

Titles (Category)	Bill Rates
<b>Customer Care/Customer Service</b>	
Consumer Relations Analyst	\$45.53
Customer Care Representative	\$33.11
Customer Engagement Consultant	\$37.25
Customer Relations Analyst	\$41.39
Merchandise Sales Consultant	\$28.97
Retail Customer Service Rep	\$27.59
Sales & Service Consultant	\$28.97
Sales Support Representative	\$27.59
Service Consultant	\$44.15
<b>Project Controls/Logistics</b>	
Cost Analyst	\$77.27
Cost and Inventory Representative	\$52.43
Estimator	\$77.27
Project Controls Specialist	\$82.79
Project Coordinator	\$74.51
Projects Control Analyst	\$68.99
Scheduler	\$81.41
Tech Support Specialist	\$51.05
Verification Analyst	\$93.83
Work Planning and Scheduling Analyst	\$74.51
<b>Public Relations</b>	
Communications Analyst	\$67.99
Corporate Communications Strategist	\$73.43
Corporate Responsibility Communications	\$69.35
PR Specialist	\$63.91
<b>Skilled Personnel</b>	
Payment Processing Clerk	\$33.59
AMI Operations & MDM	\$78.39
Cable Locator	\$37.79
Counsel	\$76.99
Data Scientist	\$111.99

EMS Database & Display Engineer	\$92.39
Environmental Laboratory Analyst	\$75.59
Interior Designer	\$72.79
Land Research Specialist	\$64.39
Lighting Analyst	\$47.59
Lighting Coordinator	\$39.19
Lighting Design Analyst	\$43.39
Outdoor Lighting Inspector	\$46.19
Lighting Services Engineer	\$54.59
Maintenance Engineer (Distribution)	\$61.59
Meter Tester	\$55.99
Natural Gas Conversion Coordinator	\$50.39
Power Systems Coordinator	\$53.19
Records Coordinator (Distribution)	\$48.99
SCADA Operational Test Technician	\$79.79
Operator (IT Support Center)	\$90.99
Survey Fiber Misc Support	\$64.39
Testing Program Coordinator	\$72.79
Traffic Specialist	\$51.79
Training Analyst	\$83.99
Training Developer/Instructor	\$89.59
Training Facilitator	\$76.99
ROW Support	\$76.99
Transmission Specialist	\$64.39
Transmissions Analyst	\$58.79
Operator (Transmission Control Center)	\$62.99
Support Specialist (Distribution)	\$57.39
Project Coordinator (Distribution)	\$82.59
Quality Inspector (Distribution)	\$88.19
Buyer	\$92.39
Architect	\$116.19
GIS Technician (Distribution)	\$69.99
Engineer (Distribution)	\$90.99

Engineering Associate (Distribution)	\$78.39
Estimate Clerk (Distribution)	\$62.99
Project Manager (Distribution)	\$92.39
Legal Assistant	\$51.79
Paralegal	\$41.99
Performance Monitoring Engineer	\$78.39
Production Assistant	\$74.19
Purchasing Coordinator	\$76.99
ROW Clearing Inspector	\$69.99
Surveyor	\$65.79
Inspector (Transmission)	\$51.79
Content Developer/Technical Writer	\$65.79
Curriculum Developer/Technical Writer	\$74.19
<b>Accounting/Finance</b>	
Account Sales Executive 1	\$29.91
Account Sales Executive 2	\$36.71
Account Sales Executive 3	\$43.51
Accountant 1	\$40.79
Accountant 2	\$51.67
Accountant 3	\$61.19
Accounting Assistant 1	\$27.19
Accounting Assistant 2	\$33.99
Accounting Assistant 3	\$42.15
Accounting Clerk 1	\$25.83
Accounting Clerk 2	\$31.27
Accounting Clerk 3	\$38.07
Accounting Representative 1	\$32.63
Accounting Representative 2	\$38.07
Accounting Representative 3	\$44.87
Accounting Specialist 1	\$40.79
Accounting Specialist 2	\$47.59
Accounting Specialist 3	\$54.39
Accounts Payable Clerk 1	\$28.55

Accounts Payable Clerk 2	\$33.99
Accounts Payable Clerk 3	\$40.79
Accounts Payable Lead 1	\$36.71
Accounts Payable Lead 2	\$43.51
Accounts Payable Lead 3	\$51.67
Accounts Receivable Clerk 1	\$27.19
Accounts Receivable Clerk 2	\$32.63
Accounts Receivable Clerk 3	\$38.07
Accounts Receivable Lead 1	\$33.99
Accounts Receivable Lead 2	\$42.15
Accounts Receivable Lead 3	\$47.59
Audit Representative 1	\$42.15
Audit Representative 2	\$51.67
Audit Representative 3	\$62.55
Collections Lead 1	\$47.59
Controller 1	\$72.07
Controller 2	\$81.59
Controller 3	\$92.47
Collections Lead 2	\$58.47
Collections Lead 3	\$67.99
Collections Specialist 1	\$39.43
Collections Specialist 2	\$46.23
Collections Specialist 3	\$54.39
E-Commerce Specialist 1	\$61.19
E-Commerce Specialist 2	\$69.35
E-Commerce Specialist 3	\$78.87
Financial PM 1	\$74.79
Financial PM 2	\$88.39
Financial PM 3	\$103.35
Financial Reporting Representative 1	\$43.51
Financial Reporting Representative 2	\$51.67
Financial Reporting Representative 3	\$61.19
Invoice Reconciler 1	\$28.55

Invoice Reconciler 2	\$35.35
Invoice Reconciler 3	\$44.87
Payroll Administrator 1	\$39.43
Payroll Administrator 2	\$44.87
Payroll Administrator 3	\$51.67
Payroll Clerk 1	\$29.91
Payroll Clerk 2	\$36.71
Payroll Clerk 3	\$44.87
Staff Accountant 1	\$62.55
Staff Accountant 2	\$73.43
Staff Accountant 3	\$81.59
Staff Accountant SR	\$88.39
<b>Administrative/Marketing</b>	
Administrative Analyst 1	\$39.43
Administrative Analyst 2	\$46.23
Administrative Analyst 3	\$54.39
Administrative Asst 1	\$33.99
Administrative Asst 2	\$43.51
Administrative Asst 3	\$51.67
Badge Coordinator 1	\$33.99
Badge Coordinator 2	\$42.15
Badge Coordinator 3	\$48.95
Bindery Assistant 1	\$27.19
Bindery Assistant 2	\$33.99
Bindery Assistant 3	\$42.15
Business and Process Reporting Analyst 1	\$57.11
Business and Process Reporting Analyst 2	\$65.27
Business and Process Reporting Analyst 3	\$73.43
Communication Desk Assistant	\$32.63
Communication Desk Assistant 2	\$39.43
Communication Desk Assistant 3	\$46.23
Construction Administrative 1	\$38.07
Construction Administrative 2	\$44.87

Construction Administrative 3	\$51.67
Construction Analyst 1	\$48.95
Construction Analyst 2	\$55.75
Construction Analyst 3	\$62.55
Construction Contract Analyst 1	\$58.47
Construction Contract Analyst 2	\$69.35
Construction Contract Analyst 3	\$78.87
Contract Coordinator 1	\$50.31
Contract Coordinator 2	\$58.47
Contract Coordinator 3	\$65.27
Contracts Administrator 1	\$42.15
Contracts Administrator 2	\$48.95
Contracts Administrator 3	\$57.11
Cross Bore Coordinator 1	\$35.35
Cross Bore Coordinator 2	\$42.15
Cross Bore Coordinator 3	\$48.95
Cross Bore Program Analyst 1	\$54.39
Cross Bore Program Analyst 2	\$62.55
Cross Bore Program Analyst 3	\$73.43
Cross Bore Project Coordinator 1	\$51.67
Cross Bore Project Coordinator 2	\$59.83
Cross Bore Project Coordinator 3	\$65.27
Data Entry Clerk 1	\$25.83
Data Entry Clerk 2	\$31.27
Data Entry Clerk 3	\$36.71
Disability Admin Support 1	\$29.91
Disability Admin Support 2	\$36.71
Disability Admin Support 3	\$43.51
DM Special Projects 1	\$33.99
DM Special Projects 2	\$42.15
DM Special Projects 3	\$48.95
Document Control Analyst 1	\$29.91
Document Control Analyst 2	\$36.71

Document Control Analyst 3	\$43.51
Document Control Tech Aide	\$43.51
Documentation Specialist 1	\$28.55
Documentation Specialist 2	\$33.99
Documentation Specialist 3	\$40.79
Event Planner 1	\$35.35
Event Planner 2	\$43.51
Event Planner 3	\$51.67
Executive Assistant 1	\$35.35
Executive Assistant 2	\$42.15
Executive Assistant 3	\$47.59
Field Office Specialist 1	\$39.43
Field Office Specialist 2	\$44.87
Field Office Specialist 3	\$51.67
File Clerk 1	\$23.11
File Clerk 2	\$29.91
File Clerk 3	\$35.35
Front Desk Coordinator 1	\$24.47
Front Desk Coordinator 2	\$29.91
Front Desk Coordinator 3	\$35.35
General Office Clerk 1	\$21.75
General Office Clerk 2	\$28.55
General Office Clerk 3	\$35.35
Mail Processor 1	\$21.75
Mail Processor 2	\$27.19
Mail Processor 3	\$32.63
Organizational Specialist 1	\$44.87
Organizational Specialist 2	\$53.03
Organizational Specialist 3	\$61.19
PE Tech Aide 1	\$46.23
PE Tech Aide 2	\$53.03
PE Tech Aide 3	\$59.83
PMO Support Analyst 2	\$59.83

PMO Support Analyst 3	\$67.99
Project Administrative Consultant 1	\$58.47
Project Administrative Consultant 2	\$69.35
Project Administrative Consultant 3	\$76.15
Reporting Analyst1	\$57.11
Reporting Analyst2	\$65.27
Reporting Analyst3	\$70.71
Requisition & Project Analyst 1	\$55.75
Requisition & Project Analyst 2	\$62.55
Requisition & Project Analyst 3	\$70.71
SIPS Specialist1	\$47.59
SIPS Specialist2	\$55.75
SIPS Specialist3	\$62.55
Supplemental Staffing Analyst 1	\$36.71
Supplemental Staffing Analyst 2	\$43.51
Supplemental Staffing Analyst 3	\$51.67
Supplemental Staffing Support Specialist 1	\$33.99
Supplemental Staffing Support Specialist 2	\$40.79
Supplemental Staffing Support Specialist 3	\$47.59
Tech Aide 1	\$35.35
Tech Aide 2	\$43.51
Tech Aide 3	\$51.67
Tech Training Aide 1	\$48.95
Technical Skills Instructor - Electrical/Instrumentation	\$47.59
Technical Skills Instructor - Electrical/Instrumentation2	\$55.75
Technical Skills Instructor - Electrical/Instrumentation3	\$63.91
Technical Skills Instructor - Mechanical1	\$44.87
Technical Skills Instructor - Mechanical2	\$51.67
Technical Skills Instructor - Mechanical3	\$61.19
Technical Skills Instructor - Welding1	\$42.15
Technical Skills Instructor - Welding2	\$48.95
Technical Skills Instructor - Welding3	\$57.11
Technical Writer 1	\$54.39



Technical Writer 2	\$63.91
Technical Writer 3	\$74.79
Wholesale Contract Analyst1	\$54.39
Wholesale Contract Analyst2	\$62.55
Wholesale Contract Analyst3	\$72.07
Graphic Designer 1	\$59.83
Graphic Designer 2	\$69.35
Graphic Designer 3	\$76.15
Marketing Communications Specialist	\$62.55
Marketing Specialist 1	\$58.47
Model Builder	\$72.07
New Business Construction Consultant	\$70.71
New Business Consultant	\$76.15
Web Designer 1 (Advertising)	\$67.99
Web Designer 2 (Advertising)	\$76.15
Web Designer 3 (Advertising)	\$82.95
Graphic Designer	\$70.71
Web Designer (Advertising)	\$72.07
<b>Industrial/Commercial</b>	
Assistant Storekeeper 1	\$33.59
Assistant Storekeeper 2	\$40.59
Assistant Storekeeper 3	\$46.19
Boiler Inspector 1	\$48.99
Boiler Inspector 2	\$58.79
Boiler Inspector 3	\$67.19
Chemical Technician 1	\$50.39
Chemical Technician 2	\$57.39
Chemical Technician 3	\$65.79
Chemist 2	\$50.39
Chemist 3	\$58.79
Civil Coordinator 1	\$54.59
Civil Coordinator 2	\$61.59
Control Specialist SR 1	\$57.39

Control Specialist SR 2	\$64.39
DCS/PLC Specialist 1	\$48.99
Facilities Specialist 1	\$47.59
Facilities Specialist 2	\$54.59
Facilities Specialist 3	\$61.59
DCS/PLC Specialist 2	\$58.79
Field Specialist (Mechanical Focus) 1	\$46.19
Field Specialist (Mechanical Focus) 2	\$54.59
DCS/PLC Specialist SR 1	\$71.39
Integrated Resource Planning Analyst 1	\$54.59
Maintenance Specialist	\$51.79
Integrated Resource Planning Analyst 2	\$60.19
Integrated Resource Planning Analyst 3	\$67.19
DCS/PLC Specialist SR 2	\$78.39
Electrical Specialist SR 1	\$62.99
NEC Maintenance Coordinator 1	\$55.99
NEC Maintenance Coordinator 2	\$61.59
NEC Maintenance Coordinator 3	\$67.19
Outage Coordinator 1	\$51.79
Outage Coordinator 2	\$58.79
Outage Coordinator 3	\$65.79
Electrical Specialist SR 2	\$69.99
Field Operational Technology Cyber Security Specialist 1	\$85.39
Field Operational Technology Cyber Security Specialist 2	\$97.99
Field Operational Technology Cyber Security Specialist SR	\$109.19
Field Specialist (Mechanical Focus) 3	\$65.79
Maintenance Specialist SR	\$54.59
Advanced Power Plant Operations Consultant	\$47.59
Air and Gas Field Specialist 1	\$34.99
Air and Gas Field Specialist 2	\$41.99
Air and Gas Field Specialist 3	\$47.59
Air and Gas Field Specialist SR	\$53.19
Assistant Site Management Consultant - Admin	\$55.99

Assistant Site Management Consultant - Technical	\$64.39
Assistant Storekeeper	\$30.79
Assistant Storekeeper SR	\$36.39
Boiler Field Engineer SR 1	\$41.99
Boiler Field Engineer SR 2	\$48.99
Boiler Field Specialist 1	\$37.79
Boiler Field Specialist SR	\$46.19
Boiler Inspector	\$51.79
Boiler Technician 1	\$30.79
Boiler Technician 2	\$36.39
Boiler Technician 3	\$43.39
Boiler Technician SR 1	\$39.19
Boiler Technician SR 2	\$47.59
Cathodic Protection Technician 1	\$36.39
Cathodic Protection Technician 2	\$43.39
Cathodic Protection Technician SR 1	\$47.59
Cathodic Protection Technician SR 2	\$53.19
Cathodic Protection Technician SR 3	\$60.19
CBM Analyst 1	\$32.19
CBM Analyst SR	\$39.19
CBM Specialist	\$41.99
Chemical FGD Engineer 1	\$53.19
Chemical FGD Engineer 2	\$58.79
Chemical FGD Engineer SR 1	\$62.99
Chemical FGD Engineer SR 2	\$69.99
Chemical FGD Engineer SR 3	\$75.59
Chemical Systems Engineer 1	\$58.79
Chemical Systems Engineer 2	\$74.19
Chemical Systems Engineer 3	\$79.79
Chemical Systems Engineer SR 1	\$81.19
Chemical Systems Engineer SR 2	\$86.79
Chemical Systems Engineer SR 3	\$90.99
Chemical Technician	\$41.99

Chemist 1	\$34.99
Metering/TRU Specialist 1	\$39.19
Civil Coordinator 3	\$46.19
Civil Field Technician 1	\$33.59
Civil Field Technician 2	\$40.59
Civil Field Technician 3	\$48.99
Civil Inspector	\$41.99
Civil Lead 1	\$53.19
Civil Lead 2	\$60.19
Constructability Coordinator 1	\$39.19
Constructability Coordinator 2	\$44.79
Constructability Coordinator 3	\$53.19
Constructability Coordinator Consultant 1	\$55.99
Constructability Coordinator Consultant 2	\$65.79
Construction Management Consultant	\$74.19
Construction Safety Coordinator	\$46.19
Construction Safety Lead	\$61.59
Construction Safety Manager/Area Lead	\$71.39
Construction Safety Spec	\$46.19
Metering/TRU Specialist 2	\$39.19
Craft Labor Analyst 1	\$39.19
Craft Labor Analyst 2	\$46.19
Craft Labor Analyst 3	\$55.99
Craft Labor Analyst SR 1	\$64.39
Craft Labor Analyst SR 2	\$74.19
Metering/TRU Specialist SR	\$60.19
Electrical Coordinator 1	\$39.19
Electrical Coordinator 2	\$44.79
Electrical Coordinator 3	\$53.19
Electrical Lead 1	\$60.19
Electrical Lead 2	\$68.59
Electrical Startup Coordinator 1	\$60.19
Electrical Startup Coordinator 2	\$64.39

Electrical Startup Coordinator 3	\$71.39
Electrical Startup Lead 1	\$62.99
Electrical Startup Lead 2	\$74.19
Environmental Specialist 1	\$39.19
Environmental Specialist 2	\$46.19
Environmental Specialist 3	\$51.79
Environmental Specialist SR	\$74.19
FGD Mechanical Field Engineer 1	\$60.19
FGD Mechanical Field Engineer 2	\$67.19
FGD Mechanical Field Engineer SR 1	\$60.19
FGD Mechanical Field Engineer SR 2	\$65.79
FGD Mechanical Field Engineer SR 3	\$72.79
FGD Mechanical Field Specialist 1	\$61.59
FGD Mechanical Field Specialist 2	\$65.79
FGD Mechanical Field Specialist SR 1	\$55.99
FGD Mechanical Field Specialist SR 2	\$62.99
FGD Mechanical Field Specialist SR 3	\$71.39
FGD Structural Field Specialist 1	\$55.99
FGD Structural Field Specialist 2	\$61.59
FGD Structural Field Specialist 3	\$68.59
FGD Structural Field Specialist SR 1	\$53.19
FGD Structural Field Specialist SR 2	\$58.79
FGD Structural Field Specialist SR 3	\$64.39
Field Controls System Engineer SR	\$72.79
Field Controls Systems Specialist Consultant	\$76.99
Field Controls Systems Specialist SR	\$58.79
Field Pump Specialist 1	\$32.19
Field Pump Specialist 2	\$41.99
Field Pump Specialist 3	\$51.79
Field Pump Specialist SR 1	\$60.19
Field Pump Specialist SR 2	\$69.99
Field Pump Specialist SR 3	\$81.19
Field Service Rep 1	\$32.19

Field Service Rep 2	\$41.99
Field Service Rep 3	\$53.19
Field Support Analyst 1	\$36.39
Field Support Analyst 2	\$47.59
Field Support Analyst 3	\$55.99
Field Technician 1	\$30.79
Field Technician 2	\$40.59
Field Technician 3	\$50.39
Field Trainer 1	\$39.19
Field Trainer 2	\$48.99
Field Trainer 3	\$57.39
Field Valve Engineer 1	\$47.59
Field Valve Engineer Consultant	\$55.99
Field Valve Engineer SR	\$67.19
GIS Analyst 1	\$47.59
GIS Analyst 2	\$55.99
GIS Analyst 3	\$67.19
GIS Tech 1	\$58.79
GIS Tech 2	\$64.39
GIS Tech 3	\$72.79
HRSF Field Specialist 1	\$53.19
HRSF Field Specialist 2	\$61.59
HRSF Field Specialist SR	\$72.79
I&C Coordinator 1	\$46.19
I&C Coordinator 2	\$55.99
I&C Coordinator 3	\$71.39
I&C Lead 1	\$55.99
I&C Lead 2	\$64.39
I&C Startup Tech 1	\$47.59
I&C Startup Tech 2	\$58.79
I&C Startup Tech 3	\$71.39
Inspector 1	\$34.99
Inspector 2	\$44.79

Inspector 3	\$55.99
Inspector SR	\$64.39
Maintenance Specialist 1	\$34.99
Maintenance Specialist 2	\$46.19
Maintenance Specialist 3	\$55.99
Pipeline Cathodic Protection Analyst 1	\$60.19
Major Equipment Procurement/Thermal Process Engineer 1	\$53.19
Major Equipment Procurement/Thermal Process Engineer 2	\$64.39
Major Equipment Procurement/Thermal Process Engineer SR	\$72.79
Mechanical Coordinator 1	\$54.59
Mechanical Coordinator 2	\$64.39
Mechanical Coordinator 3	\$74.19
Mechanical Lead 1	\$44.79
Mechanical Lead 2	\$55.99
Mechanical Lead 3	\$69.99
Mechanical Startup Coordinator 1	\$46.19
Mechanical Startup Coordinator 2	\$55.99
Mechanical Startup Coordinator 3	\$69.99
Mechanical Startup Lead 1	\$60.19
Mechanical Startup Lead 2	\$74.19
Metallurgy Lab Tech 1	\$36.39
Metallurgy Lab Tech 2	\$48.99
Pipeline Cathodic Protection Analyst Consultant	\$60.19
NDE Tech 1	\$39.19
NDE Tech 2	\$47.59
NDE Tech SR	\$53.19
O&M Pipeline Engineer 1	\$60.19
O&M Pipeline Engineer SR 1	\$69.99
O&M Pipeline Engineer SR 2	\$81.19
O&M Pipeline Engineer SR 3	\$92.39
Operations Planning Engineer	\$55.99
Particulate Control Consultant	\$74.19
Particulate Control Specialist 1	\$32.19

Particulate Control Specialist 2	\$40.59
Particulate Control Specialist 3	\$48.99
Particulate Control Specialist SR 1	\$50.39
Particulate Control Specialist SR 2	\$60.19
Pipeline Cathodic Protection Analyst SR 1	\$46.19
Pipeline Cathodic Protection Analyst SR 2	\$61.59
Pipeline Cathodic Protection Analyst SR 3	\$69.99
Pipeline Coordinator 1	\$46.19
Pipeline Coordinator SR 1	\$55.99
Pipeline Coordinator SR 2	\$64.39
Pipeline Coordinator SR 3	\$74.19
Plant Historian Engineer 1	\$43.39
Plant Historian Engineer 2	\$51.79
Plant Services Tech 1	\$41.99
Plant Services Tech 2	\$50.39
Plant Services Tech SR	\$61.59
Power Plant Process Engineer 1	\$46.19
Power Plant Process Engineer 2	\$55.99
Power Plant Process Engineer Consultant	\$74.19
Power Plant Process Engineer SR 1	\$60.19
Power Plant Process Engineer SR 2	\$41.99
Power Plant Process Engineer SR 3	\$44.79
Plant Historian Engineer 3	\$47.59
Project Quality Lead 1	\$54.59
Project Quality Lead 2	\$65.79
Project Quality Support 1 - Ele	\$34.99
Project Quality Support 2 - Ele	\$46.19
Project Quality Support 3 - Ele	\$57.39
Project Quality Support 1 - Mech/Civil	\$64.39
Project Quality Support 2 - Mech/Civil	\$69.99
Project Quality Support 3 - Mech/Civil	\$79.79
Quality Coordinator (AWS/CWI) 1	\$44.79
Quality Coordinator (AWS/CWI) 2	\$53.19



Quality Coordinator (AWS/CWI) 3	\$64.39
Quality Coordinator 1	\$44.79
Quality Coordinator 2	\$51.79
Quality Coordinator 3	\$60.19
Quality Inspector 1	\$48.99
Quality Inspector 2	\$55.99
Quality Inspector 3	\$65.79
Quality Lead (AWS/CWI) 1	\$67.19
Quality Lead (AWS/CWI) 2	\$81.19
Quality Lead 1	\$86.79
Quality Lead 2	\$89.59
Renewables Civil Coordinator 1	\$34.99
Renewables Civil Coordinator 2	\$46.19
Renewables Electrical Coordinator 1	\$34.99
Renewables Electrical Coordinator 2	\$46.19
Renewables Mechanical Coordinator 1	\$36.39
Renewables Mechanical Coordinator 2	\$47.59
Renewables Site Lead	\$41.99
Rotodynamic Engineer 1	\$47.59
Rotodynamic Engineer 2	\$57.39
Rotodynamic Engineer SR	\$72.79
Safety Specialist Support Representative	\$41.99
Staffing Safety Specialist	\$51.79
SCR Engineer 1	\$69.99
SCR Engineer 2	\$78.39
SCR Engineer SR 1	\$90.99
SCR Engineer SR 2	\$103.59
SCR Engineer SR 3	\$109.19
Simulation Engineer 1	\$55.99
Simulation Engineer 2	\$64.39
Simulation Engineer 3	\$78.39
Substation Quality Inspector 1	\$29.39
Substation Quality Inspector 2	\$39.19

Substation Quality Inspector 3	\$50.39
Substation Specialist	\$61.59
Plant Historian Engineer SR	\$43.39
System Improvement Engineer	\$81.19
Tank Inspection Specialist 1	\$50.39
Tank Inspection Specialist Consultant	\$69.99
Tank Inspection Specialist SR	\$60.19
Tech Field Geologist 1	\$48.99
Tech Field Geologist 2	\$58.79
Tech Field Geologist 3	\$71.39
Turbine Technician 1	\$33.59
Turbine Technician 2	\$40.59
Turbine Technician 3	\$53.19
Turbine Technician SR 1	\$64.39
Turbine Technician SR 2	\$75.59
Warehouse Coordinator 1	\$32.19
Warehouse Coordinator 2	\$41.99
Water and Wastewater Analyst 1	\$27.99
Water and Wastewater Analyst 2	\$34.99
Water and Wastewater Analyst 3	\$46.19
Water Chemistry Specialist 1	\$36.39
Water Chemistry Specialist 2	\$41.99
Water Chemistry Specialist SR	\$54.59
Water Chemistry Specialist Consultant	\$61.59
Water/Wastewater Engineer 1	\$34.99
Water/Wastewater Engineer 2	\$44.79
Water/Wastewater Engineer 3	\$58.79
Water/Wastewater Engineer SR	\$78.39
Water/Wastewater Engineer Consultant	\$89.59
Work Management and Planning Analyst 1	\$48.99
Work Management and Planning Analyst 2	\$58.79
Work Management and Planning Analyst 3	\$69.99
<b>Engineering</b>	

Conceptual Design Electrical Engineer SR	\$43.51
Controls Consultant	\$47.59
Controls Engineer 1	\$57.11
Controls Engineer 2	\$66.63
Controls Engineer 3	\$78.87
Controls Engineer SR 1	\$74.79
Controls Specialist 1	\$54.39
Controls Specialist 2	\$61.19
Controls Specialist 3	\$72.07
Controls Specialist SR	\$81.59
Cooling System Engineer 1	\$47.59
Cooling System Engineer 2	\$55.75
Cooling System Engineer 3	\$67.99
Cooling System Engineer Consultant	\$55.75
Cooling System Engineer SR	\$76.15
Design Geologist 1	\$47.59
Design Geologist 2	\$54.39
Design Geologist 3	\$65.27
Design Geologist Consultant	\$67.99
Design Geologist SR 1	\$76.15
Design Geologist SR 2	\$84.31
Designer 1	\$33.99
Designer 2	\$43.51
Designer 3	\$53.03
Designer SR	\$72.07
Drafter 1	\$38.07
Drafter 2	\$47.59
Drafter 3	\$55.75
Drafter SR	\$72.07
Electrical Analyst 1	\$47.59
Electrical Analyst 2	\$57.11
Electrical Analyst 3	\$73.43
Electrical Analyst SR	\$81.59

Electrical Designer 1	\$48.95
Electrical Designer 2	\$59.83
Electrical Designer 3	\$74.79
Electrical Designer SR	\$89.75
Electrical Drawing Checker 1	\$39.43
Electrical Drawing Checker 2	\$47.59
Electrical Engineer 1	\$50.31
Electrical Engineer 2	\$59.83
Electrical Engineer 3	\$69.35
Electrical Engineer SR	\$82.95
Electrical Field Services Engineer 1	\$42.15
Electrical Field Services Engineer SR 1	\$51.67
Electrical Field Services Engineer SR 2	\$61.19
Electrical Field Services Engineer SR 3	\$72.07
Electrical Specifications Engineer 1	\$50.31
Electrical Specifications Engineer 2	\$59.83
Electrical Specifications Engineer SR	\$70.71
Electrical Studies Engineer 1	\$48.95
Electrical Studies Engineer 2	\$58.47
Electrical Studies Engineer SR	\$72.07
Engineer 1	\$44.87
Engineer 2	\$54.39
Engineer 3	\$63.91
Engineer SR	\$74.79
Engineering Assistant	\$48.95
Environmental Analyst	\$40.79
Environmental Engineer 1	\$51.67
Environmental Engineer 2	\$61.19
Environmental Engineer 3	\$72.07
Environmental Engineer Consultant	\$54.39
Environmental Engineer SR 1	\$65.27
Environmental Engineer SR 2	\$76.15
Environmental Systems Process Engineer 1	\$51.67

Environmental Systems Process Engineer Consultant	\$62.55
Environmental Systems Process Engineer SR 1	\$73.43
Environmental Systems Process Engineer SR 2	\$81.59
Environmental Systems Process Engineer SR 3	\$91.11
Environmental Systems Specialist 1	\$48.95
Environmental Systems Specialist 2	\$58.47
Environmental Systems Specialist SR	\$69.35
Gas Tech Process Engineer 1	\$33.99
Gas Tech Process Engineer 2	\$43.51
Gas Tech Process Engineer 3	\$54.39
Gas Tech Process Engineer SR 1	\$61.19
Gas Tech Process Engineer SR 2	\$72.07
Geologist 1	\$33.99
Geologist 2	\$42.15
Geologist 3	\$51.67
Geotechnical Engineer 1	\$44.87
Geotechnical Engineer 2	\$54.39
Geotechnical Engineer 3	\$65.27
Geotechnical Engineer Consultant	\$57.11
Geotechnical Engineer SR 1	\$69.35
Geotechnical Engineer SR 2	\$78.87
Geotechnical Engineer SR 3	\$89.75
Ground Water Modeler 1	\$40.79
Ground Water Modeler 2	\$50.31
HVAC Designer 1	\$43.51
HVAC Designer SR 1	\$57.11
HVAC Designer SR 2	\$69.35
HVAC Engineer 1	\$48.95
HVAC Engineer SR 1	\$59.83
HVAC Engineer SR 2	\$70.71
I&C Design Specialist	\$42.15
I&C Designer 1	\$44.87
I&C Designer 2	\$54.39

I&C Designer 3	\$65.27
Instrumentation Consultant	\$54.39
Instrumentation Engineer 1	\$62.55
Instrumentation Engineer 2	\$69.35
Instrumentation Engineer 3	\$77.51
Instrumentation Engineer SR	\$88.39
Line Project Support Engineer	\$48.95
Machinery Diagnostic Engineer 1	\$58.47
Machinery Diagnostic Engineer SR 1	\$72.07
Machinery Diagnostic Engineer SR 2	\$78.87
Machinery Diagnostic Engineer SR 3	\$62.55
Materials and Equipment Analyst 1	\$61.19
Materials and Equipment Analyst 2	\$67.99
Materials and Equipment Analyst SR 1	\$74.79
Materials and Equipment Analyst SR 2	\$85.67
Materials and Equipment Analyst SR 3	\$99.27
Materials and Equipment Engineer 1	\$54.39
Materials and Equipment Engineer 2	\$67.99
Materials and Equipment Engineer 3	\$61.19
Materials and Equipment Engineer SR 1	\$70.71
Materials and Equipment Engineer SR 2	\$85.67
Materials and Equipment Engineer SR 3	\$95.19
Materials and Equipment Expediter 1	\$24.47
Materials and Equipment Expediter 2	\$31.27
Materials and Equipment Expediter SR	\$40.79
Materials Engineer 1	\$53.03
Materials Engineer 2	\$66.63
Materials Engineer 3	\$81.59
Materials Engineer SR	\$80.23
Materials Specialist 1	\$39.43
Materials Specialist 2	\$48.95
Mechanical Consultant	\$54.39
Mechanical Designer - 3D Equipment Modeler	\$47.59

Mechanical Designer - 3D Equipment Modeler 2	\$55.75
Mechanical Designer - 3D Equipment Modeler SR 1	\$65.27
Mechanical Designer - P&ID Developer	\$38.07
Mechanical Designer - P&ID Developer SR	\$44.87
Mechanical Designer - Piping 1	\$27.19
Mechanical Designer - Piping 2	\$36.71
Mechanical Designer - Piping 3	\$48.95
Mechanical Designer - Piping SR 1	\$55.75
Mechanical Designer - Piping SR 2	\$65.27
Mechanical Designer - Piping SR 3	\$73.43
Mechanical Designer - Plumbing 1	\$48.95
Mechanical Designer - Plumbing SR 1	\$55.75
Mechanical Designer - Plumbing SR 2	\$65.27
Mechanical Drawing Checker 1	\$43.51
Mechanical Drawing Checker 2	\$53.03
Mechanical Engineer - Fire Protection 1	\$46.23
Mechanical Engineer - Fire Protection SR	\$53.03
Mechanical Engineer 1	\$39.43
Mechanical Engineer 2	\$43.51
Mechanical Engineer 3	\$54.39
Mechanical Engineer Aide 1	\$46.23
Mechanical Engineer Aide 2	\$58.47
Mechanical Engineer Aide SR	\$72.07
Mechanical Engineer SR 1	\$58.47
Mechanical Engineer SR 2	\$66.63
Mechanical Engineer SR 3	\$73.43
Performance Monitoring Engineer SR 1	\$51.67
Performance Monitoring Engineer SR 2	\$58.47
Performance/Reliability Engineer 2	\$59.83
Performance/Reliability Engineer SR	\$67.99
Power Electronics Engineer Consultant	\$65.27
Principle Engineer	\$73.43
Project Development Specialist/Engineer	\$42.15

Project Manager	\$70.71
Protective Relaying Engineer 1	\$31.27
Protective Relaying Engineer 2	\$40.79
Protective Relaying Engineer SR	\$48.95
Sitework Consultant	\$58.47
Sitework Designer 1	\$28.55
Sitework Designer 2	\$38.07
Sitework Designer 3	\$44.87
Sitework Designer Consultant	\$51.67
Sitework Designer SR 1	\$59.83
Sitework Designer SR 2	\$66.63
Sitework Designer SR 3	\$73.43
Sitework Engineer 1	\$54.39
Sitework Engineer 2	\$59.83
Sitework Engineer 3	\$69.35
Sitework Engineer SR 1	\$65.27
Sitework Engineer SR 2	\$70.71
Sitework Engineer SR 3	\$77.51
Sitework Survey Designer 1	\$44.87
Sitework Survey Designer 2	\$51.67
Sitework Survey Designer 3	\$59.83
Sitework Survey Designer Consultant	\$58.47
Special Projects Engineer	\$47.59
SR Structural Designer 1	\$42.15
SR Structural Designer 2	\$48.95
SR Structural Designer 3	\$61.19
SR Structural Engineer 1	\$51.67
SR Structural Engineer 2	\$55.75
SR Structural Engineer 3	\$62.55
Station Battery Engineer SR 1	\$58.47
Station Battery Engineer SR 2	\$62.55
Station Battery Engineer SR 3	\$70.71
Stress/High Energy Piping Engineer 1	\$66.63



Stress/High Energy Piping Engineer 2	\$74.79
Stress/High Energy Piping Engineer Consultant	\$81.59
Stress/High Energy Piping Engineer SR	\$84.31
Structural Consultant 1	\$70.71
Structural Consultant 2	\$76.15
Structural Consultant 3	\$82.95
Structural Designer 1	\$70.71
Structural Designer 2	\$74.79
Structural Designer 3	\$81.59
Structural Engineer 1	\$50.31
Structural Engineer 2	\$57.11
Structural Engineer 3	\$65.27
Structural Fabrication Drawing Checker 1	\$63.91
Structural Fabrication Drawing Checker 2	\$70.71
Test Engineer P&C 1	\$51.67
Test Engineer SR	\$58.47
Line Design Engineer 1	\$67.99
Line Design Engineer 2	\$72.07
Line Design Engineer 3	\$77.51
Line Design Engineer SR	\$81.59
Line Design Designer 1	\$67.99
Line Design Designer 2	\$72.07
Line Design Designer 3	\$77.51
Line Design Designer SR	\$80.23
Substation Control Design Engineer 1	\$44.87
Substation Control Design Engineer 2	\$50.31
Substation Control Design Engineer 3	\$57.11
Substation Control Design Engineer SR	\$55.75
Substation Control Design Engineer Consultant	\$58.47
Substation Control Designer 1	\$40.79
Substation Control Designer 2	\$46.23
Substation Control Designer 3	\$53.03
Substation Control Designer SR	\$55.75

Substation Control Designer Consultant	\$59.83
Substation Physical Design Engineer 1	\$58.47
Substation Physical Design Engineer 2	\$61.19
Substation Physical Design Engineer 3	\$63.91
Substation Physical Design Engineer SR	\$69.35
Substation Physical Design Engineer Consultant	\$73.43
Substation Physical Designer 1	\$53.03
Substation Physical Designer 2	\$55.75
Substation Physical Designer 3	\$63.91
Substation Physical Designer SR	\$69.35
Substation Physical Designer Consultant	\$38.07
Protection & Control Applications Engineer 1	\$42.15
Protection & Control Applications Engineer 2	\$51.67
Protection & Control Applications Engineer 3	\$58.47
Protection & Control Applications Engineer SR	\$63.91
Protection & Control Applications Engineer Consultant	\$70.71
<b>Information Technology</b>	
Agile Coach 1	\$74.79
Agile Coach 2	\$81.59
Agile Coach 3	\$89.75
Agile Coach 4	\$103.35
Application Developer 1	\$67.99
Application Developer 2	\$73.43
Application Developer 3	\$92.47
Application Developer 4	\$101.99
Application Support Analyst 1	\$54.39
Application Support Analyst 2	\$61.19
Application Support Analyst 3	\$73.43
Application Support Analyst 4	\$85.67
Automation Architect 1	\$91.11
Automation Architect 2	\$101.99
Automation Architect 3	\$112.87
Automation Architect 4	\$122.39

Automation Developer 1	\$70.71
Automation Developer 2	\$78.87
Automation Developer 3	\$89.75
Automation Developer 4	\$101.99
Citrix Engineer Level 1	\$66.63
Citrix Engineer Level 2	\$72.07
Citrix Engineer Level 3	\$84.31
Citrix Engineer Level 4	\$95.19
Cloud Analyst 1	\$62.55
Cloud Analyst 2	\$70.71
Cloud Analyst 3	\$78.87
Cloud Analyst 4	\$87.03
Cloud Consultant 1	\$88.39
Cloud Consultant 2	\$95.19
Cloud Consultant 3	\$106.07
Cloud Consultant 4	\$116.95
Cloud Testing Analyst 1	\$65.27
Cloud Testing Analyst 2	\$74.79
Cloud Testing Analyst 3	\$84.31
Cloud Testing Analyst 4	\$92.47
Cloud/Network Administrators 1	\$51.67
Cloud/Network Administrators 2	\$59.83
Cloud/Network Administrators 3	\$65.27
Cloud/Network Administrators 4	\$77.51
Cloud/Network Architects 1	\$74.79
Cloud/Network Architects 2	\$84.31
Cloud/Network Architects 3	\$92.47
Cloud/Network Architects 4	\$101.99
Cloud/Network Engineers 1	\$65.27
Cloud/Network Engineers 2	\$74.79
Cloud/Network Engineers 3	\$85.67
Cloud/Network Engineers 4	\$97.91
Computer Systems Analyst 1	\$58.47

Computer Systems Analyst 2	\$67.99
Computer Systems Analyst 3	\$73.43
Computer Systems Analyst 4	\$81.59
Content Developer 1	\$47.59
Content Developer 2	\$55.75
Content Developer 3	\$65.27
Content Developer 4	\$77.51
Content Strategist 1	\$59.83
Content Strategist 2	\$67.99
Content Strategist 3	\$76.15
Content Strategist 4	\$87.03
Data Administrators 1	\$51.67
Data Administrators 2	\$59.83
Data Administrators 3	\$69.35
Data Administrators 4	\$81.59
Data Analyst 1	\$54.39
Data Analyst 2	\$61.19
Data Analyst 3	\$70.71
Data Analyst 4	\$81.59
Data Analytics Analyst 1	\$59.83
Data Analytics Analyst 2	\$67.99
Data Analytics Analyst 3	\$76.15
Data Analytics Analyst 4	\$87.03
Data Analytics Engineer 1	\$76.15
Data Analytics Engineer 2	\$87.03
Data Analytics Engineer 3	\$97.91
Data Analytics Engineer 4	\$108.79
Data Architect 1	\$70.71
Data Architect 2	\$80.23
Data Architect 3	\$92.47
Data Architect 4	\$106.07
Data Curation Engineer 1	\$43.51
Data Curation Engineer 2	\$51.67

Data Curation Engineer 3	\$63.91
Data Curation Engineer 4	\$76.15
Data Developers 1	\$70.71
Data Developers 2	\$78.87
Data Developers 3	\$89.75
Data Developers 4	\$100.63
Data Engineer 1	\$84.31
Data Engineer 2	\$92.47
Data Engineer 3	\$101.99
Data Engineer 4	\$114.23
Data Management Specialist 1	\$46.23
Data Management Specialist 2	\$58.47
Data Management Specialist 3	\$70.71
Data Management Specialist 4	\$81.59
Data Scientist 1	\$74.79
Data Scientist 2	\$87.03
Data Scientist 3	\$95.19
Data Scientist 4	\$103.35
Data Visualization Engineer 1	\$74.79
Data Visualization Engineer 2	\$81.59
Data Visualization Engineer 3	\$96.55
Data Visualization Engineer 4	\$101.99
Database Administrator 1	\$61.19
Database Administrator 2	\$67.99
Database Administrator 3	\$88.39
Database Administrator 4	\$97.91
Datacenter & Hardware Admin 1	\$40.79
Datacenter & Hardware Admin 2	\$43.51
Datacenter & Hardware Admin 3	\$54.39
Datacenter & Hardware Admin 4	\$61.19
Desktop Support Analysts 1	\$33.99
Desktop Support Analysts 2	\$40.79
Desktop Support Analysts 3	\$47.59

Desktop Support Analysts 4	\$54.39
DevOps Engineer 1	\$67.99
DevOps Engineer 2	\$74.79
DevOps Engineer 3	\$81.59
DevOps Engineer 4	\$88.39
Digital Designer 1	\$43.51
Digital Designer 2	\$50.31
Digital Designer 3	\$61.19
Digital Designer 4	\$77.51
Digital Development 1	\$42.15
Digital Development 2	\$48.95
Digital Development 3	\$58.47
Digital Development 4	\$70.71
Digital Engineer 1	\$54.39
Digital Engineer 2	\$61.19
Digital Engineer 3	\$74.79
Digital Engineer 4	\$84.31
Digital Engineer Consultant 1	\$54.39
Digital Engineer Consultant 2	\$61.19
Digital Engineer Consultant 3	\$74.79
Digital Engineer Consultant 4	\$84.31
Digital Strategy 1	\$47.59
Digital Strategy 2	\$54.39
Digital Strategy 3	\$61.19
Digital Strategy 4	\$70.71
Digital Tech Admin 1	\$33.99
Digital Tech Admin 2	\$40.79
Digital Tech Admin 3	\$47.59
Digital Tech Admin 4	\$54.39
Digital Tech Analyst 1	\$47.59
Digital Tech Analyst 2	\$54.39
Digital Tech Analyst 3	\$61.19
Digital Tech Analyst 4	\$70.71

Digital Tech Analyst Consultant 1	\$50.31
Digital Tech Analyst Consultant 2	\$59.83
Digital Tech Analyst Consultant 3	\$66.63
Digital Tech Analyst Consultant 4	\$74.79
Enterprise Application Architect 1	\$78.87
Enterprise Application Architect 2	\$89.75
Enterprise Application Architect 3	\$99.27
Enterprise Application Architect 4	\$108.79
Excel VBA 1	\$47.59
Excel VBA 2	\$54.39
Excel VBA 3	\$67.99
Excel VBA 4	\$74.79
Financial Analyst 1 (IT)	\$50.31
Financial Analyst 2 (IT)	\$59.83
Financial Analyst 3 (IT)	\$69.35
Financial Analyst 4 (IT)	\$81.59
Front End Web Developer 1	\$65.27
Front End Web Developer 2	\$74.79
Front End Web Developer 3	\$85.67
Front End Web Developer 4	\$97.91
Full Stack Application Developer 1	\$74.79
Full Stack Application Developer 2	\$81.59
Full Stack Application Developer 3	\$92.47
Full Stack Application Developer 4	\$100.63
Help Desk/Service Desk 1	\$33.99
Help Desk/Service Desk 2	\$40.79
Help Desk/Service Desk 3	\$47.59
Help Desk/Service Desk 4	\$54.39
Info Systems Analyst 1	\$61.19
Info Systems Analyst 2	\$67.99
Info Systems Analyst 3	\$81.59
Info Systems Analyst 4	\$88.39
Infrastructure Architect 1	\$87.03

Infrastructure Architect 2	\$97.91
Infrastructure Architect 3	\$108.79
Infrastructure Architect 4	\$115.59
Integration Ops Architect 1	\$80.23
Integration Ops Architect 2	\$87.03
Integration Ops Architect 3	\$93.83
Integration Ops Architect 4	\$101.99
Integration Ops Specialist 1	\$54.39
Integration Ops Specialist 2	\$61.19
Integration Ops Specialist 3	\$81.59
Integration Ops Specialist 4	\$88.39
IT Business Analyst 1	\$66.63
IT Business Analyst 2	\$74.79
IT Business Analyst 3	\$82.95
IT Business Analyst 4	\$93.83
IT Operations Support 1	\$43.51
IT Operations Support 2	\$50.31
IT Operations Support 3	\$58.47
IT Operations Support 4	\$65.27
IT Program Manager 1	\$77.51
IT Program Manager 2	\$87.03
IT Program Manager 3	\$95.19
IT Program Manager 4	\$101.99
IT Project Coordinator 1	\$51.67
IT Project Coordinator 2	\$59.83
IT Project Coordinator 3	\$65.27
IT Project Coordinator 4	\$73.43
IT Project Manager 1	\$74.79
IT Project Manager 2	\$81.59
IT Project Manager 3	\$87.03
IT Project Manager 4	\$95.19
IT Support 1	\$27.19
IT Support 2	\$32.63



IT Support 3	\$36.71
IT Support 4	\$43.51
Machine Learning Engineer 1	\$76.15
Machine Learning Engineer 2	\$87.03
Machine Learning Engineer 3	\$93.83
Machine Learning Engineer 4	\$101.99
Maximo Spatial Developer 1	\$59.83
Maximo Spatial Developer 2	\$77.51
Maximo Spatial Developer 3	\$87.03
Maximo Spatial Developer 4	\$95.19
Mobile App Developer 1	\$73.43
Mobile App Developer 2	\$85.67
Mobile App Developer 3	\$95.19
Mobile App Developer 4	\$101.99
Mobile Computing Support Technician 1	\$32.63
Mobile Computing Support Technician 2	\$38.07
Mobile Computing Support Technician 3	\$42.15
Mobile Computing Support Technician 4	\$47.59
Network / Systems Engineer 1	\$54.39
Network / Systems Engineer 2	\$58.47
Network / Systems Engineer 3	\$63.91
Network / Systems Engineer 4	\$73.43
Network Administrator 1	\$54.39
Network Administrator 2	\$63.91
Network Administrator 3	\$72.07
Network Administrator 4	\$81.59
Network Engineer 1	\$73.43
Network Engineer 2	\$78.87
Network Engineer 3	\$88.39
Network Engineer 4	\$93.83
Network Security Administrator 1	\$69.35
Network Security Administrator 2	\$77.51
Network Security Administrator 3	\$87.03

Network Security Administrator 4	\$95.19
Network Security Analyst 1	\$62.55
Network Security Analyst 2	\$69.35
Network Security Analyst 3	\$78.87
Network Security Analyst 4	\$88.39
Observability Engineer 1	\$58.47
Observability Engineer 2	\$62.55
Observability Engineer 3	\$66.63
Observability Engineer 4	\$74.79
Operational Technology Cyber Security Analyst 1	\$62.55
Operational Technology Cyber Security Analyst 2	\$72.07
Operational Technology Cyber Security Analyst 3	\$81.59
Operational Technology Cyber Security Analyst 4	\$88.39
Organizational Change Management Consultant 1	\$74.79
Organizational Change Management Consultant 2	\$78.87
Organizational Change Management Consultant 3	\$85.67
Organizational Change Management Consultant 4	\$93.83
Performance and Reliability Software Programmer 1	\$62.55
Performance and Reliability Software Programmer 2	\$73.43
Performance and Reliability Software Programmer 3	\$84.31
Performance and Reliability Software Programmer 4	\$95.19
PICT Database Manager 1	\$42.15
PICT Database Manager 2	\$48.95
PICT Database Manager 3	\$58.47
PICT Database Manager 4	\$63.91
Platform Engineer 1	\$62.55
Platform Engineer 2	\$66.63
Platform Engineer 3	\$73.43
Platform Engineer 4	\$81.59
Product Owner 1	\$67.99
Product Owner 2	\$76.15
Product Owner 3	\$82.95
Product Owner 4	\$91.11

Product Specific Technologist 1	\$58.47
Product Specific Technologist 2	\$65.27
Product Specific Technologist 3	\$73.43
Product Specific Technologist 4	\$81.59
Program Analysts 1	\$48.95
Program Analysts 2	\$59.83
Program Analysts 3	\$65.27
Program Analysts 4	\$73.43
Protection and Control Application 1	\$39.43
Protection and Control Application 2	\$46.23
Protection and Control Application 3	\$53.03
Protection and Control Application 4	\$62.55
QA Analyst 1	\$65.27
QA Analyst 2	\$73.43
QA Analyst 3	\$77.51
QA Analyst 4	\$84.31
QA Engineer 1	\$76.15
QA Engineer 2	\$84.31
QA Engineer 3	\$92.47
QA Engineer 4	\$99.27
Quality Assurance Engineer 1	\$77.51
Quality Assurance Engineer 2	\$87.03
Quality Assurance Engineer 3	\$95.19
Quality Assurance Engineer 4	\$101.99
Release Manager 1	\$80.23
Release Manager 2	\$88.39
Release Manager 3	\$96.55
Release Manager 4	\$103.35
Release Train Engineer (RTE) 1	\$73.43
Release Train Engineer (RTE) 2	\$82.95
Release Train Engineer (RTE) 3	\$91.11
Release Train Engineer (RTE) 4	\$101.99
RPA Developer 1	\$63.91

RPA Developer 2	\$73.43
RPA Developer 3	\$81.59
RPA Developer 4	\$89.75
Safety Technology Administrator 1	\$63.91
Safety Technology Administrator 2	\$70.71
Safety Technology Administrator 3	\$77.51
Safety Technology Administrator 4	\$84.31
Scrum Master 1	\$81.59
Scrum Master 2	\$88.39
Scrum Master 3	\$95.19
Scrum Master 4	\$104.71
Search Engine Optimization/ Search Engine Marketing 1	\$57.11
Search Engine Optimization/ Search Engine Marketing 2	\$62.55
Search Engine Optimization/ Search Engine Marketing 3	\$67.99
Search Engine Optimization/ Search Engine Marketing 4	\$73.43
Security Analyst 1	\$73.43
Security Analyst 2	\$78.87
Security Analyst 3	\$84.31
Security Analyst 4	\$91.11
Security Architect 1	\$81.59
Security Architect 2	\$91.11
Security Architect 3	\$99.27
Security Architect 4	\$108.79
Security Engineer Level 1	\$82.95
Security Engineer Level 2	\$88.39
Security Engineer Level 3	\$92.47
Security Engineer Level 4	\$101.99
Site Reliability Engineer 1	\$73.43
Site Reliability Engineer 2	\$81.59
Site Reliability Engineer 3	\$87.03
Site Reliability Engineer 4	\$92.47
Software Architects 1	\$81.59
Software Architects 2	\$91.11

Software Architects 3	\$97.91
Software Architects 4	\$106.07
Software Developer 1	\$81.59
Software Developer 2	\$88.39
Software Developer 3	\$93.83
Software Developer 4	\$96.55
Software Engineer 1	\$74.79
Software Engineer 2	\$81.59
Software Engineer 3	\$87.03
Software Engineer 4	\$95.19
Solution Architect 1	\$82.95
Solution Architect 2	\$88.39
Solution Architect 3	\$95.19
Solution Architect 4	\$106.07
Supplier Account Manager 1	\$61.19
Supplier Account Manager 2	\$70.71
Supplier Account Manager 3	\$77.51
Supplier Account Manager 4	\$88.39
System Engineer 1	\$74.79
System Engineer 2	\$81.59
System Engineer 3	\$88.39
System Engineer 4	\$92.47
Systems Administrator 1	\$69.35
Systems Administrator 2	\$74.79
Systems Administrator 3	\$78.87
Systems Administrator 4	\$84.31
Systems Analyst 1	\$65.27
Systems Analyst 2	\$70.71
Systems Analyst 3	\$76.15
Systems Analyst 4	\$80.23
Technical Product Manager 1	\$81.59
Technical Product Manager 2	\$87.03
Technical Product Manager 3	\$92.47

Technical Product Manager 4	\$99.27
Technical Support Specialist 1	\$38.07
Technical Support Specialist 2	\$46.23
Technical Support Specialist 3	\$51.67
Technical Support Specialist 4	\$58.47
Technical Writer 1 (IT)	\$57.11
Technical Writer 2 (IT)	\$63.91
Technical Writer 3 (IT)	\$70.71
Technical Writer 4 (IT)	\$78.87
Technician 1 (IT)	\$36.71
Technician 2 (IT)	\$44.87
Technician 3 (IT)	\$50.31
Technician 4 (IT)	\$57.11
Technology Planning Analyst 1	\$61.19
Technology Planning Analyst 2	\$69.35
Technology Planning Analyst 3	\$74.79
Technology Planning Analyst 4	\$81.59
Threat Analyst 1	\$62.55
Threat Analyst 2	\$70.71
Threat Analyst 3	\$74.79
Threat Analyst 4	\$82.95
Unix/Systems Administrator 1	\$63.91
Unix/Systems Administrator 2	\$72.07
Unix/Systems Administrator 3	\$77.51
Unix/Systems Administrator 4	\$82.95
User Experience/User Interface Designer (UX/UI) 1	\$78.87
User Experience/User Interface Designer (UX/UI) 2	\$87.03
User Experience/User Interface Designer (UX/UI) 3	\$92.47
User Experience/User Interface Designer (UX/UI) 4	\$99.27
User Provisioning/Patch Mgmt. Coordinator 1	\$65.27
User Provisioning/Patch Mgmt. Coordinator 2	\$70.71
User Provisioning/Patch Mgmt. Coordinator 3	\$76.15
User Provisioning/Patch Mgmt. Coordinator 4	\$82.95

Vulnerability Assessment Analyst 1	\$69.35
Vulnerability Assessment Analyst 2	\$76.15
Vulnerability Assessment Analyst 3	\$81.59
Vulnerability Assessment Analyst 4	\$87.03
Web Designer 1	\$74.79
Web Designer 2	\$81.59
Web Designer 3	\$88.39
Web Designer 4	\$95.19
Web Developer 1	\$73.43
Web Developer 2	\$78.87
Web Developer 3	\$84.31
Web Developer 4	\$91.11
Product Specific Technologist	\$89.75
Agile Coach	\$92.47
Application Support Analyst	\$78.87
Automation Developer	\$82.95
Business Analyst	\$87.03
Computer Systems Analyst	\$67.99
Data Analyst	\$70.71
Data Analytics Engineer	\$87.03
Data Architect	\$99.27
Data Management Specialist	\$76.15
Data Visualization Engineer	\$84.31
Database Administrator	\$78.87
Datacenter & Hardware Admin	\$72.07
DevOps Engineer	\$82.95
Enterprise Application Architect	\$110.15
Front End Web Developer	\$87.03
Full Stack Application Developer	\$91.11
Infrastructure Architect	\$112.87
Integration Ops Specialist	\$87.03
IT Business Analyst	\$89.75
IT Operations Support	\$76.15

IT Program Manager	\$101.99
IT Project Coordinator	\$70.71
IT Project Manager	\$89.75
Mobile Computing Support Technician	\$80.23
Network / Systems Engineer	\$73.43
Network Administrator	\$76.15
Network Engineer	\$82.95
Operational Technology Cyber Security Analyst	\$78.87
Performance and Reliability Software Programmer	\$89.75
Platform Engineer	\$85.67
Product Owner	\$82.95
Protection and Control Application	\$76.15
RPA Developer	\$73.43
Safety Technology Administrator	\$78.87
Scrum Master	\$87.03
Security Analyst	\$82.95
Security Engineer	\$95.19
Site Reliability Engineer	\$88.39
Software Developer	\$87.03
Software Engineer	\$93.83
Solution Architect	\$104.71
Supplier Account Manager	\$80.23
System Engineer	\$89.75
Systems Administrator	\$82.95
Technical Support Specialist	\$74.79
Technology Planning Analyst	\$73.43
Threat Analyst	\$85.67
Unix/Systems Administrator	\$76.15
User Provisioning/Patch Mgmt. Coordinator	\$80.23
Web Designer	\$77.51
Web Developer	\$82.95
.Net Developer	\$96.55
911 IT Operations Manger	\$104.71



911 Systems Consultant	\$93.83
Accessibility Specialist	\$93.83
Administrative Analyst	\$85.67
Application Developer	\$107.43
Application Security Administrator	\$104.71
Applications DBA	\$103.35
Applications Engineer	\$107.43
AWS Cloud Engineer	\$112.87
Backend Software Developer	\$111.51
Backup and Recovery Engineer	\$112.87
Benefits Functional Lead	\$106.07
Broadband Network Designer	\$106.07
Broadband Network Lead Designer	\$99.27
Broadband Network Project Coordinator	\$91.11
Broadband Network Project Leader	\$101.99
Broadband Network Project Manager	\$108.79
Broadband Project Coordinator	\$70.71
Broadband Project Leader	\$84.31
Business Architect	\$111.51
Business Continuity Disaster Recovery Consultant	\$108.79
Business Systems Analyst	\$107.43
Call Center Technology Project Manager	\$93.83
Change Management Lead	\$108.79
Chief Technology Officer	\$148.23
CICS/COBOL Programmer	\$107.43
Cloud Architect	\$108.79
Cloud Consultant	\$123.75
Cloud Network Engineer	\$121.03
Cloud Product Manager	\$99.27
Cloud Project Manager	\$104.71
Cloud Security Architect	\$93.83
Cloud Services Developer	\$87.03
Cloud Software Engineer	\$81.59

Cloud System Administrator	\$70.71
Cloud System Engineer	\$81.59
Communications Business Analyst	\$84.31
Computer and Information Research Scientist	\$101.99
Computer and Information Systems Manager	\$93.83
Computer Deployment Specialist	\$80.23
Computer Network Architect	\$99.27
Computer Systems Manager	\$93.83
Configuration Manager	\$92.47
Consultant Business Continuity Disaster Recovery	\$100.63
Consultant NSX	\$108.79
Consultant Operations	\$107.43
Consulting Architect NSX	\$126.47
Consulting Architect SDDC	\$116.95
Content Manager	\$93.83
Contracting Improvements Project Manager	\$106.07
Customer Support Administrator	\$74.79
Customer Support Specialist	\$66.63
Cyber Security Consultant	\$106.07
Cyber Security Firewall Administrator	\$96.55
Cyber Security Incident Response Analyst	\$100.63
Cyber Security Hardware Engineer	\$95.19
Data Center Technician	\$84.31
Data Migration Architect	\$114.23
Data Modelers	\$108.79
Data Recovery Specialist	\$104.71
Database Analyst	\$88.39
Database Developer	\$107.43
Database Programmer	\$95.19
Database Programmer / Analyst	\$101.99
Database Warehouse Administrator	\$103.35
Delivery Manager	\$125.11
Desktop Service Manager	\$104.71

Desktop Support Manager	\$93.83
Desktop Support Specialist	\$78.87
Desktop Support Technician	\$76.15
Developer	\$99.27
Digital Communication Specialist / Designer	\$104.71
Digital Communications Designer	\$108.79
Digital Communications Manager	\$104.71
Digital Communications Specialist	\$95.19
Disaster Recovery Specialist	\$111.51
EBS OTL/Payroll Functional-Technical Senior Developer	\$112.87
Engagement Manager	\$123.75
Enterprise Architect	\$135.99
Enterprise Resource Planning (ERP) Architect	\$138.71
Enterprise Resource Planning (ERP) Developer	\$115.59
Enterprise Resource Planning (ERP) Functional Lead	\$116.95
Enterprise Resource Planning (ERP) Implementation Specialist	\$110.15
Enterprise Resource Planning (ERP) Technical Lead	\$121.03
Enterprise Solution Architect	\$135.99
ERP Integration Developer Consultant	\$112.87
Field Technician	\$95.19
Firewall Migration Analyst	\$101.99
Firewall Optimization Analyst	\$108.79
Front End Designer	\$95.19
Front End Developer	\$107.43
Full Stack Software Developer	\$115.59
GIS Analyst	\$104.71
GIS Analyst Technical Lead	\$107.43
GIS Consultant	\$100.63
GIS Developer	\$80.23
GIS Programmer	\$88.39
GIS Programmer Analyst	\$91.11
GIS Project Manager	\$95.19
GIS Technician	\$91.11

Information Assurance Engineer	\$95.19
Information Security Analyst	\$81.59
Information Security Architect	\$101.99
Information Security Manager	\$108.79
Information Security Specialist	\$92.47
Infrastructure Analyst	\$85.67
Infrastructure Manager	\$100.63
Instructional Designer	\$97.91
Integration Architect	\$111.51
IT Analyst	\$96.55
IT Change Manager	\$110.15
IT Coordinator	\$88.39
IT Director	\$138.71
IT Help Desk Support Technician	\$59.83
IT Manager	\$107.43
IT Operations Manager	\$103.35
IT Project Intake Coordinator	\$101.99
Lead GIS Analyst	\$84.31
Local Area Network (LAN) Engineer	\$93.83
Mainframe Systems Analyst	\$104.71
Management Information Systems Director	\$130.55
Management Information Systems Manager	\$107.43
Microsoft Access Developer	\$104.71
Microsoft Template Designer	\$97.91
Mobile Application Developer	\$111.51
MS Excel Developer	\$100.63
MS Power Platform Developer	\$99.27
MS Server Support	\$91.11
Multi-Factor Authentication (MFA) Support Specialists	\$93.83
Natural/Adabas Developer	\$103.35
Netback Engineer	\$91.11
Network Analyst	\$72.07
Network and Computer Systems Administrator	\$77.51

Network and Infrastructure Manager	\$106.07
Network Computer Administrator	\$95.19
Network Manager	\$96.55
Network Operations Center Engineer	\$104.71
Network Security Architect	\$122.39
Network Security Engineer	\$116.95
Network Systems Administrator	\$100.63
OnePhilly Payroll Techno-Functionals Analyst	\$99.27
Operations Analyst	\$97.91
Operations Manager	\$106.07
Oracle Developer-IWRAP	\$108.79
Project Manager Infrastructure	\$121.03
Quality Assurance Analyst	\$87.03
Quality Assurance Engineer	\$93.83
Quality Assurance Manager	\$103.35
Quality Assurance Specialist	\$96.55
Quality Assurance Test Engineer	\$81.59
Quality Assurance Tester	\$88.39
Quality Control Analyst	\$81.59
Quality Control Engineer	\$89.75
Quality Control Manager	\$96.55
Quality Control Specialist	\$77.51
Security Administrator	\$106.07
Security Consultant	\$116.95
Security Specialist	\$115.59
Security Test Engineer	\$110.15
Senior Consultant NSX	\$107.43
Service Desk Manager	\$100.63
Service Desk Support Specialist	\$80.23
Service Desk Technician	\$59.83
SharePoint Consultant	\$91.11
SharePoint Developer	\$82.95
Social Media Manager	\$80.23

Software Configuration Analyst	\$87.03
Software Configuration Developer	\$93.83
Software Configuration Engineer	\$85.67
Software Configuration Specialist	\$89.75
Software Development Manager	\$107.43
Software Implementation Specialist	\$93.83
Software QA Analyst	\$81.59
Software QA Engineer	\$96.55
Software Test Engineer	\$93.83
Software Training Specialist	\$89.75
Software/Applications Developer	\$103.35
Solutions Architect	\$116.95
Solutions Engineer	\$108.79
SQL Developer	\$100.63
SQL Server DBA	\$106.07
SQL Server DBA/Warehouse Specialist	\$95.19
Storage Area Network (SAN) Administrator	\$99.27
Storage Area Network (SAN) Engineer	\$81.59
Storage Engineer	\$80.23
Supply Chain ERP Business Analyst	\$95.19
System Administrator	\$96.55
System Architect	\$107.43
System Designer	\$91.11
System Engineer Exchange	\$85.67
Systems Analyst	\$92.47
Systems Engineer	\$85.67
Systems Engineer (Messaging)	\$95.19
Systems Engineer (MS O365)	\$99.27
Systems Engineer (Virtualization)	\$107.43
Systems Software Engineer	\$87.03
Technical Lead	\$112.87
Technical Liaison	\$85.67
Technical Operations Manager	\$91.11

Technical Operations Officer	\$87.03
Technical Support Engineer	\$81.59
Technical Writer / Business Analyst	\$85.67
Technical Writer / Business Processes and Procedures	\$81.59
Technology Architect	\$116.95
Technology Trainer	\$87.03
Telecommunications Specialist	\$93.83
Trainer	\$82.95
Training Coordinator	\$80.23
Training Coordinator/Instructional Designer	\$84.31
UI Architect	\$107.43
UI/UX Designer	\$104.71
UI/UX Developer	\$101.99
Web Administrator	\$74.79
Web Application Developer	\$91.11
Web Content Editor	\$76.15
Webmaster	\$82.95
WebMethods Consultant	\$91.11
WebMethods Tester	\$85.67
Wide Area Network (WAN) Administrator	\$89.75
WordPress Developer	\$88.39
Workday Resource Planning (ERP) Analyst	\$96.55
Workday Resource Planning (ERP) Architect	\$115.59
Workday Resource Planning (ERP) Developer	\$88.39
Workday Resource Planning (ERP) Functional Lead	\$82.95
Workday Resource Planning (ERP) Implementation Specialist	\$87.03
Workday Resource Planning (ERP) Technical Lead	\$100.63
<b>Cybersecurity Roles</b>	
Cybersecurity Analyst	\$84.31
Cybersecurity Engineer	\$97.91
Security Architect	\$104.71
Penetration Tester (Ethical Hacker)	\$80.23
Incident Responder	\$89.75

Chief Information Security Officer (CISO)	\$142.79
Security Software Developer	\$97.91
Threat Intelligence Analyst	\$85.67
Cybersecurity Manager	\$108.79
Identity and Access Management (IAM) Specialist	\$88.39
Compliance and Risk Analyst	\$89.75
Forensic Computer Analyst	\$81.59
<b>Artificial Intelligence Roles</b>	
AI/ML Engineer	\$95.19
AI Research Scientist	\$91.11
Machine Learning Specialist	\$88.39
Computer Vision Engineer	\$84.31
Natural Language Processing (NLP) Engineer	\$81.59
Robotics Engineer	\$80.23
AI Product Manager	\$89.75
AI Ethics Specialist	\$84.31
Deep Learning Engineer	\$92.47
AI Solutions Architect	\$100.63
AI Data Analyst	\$77.51
AI Strategist	\$89.75
Autonomous Systems Engineer	\$88.39
<b>Procurement</b>	
Procurement Manager	\$77.51
Supply Chain Manager	\$87.03
Purchasing Agent	\$50.31
Procurement Analyst	\$59.83
Strategic Sourcing Manager	\$82.95
Category Manager	\$84.31
Procurement Specialist	\$65.27
Vendor Manager	\$85.67
Supply Chain Analyst	\$69.35
Contract Manager	\$81.59
<b>Legal and Compliance</b>	



Compliance Officer	\$73.43
Corporate Counsel	\$92.47
Compliance Manager	\$89.75
Legal Compliance Analyst	\$39.43
Regulatory Affairs Specialist	\$74.79
Contract Administrator	\$63.91
Chief Compliance Officer (CCO)	\$108.79
Litigation Support Specialist	\$48.95
<b>Nursing</b>	
Registered Nurse (RN)	\$54.71
Nurse Practitioner (NP)	\$80.63
Critical Care Nurse	\$60.47
Pediatric Nurse	\$54.71
Nurse Educator	\$48.95
Home Health Nurse	\$50.39
Telehealth Nurse	\$56.15
<b>Occupational Therapy</b>	
Occupational Therapist (OT)	\$57.59
Certified Occupational Therapy Assistant (COTA)	\$38.87
Pediatric Occupational Therapist	\$57.59
Geriatric Occupational Therapist	\$57.59
Hand Therapist	\$60.47
<b>Speech-Language Pathology</b>	
Speech-Language Pathologist (SLP)	\$61.91
Pediatric Speech-Language Pathologist	\$61.91
School-Based Speech-Language Pathologist	\$57.59
Bilingual Speech-Language Pathologist	\$64.79
Speech-Language Pathology Assistant	\$35.99
<b>Social Work</b>	
Clinical Social Worker	\$44.15
School Social Worker	\$41.39
Medical Social Worker	\$44.15
Child and Family Social Worker	\$41.39

Mental Health Social Worker	\$42.77
Substance Abuse Social Worker	\$40.01
<b>Pharmaceuticals</b>	
Pharmacist	\$86.39
Pharmacy Technician	\$30.23
Clinical Pharmacist	\$90.71
Pharmaceutical Sales Representative	\$57.59
Pharmacovigilance Specialist	\$64.79
<b>Dental</b>	
Dentist	\$115.19
Dental Hygienist	\$57.59
Dental Assistant	\$33.11
Orthodontist	\$133.19
Periodontist	\$133.19
Endodontist	\$133.19
<b>Emerging and Specialized Roles</b>	
Telehealth Coordinator	\$45.43
Public Health Educator	\$39.75
Genetic Counselor	\$61.05
Infection Control Specialist	\$49.69
Behavioral Health Technician	\$29.81
<b>Instructional Education Roles</b>	
STEM Teacher	\$42.59
Online Course Instructor	\$35.49
ESL (English as a Second Language) Teacher	\$36.91
Special Education Teacher	\$42.59
Curriculum Developer	\$49.69
Instructional Coach	\$45.43
Early Childhood Educator	\$26.97
<b>Non-Instructional Education Roles</b>	
School Counselor	\$46.07
School Psychologist	\$57.59
Educational Interpreter	\$43.19

Paraprofessional (Teacher's Aide)	\$23.03
Custodial Staff	\$23.03
Food Service Worker	\$20.15
<b>Special and Alternative Education Roles</b>	
Behavioral Specialist	\$37.43
Alternative Education Instructor	\$43.19
<b>Education Administration Roles</b>	
School Principal	\$68.99
Superintendent	\$93.14
School Administrator	\$55.19
<b>Additional Titles</b>	
Educational Consultant	\$55.99
Technology Integration Specialist	\$44.79
Reading Specialist	\$41.99
Math Interventionist	\$41.99
School Nurse	\$44.79
School Librarian/Media Specialist	\$39.19
Career and Technical Education (CTE) Teacher	\$41.99
After-School Program Coordinator	\$29.39
Education Program Manager	\$48.99
<b>Construction</b>	
Carpenter	\$37.43
Bricklayer/Mason	\$43.19
Construction Foreman	\$46.07
Concrete Finisher	\$37.43
Roofer	\$30.23
Demolition Worker	\$27.35
<b>Electricians</b>	
Residential Electrician	\$40.31
Commercial Electrician	\$43.19
Industrial Electrician	\$46.07
Electrical Lineman	\$50.39
Journeyman Electrician	\$43.19

<b>HVAC Technicians</b>	
HVAC Installer	\$37.43
HVAC Mechanic	\$40.31
Refrigeration Technician	\$40.31
HVAC Service Manager	\$46.07
HVAC Controls Technician	\$43.19
<b>Machinists</b>	
CNC Machinist	\$37.43
CNC Programmer	\$56.87
Tool and Die Maker	\$40.31
Precision Machinist	\$37.43
<b>Technicians</b>	
Maintenance Technician	\$34.07
Field Service Technician	\$36.91
Automotive Technician	\$29.81
Network Technician	\$39.75
Biomedical Equipment Technician	\$36.91
<b>Welders</b>	
Pipe Welder	\$37.43
Structural Welder	\$34.55
Fabricator/Welder	\$30.23
TIG Welder	\$37.43
MIG Welder	\$34.55
<b>Mechanics</b>	
Diesel Mechanic	\$39.75
Aircraft Mechanic	\$45.43
Marine Mechanic	\$36.91
Heavy Equipment Mechanic	\$39.75
Industrial Machinery Mechanic	\$39.75
<b>Groundskeepers</b>	
Landscape Technician	\$22.07
Irrigation Specialist	\$26.21
Arborist	\$28.97

Turf Manager	\$26.21
Horticultural Technician	\$22.07
<b>Painters</b>	
Industrial Painter	\$34.07
Automotive Painter	\$29.81
House Painter	\$26.97
Commercial Painter	\$29.81
Decorator	\$26.97
<b>Custodians</b>	
Janitorial Supervisor	\$26.59
Sanitation Worker	\$22.39
Environmental Services Worker	\$22.39
Cleaning Technician	\$19.59
Custodial Manager	\$29.39
<b>Security Guards</b>	
Security Supervisor	\$34.55
Loss Prevention Officer	\$23.03
Surveillance Operator	\$27.35
Event Security Guard	\$23.03
Patrol Officer	\$27.35
<b>Traffic Management</b>	
Traffic Control Technician	\$29.39
Traffic Signal Technician	\$33.59
Flagger	\$19.59
Traffic Management Specialist	\$36.39
Road Safety Auditor	\$39.19
<b>Executive Search</b>	
Executive Recruiter	\$46.07
Talent Acquisition Specialist:	\$43.19
Headhunter:	\$50.39
Recruitment Consultant	\$46.07
Executive Search Consultant	\$50.39
Senior Executive Recruiter	\$57.59

Talent Acquisition Manager	\$64.79
Senior Search Consultant	\$57.59
Executive Headhunter	\$64.79
Recruitment Director	\$71.99
<b>Clerical</b>	
Administrative Assistant	\$32.63
Receptionist	\$25.83
Office Clerk	\$23.11
Data Entry Clerk	\$27.19
Office Coordinator	\$31.27
Executive Assistant	\$38.07
File Clerk	\$24.47
Office Manager	\$42.15
Clerical Support Specialist	\$29.91
Secretary	\$32.63
<b>Administrative</b>	
Administrative Coordinator	\$29.91
Executive Secretary	\$36.71
Office Administrator	\$31.27
Administrative Manager	\$42.15
Project Administrator	\$44.87
Administrative Support Specialist	\$40.79
Operations Coordinator	\$35.35
Office Support Specialist	\$28.55
Administrative Services Manager	\$44.87

Other Staffing Solutions	
Services	Fee
Direct Hire Services	15% of the candidate's annual salary
Payrolling Services or Employer of	26% Markup on the Hourly rate
Temporary to Permanant Conversion Fees	0-30 days - 18% 30-60 days - 15% 60 days - 90 days - 10% 90 days and above - no charge

<b>Titles (Category)</b>	<b>Bill Rates</b>
<b>Customer Care/Customer Service</b>	
Consumer Relations Analyst	\$59.19
Customer Care Representative	\$43.05
Customer Engagement Consultant	\$48.43
Customer Relations Analyst	\$53.81
Merchandise Sales Consultant	\$37.66
Retail Customer Service Rep	\$35.87
Sales & Service Consultant	\$37.66
Sales Support Representative	\$35.87
Service Consultant	\$57.40
<b>Project Controls/Logistics</b>	
Cost Analyst	\$100.45
Cost and Inventory Representative	\$68.16
Estimator	\$100.45
Project Controls Specialist	\$107.63
Project Coordinator	\$96.87
Projects Control Analyst	\$89.69
Scheduler	\$105.84
Tech Support Specialist	\$66.37
Verification Analyst	\$121.98
<b>Public Relations</b>	\$96.87
Communications Analyst	
Corporate Communications Strategist	\$88.39
Corporate Responsibility Communications	\$95.46
PR Specialist	\$90.16
<b>Skilled Personnel</b>	\$83.09
Payment Processing Clerk	
AMI Operations & MDM	\$43.67
Cable Locator	\$101.91
Counsel	\$49.13
Data Scientist	\$100.09
EMS Database & Display Engineer	\$145.59
Environmental Laboratory Analyst	\$120.11
Interior Designer	\$98.27
Land Research Specialist	\$94.63
Lighting Analyst	\$83.71
Lighting Coordinator	\$61.87
Lighting Design Analyst	\$50.95
Outdoor Lighting Inspector	\$56.41



Lighting Services Engineer	\$60.05
Maintenance Engineer (Distribution)	\$70.97
Meter Tester	\$80.07
Natural Gas Conversion Coordinator	\$72.79
Power Systems Coordinator	\$65.51
Records Coordinator (Distribution)	\$69.15
SCADA Operational Test Technician	\$63.69
Operator (IT Support Center)	\$103.73
Survey Fiber Misc Support	\$118.29
Testing Program Coordinator	\$83.71
Traffic Specialist	\$94.63
Training Analyst	\$67.33
Training Developer/Instructor	\$109.19
Training Facilitator	\$116.47
ROW Support	\$100.09
Transmission Specialist	\$100.09
Transmissions Analyst	\$83.71
Operator (Transmission Control Center)	\$76.43
Support Specialist (Distribution)	\$81.89
Project Coordinator (Distribution)	\$74.61
Quality Inspector (Distribution)	\$107.37
Buyer	\$114.65
Architect	\$120.11
GIS Technician (Distribution)	\$151.05
Engineer (Distribution)	\$90.99
Engineering Associate (Distribution)	\$118.29
Estimate Clerk (Distribution)	\$101.91
Project Manager (Distribution)	\$81.89
Legal Assistant	\$120.11
Paralegal	\$67.33
Performance Monitoring Engineer	\$54.59
Production Assistant	\$101.91
Purchasing Coordinator	\$96.45
ROW Clearing Inspector	\$100.09
Surveyor	\$90.99
Inspector (Transmission)	\$85.53
Content Developer/Technical Writer	\$67.33
Curriculum Developer/Technical Writer	\$85.53
<b>Accounting/Finance</b>	\$96.45
Account Sales Executive 1	

Account Sales Executive 2	\$38.89
Account Sales Executive 3	\$47.73
Accountant 1	\$56.57
Accountant 2	\$53.03
Accountant 3	\$67.17
Accounting Assistant 1	\$79.55
Accounting Assistant 2	\$35.35
Accounting Assistant 3	\$44.19
Accounting Clerk 1	\$54.80
Accounting Clerk 2	\$33.58
Accounting Clerk 3	\$40.65
Accounting Representative 1	\$49.49
Accounting Representative 2	\$42.42
Accounting Representative 3	\$49.49
Accounting Specialist 1	\$58.33
Accounting Specialist 2	\$53.03
Accounting Specialist 3	\$61.87
Accounts Payable Clerk 1	\$70.71
Accounts Payable Clerk 2	\$37.12
Accounts Payable Clerk 3	\$44.19
Accounts Payable Lead 1	\$53.03
Accounts Payable Lead 2	\$47.73
Accounts Payable Lead 3	\$56.57
Accounts Receivable Clerk 1	\$67.17
Accounts Receivable Clerk 2	\$35.35
Accounts Receivable Clerk 3	\$42.42
Accounts Receivable Lead 1	\$49.49
Accounts Receivable Lead 2	\$44.19
Accounts Receivable Lead 3	\$54.80
Audit Representative 1	\$61.87
Audit Representative 2	\$54.80
Audit Representative 3	\$67.17
Collections Lead 1	\$81.32
Controller 1	\$61.87
Controller 2	\$93.69
Controller 3	\$106.07
Collections Lead 2	\$120.21
Collections Lead 3	\$76.01
Collections Specialist 1	\$88.39
Collections Specialist 2	\$51.26

Collections Specialist 3	\$60.10
E-Commerce Specialist 1	\$70.71
E-Commerce Specialist 2	\$79.55
E-Commerce Specialist 3	\$90.16
Financial PM 1	\$102.53
Financial PM 2	\$97.23
Financial PM 3	\$114.91
Financial Reporting Representative 1	\$134.36
Financial Reporting Representative 2	\$56.57
Financial Reporting Representative 3	\$67.17
Invoice Reconciler 1	\$79.55
Invoice Reconciler 2	\$37.12
Invoice Reconciler 3	\$45.96
Payroll Administrator 1	\$58.33
Payroll Administrator 2	\$51.26
Payroll Administrator 3	\$58.33
Payroll Clerk 1	\$67.17
Payroll Clerk 2	\$38.89
Payroll Clerk 3	\$47.73
Staff Accountant 1	\$58.33
Staff Accountant 2	\$81.32
Staff Accountant 3	\$95.46
Staff Accountant SR	\$106.07
<b>Administrative/Marketing</b>	\$114.91
Administrative Analyst 1	
Administrative Analyst 2	\$51.26
Administrative Analyst 3	\$60.10
Administrative Asst 1	\$70.71
Administrative Asst 2	\$44.19
Administrative Asst 3	\$56.57
Badge Coordinator 1	\$67.17
Badge Coordinator 2	\$44.19
Badge Coordinator 3	\$54.80
Bindery Assistant 1	\$63.64
Bindery Assistant 2	\$35.35
Bindery Assistant 3	\$44.19
Business and Process Reporting Analyst 1	\$54.80
Business and Process Reporting Analyst 2	\$74.25
Business and Process Reporting Analyst 3	\$84.85
Communication Desk Assistant	\$95.46

Communication Desk Assistant 2	\$42.42
Communication Desk Assistant 3	\$51.26
Construction Administrative 1	\$60.10
Construction Administrative 2	\$49.49
Construction Administrative 3	\$58.33
Construction Analyst 1	\$67.17
Construction Analyst 2	\$63.64
Construction Analyst 3	\$72.48
Construction Contract Analyst 1	\$81.32
Construction Contract Analyst 2	\$76.01
Construction Contract Analyst 3	\$90.16
Contract Coordinator 1	\$102.53
Contract Coordinator 2	\$65.41
Contract Coordinator 3	\$76.01
Contracts Administrator 1	\$84.85
Contracts Administrator 2	\$54.80
Contracts Administrator 3	\$63.64
Cross Bore Coordinator 1	\$74.25
Cross Bore Coordinator 2	\$45.96
Cross Bore Coordinator 3	\$54.80
Cross Bore Program Analyst 1	\$63.64
Cross Bore Program Analyst 2	\$70.71
Cross Bore Program Analyst 3	\$81.32
Cross Bore Project Coordinator 1	\$95.46
Cross Bore Project Coordinator 2	\$67.17
Cross Bore Project Coordinator 3	\$77.78
Data Entry Clerk 1	\$84.85
Data Entry Clerk 2	\$33.58
Data Entry Clerk 3	\$40.65
Disability Admin Support 1	\$47.73
Disability Admin Support 2	\$38.89
Disability Admin Support 3	\$47.73
DM Special Projects 1	\$56.57
DM Special Projects 2	\$44.19
DM Special Projects 3	\$54.80
Document Control Analyst 1	\$63.64
Document Control Analyst 2	\$38.89
Document Control Analyst 3	\$47.73
Document Control Tech Aide	\$56.57
Documentation Specialist 1	\$56.57

Documentation Specialist 2	\$37.12
Documentation Specialist 3	\$44.19
Event Planner 1	\$53.03
Event Planner 2	\$45.96
Event Planner 3	\$56.57
Executive Assistant 1	\$67.17
Executive Assistant 2	\$45.96
Executive Assistant 3	\$54.80
Field Office Specialist 1	\$61.87
Field Office Specialist 2	\$51.26
Field Office Specialist 3	\$58.33
File Clerk 1	\$67.17
File Clerk 2	\$30.05
File Clerk 3	\$38.89
Front Desk Coordinator 1	\$45.96
Front Desk Coordinator 2	\$31.81
Front Desk Coordinator 3	\$38.89
General Office Clerk 1	\$45.96
General Office Clerk 2	\$28.28
General Office Clerk 3	\$37.12
Mail Processor 1	\$45.96
Mail Processor 2	\$28.28
Mail Processor 3	\$35.35
Organizational Specialist 1	\$42.42
Organizational Specialist 2	\$58.33
Organizational Specialist 3	\$68.94
PE Tech Aide 1	\$79.55
PE Tech Aide 2	\$60.10
PE Tech Aide 3	\$68.94
PMO Support Analyst 2	\$77.78
PMO Support Analyst 3	\$77.78
Project Administrative Consultant 1	\$88.39
Project Administrative Consultant 2	\$76.01
Project Administrative Consultant 3	\$90.16
Reporting Analyst1	\$99.00
Reporting Analyst2	\$74.25
Reporting Analyst3	\$84.85
Requisition & Project Analyst 1	\$91.93
Requisition & Project Analyst 2	\$72.48
Requisition & Project Analyst 3	\$81.32

SIPS Specialist1	\$91.93
SIPS Specialist2	\$61.87
SIPS Specialist3	\$72.48
Supplemental Staffing Analyst 1	\$81.32
Supplemental Staffing Analyst 2	\$47.73
Supplemental Staffing Analyst 3	\$56.57
Supplemental Staffing Support Specialist 1	\$67.17
Supplemental Staffing Support Specialist 2	\$44.19
Supplemental Staffing Support Specialist 3	\$53.03
Tech Aide 1	\$61.87
Tech Aide 2	\$45.96
Tech Aide 3	\$56.57
Tech Training Aide 1	\$67.17
Technical Skills Instructor - Electrical/Instrumentation	\$63.64
Technical Skills Instructor - Electrical/Instrumentation2	\$61.87
Technical Skills Instructor - Electrical/Instrumentation3	\$72.48
Technical Skills Instructor - Mechanical1	\$83.09
Technical Skills Instructor - Mechanical2	\$58.33
Technical Skills Instructor - Mechanical3	\$67.17
Technical Skills Instructor - Welding1	\$79.55
Technical Skills Instructor - Welding2	\$54.80
Technical Skills Instructor - Welding3	\$63.64
Technical Writer 1	\$74.25
Technical Writer 2	\$70.71
Technical Writer 3	\$83.09
Wholesale Contract Analyst1	\$97.23
Wholesale Contract Analyst2	\$70.71
Wholesale Contract Analyst3	\$81.32
Graphic Designer 1	\$93.69
Graphic Designer 2	\$77.78
Graphic Designer 3	\$90.16
Marketing Communications Specialist	\$99.00
Marketing Specialist 1	\$81.32
Model Builder	\$76.01
New Business Construction Consultant	\$93.69
New Business Consultant	\$91.93
Web Designer 1 (Advertising)	\$99.00
Web Designer 2 (Advertising)	\$88.39
Web Designer 3 (Advertising)	\$99.00
Graphic Designer	\$107.84

Web Designer (Advertising)	\$91.93
<b>Industrial/Commercial</b>	\$93.69
Assistant Storekeeper 1	
Assistant Storekeeper 2	\$43.67
Assistant Storekeeper 3	\$52.77
Boiler Inspector 1	\$60.05
Boiler Inspector 2	\$63.69
Boiler Inspector 3	\$76.43
Chemical Technician 1	\$87.35
Chemical Technician 2	\$65.51
Chemical Technician 3	\$74.61
Chemist 2	\$85.53
Chemist 3	\$65.51
Civil Coordinator 1	\$76.43
Civil Coordinator 2	\$70.97
Control Specialist SR 1	\$80.07
Control Specialist SR 2	\$74.61
DCS/PLC Specialist 1	\$83.71
Facilities Specialist 1	\$63.69
Facilities Specialist 2	\$61.87
Facilities Specialist 3	\$70.97
DCS/PLC Specialist 2	\$80.07
Field Specialist (Mechanical Focus) 1	\$76.43
Field Specialist (Mechanical Focus) 2	\$60.05
DCS/PLC Specialist SR 1	\$70.97
Integrated Resource Planning Analyst 1	\$92.81
Maintenance Specialist	\$70.97
Integrated Resource Planning Analyst 2	\$67.33
Integrated Resource Planning Analyst 3	\$78.25
DCS/PLC Specialist SR 2	\$87.35
Electrical Specialist SR 1	\$101.91
NEC Maintenance Coordinator 1	\$81.89
NEC Maintenance Coordinator 2	\$72.79
NEC Maintenance Coordinator 3	\$80.07
Outage Coordinator 1	\$87.35
Outage Coordinator 2	\$67.33
Outage Coordinator 3	\$76.43
Electrical Specialist SR 2	\$85.53
Field Operational Technology Cyber Security Specialist 1	\$90.99
Field Operational Technology Cyber Security Specialist 2	\$111.01

Field Operational Technology Cyber Security Specialist SR	\$127.39
Field Specialist (Mechanical Focus) 3	\$141.95
Maintenance Specialist SR	\$85.53
Advanced Power Plant Operations Consultant	\$70.97
Air and Gas Field Specialist 1	\$61.87
Air and Gas Field Specialist 2	\$45.49
Air and Gas Field Specialist 3	\$54.59
Air and Gas Field Specialist SR	\$61.87
Assistant Site Management Consultant - Admin	\$69.15
Assistant Site Management Consultant - Technical	\$72.79
Assistant Storekeeper	\$83.71
Assistant Storekeeper SR	\$40.03
Boiler Field Engineer SR 1	\$47.31
Boiler Field Engineer SR 2	\$54.59
Boiler Field Specialist 1	\$63.69
Boiler Field Specialist SR	\$49.13
Boiler Inspector	\$60.05
Boiler Technician 1	\$67.33
Boiler Technician 2	\$40.03
Boiler Technician 3	\$47.31
Boiler Technician SR 1	\$56.41
Boiler Technician SR 2	\$50.95
Cathodic Protection Technician 1	\$61.87
Cathodic Protection Technician 2	\$47.31
Cathodic Protection Technician SR 1	\$56.41
Cathodic Protection Technician SR 2	\$61.87
Cathodic Protection Technician SR 3	\$69.15
CBM Analyst 1	\$78.25
CBM Analyst SR	\$41.85
CBM Specialist	\$50.95
Chemical FGD Engineer 1	\$54.59
Chemical FGD Engineer 2	\$69.15
Chemical FGD Engineer SR 1	\$76.43
Chemical FGD Engineer SR 2	\$81.89
Chemical FGD Engineer SR 3	\$90.99
Chemical Systems Engineer 1	\$98.27
Chemical Systems Engineer 2	\$76.43
Chemical Systems Engineer 3	\$96.45
Chemical Systems Engineer SR 1	\$103.73
Chemical Systems Engineer SR 2	\$105.55



Chemical Systems Engineer SR 3	\$112.83
Chemical Technician	\$118.29
Chemist 1	\$54.59
Metering/TRU Specialist 1	\$45.49
Civil Coordinator 3	\$50.95
Civil Field Technician 1	\$60.05
Civil Field Technician 2	\$43.67
Civil Field Technician 3	\$52.77
Civil Inspector	\$63.69
Civil Lead 1	\$54.59
Civil Lead 2	\$69.15
Constructability Coordinator 1	\$78.25
Constructability Coordinator 2	\$50.95
Constructability Coordinator 3	\$58.23
Constructability Coordinator Consultant 1	\$69.15
Constructability Coordinator Consultant 2	\$72.79
Construction Management Consultant	\$85.53
Construction Safety Coordinator	\$96.45
Construction Safety Lead	\$60.05
Construction Safety Manager/Area Lead	\$80.07
Construction Safety Spec	\$92.81
Metering/TRU Specialist 2	\$60.05
Craft Labor Analyst 1	\$50.95
Craft Labor Analyst 2	\$50.95
Craft Labor Analyst 3	\$60.05
Craft Labor Analyst SR 1	\$72.79
Craft Labor Analyst SR 2	\$83.71
Metering/TRU Specialist SR	\$96.45
Electrical Coordinator 1	\$78.25
Electrical Coordinator 2	\$50.95
Electrical Coordinator 3	\$58.23
Electrical Lead 1	\$69.15
Electrical Lead 2	\$78.25
Electrical Startup Coordinator 1	\$89.17
Electrical Startup Coordinator 2	\$78.25
Electrical Startup Coordinator 3	\$83.71
Electrical Startup Lead 1	\$92.81
Electrical Startup Lead 2	\$81.89
Environmental Specialist 1	\$96.45
Environmental Specialist 2	\$50.95

Environmental Specialist 3	\$60.05
Environmental Specialist SR	\$67.33
FGD Mechanical Field Engineer 1	\$96.45
FGD Mechanical Field Engineer 2	\$78.25
FGD Mechanical Field Engineer SR 1	\$87.35
FGD Mechanical Field Engineer SR 2	\$78.25
FGD Mechanical Field Engineer SR 3	\$85.53
FGD Mechanical Field Specialist 1	\$94.63
FGD Mechanical Field Specialist 2	\$80.07
FGD Mechanical Field Specialist SR 1	\$85.53
FGD Mechanical Field Specialist SR 2	\$72.79
FGD Mechanical Field Specialist SR 3	\$81.89
FGD Structural Field Specialist 1	\$92.81
FGD Structural Field Specialist 2	\$72.79
FGD Structural Field Specialist 3	\$80.07
FGD Structural Field Specialist SR 1	\$89.17
FGD Structural Field Specialist SR 2	\$69.15
FGD Structural Field Specialist SR 3	\$76.43
Field Controls System Engineer SR	\$83.71
Field Controls Systems Specialist Consultant	\$94.63
Field Controls Systems Specialist SR	\$100.09
Field Pump Specialist 1	\$76.43
Field Pump Specialist 2	\$41.85
Field Pump Specialist 3	\$54.59
Field Pump Specialist SR 1	\$67.33
Field Pump Specialist SR 2	\$78.25
Field Pump Specialist SR 3	\$90.99
Field Service Rep 1	\$105.55
Field Service Rep 2	\$41.85
Field Service Rep 3	\$54.59
Field Support Analyst 1	\$69.15
Field Support Analyst 2	\$47.31
Field Support Analyst 3	\$61.87
Field Technician 1	\$72.79
Field Technician 2	\$40.03
Field Technician 3	\$52.77
Field Trainer 1	\$65.51
Field Trainer 2	\$50.95
Field Trainer 3	\$63.69
Field Valve Engineer 1	\$74.61

Field Valve Engineer Consultant	\$61.87
Field Valve Engineer SR	\$72.79
GIS Analyst 1	\$87.35
GIS Analyst 2	\$61.87
GIS Analyst 3	\$72.79
GIS Tech 1	\$87.35
GIS Tech 2	\$76.43
GIS Tech 3	\$83.71
HRSB Field Specialist 1	\$94.63
HRSB Field Specialist 2	\$69.15
HRSB Field Specialist SR	\$80.07
I&C Coordinator 1	\$94.63
I&C Coordinator 2	\$60.05
I&C Coordinator 3	\$72.79
I&C Lead 1	\$92.81
I&C Lead 2	\$72.79
I&C Startup Tech 1	\$83.71
I&C Startup Tech 2	\$61.87
I&C Startup Tech 3	\$76.43
Inspector 1	\$92.81
Inspector 2	\$45.49
Inspector 3	\$58.23
Inspector SR	\$72.79
Maintenance Specialist 1	\$83.71
Maintenance Specialist 2	\$45.49
Maintenance Specialist 3	\$60.05
Pipeline Cathodic Protection Analyst 1	\$72.79
Major Equipment Procurement/Thermal Process Engineer 1	\$78.25
Major Equipment Procurement/Thermal Process Engineer 2	\$69.15
Major Equipment Procurement/Thermal Process Engineer SR	\$83.71
Mechanical Coordinator 1	\$94.63
Mechanical Coordinator 2	\$70.97
Mechanical Coordinator 3	\$83.71
Mechanical Lead 1	\$96.45
Mechanical Lead 2	\$58.23
Mechanical Lead 3	\$72.79
Mechanical Startup Coordinator 1	\$90.99
Mechanical Startup Coordinator 2	\$60.05
Mechanical Startup Coordinator 3	\$72.79
Mechanical Startup Lead 1	\$90.99

Mechanical Startup Lead 2	\$78.25
Metallurgy Lab Tech 1	\$96.45
Metallurgy Lab Tech 2	\$47.31
Pipeline Cathodic Protection Analyst Consultant	\$63.69
NDE Tech 1	\$78.25
NDE Tech 2	\$50.95
NDE Tech SR	\$61.87
O&M Pipeline Engineer 1	\$69.15
O&M Pipeline Engineer SR 1	\$78.25
O&M Pipeline Engineer SR 2	\$90.99
O&M Pipeline Engineer SR 3	\$105.55
Operations Planning Engineer	\$120.11
Particulate Control Consultant	\$72.79
Particulate Control Specialist 1	\$96.45
Particulate Control Specialist 2	\$41.85
Particulate Control Specialist 3	\$52.77
Particulate Control Specialist SR 1	\$63.69
Particulate Control Specialist SR 2	\$65.51
Pipeline Cathodic Protection Analyst SR 1	\$78.25
Pipeline Cathodic Protection Analyst SR 2	\$60.05
Pipeline Cathodic Protection Analyst SR 3	\$80.07
Pipeline Coordinator 1	\$90.99
Pipeline Coordinator SR 1	\$60.05
Pipeline Coordinator SR 2	\$72.79
Pipeline Coordinator SR 3	\$83.71
Plant Historian Engineer 1	\$96.45
Plant Historian Engineer 2	\$56.41
Plant Services Tech 1	\$67.33
Plant Services Tech 2	\$54.59
Plant Services Tech SR	\$65.51
Power Plant Process Engineer 1	\$80.07
Power Plant Process Engineer 2	\$60.05
Power Plant Process Engineer Consultant	\$72.79
Power Plant Process Engineer SR 1	\$96.45
Power Plant Process Engineer SR 2	\$78.25
Power Plant Process Engineer SR 3	\$54.59
Plant Historian Engineer 3	\$58.23
Project Quality Lead 1	\$61.87
Project Quality Lead 2	\$70.97
Project Quality Support 1 - Ele	\$85.53

Project Quality Support 2 - Ele	\$45.49
Project Quality Support 3 - Ele	\$60.05
Project Quality Support 1 - Mech/Civil	\$74.61
Project Quality Support 2 - Mech/Civil	\$83.71
Project Quality Support 3 - Mech/Civil	\$90.99
Quality Coordinator (AWS/CWI) 1	\$103.73
Quality Coordinator (AWS/CWI) 2	\$58.23
Quality Coordinator (AWS/CWI) 3	\$69.15
Quality Coordinator 1	\$83.71
Quality Coordinator 2	\$58.23
Quality Coordinator 3	\$67.33
Quality Inspector 1	\$78.25
Quality Inspector 2	\$63.69
Quality Inspector 3	\$72.79
Quality Lead (AWS/CWI) 1	\$85.53
Quality Lead (AWS/CWI) 2	\$87.35
Quality Lead 1	\$105.55
Quality Lead 2	\$112.83
Renewables Civil Coordinator 1	\$116.47
Renewables Civil Coordinator 2	\$45.49
Renewables Electrical Coordinator 1	\$60.05
Renewables Electrical Coordinator 2	\$45.49
Renewables Mechanical Coordinator 1	\$60.05
Renewables Mechanical Coordinator 2	\$47.31
Renewables Site Lead	\$61.87
Rotodynamic Engineer 1	\$54.59
Rotodynamic Engineer 2	\$61.87
Rotodynamic Engineer SR	\$74.61
Safety Specialist Support Representative	\$94.63
Staffing Safety Specialist	\$54.59
SCR Engineer 1	\$67.33
SCR Engineer 2	\$90.99
SCR Engineer SR 1	\$101.91
SCR Engineer SR 2	\$118.29
SCR Engineer SR 3	\$134.67
Simulation Engineer 1	\$141.95
Simulation Engineer 2	\$72.79
Simulation Engineer 3	\$83.71
Substation Quality Inspector 1	\$101.91
Substation Quality Inspector 2	\$38.21

Substation Quality Inspector 3	\$50.95
Substation Specialist	\$65.51
Plant Historian Engineer SR	\$80.07
System Improvement Engineer	\$56.41
Tank Inspection Specialist 1	\$105.55
Tank Inspection Specialist Consultant	\$65.51
Tank Inspection Specialist SR	\$90.99
Tech Field Geologist 1	\$78.25
Tech Field Geologist 2	\$63.69
Tech Field Geologist 3	\$76.43
Turbine Technician 1	\$92.81
Turbine Technician 2	\$43.67
Turbine Technician 3	\$52.77
Turbine Technician SR 1	\$69.15
Turbine Technician SR 2	\$83.71
Warehouse Coordinator 1	\$98.27
Warehouse Coordinator 2	\$41.85
Water and Wastewater Analyst 1	\$54.59
Water and Wastewater Analyst 2	\$36.39
Water and Wastewater Analyst 3	\$45.49
Water Chemistry Specialist 1	\$60.05
Water Chemistry Specialist 2	\$47.31
Water Chemistry Specialist SR	\$54.59
Water Chemistry Specialist Consultant	\$70.97
Water/Wastewater Engineer 1	\$80.07
Water/Wastewater Engineer 2	\$45.49
Water/Wastewater Engineer 3	\$58.23
Water/Wastewater Engineer SR	\$76.43
Water/Wastewater Engineer Consultant	\$101.91
Work Management and Planning Analyst 1	\$116.47
Work Management and Planning Analyst 2	\$63.69
Work Management and Planning Analyst 3	\$76.43
<b>Engineering</b>	\$90.99
Conceptual Design Electrical Engineer SR	
Controls Consultant	\$56.57
Controls Engineer 1	\$61.87
Controls Engineer 2	\$74.25
Controls Engineer 3	\$86.62
Controls Engineer SR 1	\$102.53
Controls Specialist 1	\$97.23

Controls Specialist 2	\$70.71
Controls Specialist 3	\$79.55
Controls Specialist SR	\$93.69
Cooling System Engineer 1	\$106.07
Cooling System Engineer 2	\$61.87
Cooling System Engineer 3	\$72.48
Cooling System Engineer Consultant	\$88.39
Cooling System Engineer SR	\$72.48
Design Geologist 1	\$99.00
Design Geologist 2	\$61.87
Design Geologist 3	\$70.71
Design Geologist Consultant	\$84.85
Design Geologist SR 1	\$88.39
Design Geologist SR 2	\$99.00
Designer 1	\$109.61
Designer 2	\$44.19
Designer 3	\$56.57
Designer SR	\$68.94
Drafter 1	\$93.69
Drafter 2	\$49.49
Drafter 3	\$61.87
Drafter SR	\$72.48
Electrical Analyst 1	\$93.69
Electrical Analyst 2	\$61.87
Electrical Analyst 3	\$74.25
Electrical Analyst SR	\$95.46
Electrical Designer 1	\$106.07
Electrical Designer 2	\$63.64
Electrical Designer 3	\$77.78
Electrical Designer SR	\$97.23
Electrical Drawing Checker 1	\$116.68
Electrical Drawing Checker 2	\$51.26
Electrical Engineer 1	\$61.87
Electrical Engineer 2	\$65.41
Electrical Engineer 3	\$77.78
Electrical Engineer SR	\$90.16
Electrical Field Services Engineer 1	\$107.84
Electrical Field Services Engineer SR 1	\$54.80
Electrical Field Services Engineer SR 2	\$67.17
Electrical Field Services Engineer SR 3	\$79.55

Electrical Specifications Engineer 1	\$93.69
Electrical Specifications Engineer 2	\$65.41
Electrical Specifications Engineer SR	\$77.78
Electrical Studies Engineer 1	\$91.93
Electrical Studies Engineer 2	\$63.64
Electrical Studies Engineer SR	\$76.01
Engineer 1	\$93.69
Engineer 2	\$58.33
Engineer 3	\$70.71
Engineer SR	\$83.09
Engineering Assistant	\$97.23
Environmental Analyst	\$63.64
Environmental Engineer 1	\$53.03
Environmental Engineer 2	\$67.17
Environmental Engineer 3	\$79.55
Environmental Engineer Consultant	\$93.69
Environmental Engineer SR 1	\$70.71
Environmental Engineer SR 2	\$84.85
Environmental Systems Process Engineer 1	\$99.00
Environmental Systems Process Engineer Consultant	\$67.17
Environmental Systems Process Engineer SR 1	\$81.32
Environmental Systems Process Engineer SR 2	\$95.46
Environmental Systems Process Engineer SR 3	\$106.07
Environmental Systems Specialist 1	\$118.45
Environmental Systems Specialist 2	\$63.64
Environmental Systems Specialist SR	\$76.01
Gas Tech Process Engineer 1	\$90.16
Gas Tech Process Engineer 2	\$44.19
Gas Tech Process Engineer 3	\$56.57
Gas Tech Process Engineer SR 1	\$70.71
Gas Tech Process Engineer SR 2	\$79.55
Geologist 1	\$93.69
Geologist 2	\$44.19
Geologist 3	\$54.80
Geotechnical Engineer 1	\$67.17
Geotechnical Engineer 2	\$58.33
Geotechnical Engineer 3	\$70.71
Geotechnical Engineer Consultant	\$84.85
Geotechnical Engineer SR 1	\$74.25
Geotechnical Engineer SR 2	\$90.16



Geotechnical Engineer SR 3	\$102.53
Ground Water Modeler 1	\$116.68
Ground Water Modeler 2	\$53.03
HVAC Designer 1	\$65.41
HVAC Designer SR 1	\$56.57
HVAC Designer SR 2	\$74.25
HVAC Engineer 1	\$90.16
HVAC Engineer SR 1	\$63.64
HVAC Engineer SR 2	\$77.78
I&C Design Specialist	\$91.93
I&C Designer 1	\$54.80
I&C Designer 2	\$58.33
I&C Designer 3	\$70.71
Instrumentation Consultant	\$84.85
Instrumentation Engineer 1	\$70.71
Instrumentation Engineer 2	\$81.32
Instrumentation Engineer 3	\$90.16
Instrumentation Engineer SR	\$100.77
Line Project Support Engineer	\$114.91
Machinery Diagnostic Engineer 1	\$63.64
Machinery Diagnostic Engineer SR 1	\$76.01
Machinery Diagnostic Engineer SR 2	\$93.69
Machinery Diagnostic Engineer SR 3	\$102.53
Materials and Equipment Analyst 1	\$81.32
Materials and Equipment Analyst 2	\$79.55
Materials and Equipment Analyst SR 1	\$88.39
Materials and Equipment Analyst SR 2	\$97.23
Materials and Equipment Analyst SR 3	\$111.37
Materials and Equipment Engineer 1	\$129.05
Materials and Equipment Engineer 2	\$70.71
Materials and Equipment Engineer 3	\$88.39
Materials and Equipment Engineer SR 1	\$79.55
Materials and Equipment Engineer SR 2	\$91.93
Materials and Equipment Engineer SR 3	\$111.37
Materials and Equipment Expediter 1	\$123.75
Materials and Equipment Expediter 2	\$31.81
Materials and Equipment Expediter SR	\$40.65
Materials Engineer 1	\$53.03
Materials Engineer 2	\$68.94
Materials Engineer 3	\$86.62

Materials Engineer SR	\$106.07
Materials Specialist 1	\$104.30
Materials Specialist 2	\$51.26
Mechanical Consultant	\$63.64
Mechanical Designer - 3D Equipment Modeler	\$70.71
Mechanical Designer - 3D Equipment Modeler 2	\$61.87
Mechanical Designer - 3D Equipment Modeler SR 1	\$72.48
Mechanical Designer - P&ID Developer	\$84.85
Mechanical Designer - P&ID Developer SR	\$49.49
Mechanical Designer - Piping 1	\$58.33
Mechanical Designer - Piping 2	\$35.35
Mechanical Designer - Piping 3	\$47.73
Mechanical Designer - Piping SR 1	\$63.64
Mechanical Designer - Piping SR 2	\$72.48
Mechanical Designer - Piping SR 3	\$84.85
Mechanical Designer - Plumbing 1	\$95.46
Mechanical Designer - Plumbing SR 1	\$63.64
Mechanical Designer - Plumbing SR 2	\$72.48
Mechanical Drawing Checker 1	\$84.85
Mechanical Drawing Checker 2	\$56.57
Mechanical Engineer - Fire Protection 1	\$68.94
Mechanical Engineer - Fire Protection SR	\$60.10
Mechanical Engineer 1	\$68.94
Mechanical Engineer 2	\$51.26
Mechanical Engineer 3	\$56.57
Mechanical Engineer Aide 1	\$70.71
Mechanical Engineer Aide 2	\$60.10
Mechanical Engineer Aide SR	\$76.01
Mechanical Engineer SR 1	\$93.69
Mechanical Engineer SR 2	\$76.01
Mechanical Engineer SR 3	\$86.62
Performance Monitoring Engineer SR 1	\$95.46
Performance Monitoring Engineer SR 2	\$67.17
Performance/Reliability Engineer 2	\$76.01
Performance/Reliability Engineer SR	\$77.78
Power Electronics Engineer Consultant	\$88.39
Principle Engineer	\$84.85
Project Development Specialist/Engineer	\$95.46
Project Manager	\$54.80
Protective Relaying Engineer 1	\$91.93

Protective Relaying Engineer 2	\$40.65
Protective Relaying Engineer SR	\$53.03
Sitework Consultant	\$63.64
Sitework Designer 1	\$76.01
Sitework Designer 2	\$37.12
Sitework Designer 3	\$49.49
Sitework Designer Consultant	\$58.33
Sitework Designer SR 1	\$67.17
Sitework Designer SR 2	\$77.78
Sitework Designer SR 3	\$86.62
Sitework Engineer 1	\$95.46
Sitework Engineer 2	\$70.71
Sitework Engineer 3	\$77.78
Sitework Engineer SR 1	\$90.16
Sitework Engineer SR 2	\$84.85
Sitework Engineer SR 3	\$91.93
Sitework Survey Designer 1	\$100.77
Sitework Survey Designer 2	\$58.33
Sitework Survey Designer 3	\$67.17
Sitework Survey Designer Consultant	\$77.78
Special Projects Engineer	\$76.01
SR Structural Designer 1	\$61.87
SR Structural Designer 2	\$54.80
SR Structural Designer 3	\$63.64
SR Structural Engineer 1	\$79.55
SR Structural Engineer 2	\$67.17
SR Structural Engineer 3	\$72.48
Station Battery Engineer SR 1	\$81.32
Station Battery Engineer SR 2	\$76.01
Station Battery Engineer SR 3	\$81.32
Stress/High Energy Piping Engineer 1	\$91.93
Stress/High Energy Piping Engineer 2	\$86.62
Stress/High Energy Piping Engineer Consultant	\$97.23
Stress/High Energy Piping Engineer SR	\$106.07
Structural Consultant 1	\$109.61
Structural Consultant 2	\$91.93
Structural Consultant 3	\$99.00
Structural Designer 1	\$107.84
Structural Designer 2	\$91.93
Structural Designer 3	\$97.23

Structural Engineer 1	\$106.07
Structural Engineer 2	\$65.41
Structural Engineer 3	\$74.25
Structural Fabrication Drawing Checker 1	\$84.85
Structural Fabrication Drawing Checker 2	\$83.09
Test Engineer P&C 1	\$91.93
Test Engineer SR	\$67.17
Line Design Engineer 1	\$76.01
Line Design Engineer 2	\$88.39
Line Design Engineer 3	\$93.69
Line Design Engineer SR	\$100.77
Line Design Designer 1	\$106.07
Line Design Designer 2	\$88.39
Line Design Designer 3	\$93.69
Line Design Designer SR	\$100.77
Substation Control Design Engineer 1	\$104.30
Substation Control Design Engineer 2	\$58.33
Substation Control Design Engineer 3	\$65.41
Substation Control Design Engineer SR	\$74.25
Substation Control Design Engineer Consultant	\$72.48
Substation Control Designer 1	\$76.01
Substation Control Designer 2	\$53.03
Substation Control Designer 3	\$60.10
Substation Control Designer SR	\$68.94
Substation Control Designer Consultant	\$72.48
Substation Physical Design Engineer 1	\$77.78
Substation Physical Design Engineer 2	\$76.01
Substation Physical Design Engineer 3	\$79.55
Substation Physical Design Engineer SR	\$83.09
Substation Physical Design Engineer Consultant	\$90.16
Substation Physical Designer 1	\$95.46
Substation Physical Designer 2	\$68.94
Substation Physical Designer 3	\$72.48
Substation Physical Designer SR	\$83.09
Substation Physical Designer Consultant	\$90.16
Protection & Control Applications Engineer 1	\$49.49
Protection & Control Applications Engineer 2	\$54.80
Protection & Control Applications Engineer 3	\$67.17
Protection & Control Applications Engineer SR	\$76.01
Protection & Control Applications Engineer Consultant	\$83.09

<b>Information Technology</b>	\$91.93
Agile Coach 1	
Agile Coach 2	\$97.23
Agile Coach 3	\$106.07
Agile Coach 4	\$116.68
Application Developer 1	\$134.36
Application Developer 2	\$88.39
Application Developer 3	\$95.46
Application Developer 4	\$120.21
Application Support Analyst 1	\$132.59
Application Support Analyst 2	\$70.71
Application Support Analyst 3	\$79.55
Application Support Analyst 4	\$95.46
Automation Architect 1	\$111.37
Automation Architect 2	\$118.45
Automation Architect 3	\$132.59
Automation Architect 4	\$146.73
Automation Developer 1	\$159.11
Automation Developer 2	\$91.93
Automation Developer 3	\$102.53
Automation Developer 4	\$116.68
Citrix Engineer Level 1	\$132.59
Citrix Engineer Level 2	\$86.62
Citrix Engineer Level 3	\$93.69
Citrix Engineer Level 4	\$109.61
Cloud Analyst 1	\$123.75
Cloud Analyst 2	\$81.32
Cloud Analyst 3	\$91.93
Cloud Analyst 4	\$102.53
Cloud Consultant 1	\$113.14
Cloud Consultant 2	\$114.91
Cloud Consultant 3	\$123.75
Cloud Consultant 4	\$137.89
Cloud Testing Analyst 1	\$152.04
Cloud Testing Analyst 2	\$84.85
Cloud Testing Analyst 3	\$97.23
Cloud Testing Analyst 4	\$109.61
Cloud/Network Administrators 1	\$120.21
Cloud/Network Administrators 2	\$67.17
Cloud/Network Administrators 3	\$77.78

Cloud/Network Administrators 4	\$84.85
Cloud/Network Architects 1	\$100.77
Cloud/Network Architects 2	\$97.23
Cloud/Network Architects 3	\$109.61
Cloud/Network Architects 4	\$120.21
Cloud/Network Engineers 1	\$132.59
Cloud/Network Engineers 2	\$84.85
Cloud/Network Engineers 3	\$97.23
Cloud/Network Engineers 4	\$111.37
Computer Systems Analyst 1	\$127.29
Computer Systems Analyst 2	\$76.01
Computer Systems Analyst 3	\$88.39
Computer Systems Analyst 4	\$95.46
Content Developer 1	\$106.07
Content Developer 2	\$61.87
Content Developer 3	\$72.48
Content Developer 4	\$84.85
Content Strategist 1	\$100.77
Content Strategist 2	\$77.78
Content Strategist 3	\$88.39
Content Strategist 4	\$99.00
Data Administrators 1	\$113.14
Data Administrators 2	\$67.17
Data Administrators 3	\$77.78
Data Administrators 4	\$90.16
Data Analyst 1	\$106.07
Data Analyst 2	\$70.71
Data Analyst 3	\$79.55
Data Analyst 4	\$91.93
Data Analytics Analyst 1	\$106.07
Data Analytics Analyst 2	\$77.78
Data Analytics Analyst 3	\$88.39
Data Analytics Analyst 4	\$99.00
Data Analytics Engineer 1	\$113.14
Data Analytics Engineer 2	\$99.00
Data Analytics Engineer 3	\$113.14
Data Analytics Engineer 4	\$127.29
Data Architect 1	\$141.43
Data Architect 2	\$91.93
Data Architect 3	\$104.30

Data Architect 4	\$120.21
Data Curation Engineer 1	\$137.89
Data Curation Engineer 2	\$56.57
Data Curation Engineer 3	\$67.17
Data Curation Engineer 4	\$83.09
Data Developers 1	\$99.00
Data Developers 2	\$91.93
Data Developers 3	\$102.53
Data Developers 4	\$116.68
Data Engineer 1	\$130.82
Data Engineer 2	\$109.61
Data Engineer 3	\$120.21
Data Engineer 4	\$132.59
Data Management Specialist 1	\$148.50
Data Management Specialist 2	\$60.10
Data Management Specialist 3	\$76.01
Data Management Specialist 4	\$91.93
Data Scientist 1	\$106.07
Data Scientist 2	\$97.23
Data Scientist 3	\$113.14
Data Scientist 4	\$123.75
Data Visualization Engineer 1	\$134.36
Data Visualization Engineer 2	\$97.23
Data Visualization Engineer 3	\$106.07
Data Visualization Engineer 4	\$125.52
Database Administrator 1	\$132.59
Database Administrator 2	\$79.55
Database Administrator 3	\$88.39
Database Administrator 4	\$114.91
Datacenter & Hardware Admin 1	\$127.29
Datacenter & Hardware Admin 2	\$53.03
Datacenter & Hardware Admin 3	\$56.57
Datacenter & Hardware Admin 4	\$70.71
Desktop Support Analysts 1	\$79.55
Desktop Support Analysts 2	\$44.19
Desktop Support Analysts 3	\$53.03
Desktop Support Analysts 4	\$61.87
DevOps Engineer 1	\$70.71
DevOps Engineer 2	\$88.39
DevOps Engineer 3	\$97.23

DevOps Engineer 4	\$106.07
Digital Designer 1	\$114.91
Digital Designer 2	\$56.57
Digital Designer 3	\$65.41
Digital Designer 4	\$79.55
Digital Development 1	\$100.77
Digital Development 2	\$54.80
Digital Development 3	\$63.64
Digital Development 4	\$76.01
Digital Engineer 1	\$91.93
Digital Engineer 2	\$70.71
Digital Engineer 3	\$79.55
Digital Engineer 4	\$97.23
Digital Engineer Consultant 1	\$109.61
Digital Engineer Consultant 2	\$70.71
Digital Engineer Consultant 3	\$79.55
Digital Engineer Consultant 4	\$97.23
Digital Strategy 1	\$109.61
Digital Strategy 2	\$61.87
Digital Strategy 3	\$70.71
Digital Strategy 4	\$79.55
Digital Tech Admin 1	\$91.93
Digital Tech Admin 2	\$44.19
Digital Tech Admin 3	\$53.03
Digital Tech Admin 4	\$61.87
Digital Tech Analyst 1	\$70.71
Digital Tech Analyst 2	\$61.87
Digital Tech Analyst 3	\$70.71
Digital Tech Analyst 4	\$79.55
Digital Tech Analyst Consultant 1	\$91.93
Digital Tech Analyst Consultant 2	\$65.41
Digital Tech Analyst Consultant 3	\$77.78
Digital Tech Analyst Consultant 4	\$86.62
Enterprise Application Architect 1	\$97.23
Enterprise Application Architect 2	\$102.53
Enterprise Application Architect 3	\$116.68
Enterprise Application Architect 4	\$129.05
Excel VBA 1	\$141.43
Excel VBA 2	\$61.87
Excel VBA 3	\$70.71



Excel VBA 4	\$88.39
Financial Analyst 1 (IT)	\$97.23
Financial Analyst 2 (IT)	\$65.41
Financial Analyst 3 (IT)	\$77.78
Financial Analyst 4 (IT)	\$90.16
Front End Web Developer 1	\$106.07
Front End Web Developer 2	\$84.85
Front End Web Developer 3	\$97.23
Front End Web Developer 4	\$111.37
Full Stack Application Developer 1	\$127.29
Full Stack Application Developer 2	\$97.23
Full Stack Application Developer 3	\$106.07
Full Stack Application Developer 4	\$120.21
Help Desk/Service Desk 1	\$130.82
Help Desk/Service Desk 2	\$44.19
Help Desk/Service Desk 3	\$53.03
Help Desk/Service Desk 4	\$61.87
Info Systems Analyst 1	\$70.71
Info Systems Analyst 2	\$79.55
Info Systems Analyst 3	\$88.39
Info Systems Analyst 4	\$106.07
Infrastructure Architect 1	\$114.91
Infrastructure Architect 2	\$113.14
Infrastructure Architect 3	\$127.29
Infrastructure Architect 4	\$141.43
Integration Ops Architect 1	\$150.27
Integration Ops Architect 2	\$104.30
Integration Ops Architect 3	\$113.14
Integration Ops Architect 4	\$121.98
Integration Ops Specialist 1	\$132.59
Integration Ops Specialist 2	\$70.71
Integration Ops Specialist 3	\$79.55
Integration Ops Specialist 4	\$106.07
IT Business Analyst 1	\$114.91
IT Business Analyst 2	\$86.62
IT Business Analyst 3	\$97.23
IT Business Analyst 4	\$107.84
IT Operations Support 1	\$121.98
IT Operations Support 2	\$56.57
IT Operations Support 3	\$65.41

IT Operations Support 4	\$76.01
IT Program Manager 1	\$84.85
IT Program Manager 2	\$100.77
IT Program Manager 3	\$113.14
IT Program Manager 4	\$123.75
IT Project Coordinator 1	\$132.59
IT Project Coordinator 2	\$67.17
IT Project Coordinator 3	\$77.78
IT Project Coordinator 4	\$84.85
IT Project Manager 1	\$95.46
IT Project Manager 2	\$97.23
IT Project Manager 3	\$106.07
IT Project Manager 4	\$113.14
IT Support 1	\$123.75
IT Support 2	\$35.35
IT Support 3	\$42.42
IT Support 4	\$47.73
Machine Learning Engineer 1	\$56.57
Machine Learning Engineer 2	\$99.00
Machine Learning Engineer 3	\$113.14
Machine Learning Engineer 4	\$121.98
Maximo Spatial Developer 1	\$132.59
Maximo Spatial Developer 2	\$77.78
Maximo Spatial Developer 3	\$100.77
Maximo Spatial Developer 4	\$113.14
Mobile App Developer 1	\$123.75
Mobile App Developer 2	\$95.46
Mobile App Developer 3	\$111.37
Mobile App Developer 4	\$123.75
Mobile Computing Support Technician 1	\$132.59
Mobile Computing Support Technician 2	\$42.42
Mobile Computing Support Technician 3	\$49.49
Mobile Computing Support Technician 4	\$54.80
Network / Systems Engineer 1	\$61.87
Network / Systems Engineer 2	\$70.71
Network / Systems Engineer 3	\$76.01
Network / Systems Engineer 4	\$83.09
Network Administrator 1	\$95.46
Network Administrator 2	\$70.71
Network Administrator 3	\$83.09

Network Administrator 4	\$93.69
Network Engineer 1	\$106.07
Network Engineer 2	\$95.46
Network Engineer 3	\$102.53
Network Engineer 4	\$114.91
Network Security Administrator 1	\$121.98
Network Security Administrator 2	\$90.16
Network Security Administrator 3	\$100.77
Network Security Administrator 4	\$113.14
Network Security Analyst 1	\$123.75
Network Security Analyst 2	\$81.32
Network Security Analyst 3	\$90.16
Network Security Analyst 4	\$102.53
Observability Engineer 1	\$114.91
Observability Engineer 2	\$76.01
Observability Engineer 3	\$81.32
Observability Engineer 4	\$86.62
Operational Technology Cyber Security Analyst 1	\$97.23
Operational Technology Cyber Security Analyst 2	\$81.32
Operational Technology Cyber Security Analyst 3	\$93.69
Operational Technology Cyber Security Analyst 4	\$106.07
Organizational Change Management Consultant 1	\$114.91
Organizational Change Management Consultant 2	\$97.23
Organizational Change Management Consultant 3	\$102.53
Organizational Change Management Consultant 4	\$111.37
Performance and Reliability Software Programmer 1	\$121.98
Performance and Reliability Software Programmer 2	\$81.32
Performance and Reliability Software Programmer 3	\$95.46
Performance and Reliability Software Programmer 4	\$109.61
PICT Database Manager 1	\$123.75
PICT Database Manager 2	\$54.80
PICT Database Manager 3	\$63.64
PICT Database Manager 4	\$76.01
Platform Engineer 1	\$83.09
Platform Engineer 2	\$81.32
Platform Engineer 3	\$86.62
Platform Engineer 4	\$95.46
Product Owner 1	\$106.07
Product Owner 2	\$88.39
Product Owner 3	\$99.00

Product Owner 4	\$107.84
Product Specific Technologist 1	\$118.45
Product Specific Technologist 2	\$76.01
Product Specific Technologist 3	\$84.85
Product Specific Technologist 4	\$95.46
Program Analysts 1	\$106.07
Program Analysts 2	\$63.64
Program Analysts 3	\$77.78
Program Analysts 4	\$84.85
Protection and Control Application 1	\$95.46
Protection and Control Application 2	\$51.26
Protection and Control Application 3	\$60.10
Protection and Control Application 4	\$68.94
QA Analyst 1	\$81.32
QA Analyst 2	\$84.85
QA Analyst 3	\$95.46
QA Analyst 4	\$100.77
QA Engineer 1	\$109.61
QA Engineer 2	\$99.00
QA Engineer 3	\$109.61
QA Engineer 4	\$120.21
Quality Assurance Engineer 1	\$129.05
Quality Assurance Engineer 2	\$100.77
Quality Assurance Engineer 3	\$113.14
Quality Assurance Engineer 4	\$123.75
Release Manager 1	\$132.59
Release Manager 2	\$104.30
Release Manager 3	\$114.91
Release Manager 4	\$125.52
Release Train Engineer (RTE) 1	\$134.36
Release Train Engineer (RTE) 2	\$95.46
Release Train Engineer (RTE) 3	\$107.84
Release Train Engineer (RTE) 4	\$118.45
RPA Developer 1	\$132.59
RPA Developer 2	\$83.09
RPA Developer 3	\$95.46
RPA Developer 4	\$106.07
Safety Technology Administrator 1	\$116.68
Safety Technology Administrator 2	\$83.09
Safety Technology Administrator 3	\$91.93

Safety Technology Administrator 4	\$100.77
Scrum Master 1	\$109.61
Scrum Master 2	\$106.07
Scrum Master 3	\$114.91
Scrum Master 4	\$123.75
Search Engine Optimization/ Search Engine Marketing 1	\$136.13
Search Engine Optimization/ Search Engine Marketing 2	\$74.25
Search Engine Optimization/ Search Engine Marketing 3	\$81.32
Search Engine Optimization/ Search Engine Marketing 4	\$88.39
Security Analyst 1	\$95.46
Security Analyst 2	\$95.46
Security Analyst 3	\$102.53
Security Analyst 4	\$109.61
Security Architect 1	\$118.45
Security Architect 2	\$106.07
Security Architect 3	\$118.45
Security Architect 4	\$129.05
Security Engineer Level 1	\$141.43
Security Engineer Level 2	\$107.84
Security Engineer Level 3	\$114.91
Security Engineer Level 4	\$120.21
Site Reliability Engineer 1	\$132.59
Site Reliability Engineer 2	\$95.46
Site Reliability Engineer 3	\$106.07
Site Reliability Engineer 4	\$113.14
Software Architects 1	\$120.21
Software Architects 2	\$106.07
Software Architects 3	\$118.45
Software Architects 4	\$127.29
Software Developer 1	\$137.89
Software Developer 2	\$106.07
Software Developer 3	\$114.91
Software Developer 4	\$121.98
Software Engineer 1	\$125.52
Software Engineer 2	\$97.23
Software Engineer 3	\$106.07
Software Engineer 4	\$113.14
Solution Architect 1	\$123.75
Solution Architect 2	\$107.84
Solution Architect 3	\$114.91

Solution Architect 4	\$123.75
Supplier Account Manager 1	\$137.89
Supplier Account Manager 2	\$79.55
Supplier Account Manager 3	\$91.93
Supplier Account Manager 4	\$100.77
System Engineer 1	\$114.91
System Engineer 2	\$97.23
System Engineer 3	\$106.07
System Engineer 4	\$114.91
Systems Administrator 1	\$120.21
Systems Administrator 2	\$90.16
Systems Administrator 3	\$97.23
Systems Administrator 4	\$102.53
Systems Analyst 1	\$109.61
Systems Analyst 2	\$84.85
Systems Analyst 3	\$91.93
Systems Analyst 4	\$99.00
Technical Product Manager 1	\$104.30
Technical Product Manager 2	\$106.07
Technical Product Manager 3	\$113.14
Technical Product Manager 4	\$120.21
Technical Support Specialist 1	\$129.05
Technical Support Specialist 2	\$49.49
Technical Support Specialist 3	\$60.10
Technical Support Specialist 4	\$67.17
Technical Writer 1 (IT)	\$76.01
Technical Writer 2 (IT)	\$74.25
Technical Writer 3 (IT)	\$83.09
Technical Writer 4 (IT)	\$91.93
Technician 1 (IT)	\$102.53
Technician 2 (IT)	\$47.73
Technician 3 (IT)	\$58.33
Technician 4 (IT)	\$65.41
Technology Planning Analyst 1	\$74.25
Technology Planning Analyst 2	\$79.55
Technology Planning Analyst 3	\$90.16
Technology Planning Analyst 4	\$97.23
Threat Analyst 1	\$106.07
Threat Analyst 2	\$81.32
Threat Analyst 3	\$91.93

Threat Analyst 4	\$97.23
Unix/Systems Administrator 1	\$107.84
Unix/Systems Administrator 2	\$83.09
Unix/Systems Administrator 3	\$93.69
Unix/Systems Administrator 4	\$100.77
User Experience/User Interface Designer (UX/UI) 1	\$107.84
User Experience/User Interface Designer (UX/UI) 2	\$102.53
User Experience/User Interface Designer (UX/UI) 3	\$113.14
User Experience/User Interface Designer (UX/UI) 4	\$120.21
User Provisioning/Patch Mgmt. Coordinator 1	\$129.05
User Provisioning/Patch Mgmt. Coordinator 2	\$84.85
User Provisioning/Patch Mgmt. Coordinator 3	\$91.93
User Provisioning/Patch Mgmt. Coordinator 4	\$99.00
Vulnerability Assessment Analyst 1	\$107.84
Vulnerability Assessment Analyst 2	\$90.16
Vulnerability Assessment Analyst 3	\$99.00
Vulnerability Assessment Analyst 4	\$106.07
Web Designer 1	\$113.14
Web Designer 2	\$97.23
Web Designer 3	\$106.07
Web Designer 4	\$114.91
Web Developer 1	\$123.75
Web Developer 2	\$95.46
Web Developer 3	\$102.53
Web Developer 4	\$109.61
Product Specific Technologist	\$118.45
Agile Coach	\$116.68
Application Support Analyst	\$120.21
Automation Developer	\$102.53
Business Analyst	\$107.84
Computer Systems Analyst	\$113.14
Data Analyst	\$88.39
Data Analytics Engineer	\$91.93
Data Architect	\$113.14
Data Management Specialist	\$129.05
Data Visualization Engineer	\$99.00
Database Administrator	\$109.61
Datacenter & Hardware Admin	\$102.53
DevOps Engineer	\$93.69
Enterprise Application Architect	\$107.84

Front End Web Developer	\$143.20
Full Stack Application Developer	\$113.14
Infrastructure Architect	\$118.45
Integration Ops Specialist	\$146.73
IT Business Analyst	\$113.14
IT Operations Support	\$116.68
IT Program Manager	\$99.00
IT Project Coordinator	\$132.59
IT Project Manager	\$91.93
Mobile Computing Support Technician	\$116.68
Network / Systems Engineer	\$104.30
Network Administrator	\$95.46
Network Engineer	\$99.00
Operational Technology Cyber Security Analyst	\$107.84
Performance and Reliability Software Programmer	\$102.53
Platform Engineer	\$116.68
Product Owner	\$111.37
Protection and Control Application	\$107.84
RPA Developer	\$99.00
Safety Technology Administrator	\$95.46
Scrum Master	\$102.53
Security Analyst	\$113.14
Security Engineer	\$107.84
Site Reliability Engineer	\$123.75
Software Developer	\$114.91
Software Engineer	\$113.14
Solution Architect	\$121.98
Supplier Account Manager	\$136.13
System Engineer	\$104.30
Systems Administrator	\$116.68
Technical Support Specialist	\$107.84
Technology Planning Analyst	\$97.23
Threat Analyst	\$95.46
Unix/Systems Administrator	\$111.37
User Provisioning/Patch Mgmt. Coordinator	\$99.00
Web Designer	\$104.30
Web Developer	\$100.77
.Net Developer	\$107.84
911 IT Operations Manger	\$125.52
911 Systems Consultant	\$136.13



Accessibility Specialist	\$121.98
Administrative Analyst	\$121.98
Application Developer	\$111.37
Application Security Administrator	\$139.66
Applications DBA	\$136.13
Applications Engineer	\$134.36
AWS Cloud Engineer	\$139.66
Backend Software Developer	\$146.73
Backup and Recovery Engineer	\$144.97
Benefits Functional Lead	\$146.73
Broadband Network Designer	\$137.89
Broadband Network Lead Designer	\$137.89
Broadband Network Project Coordinator	\$129.05
Broadband Network Project Leader	\$118.45
Broadband Network Project Manager	\$132.59
Broadband Project Coordinator	\$141.43
Broadband Project Leader	\$91.93
Business Architect	\$109.61
Business Continuity Disaster Recovery Consultant	\$144.97
Business Systems Analyst	\$141.43
Call Center Technology Project Manager	\$139.66
Change Management Lead	\$121.98
Chief Technology Officer	\$141.43
CICS/COBOL Programmer	\$192.70
Cloud Architect	\$139.66
Cloud Consultant	\$141.43
Cloud Network Engineer	\$160.88
Cloud Product Manager	\$157.34
Cloud Project Manager	\$129.05
Cloud Security Architect	\$136.13
Cloud Services Developer	\$121.98
Cloud Software Engineer	\$113.14
Cloud System Administrator	\$106.07
Cloud System Engineer	\$91.93
Communications Business Analyst	\$106.07
Computer and Information Research Scientist	\$109.61
Computer and Information Systems Manager	\$132.59
Computer Deployment Specialist	\$121.98
Computer Network Architect	\$104.30
Computer Systems Manager	\$129.05

Configuration Manager	\$121.98
Consultant Business Continuity Disaster Recovery	\$120.21
Consultant NSX	\$130.82
Consultant Operations	\$141.43
Consulting Architect NSX	\$139.66
Consulting Architect SDDC	\$164.41
Content Manager	\$152.04
Contracting Improvements Project Manager	\$121.98
Customer Support Administrator	\$137.89
Customer Support Specialist	\$97.23
Cyber Security Consultant	\$86.62
Cyber Security Firewall Administrator	\$137.89
Cyber Security Incident Response Analyst	\$125.52
Cyber Security Hardware Engineer	\$130.82
Data Center Technician	\$123.75
Data Migration Architect	\$109.61
Data Modelers	\$148.50
Data Recovery Specialist	\$141.43
Database Analyst	\$136.13
Database Developer	\$114.91
Database Programmer	\$139.66
Database Programmer / Analyst	\$123.75
Database Warehouse Administrator	\$132.59
Delivery Manager	\$134.36
Desktop Service Manager	\$162.65
Desktop Support Manager	\$136.13
Desktop Support Specialist	\$121.98
Desktop Support Technician	\$102.53
Developer	\$99.00
Digital Communication Specialist / Designer	\$129.05
Digital Communications Designer	\$136.13
Digital Communications Manager	\$141.43
Digital Communications Specialist	\$136.13
Disaster Recovery Specialist	\$123.75
EBS OTL/Payroll Functional-Technical Senior Developer	\$144.97
Engagement Manager	\$146.73
Enterprise Architect	\$160.88
Enterprise Resource Planning (ERP) Architect	\$176.79
Enterprise Resource Planning (ERP) Developer	\$180.33
Enterprise Resource Planning (ERP) Functional Lead	\$150.27

Enterprise Resource Planning (ERP) Implementation Specialist	\$152.04
Enterprise Resource Planning (ERP) Technical Lead	\$143.20
Enterprise Solution Architect	\$157.34
ERP Integration Developer Consultant	\$176.79
Field Technician	\$146.73
Firewall Migration Analyst	\$123.75
Firewall Optimization Analyst	\$132.59
Front End Designer	\$141.43
Front End Developer	\$123.75
Full Stack Software Developer	\$139.66
GIS Analyst	\$150.27
GIS Analyst Technical Lead	\$136.13
GIS Consultant	\$139.66
GIS Developer	\$130.82
GIS Programmer	\$104.30
GIS Programmer Analyst	\$114.91
GIS Project Manager	\$118.45
GIS Technician	\$123.75
Information Assurance Engineer	\$118.45
Information Security Analyst	\$123.75
Information Security Architect	\$106.07
Information Security Manager	\$132.59
Information Security Specialist	\$141.43
Infrastructure Analyst	\$120.21
Infrastructure Manager	\$111.37
Instructional Designer	\$130.82
Integration Architect	\$127.29
IT Analyst	\$144.97
IT Change Manager	\$125.52
IT Coordinator	\$143.20
IT Director	\$114.91
IT Help Desk Support Technician	\$180.33
IT Manager	\$77.78
IT Operations Manager	\$139.66
IT Project Intake Coordinator	\$134.36
Lead GIS Analyst	\$132.59
Local Area Network (LAN) Engineer	\$109.61
Mainframe Systems Analyst	\$121.98
Management Information Systems Director	\$136.13
Management Information Systems Manager	\$169.72

Microsoft Access Developer	\$139.66
Microsoft Template Designer	\$136.13
Mobile Application Developer	\$127.29
MS Excel Developer	\$144.97
MS Power Platform Developer	\$130.82
MS Server Support	\$129.05
Multi-Factor Authentication (MFA) Support Specialists	\$118.45
Natural/Adabas Developer	\$121.98
Netback Engineer	\$134.36
Network Analyst	\$118.45
Network and Computer Systems Administrator	\$93.69
Network and Infrastructure Manager	\$100.77
Network Computer Administrator	\$137.89
Network Manager	\$123.75
Network Operations Center Engineer	\$125.52
Network Security Architect	\$136.13
Network Security Engineer	\$159.11
Network Systems Administrator	\$152.04
OnePhilly Payroll Techno-Functionals Analyst	\$130.82
Operations Analyst	\$129.05
Operations Manager	\$127.29
Oracle Developer-IWRAP	\$137.89
Project Manager Infrastructure	\$141.43
Quality Assurance Analyst	\$157.34
Quality Assurance Engineer	\$113.14
Quality Assurance Manager	\$121.98
Quality Assurance Specialist	\$134.36
Quality Assurance Test Engineer	\$125.52
Quality Assurance Tester	\$106.07
Quality Control Analyst	\$114.91
Quality Control Engineer	\$106.07
Quality Control Manager	\$116.68
Quality Control Specialist	\$125.52
Security Administrator	\$100.77
Security Consultant	\$137.89
Security Specialist	\$152.04
Security Test Engineer	\$150.27
Senior Consultant NSX	\$143.20
Service Desk Manager	\$139.66
Service Desk Support Specialist	\$130.82

Service Desk Technician	\$104.30
SharePoint Consultant	\$77.78
SharePoint Developer	\$118.45
Social Media Manager	\$107.84
Software Configuration Analyst	\$104.30
Software Configuration Developer	\$113.14
Software Configuration Engineer	\$121.98
Software Configuration Specialist	\$111.37
Software Development Manager	\$116.68
Software Implementation Specialist	\$139.66
Software QA Analyst	\$121.98
Software QA Engineer	\$106.07
Software Test Engineer	\$125.52
Software Training Specialist	\$121.98
Software/Applications Developer	\$116.68
Solutions Architect	\$134.36
Solutions Engineer	\$152.04
SQL Developer	\$141.43
SQL Server DBA	\$130.82
SQL Server DBA/Warehouse Specialist	\$137.89
Storage Area Network (SAN) Administrator	\$123.75
Storage Area Network (SAN) Engineer	\$129.05
Storage Engineer	\$106.07
Supply Chain ERP Business Analyst	\$104.30
System Administrator	\$123.75
System Architect	\$125.52
System Designer	\$139.66
System Engineer Exchange	\$118.45
Systems Analyst	\$111.37
Systems Engineer	\$120.21
Systems Engineer (Messaging)	\$111.37
Systems Engineer (MS O365)	\$123.75
Systems Engineer (Virtualization)	\$129.05
Systems Software Engineer	\$139.66
Technical Lead	\$113.14
Technical Liaison	\$146.73
Technical Operations Manager	\$111.37
Technical Operations Officer	\$118.45
Technical Support Engineer	\$113.14
Technical Writer / Business Analyst	\$106.07

Technical Writer / Business Processes and Procedures	\$111.37
Technology Architect	\$106.07
Technology Trainer	\$152.04
Telecommunications Specialist	\$113.14
Trainer	\$121.98
Training Coordinator	\$107.84
Training Coordinator/Instructional Designer	\$104.30
UI Architect	\$109.61
UI/UX Designer	\$139.66
UI/UX Developer	\$136.13
Web Administrator	\$132.59
Web Application Developer	\$97.23
Web Content Editor	\$118.45
Webmaster	\$99.00
WebMethods Consultant	\$107.84
WebMethods Tester	\$118.45
Wide Area Network (WAN) Administrator	\$111.37
WordPress Developer	\$116.68
Workday Resource Planning (ERP) Analyst	\$114.91
Workday Resource Planning (ERP) Architect	\$125.52
Workday Resource Planning (ERP) Developer	\$150.27
Workday Resource Planning (ERP) Functional Lead	\$114.91
Workday Resource Planning (ERP) Implementation Specialist	\$107.84
Workday Resource Planning (ERP) Technical Lead	\$113.14
<b>Cybersecurity Roles</b>	\$130.82
Cybersecurity Analyst	
Cybersecurity Engineer	\$109.61
Security Architect	\$127.29
Penetration Tester (Ethical Hacker)	\$136.13
Incident Responder	\$104.30
Chief Information Security Officer (CISO)	\$116.68
Security Software Developer	\$185.63
Threat Intelligence Analyst	\$127.29
Cybersecurity Manager	\$111.37
Identity and Access Management (IAM) Specialist	\$141.43
Compliance and Risk Analyst	\$114.91
Forensic Computer Analyst	\$116.68
<b>Artificial Intelligence Roles</b>	\$106.07
AI/ML Engineer	
AI Research Scientist	\$123.75

Machine Learning Specialist	\$118.45
Computer Vision Engineer	\$114.91
Natural Language Processing (NLP) Engineer	\$109.61
Robotics Engineer	\$106.07
AI Product Manager	\$104.30
AI Ethics Specialist	\$116.68
Deep Learning Engineer	\$109.61
AI Solutions Architect	\$120.21
AI Data Analyst	\$130.82
AI Strategist	\$100.77
Autonomous Systems Engineer	\$116.68
<b>Procurement</b>	\$114.91
Procurement Manager	
Supply Chain Manager	\$100.77
Purchasing Agent	\$113.14
Procurement Analyst	\$65.41
Strategic Sourcing Manager	\$77.78
Category Manager	\$107.84
Procurement Specialist	\$109.61
Vendor Manager	\$84.85
Supply Chain Analyst	\$111.37
Contract Manager	\$90.16
<b>Legal and Compliance</b>	\$106.07
Compliance Officer	
Corporate Counsel	\$95.46
Compliance Manager	\$120.21
Legal Compliance Analyst	\$116.68
Regulatory Affairs Specialist	\$51.26
Contract Administrator	\$97.23
Chief Compliance Officer (CCO)	\$83.09
Litigation Support Specialist	\$141.43
<b>Nursing</b>	\$63.64
Registered Nurse (RN)	
Nurse Practitioner (NP)	\$71.13
Critical Care Nurse	\$104.82
Pediatric Nurse	\$78.61
Nurse Educator	\$71.13
Home Health Nurse	\$63.64
Telehealth Nurse	\$65.51
<b>Occupational Therapy</b>	\$73.00

Occupational Therapist (OT)	
Certified Occupational Therapy Assistant (COTA)	\$74.87
Pediatric Occupational Therapist	\$50.53
Geriatric Occupational Therapist	\$74.87
Hand Therapist	\$74.87
<b>Speech-Language Pathology</b>	\$78.61
Speech-Language Pathologist (SLP)	
Pediatric Speech-Language Pathologist	\$80.49
School-Based Speech-Language Pathologist	\$80.49
Bilingual Speech-Language Pathologist	\$74.87
Speech-Language Pathology Assistant	\$84.23
<b>Social Work</b>	\$46.79
Clinical Social Worker	
School Social Worker	\$57.40
Medical Social Worker	\$53.81
Child and Family Social Worker	\$57.40
Mental Health Social Worker	\$53.81
Substance Abuse Social Worker	\$55.60
<b>Pharmaceuticals</b>	\$52.02
Pharmacist	
Pharmacy Technician	\$112.31
Clinical Pharmacist	\$39.30
Pharmaceutical Sales Representative	\$117.93
Pharmacovigilance Specialist	\$74.87
<b>Dental</b>	\$84.23
Dentist	
Dental Hygienist	\$149.75
Dental Assistant	\$74.87
Orthodontist	\$43.05
Periodontist	\$173.15
Endodontist	\$173.15
<b>Emerging and Specialized Roles</b>	\$173.15
Telehealth Coordinator	
Public Health Educator	\$59.06
Genetic Counselor	\$51.68
Infection Control Specialist	\$79.37
Behavioral Health Technician	\$64.60
<b>Instructional Education Roles</b>	\$38.76
STEM Teacher	
Online Course Instructor	\$55.37



ESL (English as a Second Language) Teacher	\$46.14
Special Education Teacher	\$47.99
Curriculum Developer	\$55.37
Instructional Coach	\$64.60
Early Childhood Educator	\$59.06
<b>Non-Instructional Education Roles</b>	\$35.06
School Counselor	
School Psychologist	\$59.89
Educational Interpreter	\$74.87
Paraprofessional (Teacher's Aide)	\$56.15
Custodial Staff	\$29.94
Food Service Worker	\$29.94
<b>Special and Alternative Education Roles</b>	\$26.20
Behavioral Specialist	
Alternative Education Instructor	\$48.66
<b>Education Administration Roles</b>	\$56.15
School Principal	
Superintendent	\$89.69
School Administrator	\$121.09
<b>Additional Titles</b>	\$71.75
Educational Consultant	
Technology Integration Specialist	\$72.79
Reading Specialist	\$58.23
Math Interventionist	\$54.59
School Nurse	\$54.59
School Librarian/Media Specialist	\$58.23
Career and Technical Education (CTE) Teacher	\$50.95
After-School Program Coordinator	\$54.59
Education Program Manager	\$38.21
<b>Construction</b>	\$63.69
Carpenter	
Bricklayer/Mason	\$48.66
Construction Foreman	\$56.15
Concrete Finisher	\$59.89
Roofer	\$48.66
Demolition Worker	\$39.30
<b>Electricians</b>	\$35.56
Residential Electrician	
Commercial Electrician	\$52.41
Industrial Electrician	\$56.15

Electrical Lineman	\$59.89
Journeyman Electrician	\$65.51
<b>HVAC Technicians</b>	\$56.15
HVAC Installer	
HVAC Mechanic	\$48.66
Refrigeration Technician	\$52.41
HVAC Service Manager	\$52.41
HVAC Controls Technician	\$59.89
<b>Machinists</b>	\$56.15
CNC Machinist	
CNC Programmer	\$48.66
Tool and Die Maker	\$73.93
Precision Machinist	\$52.41
<b>Technicians</b>	\$48.66
Maintenance Technician	
Field Service Technician	\$44.29
Automotive Technician	\$47.99
Network Technician	\$38.76
Biomedical Equipment Technician	\$51.68
<b>Welders</b>	\$47.99
Pipe Welder	
Structural Welder	\$48.66
Fabricator/Welder	\$44.92
TIG Welder	\$39.30
MIG Welder	\$48.66
<b>Mechanics</b>	\$44.92
Diesel Mechanic	
Aircraft Mechanic	\$51.68
Marine Mechanic	\$59.06
Heavy Equipment Mechanic	\$47.99
Industrial Machinery Mechanic	\$51.68
<b>Groundskeepers</b>	\$51.68
Landscape Technician	
Irrigation Specialist	\$28.69
Arborist	\$34.08
Turf Manager	\$37.66
Horticultural Technician	\$34.08
<b>Painters</b>	\$28.69
Industrial Painter	
Automotive Painter	\$44.29

House Painter	\$38.76
Commercial Painter	\$35.06
Decorator	\$38.76
<b>Custodians</b>	\$35.06
Janitorial Supervisor	
Sanitation Worker	\$34.57
Environmental Services Worker	\$29.11
Cleaning Technician	\$29.11
Custodial Manager	\$25.47
<b>Security Guards</b>	\$38.21
Security Supervisor	
Loss Prevention Officer	\$44.92
Surveillance Operator	\$29.94
Event Security Guard	\$35.56
Patrol Officer	\$29.94
<b>Traffic Management</b>	\$35.56
Traffic Control Technician	
Traffic Signal Technician	\$38.21
Flagger	\$43.67
Traffic Management Specialist	\$25.47
Road Safety Auditor	\$47.31
<b>Executive Search</b>	\$50.95
Executive Recruiter	
Talent Acquisition Specialist:	\$59.89
Headhunter:	\$56.15
Recruitment Consultant	\$65.51
Executive Search Consultant	\$59.89
Senior Executive Recruiter	\$65.51
Talent Acquisition Manager	\$74.87
Senior Search Consultant	\$84.23
Executive Headhunter	\$74.87
Recruitment Director	\$84.23
<b>Clerical</b>	\$93.59
Administrative Assistant	
Receptionist	\$42.42
Office Clerk	\$33.58
Data Entry Clerk	\$30.05
Office Coordinator	\$35.35
Executive Assistant	\$40.65
File Clerk	\$49.49

Office Manager	\$31.81
Clerical Support Specialist	\$54.80
Secretary	\$38.89
<b>Administrative</b>	\$42.42
Administrative Coordinator	
Executive Secretary	\$38.89
Office Administrator	\$47.73
Administrative Manager	\$40.65
Project Administrator	\$54.80
Administrative Support Specialist	\$58.33
Operations Coordinator	\$53.03
Office Support Specialist	\$45.96
Administrative Services Manager	\$37.12
	\$58.33