ 161.04
U-0130	Healthcare Systems and Support	Curam Architect	CAR1	\$ 144.39	\$ 162.24	\$ 182.52
U-0131	Healthcare Systems and Support	Curam Architect	CAR2	\$ 168.46	\$ 189.28	\$ 212.94
U-0132	Healthcare Systems and Support	HealthCare Programmer	HRP1	\$ 83.20	\$ 94.39	\$ 107.07
U-0133	Healthcare Systems and Support	HealthCare Programmer	HRP2	\$ 91.48	\$ 103.43	\$ 117.34
U-0134	Healthcare Systems and Support	Healthcare Technical Specialist	HRTS1	\$ 93.79	\$ 105.93	\$ 120.14
U-0135	Healthcare Systems and Support	Healthcare Technical Specialist	HRTS2	\$ 103.28	\$ 115.91	\$ 130.11
U-0136	Healthcare Systems and Support	Healthcare Systems Architect	HSA1	\$ 91.94	\$ 103.93	\$ 117.89
U-0137	Healthcare Systems and Support	Healthcare Systems Architect	HSA2	\$ 102.40	\$ 114.98	\$ 129.16
U-0138	Administrative Support	Administrative Assistant	ADMIN1	\$ 24.18	\$ 27.32	\$ 30.94
U-0139	Administrative Support	Administrative Assistant	ADMIN2	\$ 28.48	\$ 32.18	\$ 36.46
U-0140	Administrative Support	Executive Administrative Assistant	EAA1	\$ 35.66	\$ 40.30	\$ 45.65
U-0141	Administrative Support	Executive Administrative Assistant	EAA2	\$ 43.81	\$ 49.51	\$ 56.08
U-0142	Administrative Support	General Administrative Specialist/Analyst	GAS1	\$ 30.20	\$ 34.13	\$ 38.66
U-0143	Administrative Support	General Administrative Specialist/Analyst	GAS2	\$ 34.79	\$ 39.32	\$ 44.54

Line Item	Functional Area	Job Title	Job Level	LOW	MID	HIGH
				Bill	Bill	Bill
U-0144	Artificial Intelligence	AI Architect	AIA1	\$ 182.74	\$ 206.96	\$ 234.38
U-0145	Artificial Intelligence	AI Consultant	AIC1	\$ 185.00	\$ 225.00	\$ 280.00
U-0146	Artificial Intelligence	AI Developer	AID1	\$ 111.81	\$ 126.62	\$ 143.40
U-0147	Artificial Intelligence	AI Developer	AID2	\$ 134.17	\$ 151.95	\$ 172.08
U-0148	Artificial Intelligence	AI Trainer	AIT1	\$ 120.67	\$ 136.66	\$ 154.77
U-0149	Artificial Intelligence	Machine Learning Engineer	MLE1	\$ 156.76	\$ 177.53	\$ 201.06
U-0150	Artificial Intelligence	Machine Learning Engineer	MLE2	\$ 188.12	\$ 213.04	\$ 241.27
U-0151	Data Management and Cloud Computing	Data Analyst	DTA1	\$ 110.56	\$ 125.21	\$ 141.80
U-0152	Data Management and Cloud Computing	Data Analyst	DTA2	\$ 132.67	\$ 150.25	\$ 170.16
U-0153	Data Management and Cloud Computing	Data Migration Specialist	DMS1	\$ 91.30	\$ 103.39	\$ 117.09
U-0154	Data Management and Cloud Computing	Data Migration Specialist	DMS2	\$ 109.55	\$ 124.07	\$ 140.51
U-0155	Web Design/Development/Maint	Accessibility Designer	ACD1	\$ 118.28	\$ 133.95	\$ 151.70
U-0156	Web Design/Development/Maint	Accessibility Designer	ACD2	\$ 141.94	\$ 160.74	\$ 182.04
U-0157	Web Design/Development/Maint	UI/UX Developer	UIUX1	\$ 95.86	\$ 108.56	\$ 122.94
U-0158	Web Design/Development/Maint	UI/UX Developer	UIUX2	\$ 115.03	\$ 130.27	\$ 147.53
U-0159	Web Design/Development/Maint	UX Designer	UXD1	\$ 85.36	\$ 96.67	\$ 109.48
U-0160	Web Design/Development/Maint	UX Designer	UXD2	\$ 102.43	\$ 116.00	\$ 131.37