

Titles (Category)	Pay Rates	Markup	Bill Rates	Discount Applied for Sourcewell	Bill Rates for Sourcewell
Customer Care/Customer Service					
Consumer Relations Analyst	\$33.00	38%	\$45.54	1.00%	\$45.53
Customer Care Representative	\$24.00	38%	\$33.12	1.00%	\$33.11
Customer Engagement Consultant	\$27.00	38%	\$37.26	1.00%	\$37.25
Customer Relations Analyst	\$30.00	38%	\$41.40	1.00%	\$41.39
Merchandise Sales Consultant	\$21.00	38%	\$28.98	1.00%	\$28.97
Retail Customer Service Rep	\$20.00	38%	\$27.60	1.00%	\$27.59
Sales & Service Consultant	\$21.00	38%	\$28.98	1.00%	\$28.97
Sales Support Representative	\$20.00	38%	\$27.60	1.00%	\$27.59
Service Consultant	\$32.00	38%	\$44.16	1.00%	\$44.15
Project Controls/Logistics					
Cost Analyst	\$56.00	38%	\$77.28	1.00%	\$77.27
Cost and Inventory Representative	\$38.00	38%	\$52.44	1.00%	\$52.43
Estimator	\$56.00	38%	\$77.28	1.00%	\$77.27
Project Controls Specialist	\$60.00	38%	\$82.80	1.00%	\$82.79
Project Coordinator	\$54.00	38%	\$74.52	1.00%	\$74.51
Projects Control Analyst	\$50.00	38%	\$69.00	1.00%	\$68.99
Scheduler	\$59.00	38%	\$81.42	1.00%	\$81.41
Tech Support Specialist	\$37.00	38%	\$51.06	1.00%	\$51.05
Verification Analyst	\$68.00	38%	\$93.84	1.00%	\$93.83
Work Planning and Scheduling Analyst	\$54.00	38%	\$74.52	1.00%	\$74.51
Public Relations					
Communications Analyst	\$50.00	36%	\$68.00	1.00%	\$67.99
Corporate Communications Strategist	\$54.00	36%	\$73.44	1.00%	\$73.43
Corporate Responsibility Communications	\$51.00	36%	\$69.36	1.00%	\$69.35
PR Specialist	\$47.00	36%	\$63.92	1.00%	\$63.91
Skilled Personnel					
Payment Processing Clerk	\$24.00	40%	\$33.60	1.00%	\$33.59
AMI Operations & MDM	\$56.00	40%	\$78.40	1.00%	\$78.39
Cable Locator	\$27.00	40%	\$37.80	1.00%	\$37.79
Counsel	\$55.00	40%	\$77.00	1.00%	\$76.99
Data Scientist	\$80.00	40%	\$112.00	1.00%	\$111.99
EMS Database & Display Engineer	\$66.00	40%	\$92.40	1.00%	\$92.39
Environmental Laboratory Analyst	\$54.00	40%	\$75.60	1.00%	\$75.59
Interior Designer	\$52.00	40%	\$72.80	1.00%	\$72.79
Land Research Specialist	\$46.00	40%	\$64.40	1.00%	\$64.39
Lighting Analyst	\$34.00	40%	\$47.60	1.00%	\$47.59
Lighting Coordinator	\$28.00	40%	\$39.20	1.00%	\$39.19
Lighting Design Analyst	\$31.00	40%	\$43.40	1.00%	\$43.39
Outdoor Lighting Inspector	\$33.00	40%	\$46.20	1.00%	\$46.19
Lighting Services Engineer	\$39.00	40%	\$54.60	1.00%	\$54.59
Maintenance Engineer (Distribution)	\$44.00	40%	\$61.60	1.00%	\$61.59
Meter Tester	\$40.00	40%	\$56.00	1.00%	\$55.99
Natural Gas Conversion Coordinator	\$36.00	40%	\$50.40	1.00%	\$50.39
Power Systems Coordinator	\$38.00	40%	\$53.20	1.00%	\$53.19
Records Coordinator (Distribution)	\$35.00	40%	\$49.00	1.00%	\$48.99
SCADA Operational Test Technician	\$57.00	40%	\$79.80	1.00%	\$79.79
Operator (IT Support Center)	\$65.00	40%	\$91.00	1.00%	\$90.99
Survey Fiber Misc Support	\$46.00	40%	\$64.40	1.00%	\$64.39
Testing Program Coordinator	\$52.00	40%	\$72.80	1.00%	\$72.79
Traffic Specialist	\$37.00	40%	\$51.80	1.00%	\$51.79
Training Analyst	\$60.00	40%	\$84.00	1.00%	\$83.99
Training Developer/Instructor	\$64.00	40%	\$89.60	1.00%	\$89.59
Training Facilitator	\$55.00	40%	\$77.00	1.00%	\$76.99
ROW Support	\$55.00	40%	\$77.00	1.00%	\$76.99
Transmission Specialist	\$46.00	40%	\$64.40	1.00%	\$64.39
Transmissions Analyst	\$42.00	40%	\$58.80	1.00%	\$58.79
Operator (Transmission Control Center)	\$45.00	40%	\$63.00	1.00%	\$62.99
Support Specialist (Distribution)	\$41.00	40%	\$57.40	1.00%	\$57.39

Project Coordinator (Distribution)	\$59.00	40%	\$82.60	1.00%	\$82.59
Quality Inspector (Distribution)	\$63.00	40%	\$88.20	1.00%	\$88.19
Buyer	\$66.00	40%	\$92.40	1.00%	\$92.39
Architect	\$83.00	40%	\$116.20	1.00%	\$116.19
GIS Technician (Distribution)	\$50.00	40%	\$70.00	1.00%	\$69.99
Engineer (Distribution)	\$65.00	40%	\$91.00	1.00%	\$90.99
Engineering Associate (Distribution)	\$56.00	40%	\$78.40	1.00%	\$78.39
Estimate Clerk (Distribution)	\$45.00	40%	\$63.00	1.00%	\$62.99
Project Manager (Distribution)	\$66.00	40%	\$92.40	1.00%	\$92.39
Legal Assistant	\$37.00	40%	\$51.80	1.00%	\$51.79
Paralegal	\$30.00	40%	\$42.00	1.00%	\$41.99
Performance Monitoring Engineer	\$56.00	40%	\$78.40	1.00%	\$78.39
Production Assistant	\$53.00	40%	\$74.20	1.00%	\$74.19
Purchasing Coordinator	\$55.00	40%	\$77.00	1.00%	\$76.99
ROW Clearing Inspector	\$50.00	40%	\$70.00	1.00%	\$69.99
Surveyor	\$47.00	40%	\$65.80	1.00%	\$65.79
Inspector (Transmission)	\$37.00	40%	\$51.80	1.00%	\$51.79
Content Developer/Technical Writer	\$47.00	40%	\$65.80	1.00%	\$65.79
Curriculum Developer/Technical Writer	\$53.00	40%	\$74.20	1.00%	\$74.19
Accounting/Finance					
Account Sales Executive 1	\$22.00	36%	\$29.92	1.00%	\$29.91
Account Sales Executive 2	\$27.00	36%	\$36.72	1.00%	\$36.71
Account Sales Executive 3	\$32.00	36%	\$43.52	1.00%	\$43.51
Accountant 1	\$30.00	36%	\$40.80	1.00%	\$40.79
Accountant 2	\$38.00	36%	\$51.68	1.00%	\$51.67
Accountant 3	\$45.00	36%	\$61.20	1.00%	\$61.19
Accounting Assistant 1	\$20.00	36%	\$27.20	1.00%	\$27.19
Accounting Assistant 2	\$25.00	36%	\$34.00	1.00%	\$33.99
Accounting Assistant 3	\$31.00	36%	\$42.16	1.00%	\$42.15
Accounting Clerk 1	\$19.00	36%	\$25.84	1.00%	\$25.83
Accounting Clerk 2	\$23.00	36%	\$31.28	1.00%	\$31.27
Accounting Clerk 3	\$28.00	36%	\$38.08	1.00%	\$38.07
Accounting Representative 1	\$24.00	36%	\$32.64	1.00%	\$32.63
Accounting Representative 2	\$28.00	36%	\$38.08	1.00%	\$38.07
Accounting Representative 3	\$33.00	36%	\$44.88	1.00%	\$44.87
Accounting Specialist 1	\$30.00	36%	\$40.80	1.00%	\$40.79
Accounting Specialist 2	\$35.00	36%	\$47.60	1.00%	\$47.59
Accounting Specialist 3	\$40.00	36%	\$54.40	1.00%	\$54.39
Accounts Payable Clerk 1	\$21.00	36%	\$28.56	1.00%	\$28.55
Accounts Payable Clerk 2	\$25.00	36%	\$34.00	1.00%	\$33.99
Accounts Payable Clerk 3	\$30.00	36%	\$40.80	1.00%	\$40.79
Accounts Payable Lead 1	\$27.00	36%	\$36.72	1.00%	\$36.71
Accounts Payable Lead 2	\$32.00	36%	\$43.52	1.00%	\$43.51
Accounts Payable Lead 3	\$38.00	36%	\$51.68	1.00%	\$51.67
Accounts Receivable Clerk 1	\$20.00	36%	\$27.20	1.00%	\$27.19
Accounts Receivable Clerk 2	\$24.00	36%	\$32.64	1.00%	\$32.63
Accounts Receivable Clerk 3	\$28.00	36%	\$38.08	1.00%	\$38.07
Accounts Receivable Lead 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Accounts Receivable Lead 2	\$31.00	36%	\$42.16	1.00%	\$42.15
Accounts Receivable Lead 3	\$35.00	36%	\$47.60	1.00%	\$47.59
Audit Representative 1	\$31.00	36%	\$42.16	1.00%	\$42.15
Audit Representative 2	\$38.00	36%	\$51.68	1.00%	\$51.67
Audit Representative 3	\$46.00	36%	\$62.56	1.00%	\$62.55
Collections Lead 1	\$35.00	36%	\$47.60	1.00%	\$47.59
Controller 1	\$53.00	36%	\$72.08	1.00%	\$72.07
Controller 2	\$60.00	36%	\$81.60	1.00%	\$81.59
Controller 3	\$68.00	36%	\$92.48	1.00%	\$92.47
Collections Lead 2	\$43.00	36%	\$58.48	1.00%	\$58.47
Collections Lead 3	\$50.00	36%	\$68.00	1.00%	\$67.99
Collections Specialist 1	\$29.00	36%	\$39.44	1.00%	\$39.43
Collections Specialist 2	\$34.00	36%	\$46.24	1.00%	\$46.23
Collections Specialist 3	\$40.00	36%	\$54.40	1.00%	\$54.39
E-Commerce Specialist 1	\$45.00	36%	\$61.20	1.00%	\$61.19
E-Commerce Specialist 2	\$51.00	36%	\$69.36	1.00%	\$69.35
E-Commerce Specialist 3	\$58.00	36%	\$78.88	1.00%	\$78.87
Financial PM 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Financial PM 2	\$65.00	36%	\$88.40	1.00%	\$88.39
Financial PM 3	\$76.00	36%	\$103.36	1.00%	\$103.35

Financial Reporting Representative 1	\$32.00	36%	\$43.52	1.00%	\$43.51
Financial Reporting Representative 2	\$38.00	36%	\$51.68	1.00%	\$51.67
Financial Reporting Representative 3	\$45.00	36%	\$61.20	1.00%	\$61.19
Invoice Reconciler 1	\$21.00	36%	\$28.56	1.00%	\$28.55
Invoice Reconciler 2	\$26.00	36%	\$35.36	1.00%	\$35.35
Invoice Reconciler 3	\$33.00	36%	\$44.88	1.00%	\$44.87
Payroll Administrator 1	\$29.00	36%	\$39.44	1.00%	\$39.43
Payroll Administrator 2	\$33.00	36%	\$44.88	1.00%	\$44.87
Payroll Administrator 3	\$38.00	36%	\$51.68	1.00%	\$51.67
Payroll Clerk 1	\$22.00	36%	\$29.92	1.00%	\$29.91
Payroll Clerk 2	\$27.00	36%	\$36.72	1.00%	\$36.71
Payroll Clerk 3	\$33.00	36%	\$44.88	1.00%	\$44.87
Staff Accountant 1	\$46.00	36%	\$62.56	1.00%	\$62.55
Staff Accountant 2	\$54.00	36%	\$73.44	1.00%	\$73.43
Staff Accountant 3	\$60.00	36%	\$81.60	1.00%	\$81.59
Staff Accountant SR	\$65.00	36%	\$88.40	1.00%	\$88.39
Administrative/Marketing					
Administrative Analyst 1	\$29.00	36%	\$39.44	1.00%	\$39.43
Administrative Analyst 2	\$34.00	36%	\$46.24	1.00%	\$46.23
Administrative Analyst 3	\$40.00	36%	\$54.40	1.00%	\$54.39
Administrative Asst 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Administrative Asst 2	\$32.00	36%	\$43.52	1.00%	\$43.51
Administrative Asst 3	\$38.00	36%	\$51.68	1.00%	\$51.67
Badge Coordinator 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Badge Coordinator 2	\$31.00	36%	\$42.16	1.00%	\$42.15
Badge Coordinator 3	\$36.00	36%	\$48.96	1.00%	\$48.95
Bindery Assistant 1	\$20.00	36%	\$27.20	1.00%	\$27.19
Bindery Assistant 2	\$25.00	36%	\$34.00	1.00%	\$33.99
Bindery Assistant 3	\$31.00	36%	\$42.16	1.00%	\$42.15
Business and Process Reporting Analyst 1	\$42.00	36%	\$57.12	1.00%	\$57.11
Business and Process Reporting Analyst 2	\$48.00	36%	\$65.28	1.00%	\$65.27
Business and Process Reporting Analyst 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Communication Desk Assistant	\$24.00	36%	\$32.64	1.00%	\$32.63
Communication Desk Assistant 2	\$29.00	36%	\$39.44	1.00%	\$39.43
Communication Desk Assistant 3	\$34.00	36%	\$46.24	1.00%	\$46.23
Construction Administrative 1	\$28.00	36%	\$38.08	1.00%	\$38.07
Construction Administrative 2	\$33.00	36%	\$44.88	1.00%	\$44.87
Construction Administrative 3	\$38.00	36%	\$51.68	1.00%	\$51.67
Construction Analyst 1	\$36.00	36%	\$48.96	1.00%	\$48.95
Construction Analyst 2	\$41.00	36%	\$55.76	1.00%	\$55.75
Construction Analyst 3	\$46.00	36%	\$62.56	1.00%	\$62.55
Construction Contract Analyst 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Construction Contract Analyst 2	\$51.00	36%	\$69.36	1.00%	\$69.35
Construction Contract Analyst 3	\$58.00	36%	\$78.88	1.00%	\$78.87
Contract Coordinator 1	\$37.00	36%	\$50.32	1.00%	\$50.31
Contract Coordinator 2	\$43.00	36%	\$58.48	1.00%	\$58.47
Contract Coordinator 3	\$48.00	36%	\$65.28	1.00%	\$65.27
Contracts Administrator 1	\$31.00	36%	\$42.16	1.00%	\$42.15
Contracts Administrator 2	\$36.00	36%	\$48.96	1.00%	\$48.95
Contracts Administrator 3	\$42.00	36%	\$57.12	1.00%	\$57.11
Cross Bore Coordinator 1	\$26.00	36%	\$35.36	1.00%	\$35.35
Cross Bore Coordinator 2	\$31.00	36%	\$42.16	1.00%	\$42.15
Cross Bore Coordinator 3	\$36.00	36%	\$48.96	1.00%	\$48.95
Cross Bore Program Analyst 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Cross Bore Program Analyst 2	\$46.00	36%	\$62.56	1.00%	\$62.55
Cross Bore Program Analyst 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Cross Bore Project Coordinator 1	\$38.00	36%	\$51.68	1.00%	\$51.67
Cross Bore Project Coordinator 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Cross Bore Project Coordinator 3	\$48.00	36%	\$65.28	1.00%	\$65.27
Data Entry Clerk 1	\$19.00	36%	\$25.84	1.00%	\$25.83
Data Entry Clerk 2	\$23.00	36%	\$31.28	1.00%	\$31.27
Data Entry Clerk 3	\$27.00	36%	\$36.72	1.00%	\$36.71
Disability Admin Support 1	\$22.00	36%	\$29.92	1.00%	\$29.91
Disability Admin Support 2	\$27.00	36%	\$36.72	1.00%	\$36.71
Disability Admin Support 3	\$32.00	36%	\$43.52	1.00%	\$43.51
DM Special Projects 1	\$25.00	36%	\$34.00	1.00%	\$33.99
DM Special Projects 2	\$31.00	36%	\$42.16	1.00%	\$42.15
DM Special Projects 3	\$36.00	36%	\$48.96	1.00%	\$48.95

Document Control Analyst 1	\$22.00	36%	\$29.92	1.00%	\$29.91
Document Control Analyst 2	\$27.00	36%	\$36.72	1.00%	\$36.71
Document Control Analyst 3	\$32.00	36%	\$43.52	1.00%	\$43.51
Document Control Tech Aide	\$32.00	36%	\$43.52	1.00%	\$43.51
Documentation Specialist 1	\$21.00	36%	\$28.56	1.00%	\$28.55
Documentation Specialist 2	\$25.00	36%	\$34.00	1.00%	\$33.99
Documentation Specialist 3	\$30.00	36%	\$40.80	1.00%	\$40.79
Event Planner 1	\$26.00	36%	\$35.36	1.00%	\$35.35
Event Planner 2	\$32.00	36%	\$43.52	1.00%	\$43.51
Event Planner 3	\$38.00	36%	\$51.68	1.00%	\$51.67
Executive Assistant 1	\$26.00	36%	\$35.36	1.00%	\$35.35
Executive Assistant 2	\$31.00	36%	\$42.16	1.00%	\$42.15
Executive Assistant 3	\$35.00	36%	\$47.60	1.00%	\$47.59
Field Office Specialist 1	\$29.00	36%	\$39.44	1.00%	\$39.43
Field Office Specialist 2	\$33.00	36%	\$44.88	1.00%	\$44.87
Field Office Specialist 3	\$38.00	36%	\$51.68	1.00%	\$51.67
File Clerk 1	\$17.00	36%	\$23.12	1.00%	\$23.11
File Clerk 2	\$22.00	36%	\$29.92	1.00%	\$29.91
File Clerk 3	\$26.00	36%	\$35.36	1.00%	\$35.35
Front Desk Coordinator 1	\$18.00	36%	\$24.48	1.00%	\$24.47
Front Desk Coordinator 2	\$22.00	36%	\$29.92	1.00%	\$29.91
Front Desk Coordinator 3	\$26.00	36%	\$35.36	1.00%	\$35.35
General Office Clerk 1	\$16.00	36%	\$21.76	1.00%	\$21.75
General Office Clerk 2	\$21.00	36%	\$28.56	1.00%	\$28.55
General Office Clerk 3	\$26.00	36%	\$35.36	1.00%	\$35.35
Mail Processor 1	\$16.00	36%	\$21.76	1.00%	\$21.75
Mail Processor 2	\$20.00	36%	\$27.20	1.00%	\$27.19
Mail Processor 3	\$24.00	36%	\$32.64	1.00%	\$32.63
Organizational Specialist 1	\$33.00	36%	\$44.88	1.00%	\$44.87
Organizational Specialist 2	\$39.00	36%	\$53.04	1.00%	\$53.03
Organizational Specialist 3	\$45.00	36%	\$61.20	1.00%	\$61.19
PE Tech Aide 1	\$34.00	36%	\$46.24	1.00%	\$46.23
PE Tech Aide 2	\$39.00	36%	\$53.04	1.00%	\$53.03
PE Tech Aide 3	\$44.00	36%	\$59.84	1.00%	\$59.83
PMO Support Analyst 2	\$44.00	36%	\$59.84	1.00%	\$59.83
PMO Support Analyst 3	\$50.00	36%	\$68.00	1.00%	\$67.99
Project Administrative Consultant 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Project Administrative Consultant 2	\$51.00	36%	\$69.36	1.00%	\$69.35
Project Administrative Consultant 3	\$56.00	36%	\$76.16	1.00%	\$76.15
Reporting Analyst1	\$42.00	36%	\$57.12	1.00%	\$57.11
Reporting Analyst2	\$48.00	36%	\$65.28	1.00%	\$65.27
Reporting Analyst3	\$52.00	36%	\$70.72	1.00%	\$70.71
Requisition & Project Analyst 1	\$41.00	36%	\$55.76	1.00%	\$55.75
Requisition & Project Analyst 2	\$46.00	36%	\$62.56	1.00%	\$62.55
Requisition & Project Analyst 3	\$52.00	36%	\$70.72	1.00%	\$70.71
SIPS Specialist1	\$35.00	36%	\$47.60	1.00%	\$47.59
SIPS Specialist2	\$41.00	36%	\$55.76	1.00%	\$55.75
SIPS Specialist3	\$46.00	36%	\$62.56	1.00%	\$62.55
Supplemental Staffing Analyst 1	\$27.00	36%	\$36.72	1.00%	\$36.71
Supplemental Staffing Analyst 2	\$32.00	36%	\$43.52	1.00%	\$43.51
Supplemental Staffing Analyst 3	\$38.00	36%	\$51.68	1.00%	\$51.67
Supplemental Staffing Support Specialist 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Supplemental Staffing Support Specialist 2	\$30.00	36%	\$40.80	1.00%	\$40.79
Supplemental Staffing Support Specialist 3	\$35.00	36%	\$47.60	1.00%	\$47.59
Tech Aide 1	\$26.00	36%	\$35.36	1.00%	\$35.35
Tech Aide 2	\$32.00	36%	\$43.52	1.00%	\$43.51
Tech Aide 3	\$38.00	36%	\$51.68	1.00%	\$51.67
Tech Training Aide 1	\$36.00	36%	\$48.96	1.00%	\$48.95
Technical Skills Instructor - Electrical/Instrumentation	\$35.00	36%	\$47.60	1.00%	\$47.59
Technical Skills Instructor - Electrical/Instrumentation2	\$41.00	36%	\$55.76	1.00%	\$55.75
Technical Skills Instructor - Electrical/Instrumentation3	\$47.00	36%	\$63.92	1.00%	\$63.91
Technical Skills Instructor - Mechanical1	\$33.00	36%	\$44.88	1.00%	\$44.87
Technical Skills Instructor - Mechanical2	\$38.00	36%	\$51.68	1.00%	\$51.67
Technical Skills Instructor - Mechanical3	\$45.00	36%	\$61.20	1.00%	\$61.19
Technical Skills Instructor - Welding1	\$31.00	36%	\$42.16	1.00%	\$42.15
Technical Skills Instructor - Welding2	\$36.00	36%	\$48.96	1.00%	\$48.95
Technical Skills Instructor - Welding3	\$42.00	36%	\$57.12	1.00%	\$57.11
Technical Writer 1	\$40.00	36%	\$54.40	1.00%	\$54.39

Technical Writer 2	\$47.00	36%	\$63.92	1.00%	\$63.91
Technical Writer 3	\$55.00	36%	\$74.80	1.00%	\$74.79
Wholesale Contract Analyst1	\$40.00	36%	\$54.40	1.00%	\$54.39
Wholesale Contract Analyst2	\$46.00	36%	\$62.56	1.00%	\$62.55
Wholesale Contract Analyst3	\$53.00	36%	\$72.08	1.00%	\$72.07
Graphic Designer 1	\$44.00	36%	\$59.84	1.00%	\$59.83
Graphic Designer 2	\$51.00	36%	\$69.36	1.00%	\$69.35
Graphic Designer 3	\$56.00	36%	\$76.16	1.00%	\$76.15
Marketing Communications Specialist	\$46.00	36%	\$62.56	1.00%	\$62.55
Marketing Specialist 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Model Builder	\$53.00	36%	\$72.08	1.00%	\$72.07
New Business Construction Consultant	\$52.00	36%	\$70.72	1.00%	\$70.71
New Business Consultant	\$56.00	36%	\$76.16	1.00%	\$76.15
Web Designer 1 (Advertising)	\$50.00	36%	\$68.00	1.00%	\$67.99
Web Designer 2 (Advertising)	\$56.00	36%	\$76.16	1.00%	\$76.15
Web Designer 3 (Advertising)	\$61.00	36%	\$82.96	1.00%	\$82.95
Graphic Designer	\$52.00	36%	\$70.72	1.00%	\$70.71
Web Designer (Advertising)	\$53.00	36%	\$72.08	1.00%	\$72.07
Industrial/Commercial					
Assistant Storekeeper 1	\$24.00	40%	\$33.60	1.00%	\$33.59
Assistant Storekeeper 2	\$29.00	40%	\$40.60	1.00%	\$40.59
Assistant Storekeeper 3	\$33.00	40%	\$46.20	1.00%	\$46.19
Boiler Inspector 1	\$35.00	40%	\$49.00	1.00%	\$48.99
Boiler Inspector 2	\$42.00	40%	\$58.80	1.00%	\$58.79
Boiler Inspector 3	\$48.00	40%	\$67.20	1.00%	\$67.19
Chemical Technician 1	\$36.00	40%	\$50.40	1.00%	\$50.39
Chemical Technician 2	\$41.00	40%	\$57.40	1.00%	\$57.39
Chemical Technician 3	\$47.00	40%	\$65.80	1.00%	\$65.79
Chemist 2	\$36.00	40%	\$50.40	1.00%	\$50.39
Chemist 3	\$42.00	40%	\$58.80	1.00%	\$58.79
Civil Coordinator 1	\$39.00	40%	\$54.60	1.00%	\$54.59
Civil Coordinator 2	\$44.00	40%	\$61.60	1.00%	\$61.59
Control Specialist SR 1	\$41.00	40%	\$57.40	1.00%	\$57.39
Control Specialist SR 2	\$46.00	40%	\$64.40	1.00%	\$64.39
DCS/PLC Specialist 1	\$35.00	40%	\$49.00	1.00%	\$48.99
Facilities Specialist 1	\$34.00	40%	\$47.60	1.00%	\$47.59
Facilities Specialist 2	\$39.00	40%	\$54.60	1.00%	\$54.59
Facilities Specialist 3	\$44.00	40%	\$61.60	1.00%	\$61.59
DCS/PLC Specialist 2	\$42.00	40%	\$58.80	1.00%	\$58.79
Field Specialist (Mechanical Focus) 1	\$33.00	40%	\$46.20	1.00%	\$46.19
Field Specialist (Mechanical Focus) 2	\$39.00	40%	\$54.60	1.00%	\$54.59
DCS/PLC Specialist SR 1	\$51.00	40%	\$71.40	1.00%	\$71.39
Integrated Resource Planning Analyst 1	\$39.00	40%	\$54.60	1.00%	\$54.59
Maintenance Specialist	\$37.00	40%	\$51.80	1.00%	\$51.79
Integrated Resource Planning Analyst 2	\$43.00	40%	\$60.20	1.00%	\$60.19
Integrated Resource Planning Analyst 3	\$48.00	40%	\$67.20	1.00%	\$67.19
DCS/PLC Specialist SR 2	\$56.00	40%	\$78.40	1.00%	\$78.39
Electrical Specialist SR 1	\$45.00	40%	\$63.00	1.00%	\$62.99
NEC Maintenance Coordinator 1	\$40.00	40%	\$56.00	1.00%	\$55.99
NEC Maintenance Coordinator 2	\$44.00	40%	\$61.60	1.00%	\$61.59
NEC Maintenance Coordinator 3	\$48.00	40%	\$67.20	1.00%	\$67.19
Outage Coordinator 1	\$37.00	40%	\$51.80	1.00%	\$51.79
Outage Coordinator 2	\$42.00	40%	\$58.80	1.00%	\$58.79
Outage Coordinator 3	\$47.00	40%	\$65.80	1.00%	\$65.79
Electrical Specialist SR 2	\$50.00	40%	\$70.00	1.00%	\$69.99
Field Operational Technology Cyber Security Specialist 1	\$61.00	40%	\$85.40	1.00%	\$85.39
Field Operational Technology Cyber Security Specialist 2	\$70.00	40%	\$98.00	1.00%	\$97.99
Field Operational Technology Cyber Security Specialist SR	\$78.00	40%	\$109.20	1.00%	\$109.19
Field Specialist (Mechanical Focus) 3	\$47.00	40%	\$65.80	1.00%	\$65.79
Maintenance Specialist SR	\$39.00	40%	\$54.60	1.00%	\$54.59
Advanced Power Plant Operations Consultant	\$34.00	40%	\$47.60	1.00%	\$47.59
Air and Gas Field Specialist 1	\$25.00	40%	\$35.00	1.00%	\$34.99
Air and Gas Field Specialist 2	\$30.00	40%	\$42.00	1.00%	\$41.99
Air and Gas Field Specialist 3	\$34.00	40%	\$47.60	1.00%	\$47.59
Air and Gas Field Specialist SR	\$38.00	40%	\$53.20	1.00%	\$53.19
Assistant Site Management Consultant - Admin	\$40.00	40%	\$56.00	1.00%	\$55.99
Assistant Site Management Consultant - Technical	\$46.00	40%	\$64.40	1.00%	\$64.39
Assistant Storekeeper	\$22.00	40%	\$30.80	1.00%	\$30.79

Assistant Storekeeper SR	\$26.00	40%	\$36.40	1.00%	\$36.39
Boiler Field Engineer SR 1	\$30.00	40%	\$42.00	1.00%	\$41.99
Boiler Field Engineer SR 2	\$35.00	40%	\$49.00	1.00%	\$48.99
Boiler Field Specialist 1	\$27.00	40%	\$37.80	1.00%	\$37.79
Boiler Field Specialist SR	\$33.00	40%	\$46.20	1.00%	\$46.19
Boiler Inspector	\$37.00	40%	\$51.80	1.00%	\$51.79
Boiler Technician 1	\$22.00	40%	\$30.80	1.00%	\$30.79
Boiler Technician 2	\$26.00	40%	\$36.40	1.00%	\$36.39
Boiler Technician 3	\$31.00	40%	\$43.40	1.00%	\$43.39
Boiler Technician SR 1	\$28.00	40%	\$39.20	1.00%	\$39.19
Boiler Technician SR 2	\$34.00	40%	\$47.60	1.00%	\$47.59
Cathodic Protection Technician 1	\$26.00	40%	\$36.40	1.00%	\$36.39
Cathodic Protection Technician 2	\$31.00	40%	\$43.40	1.00%	\$43.39
Cathodic Protection Technician SR 1	\$34.00	40%	\$47.60	1.00%	\$47.59
Cathodic Protection Technician SR 2	\$38.00	40%	\$53.20	1.00%	\$53.19
Cathodic Protection Technician SR 3	\$43.00	40%	\$60.20	1.00%	\$60.19
CBM Analyst 1	\$23.00	40%	\$32.20	1.00%	\$32.19
CBM Analyst SR	\$28.00	40%	\$39.20	1.00%	\$39.19
CBM Specialist	\$30.00	40%	\$42.00	1.00%	\$41.99
Chemical FGD Engineer 1	\$38.00	40%	\$53.20	1.00%	\$53.19
Chemical FGD Engineer 2	\$42.00	40%	\$58.80	1.00%	\$58.79
Chemical FGD Engineer SR 1	\$45.00	40%	\$63.00	1.00%	\$62.99
Chemical FGD Engineer SR 2	\$50.00	40%	\$70.00	1.00%	\$69.99
Chemical FGD Engineer SR 3	\$54.00	40%	\$75.60	1.00%	\$75.59
Chemical Systems Engineer 1	\$42.00	40%	\$58.80	1.00%	\$58.79
Chemical Systems Engineer 2	\$53.00	40%	\$74.20	1.00%	\$74.19
Chemical Systems Engineer 3	\$57.00	40%	\$79.80	1.00%	\$79.79
Chemical Systems Engineer SR 1	\$58.00	40%	\$81.20	1.00%	\$81.19
Chemical Systems Engineer SR 2	\$62.00	40%	\$86.80	1.00%	\$86.79
Chemical Systems Engineer SR 3	\$65.00	40%	\$91.00	1.00%	\$90.99
Chemical Technician	\$30.00	40%	\$42.00	1.00%	\$41.99
Chemist 1	\$25.00	40%	\$35.00	1.00%	\$34.99
Metering/TRU Specialist 1	\$28.00	40%	\$39.20	1.00%	\$39.19
Civil Coordinator 3	\$33.00	40%	\$46.20	1.00%	\$46.19
Civil Field Technician 1	\$24.00	40%	\$33.60	1.00%	\$33.59
Civil Field Technician 2	\$29.00	40%	\$40.60	1.00%	\$40.59
Civil Field Technician 3	\$35.00	40%	\$49.00	1.00%	\$48.99
Civil Inspector	\$30.00	40%	\$42.00	1.00%	\$41.99
Civil Lead 1	\$38.00	40%	\$53.20	1.00%	\$53.19
Civil Lead 2	\$43.00	40%	\$60.20	1.00%	\$60.19
Constructability Coordinator 1	\$28.00	40%	\$39.20	1.00%	\$39.19
Constructability Coordinator 2	\$32.00	40%	\$44.80	1.00%	\$44.79
Constructability Coordinator 3	\$38.00	40%	\$53.20	1.00%	\$53.19
Constructability Coordinator Consultant 1	\$40.00	40%	\$56.00	1.00%	\$55.99
Constructability Coordinator Consultant 2	\$47.00	40%	\$65.80	1.00%	\$65.79
Construction Management Consultant	\$53.00	40%	\$74.20	1.00%	\$74.19
Construction Safety Coordinator	\$33.00	40%	\$46.20	1.00%	\$46.19
Construction Safety Lead	\$44.00	40%	\$61.60	1.00%	\$61.59
Construction Safety Manager/Area Lead	\$51.00	40%	\$71.40	1.00%	\$71.39
Construction Safety Spec	\$33.00	40%	\$46.20	1.00%	\$46.19
Metering/TRU Specialist 2	\$28.00	40%	\$39.20	1.00%	\$39.19
Craft Labor Analyst 1	\$28.00	40%	\$39.20	1.00%	\$39.19
Craft Labor Analyst 2	\$33.00	40%	\$46.20	1.00%	\$46.19
Craft Labor Analyst 3	\$40.00	40%	\$56.00	1.00%	\$55.99
Craft Labor Analyst SR 1	\$46.00	40%	\$64.40	1.00%	\$64.39
Craft Labor Analyst SR 2	\$53.00	40%	\$74.20	1.00%	\$74.19
Metering/TRU Specialist SR	\$43.00	40%	\$60.20	1.00%	\$60.19
Electrical Coordinator 1	\$28.00	40%	\$39.20	1.00%	\$39.19
Electrical Coordinator 2	\$32.00	40%	\$44.80	1.00%	\$44.79
Electrical Coordinator 3	\$38.00	40%	\$53.20	1.00%	\$53.19
Electrical Lead 1	\$43.00	40%	\$60.20	1.00%	\$60.19
Electrical Lead 2	\$49.00	40%	\$68.60	1.00%	\$68.59
Electrical Startup Coordinator 1	\$43.00	40%	\$60.20	1.00%	\$60.19
Electrical Startup Coordinator 2	\$46.00	40%	\$64.40	1.00%	\$64.39
Electrical Startup Coordinator 3	\$51.00	40%	\$71.40	1.00%	\$71.39
Electrical Startup Lead 1	\$45.00	40%	\$63.00	1.00%	\$62.99
Electrical Startup Lead 2	\$53.00	40%	\$74.20	1.00%	\$74.19
Environmental Specialist 1	\$28.00	40%	\$39.20	1.00%	\$39.19

Environmental Specialist 2	\$33.00	40%	\$46.20	1.00%	\$46.19
Environmental Specialist 3	\$37.00	40%	\$51.80	1.00%	\$51.79
Environmental Specialist SR	\$53.00	40%	\$74.20	1.00%	\$74.19
FGD Mechanical Field Engineer 1	\$43.00	40%	\$60.20	1.00%	\$60.19
FGD Mechanical Field Engineer 2	\$48.00	40%	\$67.20	1.00%	\$67.19
FGD Mechanical Field Engineer SR 1	\$43.00	40%	\$60.20	1.00%	\$60.19
FGD Mechanical Field Engineer SR 2	\$47.00	40%	\$65.80	1.00%	\$65.79
FGD Mechanical Field Engineer SR 3	\$52.00	40%	\$72.80	1.00%	\$72.79
FGD Mechanical Field Specialist 1	\$44.00	40%	\$61.60	1.00%	\$61.59
FGD Mechanical Field Specialist 2	\$47.00	40%	\$65.80	1.00%	\$65.79
FGD Mechanical Field Specialist SR 1	\$40.00	40%	\$56.00	1.00%	\$55.99
FGD Mechanical Field Specialist SR 2	\$45.00	40%	\$63.00	1.00%	\$62.99
FGD Mechanical Field Specialist SR 3	\$51.00	40%	\$71.40	1.00%	\$71.39
FGD Structural Field Specialist 1	\$40.00	40%	\$56.00	1.00%	\$55.99
FGD Structural Field Specialist 2	\$44.00	40%	\$61.60	1.00%	\$61.59
FGD Structural Field Specialist 3	\$49.00	40%	\$68.60	1.00%	\$68.59
FGD Structural Field Specialist SR 1	\$38.00	40%	\$53.20	1.00%	\$53.19
FGD Structural Field Specialist SR 2	\$42.00	40%	\$58.80	1.00%	\$58.79
FGD Structural Field Specialist SR 3	\$46.00	40%	\$64.40	1.00%	\$64.39
Field Controls System Engineer SR	\$52.00	40%	\$72.80	1.00%	\$72.79
Field Controls Systems Specialist Consultant	\$55.00	40%	\$77.00	1.00%	\$76.99
Field Controls Systems Specialist SR	\$42.00	40%	\$58.80	1.00%	\$58.79
Field Pump Specialist 1	\$23.00	40%	\$32.20	1.00%	\$32.19
Field Pump Specialist 2	\$30.00	40%	\$42.00	1.00%	\$41.99
Field Pump Specialist 3	\$37.00	40%	\$51.80	1.00%	\$51.79
Field Pump Specialist SR 1	\$43.00	40%	\$60.20	1.00%	\$60.19
Field Pump Specialist SR 2	\$50.00	40%	\$70.00	1.00%	\$69.99
Field Pump Specialist SR 3	\$58.00	40%	\$81.20	1.00%	\$81.19
Field Service Rep 1	\$23.00	40%	\$32.20	1.00%	\$32.19
Field Service Rep 2	\$30.00	40%	\$42.00	1.00%	\$41.99
Field Service Rep 3	\$38.00	40%	\$53.20	1.00%	\$53.19
Field Support Analyst 1	\$26.00	40%	\$36.40	1.00%	\$36.39
Field Support Analyst 2	\$34.00	40%	\$47.60	1.00%	\$47.59
Field Support Analyst 3	\$40.00	40%	\$56.00	1.00%	\$55.99
Field Technician 1	\$22.00	40%	\$30.80	1.00%	\$30.79
Field Technician 2	\$29.00	40%	\$40.60	1.00%	\$40.59
Field Technician 3	\$36.00	40%	\$50.40	1.00%	\$50.39
Field Trainer 1	\$28.00	40%	\$39.20	1.00%	\$39.19
Field Trainer 2	\$35.00	40%	\$49.00	1.00%	\$48.99
Field Trainer 3	\$41.00	40%	\$57.40	1.00%	\$57.39
Field Valve Engineer 1	\$34.00	40%	\$47.60	1.00%	\$47.59
Field Valve Engineer Consultant	\$40.00	40%	\$56.00	1.00%	\$55.99
Field Valve Engineer SR	\$48.00	40%	\$67.20	1.00%	\$67.19
GIS Analyst 1	\$34.00	40%	\$47.60	1.00%	\$47.59
GIS Analyst 2	\$40.00	40%	\$56.00	1.00%	\$55.99
GIS Analyst 3	\$48.00	40%	\$67.20	1.00%	\$67.19
GIS Tech 1	\$42.00	40%	\$58.80	1.00%	\$58.79
GIS Tech 2	\$46.00	40%	\$64.40	1.00%	\$64.39
GIS Tech 3	\$52.00	40%	\$72.80	1.00%	\$72.79
HRSF Field Specialist 1	\$38.00	40%	\$53.20	1.00%	\$53.19
HRSF Field Specialist 2	\$44.00	40%	\$61.60	1.00%	\$61.59
HRSF Field Specialist SR	\$52.00	40%	\$72.80	1.00%	\$72.79
I&C Coordinator 1	\$33.00	40%	\$46.20	1.00%	\$46.19
I&C Coordinator 2	\$40.00	40%	\$56.00	1.00%	\$55.99
I&C Coordinator 3	\$51.00	40%	\$71.40	1.00%	\$71.39
I&C Lead 1	\$40.00	40%	\$56.00	1.00%	\$55.99
I&C Lead 2	\$46.00	40%	\$64.40	1.00%	\$64.39
I&C Startup Tech 1	\$34.00	40%	\$47.60	1.00%	\$47.59
I&C Startup Tech 2	\$42.00	40%	\$58.80	1.00%	\$58.79
I&C Startup Tech 3	\$51.00	40%	\$71.40	1.00%	\$71.39
Inspector 1	\$25.00	40%	\$35.00	1.00%	\$34.99
Inspector 2	\$32.00	40%	\$44.80	1.00%	\$44.79
Inspector 3	\$40.00	40%	\$56.00	1.00%	\$55.99
Inspector SR	\$46.00	40%	\$64.40	1.00%	\$64.39
Maintenance Specialist 1	\$25.00	40%	\$35.00	1.00%	\$34.99
Maintenance Specialist 2	\$33.00	40%	\$46.20	1.00%	\$46.19
Maintenance Specialist 3	\$40.00	40%	\$56.00	1.00%	\$55.99
Pipeline Cathodic Protection Analyst 1	\$43.00	40%	\$60.20	1.00%	\$60.19

Major Equipment Procurement/Thermal Process Engineer 1	\$38.00	40%	\$53.20	1.00%	\$53.19
Major Equipment Procurement/Thermal Process Engineer 2	\$46.00	40%	\$64.40	1.00%	\$64.39
Major Equipment Procurement/Thermal Process Engineer SR	\$52.00	40%	\$72.80	1.00%	\$72.79
Mechanical Coordinator 1	\$39.00	40%	\$54.60	1.00%	\$54.59
Mechanical Coordinator 2	\$46.00	40%	\$64.40	1.00%	\$64.39
Mechanical Coordinator 3	\$53.00	40%	\$74.20	1.00%	\$74.19
Mechanical Lead 1	\$32.00	40%	\$44.80	1.00%	\$44.79
Mechanical Lead 2	\$40.00	40%	\$56.00	1.00%	\$55.99
Mechanical Lead 3	\$50.00	40%	\$70.00	1.00%	\$69.99
Mechanical Startup Coordinator 1	\$33.00	40%	\$46.20	1.00%	\$46.19
Mechanical Startup Coordinator 2	\$40.00	40%	\$56.00	1.00%	\$55.99
Mechanical Startup Coordinator 3	\$50.00	40%	\$70.00	1.00%	\$69.99
Mechanical Startup Lead 1	\$43.00	40%	\$60.20	1.00%	\$60.19
Mechanical Startup Lead 2	\$53.00	40%	\$74.20	1.00%	\$74.19
Metallurgy Lab Tech 1	\$26.00	40%	\$36.40	1.00%	\$36.39
Metallurgy Lab Tech 2	\$35.00	40%	\$49.00	1.00%	\$48.99
Pipeline Cathodic Protection Analyst Consultant	\$43.00	40%	\$60.20	1.00%	\$60.19
NDE Tech 1	\$28.00	40%	\$39.20	1.00%	\$39.19
NDE Tech 2	\$34.00	40%	\$47.60	1.00%	\$47.59
NDE Tech SR	\$38.00	40%	\$53.20	1.00%	\$53.19
O&M Pipeline Engineer 1	\$43.00	40%	\$60.20	1.00%	\$60.19
O&M Pipeline Engineer SR 1	\$50.00	40%	\$70.00	1.00%	\$69.99
O&M Pipeline Engineer SR 2	\$58.00	40%	\$81.20	1.00%	\$81.19
O&M Pipeline Engineer SR 3	\$66.00	40%	\$92.40	1.00%	\$92.39
Operations Planning Engineer	\$40.00	40%	\$56.00	1.00%	\$55.99
Particulate Control Consultant	\$53.00	40%	\$74.20	1.00%	\$74.19
Particulate Control Specialist 1	\$23.00	40%	\$32.20	1.00%	\$32.19
Particulate Control Specialist 2	\$29.00	40%	\$40.60	1.00%	\$40.59
Particulate Control Specialist 3	\$35.00	40%	\$49.00	1.00%	\$48.99
Particulate Control Specialist SR 1	\$36.00	40%	\$50.40	1.00%	\$50.39
Particulate Control Specialist SR 2	\$43.00	40%	\$60.20	1.00%	\$60.19
Pipeline Cathodic Protection Analyst SR 1	\$33.00	40%	\$46.20	1.00%	\$46.19
Pipeline Cathodic Protection Analyst SR 2	\$44.00	40%	\$61.60	1.00%	\$61.59
Pipeline Cathodic Protection Analyst SR 3	\$50.00	40%	\$70.00	1.00%	\$69.99
Pipeline Coordinator 1	\$33.00	40%	\$46.20	1.00%	\$46.19
Pipeline Coordinator SR 1	\$40.00	40%	\$56.00	1.00%	\$55.99
Pipeline Coordinator SR 2	\$46.00	40%	\$64.40	1.00%	\$64.39
Pipeline Coordinator SR 3	\$53.00	40%	\$74.20	1.00%	\$74.19
Plant Historian Engineer 1	\$31.00	40%	\$43.40	1.00%	\$43.39
Plant Historian Engineer 2	\$37.00	40%	\$51.80	1.00%	\$51.79
Plant Services Tech 1	\$30.00	40%	\$42.00	1.00%	\$41.99
Plant Services Tech 2	\$36.00	40%	\$50.40	1.00%	\$50.39
Plant Services Tech SR	\$44.00	40%	\$61.60	1.00%	\$61.59
Power Plant Process Engineer 1	\$33.00	40%	\$46.20	1.00%	\$46.19
Power Plant Process Engineer 2	\$40.00	40%	\$56.00	1.00%	\$55.99
Power Plant Process Engineer Consultant	\$53.00	40%	\$74.20	1.00%	\$74.19
Power Plant Process Engineer SR 1	\$43.00	40%	\$60.20	1.00%	\$60.19
Power Plant Process Engineer SR 2	\$30.00	40%	\$42.00	1.00%	\$41.99
Power Plant Process Engineer SR 3	\$32.00	40%	\$44.80	1.00%	\$44.79
Plant Historian Engineer 3	\$34.00	40%	\$47.60	1.00%	\$47.59
Project Quality Lead 1	\$39.00	40%	\$54.60	1.00%	\$54.59
Project Quality Lead 2	\$47.00	40%	\$65.80	1.00%	\$65.79
Project Quality Support 1 - Ele	\$25.00	40%	\$35.00	1.00%	\$34.99
Project Quality Support 2 - Ele	\$33.00	40%	\$46.20	1.00%	\$46.19
Project Quality Support 3 - Ele	\$41.00	40%	\$57.40	1.00%	\$57.39
Project Quality Support 1 - Mech/Civil	\$46.00	40%	\$64.40	1.00%	\$64.39
Project Quality Support 2 - Mech/Civil	\$50.00	40%	\$70.00	1.00%	\$69.99
Project Quality Support 3 - Mech/Civil	\$57.00	40%	\$79.80	1.00%	\$79.79
Quality Coordinator (AWS/CWI) 1	\$32.00	40%	\$44.80	1.00%	\$44.79
Quality Coordinator (AWS/CWI) 2	\$38.00	40%	\$53.20	1.00%	\$53.19
Quality Coordinator (AWS/CWI) 3	\$46.00	40%	\$64.40	1.00%	\$64.39
Quality Coordinator 1	\$32.00	40%	\$44.80	1.00%	\$44.79
Quality Coordinator 2	\$37.00	40%	\$51.80	1.00%	\$51.79
Quality Coordinator 3	\$43.00	40%	\$60.20	1.00%	\$60.19
Quality Inspector 1	\$35.00	40%	\$49.00	1.00%	\$48.99
Quality Inspector 2	\$40.00	40%	\$56.00	1.00%	\$55.99
Quality Inspector 3	\$47.00	40%	\$65.80	1.00%	\$65.79
Quality Lead (AWS/CWI) 1	\$48.00	40%	\$67.20	1.00%	\$67.19

Quality Lead (AWS/CWI) 2	\$58.00	40%	\$81.20	1.00%	\$81.19
Quality Lead 1	\$62.00	40%	\$86.80	1.00%	\$86.79
Quality Lead 2	\$64.00	40%	\$89.60	1.00%	\$89.59
Renewables Civil Coordinator 1	\$25.00	40%	\$35.00	1.00%	\$34.99
Renewables Civil Coordinator 2	\$33.00	40%	\$46.20	1.00%	\$46.19
Renewables Electrical Coordinator 1	\$25.00	40%	\$35.00	1.00%	\$34.99
Renewables Electrical Coordinator 2	\$33.00	40%	\$46.20	1.00%	\$46.19
Renewables Mechanical Coordinator 1	\$26.00	40%	\$36.40	1.00%	\$36.39
Renewables Mechanical Coordinator 2	\$34.00	40%	\$47.60	1.00%	\$47.59
Renewables Site Lead	\$30.00	40%	\$42.00	1.00%	\$41.99
Rotodynamic Engineer 1	\$34.00	40%	\$47.60	1.00%	\$47.59
Rotodynamic Engineer 2	\$41.00	40%	\$57.40	1.00%	\$57.39
Rotodynamic Engineer SR	\$52.00	40%	\$72.80	1.00%	\$72.79
Safety Specialist Support Representative	\$30.00	40%	\$42.00	1.00%	\$41.99
Staffing Safety Specialist	\$37.00	40%	\$51.80	1.00%	\$51.79
SCR Engineer 1	\$50.00	40%	\$70.00	1.00%	\$69.99
SCR Engineer 2	\$56.00	40%	\$78.40	1.00%	\$78.39
SCR Engineer SR 1	\$65.00	40%	\$91.00	1.00%	\$90.99
SCR Engineer SR 2	\$74.00	40%	\$103.60	1.00%	\$103.59
SCR Engineer SR 3	\$78.00	40%	\$109.20	1.00%	\$109.19
Simulation Engineer 1	\$40.00	40%	\$56.00	1.00%	\$55.99
Simulation Engineer 2	\$46.00	40%	\$64.40	1.00%	\$64.39
Simulation Engineer 3	\$56.00	40%	\$78.40	1.00%	\$78.39
Substation Quality Inspector 1	\$21.00	40%	\$29.40	1.00%	\$29.39
Substation Quality Inspector 2	\$28.00	40%	\$39.20	1.00%	\$39.19
Substation Quality Inspector 3	\$36.00	40%	\$50.40	1.00%	\$50.39
Substation Specialist	\$44.00	40%	\$61.60	1.00%	\$61.59
Plant Historian Engineer SR	\$31.00	40%	\$43.40	1.00%	\$43.39
System Improvement Engineer	\$58.00	40%	\$81.20	1.00%	\$81.19
Tank Inspection Specialist 1	\$36.00	40%	\$50.40	1.00%	\$50.39
Tank Inspection Specialist Consultant	\$50.00	40%	\$70.00	1.00%	\$69.99
Tank Inspection Specialist SR	\$43.00	40%	\$60.20	1.00%	\$60.19
Tech Field Geologist 1	\$35.00	40%	\$49.00	1.00%	\$48.99
Tech Field Geologist 2	\$42.00	40%	\$58.80	1.00%	\$58.79
Tech Field Geologist 3	\$51.00	40%	\$71.40	1.00%	\$71.39
Turbine Technician 1	\$24.00	40%	\$33.60	1.00%	\$33.59
Turbine Technician 2	\$29.00	40%	\$40.60	1.00%	\$40.59
Turbine Technician 3	\$38.00	40%	\$53.20	1.00%	\$53.19
Turbine Technician SR 1	\$46.00	40%	\$64.40	1.00%	\$64.39
Turbine Technician SR 2	\$54.00	40%	\$75.60	1.00%	\$75.59
Warehouse Coordinator 1	\$23.00	40%	\$32.20	1.00%	\$32.19
Warehouse Coordinator 2	\$30.00	40%	\$42.00	1.00%	\$41.99
Water and Wastewater Analyst 1	\$20.00	40%	\$28.00	1.00%	\$27.99
Water and Wastewater Analyst 2	\$25.00	40%	\$35.00	1.00%	\$34.99
Water and Wastewater Analyst 3	\$33.00	40%	\$46.20	1.00%	\$46.19
Water Chemistry Specialist 1	\$26.00	40%	\$36.40	1.00%	\$36.39
Water Chemistry Specialist 2	\$30.00	40%	\$42.00	1.00%	\$41.99
Water Chemistry Specialist SR	\$39.00	40%	\$54.60	1.00%	\$54.59
Water Chemistry Specialist Consultant	\$44.00	40%	\$61.60	1.00%	\$61.59
Water/Wastewater Engineer 1	\$25.00	40%	\$35.00	1.00%	\$34.99
Water/Wastewater Engineer 2	\$32.00	40%	\$44.80	1.00%	\$44.79
Water/Wastewater Engineer 3	\$42.00	40%	\$58.80	1.00%	\$58.79
Water/Wastewater Engineer SR	\$56.00	40%	\$78.40	1.00%	\$78.39
Water/Wastewater Engineer Consultant	\$64.00	40%	\$89.60	1.00%	\$89.59
Work Management and Planning Analyst 1	\$35.00	40%	\$49.00	1.00%	\$48.99
Work Management and Planning Analyst 2	\$42.00	40%	\$58.80	1.00%	\$58.79
Work Management and Planning Analyst 3	\$50.00	40%	\$70.00	1.00%	\$69.99
Engineering					
Conceptual Design Electrical Engineer SR	\$32.00	36%	\$43.52	1.00%	\$43.51
Controls Consultant	\$35.00	36%	\$47.60	1.00%	\$47.59
Controls Engineer 1	\$42.00	36%	\$57.12	1.00%	\$57.11
Controls Engineer 2	\$49.00	36%	\$66.64	1.00%	\$66.63
Controls Engineer 3	\$58.00	36%	\$78.88	1.00%	\$78.87
Controls Engineer SR 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Controls Specialist 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Controls Specialist 2	\$45.00	36%	\$61.20	1.00%	\$61.19
Controls Specialist 3	\$53.00	36%	\$72.08	1.00%	\$72.07
Controls Specialist SR	\$60.00	36%	\$81.60	1.00%	\$81.59

Cooling System Engineer 1	\$35.00	36%	\$47.60	1.00%	\$47.59
Cooling System Engineer 2	\$41.00	36%	\$55.76	1.00%	\$55.75
Cooling System Engineer 3	\$50.00	36%	\$68.00	1.00%	\$67.99
Cooling System Engineer Consultant	\$41.00	36%	\$55.76	1.00%	\$55.75
Cooling System Engineer SR	\$56.00	36%	\$76.16	1.00%	\$76.15
Design Geologist 1	\$35.00	36%	\$47.60	1.00%	\$47.59
Design Geologist 2	\$40.00	36%	\$54.40	1.00%	\$54.39
Design Geologist 3	\$48.00	36%	\$65.28	1.00%	\$65.27
Design Geologist Consultant	\$50.00	36%	\$68.00	1.00%	\$67.99
Design Geologist SR 1	\$56.00	36%	\$76.16	1.00%	\$76.15
Design Geologist SR 2	\$62.00	36%	\$84.32	1.00%	\$84.31
Designer 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Designer 2	\$32.00	36%	\$43.52	1.00%	\$43.51
Designer 3	\$39.00	36%	\$53.04	1.00%	\$53.03
Designer SR	\$53.00	36%	\$72.08	1.00%	\$72.07
Drafter 1	\$28.00	36%	\$38.08	1.00%	\$38.07
Drafter 2	\$35.00	36%	\$47.60	1.00%	\$47.59
Drafter 3	\$41.00	36%	\$55.76	1.00%	\$55.75
Drafter SR	\$53.00	36%	\$72.08	1.00%	\$72.07
Electrical Analyst 1	\$35.00	36%	\$47.60	1.00%	\$47.59
Electrical Analyst 2	\$42.00	36%	\$57.12	1.00%	\$57.11
Electrical Analyst 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Electrical Analyst SR	\$60.00	36%	\$81.60	1.00%	\$81.59
Electrical Designer 1	\$36.00	36%	\$48.96	1.00%	\$48.95
Electrical Designer 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Electrical Designer 3	\$55.00	36%	\$74.80	1.00%	\$74.79
Electrical Designer SR	\$66.00	36%	\$89.76	1.00%	\$89.75
Electrical Drawing Checker 1	\$29.00	36%	\$39.44	1.00%	\$39.43
Electrical Drawing Checker 2	\$35.00	36%	\$47.60	1.00%	\$47.59
Electrical Engineer 1	\$37.00	36%	\$50.32	1.00%	\$50.31
Electrical Engineer 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Electrical Engineer 3	\$51.00	36%	\$69.36	1.00%	\$69.35
Electrical Engineer SR	\$61.00	36%	\$82.96	1.00%	\$82.95
Electrical Field Services Engineer 1	\$31.00	36%	\$42.16	1.00%	\$42.15
Electrical Field Services Engineer SR 1	\$38.00	36%	\$51.68	1.00%	\$51.67
Electrical Field Services Engineer SR 2	\$45.00	36%	\$61.20	1.00%	\$61.19
Electrical Field Services Engineer SR 3	\$53.00	36%	\$72.08	1.00%	\$72.07
Electrical Specifications Engineer 1	\$37.00	36%	\$50.32	1.00%	\$50.31
Electrical Specifications Engineer 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Electrical Specifications Engineer SR	\$52.00	36%	\$70.72	1.00%	\$70.71
Electrical Studies Engineer 1	\$36.00	36%	\$48.96	1.00%	\$48.95
Electrical Studies Engineer 2	\$43.00	36%	\$58.48	1.00%	\$58.47
Electrical Studies Engineer SR	\$53.00	36%	\$72.08	1.00%	\$72.07
Engineer 1	\$33.00	36%	\$44.88	1.00%	\$44.87
Engineer 2	\$40.00	36%	\$54.40	1.00%	\$54.39
Engineer 3	\$47.00	36%	\$63.92	1.00%	\$63.91
Engineer SR	\$55.00	36%	\$74.80	1.00%	\$74.79
Engineering Assistant	\$36.00	36%	\$48.96	1.00%	\$48.95
Environmental Analyst	\$30.00	36%	\$40.80	1.00%	\$40.79
Environmental Engineer 1	\$38.00	36%	\$51.68	1.00%	\$51.67
Environmental Engineer 2	\$45.00	36%	\$61.20	1.00%	\$61.19
Environmental Engineer 3	\$53.00	36%	\$72.08	1.00%	\$72.07
Environmental Engineer Consultant	\$40.00	36%	\$54.40	1.00%	\$54.39
Environmental Engineer SR 1	\$48.00	36%	\$65.28	1.00%	\$65.27
Environmental Engineer SR 2	\$56.00	36%	\$76.16	1.00%	\$76.15
Environmental Systems Process Engineer 1	\$38.00	36%	\$51.68	1.00%	\$51.67
Environmental Systems Process Engineer Consultant	\$46.00	36%	\$62.56	1.00%	\$62.55
Environmental Systems Process Engineer SR 1	\$54.00	36%	\$73.44	1.00%	\$73.43
Environmental Systems Process Engineer SR 2	\$60.00	36%	\$81.60	1.00%	\$81.59
Environmental Systems Process Engineer SR 3	\$67.00	36%	\$91.12	1.00%	\$91.11
Environmental Systems Specialist 1	\$36.00	36%	\$48.96	1.00%	\$48.95
Environmental Systems Specialist 2	\$43.00	36%	\$58.48	1.00%	\$58.47
Environmental Systems Specialist SR	\$51.00	36%	\$69.36	1.00%	\$69.35
Gas Tech Process Engineer 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Gas Tech Process Engineer 2	\$32.00	36%	\$43.52	1.00%	\$43.51
Gas Tech Process Engineer 3	\$40.00	36%	\$54.40	1.00%	\$54.39
Gas Tech Process Engineer SR 1	\$45.00	36%	\$61.20	1.00%	\$61.19
Gas Tech Process Engineer SR 2	\$53.00	36%	\$72.08	1.00%	\$72.07

Geologist 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Geologist 2	\$31.00	36%	\$42.16	1.00%	\$42.15
Geologist 3	\$38.00	36%	\$51.68	1.00%	\$51.67
Geotechnical Engineer 1	\$33.00	36%	\$44.88	1.00%	\$44.87
Geotechnical Engineer 2	\$40.00	36%	\$54.40	1.00%	\$54.39
Geotechnical Engineer 3	\$48.00	36%	\$65.28	1.00%	\$65.27
Geotechnical Engineer Consultant	\$42.00	36%	\$57.12	1.00%	\$57.11
Geotechnical Engineer SR 1	\$51.00	36%	\$69.36	1.00%	\$69.35
Geotechnical Engineer SR 2	\$58.00	36%	\$78.88	1.00%	\$78.87
Geotechnical Engineer SR 3	\$66.00	36%	\$89.76	1.00%	\$89.75
Ground Water Modeler 1	\$30.00	36%	\$40.80	1.00%	\$40.79
Ground Water Modeler 2	\$37.00	36%	\$50.32	1.00%	\$50.31
HVAC Designer 1	\$32.00	36%	\$43.52	1.00%	\$43.51
HVAC Designer SR 1	\$42.00	36%	\$57.12	1.00%	\$57.11
HVAC Designer SR 2	\$51.00	36%	\$69.36	1.00%	\$69.35
HVAC Engineer 1	\$36.00	36%	\$48.96	1.00%	\$48.95
HVAC Engineer SR 1	\$44.00	36%	\$59.84	1.00%	\$59.83
HVAC Engineer SR 2	\$52.00	36%	\$70.72	1.00%	\$70.71
I&C Design Specialist	\$31.00	36%	\$42.16	1.00%	\$42.15
I&C Designer 1	\$33.00	36%	\$44.88	1.00%	\$44.87
I&C Designer 2	\$40.00	36%	\$54.40	1.00%	\$54.39
I&C Designer 3	\$48.00	36%	\$65.28	1.00%	\$65.27
Instrumentation Consultant	\$40.00	36%	\$54.40	1.00%	\$54.39
Instrumentation Engineer 1	\$46.00	36%	\$62.56	1.00%	\$62.55
Instrumentation Engineer 2	\$51.00	36%	\$69.36	1.00%	\$69.35
Instrumentation Engineer 3	\$57.00	36%	\$77.52	1.00%	\$77.51
Instrumentation Engineer SR	\$65.00	36%	\$88.40	1.00%	\$88.39
Line Project Support Engineer	\$36.00	36%	\$48.96	1.00%	\$48.95
Machinery Diagnostic Engineer 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Machinery Diagnostic Engineer SR 1	\$53.00	36%	\$72.08	1.00%	\$72.07
Machinery Diagnostic Engineer SR 2	\$58.00	36%	\$78.88	1.00%	\$78.87
Machinery Diagnostic Engineer SR 3	\$46.00	36%	\$62.56	1.00%	\$62.55
Materials and Equipment Analyst 1	\$45.00	36%	\$61.20	1.00%	\$61.19
Materials and Equipment Analyst 2	\$50.00	36%	\$68.00	1.00%	\$67.99
Materials and Equipment Analyst SR 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Materials and Equipment Analyst SR 2	\$63.00	36%	\$85.68	1.00%	\$85.67
Materials and Equipment Analyst SR 3	\$73.00	36%	\$99.28	1.00%	\$99.27
Materials and Equipment Engineer 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Materials and Equipment Engineer 2	\$50.00	36%	\$68.00	1.00%	\$67.99
Materials and Equipment Engineer 3	\$45.00	36%	\$61.20	1.00%	\$61.19
Materials and Equipment Engineer SR 1	\$52.00	36%	\$70.72	1.00%	\$70.71
Materials and Equipment Engineer SR 2	\$63.00	36%	\$85.68	1.00%	\$85.67
Materials and Equipment Engineer SR 3	\$70.00	36%	\$95.20	1.00%	\$95.19
Materials and Equipment Expediter 1	\$18.00	36%	\$24.48	1.00%	\$24.47
Materials and Equipment Expediter 2	\$23.00	36%	\$31.28	1.00%	\$31.27
Materials and Equipment Expediter SR	\$30.00	36%	\$40.80	1.00%	\$40.79
Materials Engineer 1	\$39.00	36%	\$53.04	1.00%	\$53.03
Materials Engineer 2	\$49.00	36%	\$66.64	1.00%	\$66.63
Materials Engineer 3	\$60.00	36%	\$81.60	1.00%	\$81.59
Materials Engineer SR	\$59.00	36%	\$80.24	1.00%	\$80.23
Materials Specialist 1	\$29.00	36%	\$39.44	1.00%	\$39.43
Materials Specialist 2	\$36.00	36%	\$48.96	1.00%	\$48.95
Mechanical Consultant	\$40.00	36%	\$54.40	1.00%	\$54.39
Mechanical Designer - 3D Equipment Modeler	\$35.00	36%	\$47.60	1.00%	\$47.59
Mechanical Designer - 3D Equipment Modeler 2	\$41.00	36%	\$55.76	1.00%	\$55.75
Mechanical Designer - 3D Equipment Modeler SR 1	\$48.00	36%	\$65.28	1.00%	\$65.27
Mechanical Designer - P&ID Developer	\$28.00	36%	\$38.08	1.00%	\$38.07
Mechanical Designer - P&ID Developer SR	\$33.00	36%	\$44.88	1.00%	\$44.87
Mechanical Designer - Piping 1	\$20.00	36%	\$27.20	1.00%	\$27.19
Mechanical Designer - Piping 2	\$27.00	36%	\$36.72	1.00%	\$36.71
Mechanical Designer - Piping 3	\$36.00	36%	\$48.96	1.00%	\$48.95
Mechanical Designer - Piping SR 1	\$41.00	36%	\$55.76	1.00%	\$55.75
Mechanical Designer - Piping SR 2	\$48.00	36%	\$65.28	1.00%	\$65.27
Mechanical Designer - Piping SR 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Mechanical Designer - Plumbing 1	\$36.00	36%	\$48.96	1.00%	\$48.95
Mechanical Designer - Plumbing SR 1	\$41.00	36%	\$55.76	1.00%	\$55.75
Mechanical Designer - Plumbing SR 2	\$48.00	36%	\$65.28	1.00%	\$65.27
Mechanical Drawing Checker 1	\$32.00	36%	\$43.52	1.00%	\$43.51

Mechanical Drawing Checker 2	\$39.00	36%	\$53.04	1.00%	\$53.03
Mechanical Engineer - Fire Protection 1	\$34.00	36%	\$46.24	1.00%	\$46.23
Mechanical Engineer - Fire Protection SR	\$39.00	36%	\$53.04	1.00%	\$53.03
Mechanical Engineer 1	\$29.00	36%	\$39.44	1.00%	\$39.43
Mechanical Engineer 2	\$32.00	36%	\$43.52	1.00%	\$43.51
Mechanical Engineer 3	\$40.00	36%	\$54.40	1.00%	\$54.39
Mechanical Engineer Aide 1	\$34.00	36%	\$46.24	1.00%	\$46.23
Mechanical Engineer Aide 2	\$43.00	36%	\$58.48	1.00%	\$58.47
Mechanical Engineer Aide SR	\$53.00	36%	\$72.08	1.00%	\$72.07
Mechanical Engineer SR 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Mechanical Engineer SR 2	\$49.00	36%	\$66.64	1.00%	\$66.63
Mechanical Engineer SR 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Performance Monitoring Engineer SR 1	\$38.00	36%	\$51.68	1.00%	\$51.67
Performance Monitoring Engineer SR 2	\$43.00	36%	\$58.48	1.00%	\$58.47
Performance/Reliability Engineer 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Performance/Reliability Engineer SR	\$50.00	36%	\$68.00	1.00%	\$67.99
Power Electronics Engineer Consultant	\$48.00	36%	\$65.28	1.00%	\$65.27
Principle Engineer	\$54.00	36%	\$73.44	1.00%	\$73.43
Project Development Specialist/Engineer	\$31.00	36%	\$42.16	1.00%	\$42.15
Project Manager	\$52.00	36%	\$70.72	1.00%	\$70.71
Protective Relaying Engineer 1	\$23.00	36%	\$31.28	1.00%	\$31.27
Protective Relaying Engineer 2	\$30.00	36%	\$40.80	1.00%	\$40.79
Protective Relaying Engineer SR	\$36.00	36%	\$48.96	1.00%	\$48.95
Sitework Consultant	\$43.00	36%	\$58.48	1.00%	\$58.47
Sitework Designer 1	\$21.00	36%	\$28.56	1.00%	\$28.55
Sitework Designer 2	\$28.00	36%	\$38.08	1.00%	\$38.07
Sitework Designer 3	\$33.00	36%	\$44.88	1.00%	\$44.87
Sitework Designer Consultant	\$38.00	36%	\$51.68	1.00%	\$51.67
Sitework Designer SR 1	\$44.00	36%	\$59.84	1.00%	\$59.83
Sitework Designer SR 2	\$49.00	36%	\$66.64	1.00%	\$66.63
Sitework Designer SR 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Sitework Engineer 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Sitework Engineer 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Sitework Engineer 3	\$51.00	36%	\$69.36	1.00%	\$69.35
Sitework Engineer SR 1	\$48.00	36%	\$65.28	1.00%	\$65.27
Sitework Engineer SR 2	\$52.00	36%	\$70.72	1.00%	\$70.71
Sitework Engineer SR 3	\$57.00	36%	\$77.52	1.00%	\$77.51
Sitework Survey Designer 1	\$33.00	36%	\$44.88	1.00%	\$44.87
Sitework Survey Designer 2	\$38.00	36%	\$51.68	1.00%	\$51.67
Sitework Survey Designer 3	\$44.00	36%	\$59.84	1.00%	\$59.83
Sitework Survey Designer Consultant	\$43.00	36%	\$58.48	1.00%	\$58.47
Special Projects Engineer	\$35.00	36%	\$47.60	1.00%	\$47.59
SR Structural Designer 1	\$31.00	36%	\$42.16	1.00%	\$42.15
SR Structural Designer 2	\$36.00	36%	\$48.96	1.00%	\$48.95
SR Structural Designer 3	\$45.00	36%	\$61.20	1.00%	\$61.19
SR Structural Engineer 1	\$38.00	36%	\$51.68	1.00%	\$51.67
SR Structural Engineer 2	\$41.00	36%	\$55.76	1.00%	\$55.75
SR Structural Engineer 3	\$46.00	36%	\$62.56	1.00%	\$62.55
Station Battery Engineer SR 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Station Battery Engineer SR 2	\$46.00	36%	\$62.56	1.00%	\$62.55
Station Battery Engineer SR 3	\$52.00	36%	\$70.72	1.00%	\$70.71
Stress/High Energy Piping Engineer 1	\$49.00	36%	\$66.64	1.00%	\$66.63
Stress/High Energy Piping Engineer 2	\$55.00	36%	\$74.80	1.00%	\$74.79
Stress/High Energy Piping Engineer Consultant	\$60.00	36%	\$81.60	1.00%	\$81.59
Stress/High Energy Piping Engineer SR	\$62.00	36%	\$84.32	1.00%	\$84.31
Structural Consultant 1	\$52.00	36%	\$70.72	1.00%	\$70.71
Structural Consultant 2	\$56.00	36%	\$76.16	1.00%	\$76.15
Structural Consultant 3	\$61.00	36%	\$82.96	1.00%	\$82.95
Structural Designer 1	\$52.00	36%	\$70.72	1.00%	\$70.71
Structural Designer 2	\$55.00	36%	\$74.80	1.00%	\$74.79
Structural Designer 3	\$60.00	36%	\$81.60	1.00%	\$81.59
Structural Engineer 1	\$37.00	36%	\$50.32	1.00%	\$50.31
Structural Engineer 2	\$42.00	36%	\$57.12	1.00%	\$57.11
Structural Engineer 3	\$48.00	36%	\$65.28	1.00%	\$65.27
Structural Fabrication Drawing Checker 1	\$47.00	36%	\$63.92	1.00%	\$63.91
Structural Fabrication Drawing Checker 2	\$52.00	36%	\$70.72	1.00%	\$70.71
Test Engineer P&C 1	\$38.00	36%	\$51.68	1.00%	\$51.67
Test Engineer SR	\$43.00	36%	\$58.48	1.00%	\$58.47

Line Design Engineer 1	\$50.00	36%	\$68.00	1.00%	\$67.99
Line Design Engineer 2	\$53.00	36%	\$72.08	1.00%	\$72.07
Line Design Engineer 3	\$57.00	36%	\$77.52	1.00%	\$77.51
Line Design Engineer SR	\$60.00	36%	\$81.60	1.00%	\$81.59
Line Design Designer 1	\$50.00	36%	\$68.00	1.00%	\$67.99
Line Design Designer 2	\$53.00	36%	\$72.08	1.00%	\$72.07
Line Design Designer 3	\$57.00	36%	\$77.52	1.00%	\$77.51
Line Design Designer SR	\$59.00	36%	\$80.24	1.00%	\$80.23
Substation Control Design Engineer 1	\$33.00	36%	\$44.88	1.00%	\$44.87
Substation Control Design Engineer 2	\$37.00	36%	\$50.32	1.00%	\$50.31
Substation Control Design Engineer 3	\$42.00	36%	\$57.12	1.00%	\$57.11
Substation Control Design Engineer SR	\$41.00	36%	\$55.76	1.00%	\$55.75
Substation Control Design Engineer Consultant	\$43.00	36%	\$58.48	1.00%	\$58.47
Substation Control Designer 1	\$30.00	36%	\$40.80	1.00%	\$40.79
Substation Control Designer 2	\$34.00	36%	\$46.24	1.00%	\$46.23
Substation Control Designer 3	\$39.00	36%	\$53.04	1.00%	\$53.03
Substation Control Designer SR	\$41.00	36%	\$55.76	1.00%	\$55.75
Substation Control Designer Consultant	\$44.00	36%	\$59.84	1.00%	\$59.83
Substation Physical Design Engineer 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Substation Physical Design Engineer 2	\$45.00	36%	\$61.20	1.00%	\$61.19
Substation Physical Design Engineer 3	\$47.00	36%	\$63.92	1.00%	\$63.91
Substation Physical Design Engineer SR	\$51.00	36%	\$69.36	1.00%	\$69.35
Substation Physical Design Engineer Consultant	\$54.00	36%	\$73.44	1.00%	\$73.43
Substation Physical Designer 1	\$39.00	36%	\$53.04	1.00%	\$53.03
Substation Physical Designer 2	\$41.00	36%	\$55.76	1.00%	\$55.75
Substation Physical Designer 3	\$47.00	36%	\$63.92	1.00%	\$63.91
Substation Physical Designer SR	\$51.00	36%	\$69.36	1.00%	\$69.35
Substation Physical Designer Consultant	\$28.00	36%	\$38.08	1.00%	\$38.07
Protection & Control Applications Engineer 1	\$31.00	36%	\$42.16	1.00%	\$42.15
Protection & Control Applications Engineer 2	\$38.00	36%	\$51.68	1.00%	\$51.67
Protection & Control Applications Engineer 3	\$43.00	36%	\$58.48	1.00%	\$58.47
Protection & Control Applications Engineer SR	\$47.00	36%	\$63.92	1.00%	\$63.91
Protection & Control Applications Engineer Consultant	\$52.00	36%	\$70.72	1.00%	\$70.71
Information Technology					
Agile Coach 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Agile Coach 2	\$60.00	36%	\$81.60	1.00%	\$81.59
Agile Coach 3	\$66.00	36%	\$89.76	1.00%	\$89.75
Agile Coach 4	\$76.00	36%	\$103.36	1.00%	\$103.35
Application Developer 1	\$50.00	36%	\$68.00	1.00%	\$67.99
Application Developer 2	\$54.00	36%	\$73.44	1.00%	\$73.43
Application Developer 3	\$68.00	36%	\$92.48	1.00%	\$92.47
Application Developer 4	\$75.00	36%	\$102.00	1.00%	\$101.99
Application Support Analyst 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Application Support Analyst 2	\$45.00	36%	\$61.20	1.00%	\$61.19
Application Support Analyst 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Application Support Analyst 4	\$63.00	36%	\$85.68	1.00%	\$85.67
Automation Architect 1	\$67.00	36%	\$91.12	1.00%	\$91.11
Automation Architect 2	\$75.00	36%	\$102.00	1.00%	\$101.99
Automation Architect 3	\$83.00	36%	\$112.88	1.00%	\$112.87
Automation Architect 4	\$90.00	36%	\$122.40	1.00%	\$122.39
Automation Developer 1	\$52.00	36%	\$70.72	1.00%	\$70.71
Automation Developer 2	\$58.00	36%	\$78.88	1.00%	\$78.87
Automation Developer 3	\$66.00	36%	\$89.76	1.00%	\$89.75
Automation Developer 4	\$75.00	36%	\$102.00	1.00%	\$101.99
Citrix Engineer Level 1	\$49.00	36%	\$66.64	1.00%	\$66.63
Citrix Engineer Level 2	\$53.00	36%	\$72.08	1.00%	\$72.07
Citrix Engineer Level 3	\$62.00	36%	\$84.32	1.00%	\$84.31
Citrix Engineer Level 4	\$70.00	36%	\$95.20	1.00%	\$95.19
Cloud Analyst 1	\$46.00	36%	\$62.56	1.00%	\$62.55
Cloud Analyst 2	\$52.00	36%	\$70.72	1.00%	\$70.71
Cloud Analyst 3	\$58.00	36%	\$78.88	1.00%	\$78.87
Cloud Analyst 4	\$64.00	36%	\$87.04	1.00%	\$87.03
Cloud Consultant 1	\$65.00	36%	\$88.40	1.00%	\$88.39
Cloud Consultant 2	\$70.00	36%	\$95.20	1.00%	\$95.19
Cloud Consultant 3	\$78.00	36%	\$106.08	1.00%	\$106.07
Cloud Consultant 4	\$86.00	36%	\$116.96	1.00%	\$116.95
Cloud Testing Analyst 1	\$48.00	36%	\$65.28	1.00%	\$65.27
Cloud Testing Analyst 2	\$55.00	36%	\$74.80	1.00%	\$74.79

Cloud Testing Analyst 3	\$62.00	36%	\$84.32	1.00%	\$84.31
Cloud Testing Analyst 4	\$68.00	36%	\$92.48	1.00%	\$92.47
Cloud/Network Administrators 1	\$38.00	36%	\$51.68	1.00%	\$51.67
Cloud/Network Administrators 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Cloud/Network Administrators 3	\$48.00	36%	\$65.28	1.00%	\$65.27
Cloud/Network Administrators 4	\$57.00	36%	\$77.52	1.00%	\$77.51
Cloud/Network Architects 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Cloud/Network Architects 2	\$62.00	36%	\$84.32	1.00%	\$84.31
Cloud/Network Architects 3	\$68.00	36%	\$92.48	1.00%	\$92.47
Cloud/Network Architects 4	\$75.00	36%	\$102.00	1.00%	\$101.99
Cloud/Network Engineers 1	\$48.00	36%	\$65.28	1.00%	\$65.27
Cloud/Network Engineers 2	\$55.00	36%	\$74.80	1.00%	\$74.79
Cloud/Network Engineers 3	\$63.00	36%	\$85.68	1.00%	\$85.67
Cloud/Network Engineers 4	\$72.00	36%	\$97.92	1.00%	\$97.91
Computer Systems Analyst 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Computer Systems Analyst 2	\$50.00	36%	\$68.00	1.00%	\$67.99
Computer Systems Analyst 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Computer Systems Analyst 4	\$60.00	36%	\$81.60	1.00%	\$81.59
Content Developer 1	\$35.00	36%	\$47.60	1.00%	\$47.59
Content Developer 2	\$41.00	36%	\$55.76	1.00%	\$55.75
Content Developer 3	\$48.00	36%	\$65.28	1.00%	\$65.27
Content Developer 4	\$57.00	36%	\$77.52	1.00%	\$77.51
Content Strategist 1	\$44.00	36%	\$59.84	1.00%	\$59.83
Content Strategist 2	\$50.00	36%	\$68.00	1.00%	\$67.99
Content Strategist 3	\$56.00	36%	\$76.16	1.00%	\$76.15
Content Strategist 4	\$64.00	36%	\$87.04	1.00%	\$87.03
Data Administrators 1	\$38.00	36%	\$51.68	1.00%	\$51.67
Data Administrators 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Data Administrators 3	\$51.00	36%	\$69.36	1.00%	\$69.35
Data Administrators 4	\$60.00	36%	\$81.60	1.00%	\$81.59
Data Analyst 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Data Analyst 2	\$45.00	36%	\$61.20	1.00%	\$61.19
Data Analyst 3	\$52.00	36%	\$70.72	1.00%	\$70.71
Data Analyst 4	\$60.00	36%	\$81.60	1.00%	\$81.59
Data Analytics Analyst 1	\$44.00	36%	\$59.84	1.00%	\$59.83
Data Analytics Analyst 2	\$50.00	36%	\$68.00	1.00%	\$67.99
Data Analytics Analyst 3	\$56.00	36%	\$76.16	1.00%	\$76.15
Data Analytics Analyst 4	\$64.00	36%	\$87.04	1.00%	\$87.03
Data Analytics Engineer 1	\$56.00	36%	\$76.16	1.00%	\$76.15
Data Analytics Engineer 2	\$64.00	36%	\$87.04	1.00%	\$87.03
Data Analytics Engineer 3	\$72.00	36%	\$97.92	1.00%	\$97.91
Data Analytics Engineer 4	\$80.00	36%	\$108.80	1.00%	\$108.79
Data Architect 1	\$52.00	36%	\$70.72	1.00%	\$70.71
Data Architect 2	\$59.00	36%	\$80.24	1.00%	\$80.23
Data Architect 3	\$68.00	36%	\$92.48	1.00%	\$92.47
Data Architect 4	\$78.00	36%	\$106.08	1.00%	\$106.07
Data Curation Engineer 1	\$32.00	36%	\$43.52	1.00%	\$43.51
Data Curation Engineer 2	\$38.00	36%	\$51.68	1.00%	\$51.67
Data Curation Engineer 3	\$47.00	36%	\$63.92	1.00%	\$63.91
Data Curation Engineer 4	\$56.00	36%	\$76.16	1.00%	\$76.15
Data Developers 1	\$52.00	36%	\$70.72	1.00%	\$70.71
Data Developers 2	\$58.00	36%	\$78.88	1.00%	\$78.87
Data Developers 3	\$66.00	36%	\$89.76	1.00%	\$89.75
Data Developers 4	\$74.00	36%	\$100.64	1.00%	\$100.63
Data Engineer 1	\$62.00	36%	\$84.32	1.00%	\$84.31
Data Engineer 2	\$68.00	36%	\$92.48	1.00%	\$92.47
Data Engineer 3	\$75.00	36%	\$102.00	1.00%	\$101.99
Data Engineer 4	\$84.00	36%	\$114.24	1.00%	\$114.23
Data Management Specialist 1	\$34.00	36%	\$46.24	1.00%	\$46.23
Data Management Specialist 2	\$43.00	36%	\$58.48	1.00%	\$58.47
Data Management Specialist 3	\$52.00	36%	\$70.72	1.00%	\$70.71
Data Management Specialist 4	\$60.00	36%	\$81.60	1.00%	\$81.59
Data Scientist 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Data Scientist 2	\$64.00	36%	\$87.04	1.00%	\$87.03
Data Scientist 3	\$70.00	36%	\$95.20	1.00%	\$95.19
Data Scientist 4	\$76.00	36%	\$103.36	1.00%	\$103.35
Data Visualization Engineer 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Data Visualization Engineer 2	\$60.00	36%	\$81.60	1.00%	\$81.59

Data Visualization Engineer 3	\$71.00	36%	\$96.56	1.00%	\$96.55
Data Visualization Engineer 4	\$75.00	36%	\$102.00	1.00%	\$101.99
Database Administrator 1	\$45.00	36%	\$61.20	1.00%	\$61.19
Database Administrator 2	\$50.00	36%	\$68.00	1.00%	\$67.99
Database Administrator 3	\$65.00	36%	\$88.40	1.00%	\$88.39
Database Administrator 4	\$72.00	36%	\$97.92	1.00%	\$97.91
Datacenter & Hardware Admin 1	\$30.00	36%	\$40.80	1.00%	\$40.79
Datacenter & Hardware Admin 2	\$32.00	36%	\$43.52	1.00%	\$43.51
Datacenter & Hardware Admin 3	\$40.00	36%	\$54.40	1.00%	\$54.39
Datacenter & Hardware Admin 4	\$45.00	36%	\$61.20	1.00%	\$61.19
Desktop Support Analysts 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Desktop Support Analysts 2	\$30.00	36%	\$40.80	1.00%	\$40.79
Desktop Support Analysts 3	\$35.00	36%	\$47.60	1.00%	\$47.59
Desktop Support Analysts 4	\$40.00	36%	\$54.40	1.00%	\$54.39
DevOps Engineer 1	\$50.00	36%	\$68.00	1.00%	\$67.99
DevOps Engineer 2	\$55.00	36%	\$74.80	1.00%	\$74.79
DevOps Engineer 3	\$60.00	36%	\$81.60	1.00%	\$81.59
DevOps Engineer 4	\$65.00	36%	\$88.40	1.00%	\$88.39
Digital Designer 1	\$32.00	36%	\$43.52	1.00%	\$43.51
Digital Designer 2	\$37.00	36%	\$50.32	1.00%	\$50.31
Digital Designer 3	\$45.00	36%	\$61.20	1.00%	\$61.19
Digital Designer 4	\$57.00	36%	\$77.52	1.00%	\$77.51
Digital Development 1	\$31.00	36%	\$42.16	1.00%	\$42.15
Digital Development 2	\$36.00	36%	\$48.96	1.00%	\$48.95
Digital Development 3	\$43.00	36%	\$58.48	1.00%	\$58.47
Digital Development 4	\$52.00	36%	\$70.72	1.00%	\$70.71
Digital Engineer 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Digital Engineer 2	\$45.00	36%	\$61.20	1.00%	\$61.19
Digital Engineer 3	\$55.00	36%	\$74.80	1.00%	\$74.79
Digital Engineer 4	\$62.00	36%	\$84.32	1.00%	\$84.31
Digital Engineer Consultant 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Digital Engineer Consultant 2	\$45.00	36%	\$61.20	1.00%	\$61.19
Digital Engineer Consultant 3	\$55.00	36%	\$74.80	1.00%	\$74.79
Digital Engineer Consultant 4	\$62.00	36%	\$84.32	1.00%	\$84.31
Digital Strategy 1	\$35.00	36%	\$47.60	1.00%	\$47.59
Digital Strategy 2	\$40.00	36%	\$54.40	1.00%	\$54.39
Digital Strategy 3	\$45.00	36%	\$61.20	1.00%	\$61.19
Digital Strategy 4	\$52.00	36%	\$70.72	1.00%	\$70.71
Digital Tech Admin 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Digital Tech Admin 2	\$30.00	36%	\$40.80	1.00%	\$40.79
Digital Tech Admin 3	\$35.00	36%	\$47.60	1.00%	\$47.59
Digital Tech Admin 4	\$40.00	36%	\$54.40	1.00%	\$54.39
Digital Tech Analyst 1	\$35.00	36%	\$47.60	1.00%	\$47.59
Digital Tech Analyst 2	\$40.00	36%	\$54.40	1.00%	\$54.39
Digital Tech Analyst 3	\$45.00	36%	\$61.20	1.00%	\$61.19
Digital Tech Analyst 4	\$52.00	36%	\$70.72	1.00%	\$70.71
Digital Tech Analyst Consultant 1	\$37.00	36%	\$50.32	1.00%	\$50.31
Digital Tech Analyst Consultant 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Digital Tech Analyst Consultant 3	\$49.00	36%	\$66.64	1.00%	\$66.63
Digital Tech Analyst Consultant 4	\$55.00	36%	\$74.80	1.00%	\$74.79
Enterprise Application Architect 1	\$58.00	36%	\$78.88	1.00%	\$78.87
Enterprise Application Architect 2	\$66.00	36%	\$89.76	1.00%	\$89.75
Enterprise Application Architect 3	\$73.00	36%	\$99.28	1.00%	\$99.27
Enterprise Application Architect 4	\$80.00	36%	\$108.80	1.00%	\$108.79
Excel VBA 1	\$35.00	36%	\$47.60	1.00%	\$47.59
Excel VBA 2	\$40.00	36%	\$54.40	1.00%	\$54.39
Excel VBA 3	\$50.00	36%	\$68.00	1.00%	\$67.99
Excel VBA 4	\$55.00	36%	\$74.80	1.00%	\$74.79
Financial Analyst 1 (IT)	\$37.00	36%	\$50.32	1.00%	\$50.31
Financial Analyst 2 (IT)	\$44.00	36%	\$59.84	1.00%	\$59.83
Financial Analyst 3 (IT)	\$51.00	36%	\$69.36	1.00%	\$69.35
Financial Analyst 4 (IT)	\$60.00	36%	\$81.60	1.00%	\$81.59
Front End Web Developer 1	\$48.00	36%	\$65.28	1.00%	\$65.27
Front End Web Developer 2	\$55.00	36%	\$74.80	1.00%	\$74.79
Front End Web Developer 3	\$63.00	36%	\$85.68	1.00%	\$85.67
Front End Web Developer 4	\$72.00	36%	\$97.92	1.00%	\$97.91
Full Stack Application Developer 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Full Stack Application Developer 2	\$60.00	36%	\$81.60	1.00%	\$81.59

Full Stack Application Developer 3	\$68.00	36%	\$92.48	1.00%	\$92.47
Full Stack Application Developer 4	\$74.00	36%	\$100.64	1.00%	\$100.63
Help Desk/Service Desk 1	\$25.00	36%	\$34.00	1.00%	\$33.99
Help Desk/Service Desk 2	\$30.00	36%	\$40.80	1.00%	\$40.79
Help Desk/Service Desk 3	\$35.00	36%	\$47.60	1.00%	\$47.59
Help Desk/Service Desk 4	\$40.00	36%	\$54.40	1.00%	\$54.39
Info Systems Analyst 1	\$45.00	36%	\$61.20	1.00%	\$61.19
Info Systems Analyst 2	\$50.00	36%	\$68.00	1.00%	\$67.99
Info Systems Analyst 3	\$60.00	36%	\$81.60	1.00%	\$81.59
Info Systems Analyst 4	\$65.00	36%	\$88.40	1.00%	\$88.39
Infrastructure Architect 1	\$64.00	36%	\$87.04	1.00%	\$87.03
Infrastructure Architect 2	\$72.00	36%	\$97.92	1.00%	\$97.91
Infrastructure Architect 3	\$80.00	36%	\$108.80	1.00%	\$108.79
Infrastructure Architect 4	\$85.00	36%	\$115.60	1.00%	\$115.59
Integration Ops Architect 1	\$59.00	36%	\$80.24	1.00%	\$80.23
Integration Ops Architect 2	\$64.00	36%	\$87.04	1.00%	\$87.03
Integration Ops Architect 3	\$69.00	36%	\$93.84	1.00%	\$93.83
Integration Ops Architect 4	\$75.00	36%	\$102.00	1.00%	\$101.99
Integration Ops Specialist 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Integration Ops Specialist 2	\$45.00	36%	\$61.20	1.00%	\$61.19
Integration Ops Specialist 3	\$60.00	36%	\$81.60	1.00%	\$81.59
Integration Ops Specialist 4	\$65.00	36%	\$88.40	1.00%	\$88.39
IT Business Analyst 1	\$49.00	36%	\$66.64	1.00%	\$66.63
IT Business Analyst 2	\$55.00	36%	\$74.80	1.00%	\$74.79
IT Business Analyst 3	\$61.00	36%	\$82.96	1.00%	\$82.95
IT Business Analyst 4	\$69.00	36%	\$93.84	1.00%	\$93.83
IT Operations Support 1	\$32.00	36%	\$43.52	1.00%	\$43.51
IT Operations Support 2	\$37.00	36%	\$50.32	1.00%	\$50.31
IT Operations Support 3	\$43.00	36%	\$58.48	1.00%	\$58.47
IT Operations Support 4	\$48.00	36%	\$65.28	1.00%	\$65.27
IT Program Manager 1	\$57.00	36%	\$77.52	1.00%	\$77.51
IT Program Manager 2	\$64.00	36%	\$87.04	1.00%	\$87.03
IT Program Manager 3	\$70.00	36%	\$95.20	1.00%	\$95.19
IT Program Manager 4	\$75.00	36%	\$102.00	1.00%	\$101.99
IT Project Coordinator 1	\$38.00	36%	\$51.68	1.00%	\$51.67
IT Project Coordinator 2	\$44.00	36%	\$59.84	1.00%	\$59.83
IT Project Coordinator 3	\$48.00	36%	\$65.28	1.00%	\$65.27
IT Project Coordinator 4	\$54.00	36%	\$73.44	1.00%	\$73.43
IT Project Manager 1	\$55.00	36%	\$74.80	1.00%	\$74.79
IT Project Manager 2	\$60.00	36%	\$81.60	1.00%	\$81.59
IT Project Manager 3	\$64.00	36%	\$87.04	1.00%	\$87.03
IT Project Manager 4	\$70.00	36%	\$95.20	1.00%	\$95.19
IT Support 1	\$20.00	36%	\$27.20	1.00%	\$27.19
IT Support 2	\$24.00	36%	\$32.64	1.00%	\$32.63
IT Support 3	\$27.00	36%	\$36.72	1.00%	\$36.71
IT Support 4	\$32.00	36%	\$43.52	1.00%	\$43.51
Machine Learning Engineer 1	\$56.00	36%	\$76.16	1.00%	\$76.15
Machine Learning Engineer 2	\$64.00	36%	\$87.04	1.00%	\$87.03
Machine Learning Engineer 3	\$69.00	36%	\$93.84	1.00%	\$93.83
Machine Learning Engineer 4	\$75.00	36%	\$102.00	1.00%	\$101.99
Maximo Spatial Developer 1	\$44.00	36%	\$59.84	1.00%	\$59.83
Maximo Spatial Developer 2	\$57.00	36%	\$77.52	1.00%	\$77.51
Maximo Spatial Developer 3	\$64.00	36%	\$87.04	1.00%	\$87.03
Maximo Spatial Developer 4	\$70.00	36%	\$95.20	1.00%	\$95.19
Mobile App Developer 1	\$54.00	36%	\$73.44	1.00%	\$73.43
Mobile App Developer 2	\$63.00	36%	\$85.68	1.00%	\$85.67
Mobile App Developer 3	\$70.00	36%	\$95.20	1.00%	\$95.19
Mobile App Developer 4	\$75.00	36%	\$102.00	1.00%	\$101.99
Mobile Computing Support Technician 1	\$24.00	36%	\$32.64	1.00%	\$32.63
Mobile Computing Support Technician 2	\$28.00	36%	\$38.08	1.00%	\$38.07
Mobile Computing Support Technician 3	\$31.00	36%	\$42.16	1.00%	\$42.15
Mobile Computing Support Technician 4	\$35.00	36%	\$47.60	1.00%	\$47.59
Network / Systems Engineer 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Network / Systems Engineer 2	\$43.00	36%	\$58.48	1.00%	\$58.47
Network / Systems Engineer 3	\$47.00	36%	\$63.92	1.00%	\$63.91
Network / Systems Engineer 4	\$54.00	36%	\$73.44	1.00%	\$73.43
Network Administrator 1	\$40.00	36%	\$54.40	1.00%	\$54.39
Network Administrator 2	\$47.00	36%	\$63.92	1.00%	\$63.91

Network Administrator 3	\$53.00	36%	\$72.08	1.00%	\$72.07
Network Administrator 4	\$60.00	36%	\$81.60	1.00%	\$81.59
Network Engineer 1	\$54.00	36%	\$73.44	1.00%	\$73.43
Network Engineer 2	\$58.00	36%	\$78.88	1.00%	\$78.87
Network Engineer 3	\$65.00	36%	\$88.40	1.00%	\$88.39
Network Engineer 4	\$69.00	36%	\$93.84	1.00%	\$93.83
Network Security Administrator 1	\$51.00	36%	\$69.36	1.00%	\$69.35
Network Security Administrator 2	\$57.00	36%	\$77.52	1.00%	\$77.51
Network Security Administrator 3	\$64.00	36%	\$87.04	1.00%	\$87.03
Network Security Administrator 4	\$70.00	36%	\$95.20	1.00%	\$95.19
Network Security Analyst 1	\$46.00	36%	\$62.56	1.00%	\$62.55
Network Security Analyst 2	\$51.00	36%	\$69.36	1.00%	\$69.35
Network Security Analyst 3	\$58.00	36%	\$78.88	1.00%	\$78.87
Network Security Analyst 4	\$65.00	36%	\$88.40	1.00%	\$88.39
Observability Engineer 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Observability Engineer 2	\$46.00	36%	\$62.56	1.00%	\$62.55
Observability Engineer 3	\$49.00	36%	\$66.64	1.00%	\$66.63
Observability Engineer 4	\$55.00	36%	\$74.80	1.00%	\$74.79
Operational Technology Cyber Security Analyst 1	\$46.00	36%	\$62.56	1.00%	\$62.55
Operational Technology Cyber Security Analyst 2	\$53.00	36%	\$72.08	1.00%	\$72.07
Operational Technology Cyber Security Analyst 3	\$60.00	36%	\$81.60	1.00%	\$81.59
Operational Technology Cyber Security Analyst 4	\$65.00	36%	\$88.40	1.00%	\$88.39
Organizational Change Management Consultant 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Organizational Change Management Consultant 2	\$58.00	36%	\$78.88	1.00%	\$78.87
Organizational Change Management Consultant 3	\$63.00	36%	\$85.68	1.00%	\$85.67
Organizational Change Management Consultant 4	\$69.00	36%	\$93.84	1.00%	\$93.83
Performance and Reliability Software Programmer 1	\$46.00	36%	\$62.56	1.00%	\$62.55
Performance and Reliability Software Programmer 2	\$54.00	36%	\$73.44	1.00%	\$73.43
Performance and Reliability Software Programmer 3	\$62.00	36%	\$84.32	1.00%	\$84.31
Performance and Reliability Software Programmer 4	\$70.00	36%	\$95.20	1.00%	\$95.19
PICT Database Manager 1	\$31.00	36%	\$42.16	1.00%	\$42.15
PICT Database Manager 2	\$36.00	36%	\$48.96	1.00%	\$48.95
PICT Database Manager 3	\$43.00	36%	\$58.48	1.00%	\$58.47
PICT Database Manager 4	\$47.00	36%	\$63.92	1.00%	\$63.91
Platform Engineer 1	\$46.00	36%	\$62.56	1.00%	\$62.55
Platform Engineer 2	\$49.00	36%	\$66.64	1.00%	\$66.63
Platform Engineer 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Platform Engineer 4	\$60.00	36%	\$81.60	1.00%	\$81.59
Product Owner 1	\$50.00	36%	\$68.00	1.00%	\$67.99
Product Owner 2	\$56.00	36%	\$76.16	1.00%	\$76.15
Product Owner 3	\$61.00	36%	\$82.96	1.00%	\$82.95
Product Owner 4	\$67.00	36%	\$91.12	1.00%	\$91.11
Product Specific Technologist 1	\$43.00	36%	\$58.48	1.00%	\$58.47
Product Specific Technologist 2	\$48.00	36%	\$65.28	1.00%	\$65.27
Product Specific Technologist 3	\$54.00	36%	\$73.44	1.00%	\$73.43
Product Specific Technologist 4	\$60.00	36%	\$81.60	1.00%	\$81.59
Program Analysts 1	\$36.00	36%	\$48.96	1.00%	\$48.95
Program Analysts 2	\$44.00	36%	\$59.84	1.00%	\$59.83
Program Analysts 3	\$48.00	36%	\$65.28	1.00%	\$65.27
Program Analysts 4	\$54.00	36%	\$73.44	1.00%	\$73.43
Protection and Control Application 1	\$29.00	36%	\$39.44	1.00%	\$39.43
Protection and Control Application 2	\$34.00	36%	\$46.24	1.00%	\$46.23
Protection and Control Application 3	\$39.00	36%	\$53.04	1.00%	\$53.03
Protection and Control Application 4	\$46.00	36%	\$62.56	1.00%	\$62.55
QA Analyst 1	\$48.00	36%	\$65.28	1.00%	\$65.27
QA Analyst 2	\$54.00	36%	\$73.44	1.00%	\$73.43
QA Analyst 3	\$57.00	36%	\$77.52	1.00%	\$77.51
QA Analyst 4	\$62.00	36%	\$84.32	1.00%	\$84.31
QA Engineer 1	\$56.00	36%	\$76.16	1.00%	\$76.15
QA Engineer 2	\$62.00	36%	\$84.32	1.00%	\$84.31
QA Engineer 3	\$68.00	36%	\$92.48	1.00%	\$92.47
QA Engineer 4	\$73.00	36%	\$99.28	1.00%	\$99.27
Quality Assurance Engineer 1	\$57.00	36%	\$77.52	1.00%	\$77.51
Quality Assurance Engineer 2	\$64.00	36%	\$87.04	1.00%	\$87.03
Quality Assurance Engineer 3	\$70.00	36%	\$95.20	1.00%	\$95.19
Quality Assurance Engineer 4	\$75.00	36%	\$102.00	1.00%	\$101.99
Release Manager 1	\$59.00	36%	\$80.24	1.00%	\$80.23
Release Manager 2	\$65.00	36%	\$88.40	1.00%	\$88.39

Release Manager 3	\$71.00	36%	\$96.56	1.00%	\$96.55
Release Manager 4	\$76.00	36%	\$103.36	1.00%	\$103.35
Release Train Engineer (RTE) 1	\$54.00	36%	\$73.44	1.00%	\$73.43
Release Train Engineer (RTE) 2	\$61.00	36%	\$82.96	1.00%	\$82.95
Release Train Engineer (RTE) 3	\$67.00	36%	\$91.12	1.00%	\$91.11
Release Train Engineer (RTE) 4	\$75.00	36%	\$102.00	1.00%	\$101.99
RPA Developer 1	\$47.00	36%	\$63.92	1.00%	\$63.91
RPA Developer 2	\$54.00	36%	\$73.44	1.00%	\$73.43
RPA Developer 3	\$60.00	36%	\$81.60	1.00%	\$81.59
RPA Developer 4	\$66.00	36%	\$89.76	1.00%	\$89.75
Safety Technology Administrator 1	\$47.00	36%	\$63.92	1.00%	\$63.91
Safety Technology Administrator 2	\$52.00	36%	\$70.72	1.00%	\$70.71
Safety Technology Administrator 3	\$57.00	36%	\$77.52	1.00%	\$77.51
Safety Technology Administrator 4	\$62.00	36%	\$84.32	1.00%	\$84.31
Scrum Master 1	\$60.00	36%	\$81.60	1.00%	\$81.59
Scrum Master 2	\$65.00	36%	\$88.40	1.00%	\$88.39
Scrum Master 3	\$70.00	36%	\$95.20	1.00%	\$95.19
Scrum Master 4	\$77.00	36%	\$104.72	1.00%	\$104.71
Search Engine Optimization/ Search Engine Marketing 1	\$42.00	36%	\$57.12	1.00%	\$57.11
Search Engine Optimization/ Search Engine Marketing 2	\$46.00	36%	\$62.56	1.00%	\$62.55
Search Engine Optimization/ Search Engine Marketing 3	\$50.00	36%	\$68.00	1.00%	\$67.99
Search Engine Optimization/ Search Engine Marketing 4	\$54.00	36%	\$73.44	1.00%	\$73.43
Security Analyst 1	\$54.00	36%	\$73.44	1.00%	\$73.43
Security Analyst 2	\$58.00	36%	\$78.88	1.00%	\$78.87
Security Analyst 3	\$62.00	36%	\$84.32	1.00%	\$84.31
Security Analyst 4	\$67.00	36%	\$91.12	1.00%	\$91.11
Security Architect 1	\$60.00	36%	\$81.60	1.00%	\$81.59
Security Architect 2	\$67.00	36%	\$91.12	1.00%	\$91.11
Security Architect 3	\$73.00	36%	\$99.28	1.00%	\$99.27
Security Architect 4	\$80.00	36%	\$108.80	1.00%	\$108.79
Security Engineer Level 1	\$61.00	36%	\$82.96	1.00%	\$82.95
Security Engineer Level 2	\$65.00	36%	\$88.40	1.00%	\$88.39
Security Engineer Level 3	\$68.00	36%	\$92.48	1.00%	\$92.47
Security Engineer Level 4	\$75.00	36%	\$102.00	1.00%	\$101.99
Site Reliability Engineer 1	\$54.00	36%	\$73.44	1.00%	\$73.43
Site Reliability Engineer 2	\$60.00	36%	\$81.60	1.00%	\$81.59
Site Reliability Engineer 3	\$64.00	36%	\$87.04	1.00%	\$87.03
Site Reliability Engineer 4	\$68.00	36%	\$92.48	1.00%	\$92.47
Software Architects 1	\$60.00	36%	\$81.60	1.00%	\$81.59
Software Architects 2	\$67.00	36%	\$91.12	1.00%	\$91.11
Software Architects 3	\$72.00	36%	\$97.92	1.00%	\$97.91
Software Architects 4	\$78.00	36%	\$106.08	1.00%	\$106.07
Software Developer 1	\$60.00	36%	\$81.60	1.00%	\$81.59
Software Developer 2	\$65.00	36%	\$88.40	1.00%	\$88.39
Software Developer 3	\$69.00	36%	\$93.84	1.00%	\$93.83
Software Developer 4	\$71.00	36%	\$96.56	1.00%	\$96.55
Software Engineer 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Software Engineer 2	\$60.00	36%	\$81.60	1.00%	\$81.59
Software Engineer 3	\$64.00	36%	\$87.04	1.00%	\$87.03
Software Engineer 4	\$70.00	36%	\$95.20	1.00%	\$95.19
Solution Architect 1	\$61.00	36%	\$82.96	1.00%	\$82.95
Solution Architect 2	\$65.00	36%	\$88.40	1.00%	\$88.39
Solution Architect 3	\$70.00	36%	\$95.20	1.00%	\$95.19
Solution Architect 4	\$78.00	36%	\$106.08	1.00%	\$106.07
Supplier Account Manager 1	\$45.00	36%	\$61.20	1.00%	\$61.19
Supplier Account Manager 2	\$52.00	36%	\$70.72	1.00%	\$70.71
Supplier Account Manager 3	\$57.00	36%	\$77.52	1.00%	\$77.51
Supplier Account Manager 4	\$65.00	36%	\$88.40	1.00%	\$88.39
System Engineer 1	\$55.00	36%	\$74.80	1.00%	\$74.79
System Engineer 2	\$60.00	36%	\$81.60	1.00%	\$81.59
System Engineer 3	\$65.00	36%	\$88.40	1.00%	\$88.39
System Engineer 4	\$68.00	36%	\$92.48	1.00%	\$92.47
Systems Administrator 1	\$51.00	36%	\$69.36	1.00%	\$69.35
Systems Administrator 2	\$55.00	36%	\$74.80	1.00%	\$74.79
Systems Administrator 3	\$58.00	36%	\$78.88	1.00%	\$78.87
Systems Administrator 4	\$62.00	36%	\$84.32	1.00%	\$84.31
Systems Analyst 1	\$48.00	36%	\$65.28	1.00%	\$65.27
Systems Analyst 2	\$52.00	36%	\$70.72	1.00%	\$70.71

Systems Analyst 3	\$56.00	36%	\$76.16	1.00%	\$76.15
Systems Analyst 4	\$59.00	36%	\$80.24	1.00%	\$80.23
Technical Product Manager 1	\$60.00	36%	\$81.60	1.00%	\$81.59
Technical Product Manager 2	\$64.00	36%	\$87.04	1.00%	\$87.03
Technical Product Manager 3	\$68.00	36%	\$92.48	1.00%	\$92.47
Technical Product Manager 4	\$73.00	36%	\$99.28	1.00%	\$99.27
Technical Support Specialist 1	\$28.00	36%	\$38.08	1.00%	\$38.07
Technical Support Specialist 2	\$34.00	36%	\$46.24	1.00%	\$46.23
Technical Support Specialist 3	\$38.00	36%	\$51.68	1.00%	\$51.67
Technical Support Specialist 4	\$43.00	36%	\$58.48	1.00%	\$58.47
Technical Writer 1 (IT)	\$42.00	36%	\$57.12	1.00%	\$57.11
Technical Writer 2 (IT)	\$47.00	36%	\$63.92	1.00%	\$63.91
Technical Writer 3 (IT)	\$52.00	36%	\$70.72	1.00%	\$70.71
Technical Writer 4 (IT)	\$58.00	36%	\$78.88	1.00%	\$78.87
Technician 1 (IT)	\$27.00	36%	\$36.72	1.00%	\$36.71
Technician 2 (IT)	\$33.00	36%	\$44.88	1.00%	\$44.87
Technician 3 (IT)	\$37.00	36%	\$50.32	1.00%	\$50.31
Technician 4 (IT)	\$42.00	36%	\$57.12	1.00%	\$57.11
Technology Planning Analyst 1	\$45.00	36%	\$61.20	1.00%	\$61.19
Technology Planning Analyst 2	\$51.00	36%	\$69.36	1.00%	\$69.35
Technology Planning Analyst 3	\$55.00	36%	\$74.80	1.00%	\$74.79
Technology Planning Analyst 4	\$60.00	36%	\$81.60	1.00%	\$81.59
Threat Analyst 1	\$46.00	36%	\$62.56	1.00%	\$62.55
Threat Analyst 2	\$52.00	36%	\$70.72	1.00%	\$70.71
Threat Analyst 3	\$55.00	36%	\$74.80	1.00%	\$74.79
Threat Analyst 4	\$61.00	36%	\$82.96	1.00%	\$82.95
Unix/Systems Administrator 1	\$47.00	36%	\$63.92	1.00%	\$63.91
Unix/Systems Administrator 2	\$53.00	36%	\$72.08	1.00%	\$72.07
Unix/Systems Administrator 3	\$57.00	36%	\$77.52	1.00%	\$77.51
Unix/Systems Administrator 4	\$61.00	36%	\$82.96	1.00%	\$82.95
User Experience/User Interface Designer (UX/UI) 1	\$58.00	36%	\$78.88	1.00%	\$78.87
User Experience/User Interface Designer (UX/UI) 2	\$64.00	36%	\$87.04	1.00%	\$87.03
User Experience/User Interface Designer (UX/UI) 3	\$68.00	36%	\$92.48	1.00%	\$92.47
User Experience/User Interface Designer (UX/UI) 4	\$73.00	36%	\$99.28	1.00%	\$99.27
User Provisioning/Patch Mgmt. Coordinator 1	\$48.00	36%	\$65.28	1.00%	\$65.27
User Provisioning/Patch Mgmt. Coordinator 2	\$52.00	36%	\$70.72	1.00%	\$70.71
User Provisioning/Patch Mgmt. Coordinator 3	\$56.00	36%	\$76.16	1.00%	\$76.15
User Provisioning/Patch Mgmt. Coordinator 4	\$61.00	36%	\$82.96	1.00%	\$82.95
Vulnerability Assessment Analyst 1	\$51.00	36%	\$69.36	1.00%	\$69.35
Vulnerability Assessment Analyst 2	\$56.00	36%	\$76.16	1.00%	\$76.15
Vulnerability Assessment Analyst 3	\$60.00	36%	\$81.60	1.00%	\$81.59
Vulnerability Assessment Analyst 4	\$64.00	36%	\$87.04	1.00%	\$87.03
Web Designer 1	\$55.00	36%	\$74.80	1.00%	\$74.79
Web Designer 2	\$60.00	36%	\$81.60	1.00%	\$81.59
Web Designer 3	\$65.00	36%	\$88.40	1.00%	\$88.39
Web Designer 4	\$70.00	36%	\$95.20	1.00%	\$95.19
Web Developer 1	\$54.00	36%	\$73.44	1.00%	\$73.43
Web Developer 2	\$58.00	36%	\$78.88	1.00%	\$78.87
Web Developer 3	\$62.00	36%	\$84.32	1.00%	\$84.31
Web Developer 4	\$67.00	36%	\$91.12	1.00%	\$91.11
Product Specific Technologist	\$66.00	36%	\$89.76	1.00%	\$89.75
Agile Coach	\$68.00	36%	\$92.48	1.00%	\$92.47
Application Support Analyst	\$58.00	36%	\$78.88	1.00%	\$78.87
Automation Developer	\$61.00	36%	\$82.96	1.00%	\$82.95
Business Analyst	\$64.00	36%	\$87.04	1.00%	\$87.03
Computer Systems Analyst	\$50.00	36%	\$68.00	1.00%	\$67.99
Data Analyst	\$52.00	36%	\$70.72	1.00%	\$70.71
Data Analytics Engineer	\$64.00	36%	\$87.04	1.00%	\$87.03
Data Architect	\$73.00	36%	\$99.28	1.00%	\$99.27
Data Management Specialist	\$56.00	36%	\$76.16	1.00%	\$76.15
Data Visualization Engineer	\$62.00	36%	\$84.32	1.00%	\$84.31
Database Administrator	\$58.00	36%	\$78.88	1.00%	\$78.87
Datacenter & Hardware Admin	\$53.00	36%	\$72.08	1.00%	\$72.07
DevOps Engineer	\$61.00	36%	\$82.96	1.00%	\$82.95
Enterprise Application Architect	\$81.00	36%	\$110.16	1.00%	\$110.15
Front End Web Developer	\$64.00	36%	\$87.04	1.00%	\$87.03
Full Stack Application Developer	\$67.00	36%	\$91.12	1.00%	\$91.11
Infrastructure Architect	\$83.00	36%	\$112.88	1.00%	\$112.87

Integration Ops Specialist	\$64.00	36%	\$87.04	1.00%	\$87.03
IT Business Analyst	\$66.00	36%	\$89.76	1.00%	\$89.75
IT Operations Support	\$56.00	36%	\$76.16	1.00%	\$76.15
IT Program Manager	\$75.00	36%	\$102.00	1.00%	\$101.99
IT Project Coordinator	\$52.00	36%	\$70.72	1.00%	\$70.71
IT Project Manager	\$66.00	36%	\$89.76	1.00%	\$89.75
Mobile Computing Support Technician	\$59.00	36%	\$80.24	1.00%	\$80.23
Network / Systems Engineer	\$54.00	36%	\$73.44	1.00%	\$73.43
Network Administrator	\$56.00	36%	\$76.16	1.00%	\$76.15
Network Engineer	\$61.00	36%	\$82.96	1.00%	\$82.95
Operational Technology Cyber Security Analyst	\$58.00	36%	\$78.88	1.00%	\$78.87
Performance and Reliability Software Programmer	\$66.00	36%	\$89.76	1.00%	\$89.75
Platform Engineer	\$63.00	36%	\$85.68	1.00%	\$85.67
Product Owner	\$61.00	36%	\$82.96	1.00%	\$82.95
Protection and Control Application	\$56.00	36%	\$76.16	1.00%	\$76.15
RPA Developer	\$54.00	36%	\$73.44	1.00%	\$73.43
Safety Technology Administrator	\$58.00	36%	\$78.88	1.00%	\$78.87
Scrum Master	\$64.00	36%	\$87.04	1.00%	\$87.03
Security Analyst	\$61.00	36%	\$82.96	1.00%	\$82.95
Security Engineer	\$70.00	36%	\$95.20	1.00%	\$95.19
Site Reliability Engineer	\$65.00	36%	\$88.40	1.00%	\$88.39
Software Developer	\$64.00	36%	\$87.04	1.00%	\$87.03
Software Engineer	\$69.00	36%	\$93.84	1.00%	\$93.83
Solution Architect	\$77.00	36%	\$104.72	1.00%	\$104.71
Supplier Account Manager	\$59.00	36%	\$80.24	1.00%	\$80.23
System Engineer	\$66.00	36%	\$89.76	1.00%	\$89.75
Systems Administrator	\$61.00	36%	\$82.96	1.00%	\$82.95
Technical Support Specialist	\$55.00	36%	\$74.80	1.00%	\$74.79
Technology Planning Analyst	\$54.00	36%	\$73.44	1.00%	\$73.43
Threat Analyst	\$63.00	36%	\$85.68	1.00%	\$85.67
Unix/Systems Administrator	\$56.00	36%	\$76.16	1.00%	\$76.15
User Provisioning/Patch Mgmt. Coordinator	\$59.00	36%	\$80.24	1.00%	\$80.23
Web Designer	\$57.00	36%	\$77.52	1.00%	\$77.51
Web Developer	\$61.00	36%	\$82.96	1.00%	\$82.95
.Net Developer	\$71.00	36%	\$96.56	1.00%	\$96.55
911 IT Operations Manger	\$77.00	36%	\$104.72	1.00%	\$104.71
911 Systems Consultant	\$69.00	36%	\$93.84	1.00%	\$93.83
Accessibility Specialist	\$69.00	36%	\$93.84	1.00%	\$93.83
Administrative Analyst	\$63.00	36%	\$85.68	1.00%	\$85.67
Application Developer	\$79.00	36%	\$107.44	1.00%	\$107.43
Application Security Administrator	\$77.00	36%	\$104.72	1.00%	\$104.71
Applications DBA	\$76.00	36%	\$103.36	1.00%	\$103.35
Applications Engineer	\$79.00	36%	\$107.44	1.00%	\$107.43
AWS Cloud Engineer	\$83.00	36%	\$112.88	1.00%	\$112.87
Backend Software Developer	\$82.00	36%	\$111.52	1.00%	\$111.51
Backup and Recovery Engineer	\$83.00	36%	\$112.88	1.00%	\$112.87
Benefits Functional Lead	\$78.00	36%	\$106.08	1.00%	\$106.07
Broadband Network Designer	\$78.00	36%	\$106.08	1.00%	\$106.07
Broadband Network Lead Designer	\$73.00	36%	\$99.28	1.00%	\$99.27
Broadband Network Project Coordinator	\$67.00	36%	\$91.12	1.00%	\$91.11
Broadband Network Project Leader	\$75.00	36%	\$102.00	1.00%	\$101.99
Broadband Network Project Manager	\$80.00	36%	\$108.80	1.00%	\$108.79
Broadband Project Coordinator	\$52.00	36%	\$70.72	1.00%	\$70.71
Broadband Project Leader	\$62.00	36%	\$84.32	1.00%	\$84.31
Business Architect	\$82.00	36%	\$111.52	1.00%	\$111.51
Business Continuity Disaster Recovery Consultant	\$80.00	36%	\$108.80	1.00%	\$108.79
Business Systems Analyst	\$79.00	36%	\$107.44	1.00%	\$107.43
Call Center Technology Project Manager	\$69.00	36%	\$93.84	1.00%	\$93.83
Change Management Lead	\$80.00	36%	\$108.80	1.00%	\$108.79
Chief Technology Officer	\$109.00	36%	\$148.24	1.00%	\$148.23
CICS/COBOL Programmer	\$79.00	36%	\$107.44	1.00%	\$107.43
Cloud Architect	\$80.00	36%	\$108.80	1.00%	\$108.79
Cloud Consultant	\$91.00	36%	\$123.76	1.00%	\$123.75
Cloud Network Engineer	\$89.00	36%	\$121.04	1.00%	\$121.03
Cloud Product Manager	\$73.00	36%	\$99.28	1.00%	\$99.27
Cloud Project Manager	\$77.00	36%	\$104.72	1.00%	\$104.71
Cloud Security Architect	\$69.00	36%	\$93.84	1.00%	\$93.83
Cloud Services Developer	\$64.00	36%	\$87.04	1.00%	\$87.03

Cloud Software Engineer	\$60.00	36%	\$81.60	1.00%	\$81.59
Cloud System Administrator	\$52.00	36%	\$70.72	1.00%	\$70.71
Cloud System Engineer	\$60.00	36%	\$81.60	1.00%	\$81.59
Communications Business Analyst	\$62.00	36%	\$84.32	1.00%	\$84.31
Computer and Information Research Scientist	\$75.00	36%	\$102.00	1.00%	\$101.99
Computer and Information Systems Manager	\$69.00	36%	\$93.84	1.00%	\$93.83
Computer Deployment Specialist	\$59.00	36%	\$80.24	1.00%	\$80.23
Computer Network Architect	\$73.00	36%	\$99.28	1.00%	\$99.27
Computer Systems Manager	\$69.00	36%	\$93.84	1.00%	\$93.83
Configuration Manager	\$68.00	36%	\$92.48	1.00%	\$92.47
Consultant Business Continuity Disaster Recovery	\$74.00	36%	\$100.64	1.00%	\$100.63
Consultant NSX	\$80.00	36%	\$108.80	1.00%	\$108.79
Consultant Operations	\$79.00	36%	\$107.44	1.00%	\$107.43
Consulting Architect NSX	\$93.00	36%	\$126.48	1.00%	\$126.47
Consulting Architect SDDC	\$86.00	36%	\$116.96	1.00%	\$116.95
Content Manager	\$69.00	36%	\$93.84	1.00%	\$93.83
Contracting Improvements Project Manager	\$78.00	36%	\$106.08	1.00%	\$106.07
Customer Support Administrator	\$55.00	36%	\$74.80	1.00%	\$74.79
Customer Support Specialist	\$49.00	36%	\$66.64	1.00%	\$66.63
Cyber Security Consultant	\$78.00	36%	\$106.08	1.00%	\$106.07
Cyber Security Firewall Administrator	\$71.00	36%	\$96.56	1.00%	\$96.55
Cyber Security Incident Response Analyst	\$74.00	36%	\$100.64	1.00%	\$100.63
Cyber Security Hardware Engineer	\$70.00	36%	\$95.20	1.00%	\$95.19
Data Center Technician	\$62.00	36%	\$84.32	1.00%	\$84.31
Data Migration Architect	\$84.00	36%	\$114.24	1.00%	\$114.23
Data Modelers	\$80.00	36%	\$108.80	1.00%	\$108.79
Data Recovery Specialist	\$77.00	36%	\$104.72	1.00%	\$104.71
Database Analyst	\$65.00	36%	\$88.40	1.00%	\$88.39
Database Developer	\$79.00	36%	\$107.44	1.00%	\$107.43
Database Programmer	\$70.00	36%	\$95.20	1.00%	\$95.19
Database Programmer / Analyst	\$75.00	36%	\$102.00	1.00%	\$101.99
Database Warehouse Administrator	\$76.00	36%	\$103.36	1.00%	\$103.35
Delivery Manager	\$92.00	36%	\$125.12	1.00%	\$125.11
Desktop Service Manager	\$77.00	36%	\$104.72	1.00%	\$104.71
Desktop Support Manager	\$69.00	36%	\$93.84	1.00%	\$93.83
Desktop Support Specialist	\$58.00	36%	\$78.88	1.00%	\$78.87
Desktop Support Technician	\$56.00	36%	\$76.16	1.00%	\$76.15
Developer	\$73.00	36%	\$99.28	1.00%	\$99.27
Digital Communication Specialist / Designer	\$77.00	36%	\$104.72	1.00%	\$104.71
Digital Communications Designer	\$80.00	36%	\$108.80	1.00%	\$108.79
Digital Communications Manager	\$77.00	36%	\$104.72	1.00%	\$104.71
Digital Communications Specialist	\$70.00	36%	\$95.20	1.00%	\$95.19
Disaster Recovery Specialist	\$82.00	36%	\$111.52	1.00%	\$111.51
EBS OTL/Payroll Functional-Technical Senior Developer	\$83.00	36%	\$112.88	1.00%	\$112.87
Engagement Manager	\$91.00	36%	\$123.76	1.00%	\$123.75
Enterprise Architect	\$100.00	36%	\$136.00	1.00%	\$135.99
Enterprise Resource Planning (ERP) Architect	\$102.00	36%	\$138.72	1.00%	\$138.71
Enterprise Resource Planning (ERP) Developer	\$85.00	36%	\$115.60	1.00%	\$115.59
Enterprise Resource Planning (ERP) Functional Lead	\$86.00	36%	\$116.96	1.00%	\$116.95
Enterprise Resource Planning (ERP) Implementation Specialist	\$81.00	36%	\$110.16	1.00%	\$110.15
Enterprise Resource Planning (ERP) Technical Lead	\$89.00	36%	\$121.04	1.00%	\$121.03
Enterprise Solution Architect	\$100.00	36%	\$136.00	1.00%	\$135.99
ERP Integration Developer Consultant	\$83.00	36%	\$112.88	1.00%	\$112.87
Field Technician	\$70.00	36%	\$95.20	1.00%	\$95.19
Firewall Migration Analyst	\$75.00	36%	\$102.00	1.00%	\$101.99
Firewall Optimization Analyst	\$80.00	36%	\$108.80	1.00%	\$108.79
Front End Designer	\$70.00	36%	\$95.20	1.00%	\$95.19
Front End Developer	\$79.00	36%	\$107.44	1.00%	\$107.43
Full Stack Software Developer	\$85.00	36%	\$115.60	1.00%	\$115.59
GIS Analyst	\$77.00	36%	\$104.72	1.00%	\$104.71
GIS Analyst Technical Lead	\$79.00	36%	\$107.44	1.00%	\$107.43
GIS Consultant	\$74.00	36%	\$100.64	1.00%	\$100.63
GIS Developer	\$59.00	36%	\$80.24	1.00%	\$80.23
GIS Programmer	\$65.00	36%	\$88.40	1.00%	\$88.39
GIS Programmer Analyst	\$67.00	36%	\$91.12	1.00%	\$91.11
GIS Project Manager	\$70.00	36%	\$95.20	1.00%	\$95.19
GIS Technician	\$67.00	36%	\$91.12	1.00%	\$91.11
Information Assurance Engineer	\$70.00	36%	\$95.20	1.00%	\$95.19

Information Security Analyst	\$60.00	36%	\$81.60	1.00%	\$81.59
Information Security Architect	\$75.00	36%	\$102.00	1.00%	\$101.99
Information Security Manager	\$80.00	36%	\$108.80	1.00%	\$108.79
Information Security Specialist	\$68.00	36%	\$92.48	1.00%	\$92.47
Infrastructure Analyst	\$63.00	36%	\$85.68	1.00%	\$85.67
Infrastructure Manager	\$74.00	36%	\$100.64	1.00%	\$100.63
Instructional Designer	\$72.00	36%	\$97.92	1.00%	\$97.91
Integration Architect	\$82.00	36%	\$111.52	1.00%	\$111.51
IT Analyst	\$71.00	36%	\$96.56	1.00%	\$96.55
IT Change Manager	\$81.00	36%	\$110.16	1.00%	\$110.15
IT Coordinator	\$65.00	36%	\$88.40	1.00%	\$88.39
IT Director	\$102.00	36%	\$138.72	1.00%	\$138.71
IT Help Desk Support Technician	\$44.00	36%	\$59.84	1.00%	\$59.83
IT Manager	\$79.00	36%	\$107.44	1.00%	\$107.43
IT Operations Manager	\$76.00	36%	\$103.36	1.00%	\$103.35
IT Project Intake Coordinator	\$75.00	36%	\$102.00	1.00%	\$101.99
Lead GIS Analyst	\$62.00	36%	\$84.32	1.00%	\$84.31
Local Area Network (LAN) Engineer	\$69.00	36%	\$93.84	1.00%	\$93.83
Mainframe Systems Analyst	\$77.00	36%	\$104.72	1.00%	\$104.71
Management Information Systems Director	\$96.00	36%	\$130.56	1.00%	\$130.55
Management Information Systems Manager	\$79.00	36%	\$107.44	1.00%	\$107.43
Microsoft Access Developer	\$77.00	36%	\$104.72	1.00%	\$104.71
Microsoft Template Designer	\$72.00	36%	\$97.92	1.00%	\$97.91
Mobile Application Developer	\$82.00	36%	\$111.52	1.00%	\$111.51
MS Excel Developer	\$74.00	36%	\$100.64	1.00%	\$100.63
MS Power Platform Developer	\$73.00	36%	\$99.28	1.00%	\$99.27
MS Server Support	\$67.00	36%	\$91.12	1.00%	\$91.11
Multi-Factor Authentication (MFA) Support Specialists	\$69.00	36%	\$93.84	1.00%	\$93.83
Natural/Adabas Developer	\$76.00	36%	\$103.36	1.00%	\$103.35
Netback Engineer	\$67.00	36%	\$91.12	1.00%	\$91.11
Network Analyst	\$53.00	36%	\$72.08	1.00%	\$72.07
Network and Computer Systems Administrator	\$57.00	36%	\$77.52	1.00%	\$77.51
Network and Infrastructure Manager	\$78.00	36%	\$106.08	1.00%	\$106.07
Network Computer Administrator	\$70.00	36%	\$95.20	1.00%	\$95.19
Network Manager	\$71.00	36%	\$96.56	1.00%	\$96.55
Network Operations Center Engineer	\$77.00	36%	\$104.72	1.00%	\$104.71
Network Security Architect	\$90.00	36%	\$122.40	1.00%	\$122.39
Network Security Engineer	\$86.00	36%	\$116.96	1.00%	\$116.95
Network Systems Administrator	\$74.00	36%	\$100.64	1.00%	\$100.63
OnePhilly Payroll Techno-Functionals Analyst	\$73.00	36%	\$99.28	1.00%	\$99.27
Operations Analyst	\$72.00	36%	\$97.92	1.00%	\$97.91
Operations Manager	\$78.00	36%	\$106.08	1.00%	\$106.07
Oracle Developer-IWRAP	\$80.00	36%	\$108.80	1.00%	\$108.79
Project Manager Infrastructure	\$89.00	36%	\$121.04	1.00%	\$121.03
Quality Assurance Analyst	\$64.00	36%	\$87.04	1.00%	\$87.03
Quality Assurance Engineer	\$69.00	36%	\$93.84	1.00%	\$93.83
Quality Assurance Manager	\$76.00	36%	\$103.36	1.00%	\$103.35
Quality Assurance Specialist	\$71.00	36%	\$96.56	1.00%	\$96.55
Quality Assurance Test Engineer	\$60.00	36%	\$81.60	1.00%	\$81.59
Quality Assurance Tester	\$65.00	36%	\$88.40	1.00%	\$88.39
Quality Control Analyst	\$60.00	36%	\$81.60	1.00%	\$81.59
Quality Control Engineer	\$66.00	36%	\$89.76	1.00%	\$89.75
Quality Control Manager	\$71.00	36%	\$96.56	1.00%	\$96.55
Quality Control Specialist	\$57.00	36%	\$77.52	1.00%	\$77.51
Security Administrator	\$78.00	36%	\$106.08	1.00%	\$106.07
Security Consultant	\$86.00	36%	\$116.96	1.00%	\$116.95
Security Specialist	\$85.00	36%	\$115.60	1.00%	\$115.59
Security Test Engineer	\$81.00	36%	\$110.16	1.00%	\$110.15
Senior Consultant NSX	\$79.00	36%	\$107.44	1.00%	\$107.43
Service Desk Manager	\$74.00	36%	\$100.64	1.00%	\$100.63
Service Desk Support Specialist	\$59.00	36%	\$80.24	1.00%	\$80.23
Service Desk Technician	\$44.00	36%	\$59.84	1.00%	\$59.83
SharePoint Consultant	\$67.00	36%	\$91.12	1.00%	\$91.11
SharePoint Developer	\$61.00	36%	\$82.96	1.00%	\$82.95
Social Media Manager	\$59.00	36%	\$80.24	1.00%	\$80.23
Software Configuration Analyst	\$64.00	36%	\$87.04	1.00%	\$87.03
Software Configuration Developer	\$69.00	36%	\$93.84	1.00%	\$93.83
Software Configuration Engineer	\$63.00	36%	\$85.68	1.00%	\$85.67

Software Configuration Specialist	\$66.00	36%	\$89.76	1.00%	\$89.75
Software Development Manager	\$79.00	36%	\$107.44	1.00%	\$107.43
Software Implementation Specialist	\$69.00	36%	\$93.84	1.00%	\$93.83
Software QA Analyst	\$60.00	36%	\$81.60	1.00%	\$81.59
Software QA Engineer	\$71.00	36%	\$96.56	1.00%	\$96.55
Software Test Engineer	\$69.00	36%	\$93.84	1.00%	\$93.83
Software Training Specialist	\$66.00	36%	\$89.76	1.00%	\$89.75
Software/Applications Developer	\$76.00	36%	\$103.36	1.00%	\$103.35
Solutions Architect	\$86.00	36%	\$116.96	1.00%	\$116.95
Solutions Engineer	\$80.00	36%	\$108.80	1.00%	\$108.79
SQL Developer	\$74.00	36%	\$100.64	1.00%	\$100.63
SQL Server DBA	\$78.00	36%	\$106.08	1.00%	\$106.07
SQL Server DBA/Warehouse Specialist	\$70.00	36%	\$95.20	1.00%	\$95.19
Storage Area Network (SAN) Administrator	\$73.00	36%	\$99.28	1.00%	\$99.27
Storage Area Network (SAN) Engineer	\$60.00	36%	\$81.60	1.00%	\$81.59
Storage Engineer	\$59.00	36%	\$80.24	1.00%	\$80.23
Supply Chain ERP Business Analyst	\$70.00	36%	\$95.20	1.00%	\$95.19
System Administrator	\$71.00	36%	\$96.56	1.00%	\$96.55
System Architect	\$79.00	36%	\$107.44	1.00%	\$107.43
System Designer	\$67.00	36%	\$91.12	1.00%	\$91.11
System Engineer Exchange	\$63.00	36%	\$85.68	1.00%	\$85.67
Systems Analyst	\$68.00	36%	\$92.48	1.00%	\$92.47
Systems Engineer	\$63.00	36%	\$85.68	1.00%	\$85.67
Systems Engineer (Messaging)	\$70.00	36%	\$95.20	1.00%	\$95.19
Systems Engineer (MS O365)	\$73.00	36%	\$99.28	1.00%	\$99.27
Systems Engineer (Virtualization)	\$79.00	36%	\$107.44	1.00%	\$107.43
Systems Software Engineer	\$64.00	36%	\$87.04	1.00%	\$87.03
Technical Lead	\$83.00	36%	\$112.88	1.00%	\$112.87
Technical Liaison	\$63.00	36%	\$85.68	1.00%	\$85.67
Technical Operations Manager	\$67.00	36%	\$91.12	1.00%	\$91.11
Technical Operations Officer	\$64.00	36%	\$87.04	1.00%	\$87.03
Technical Support Engineer	\$60.00	36%	\$81.60	1.00%	\$81.59
Technical Writer / Business Analyst	\$63.00	36%	\$85.68	1.00%	\$85.67
Technical Writer / Business Processes and Procedures	\$60.00	36%	\$81.60	1.00%	\$81.59
Technology Architect	\$86.00	36%	\$116.96	1.00%	\$116.95
Technology Trainer	\$64.00	36%	\$87.04	1.00%	\$87.03
Telecommunications Specialist	\$69.00	36%	\$93.84	1.00%	\$93.83
Trainer	\$61.00	36%	\$82.96	1.00%	\$82.95
Training Coordinator	\$59.00	36%	\$80.24	1.00%	\$80.23
Training Coordinator/Instructional Designer	\$62.00	36%	\$84.32	1.00%	\$84.31
UI Architect	\$79.00	36%	\$107.44	1.00%	\$107.43
UI/UX Designer	\$77.00	36%	\$104.72	1.00%	\$104.71
UI/UX Developer	\$75.00	36%	\$102.00	1.00%	\$101.99
Web Administrator	\$55.00	36%	\$74.80	1.00%	\$74.79
Web Application Developer	\$67.00	36%	\$91.12	1.00%	\$91.11
Web Content Editor	\$56.00	36%	\$76.16	1.00%	\$76.15
Webmaster	\$61.00	36%	\$82.96	1.00%	\$82.95
WebMethods Consultant	\$67.00	36%	\$91.12	1.00%	\$91.11
WebMethods Tester	\$63.00	36%	\$85.68	1.00%	\$85.67
Wide Area Network (WAN) Administrator	\$66.00	36%	\$89.76	1.00%	\$89.75
WordPress Developer	\$65.00	36%	\$88.40	1.00%	\$88.39
Workday Resource Planning (ERP) Analyst	\$71.00	36%	\$96.56	1.00%	\$96.55
Workday Resource Planning (ERP) Architect	\$85.00	36%	\$115.60	1.00%	\$115.59
Workday Resource Planning (ERP) Developer	\$65.00	36%	\$88.40	1.00%	\$88.39
Workday Resource Planning (ERP) Functional Lead	\$61.00	36%	\$82.96	1.00%	\$82.95
Workday Resource Planning (ERP) Implementation Specialist	\$64.00	36%	\$87.04	1.00%	\$87.03
Workday Resource Planning (ERP) Technical Lead	\$74.00	36%	\$100.64	1.00%	\$100.63
Cybersecurity Roles					
Cybersecurity Analyst	\$62.00	36%	\$84.32	1.00%	\$84.31
Cybersecurity Engineer	\$72.00	36%	\$97.92	1.00%	\$97.91
Security Architect	\$77.00	36%	\$104.72	1.00%	\$104.71
Penetration Tester (Ethical Hacker)	\$59.00	36%	\$80.24	1.00%	\$80.23
Incident Responder	\$66.00	36%	\$89.76	1.00%	\$89.75
Chief Information Security Officer (CISO)	\$105.00	36%	\$142.80	1.00%	\$142.79
Security Software Developer	\$72.00	36%	\$97.92	1.00%	\$97.91
Threat Intelligence Analyst	\$63.00	36%	\$85.68	1.00%	\$85.67
Cybersecurity Manager	\$80.00	36%	\$108.80	1.00%	\$108.79
Identity and Access Management (IAM) Specialist	\$65.00	36%	\$88.40	1.00%	\$88.39

Compliance and Risk Analyst	\$66.00	36%	\$89.76	1.00%	\$89.75
Forensic Computer Analyst	\$60.00	36%	\$81.60	1.00%	\$81.59
Artificial Intelligence Roles					
AI/ML Engineer	\$70.00	36%	\$95.20	1.00%	\$95.19
AI Research Scientist	\$67.00	36%	\$91.12	1.00%	\$91.11
Machine Learning Specialist	\$65.00	36%	\$88.40	1.00%	\$88.39
Computer Vision Engineer	\$62.00	36%	\$84.32	1.00%	\$84.31
Natural Language Processing (NLP) Engineer	\$60.00	36%	\$81.60	1.00%	\$81.59
Robotics Engineer	\$59.00	36%	\$80.24	1.00%	\$80.23
AI Product Manager	\$66.00	36%	\$89.76	1.00%	\$89.75
AI Ethics Specialist	\$62.00	36%	\$84.32	1.00%	\$84.31
Deep Learning Engineer	\$68.00	36%	\$92.48	1.00%	\$92.47
AI Solutions Architect	\$74.00	36%	\$100.64	1.00%	\$100.63
AI Data Analyst	\$57.00	36%	\$77.52	1.00%	\$77.51
AI Strategist	\$66.00	36%	\$89.76	1.00%	\$89.75
Autonomous Systems Engineer	\$65.00	36%	\$88.40	1.00%	\$88.39
Procurement					
Procurement Manager	\$57.00	36%	\$77.52	1.00%	\$77.51
Supply Chain Manager	\$64.00	36%	\$87.04	1.00%	\$87.03
Purchasing Agent	\$37.00	36%	\$50.32	1.00%	\$50.31
Procurement Analyst	\$44.00	36%	\$59.84	1.00%	\$59.83
Strategic Sourcing Manager	\$61.00	36%	\$82.96	1.00%	\$82.95
Category Manager	\$62.00	36%	\$84.32	1.00%	\$84.31
Procurement Specialist	\$48.00	36%	\$65.28	1.00%	\$65.27
Vendor Manager	\$63.00	36%	\$85.68	1.00%	\$85.67
Supply Chain Analyst	\$51.00	36%	\$69.36	1.00%	\$69.35
Contract Manager	\$60.00	36%	\$81.60	1.00%	\$81.59
Legal and Compliance					
Compliance Officer	\$54.00	36%	\$73.44	1.00%	\$73.43
Corporate Counsel	\$68.00	36%	\$92.48	1.00%	\$92.47
Compliance Manager	\$66.00	36%	\$89.76	1.00%	\$89.75
Legal Compliance Analyst	\$29.00	36%	\$39.44	1.00%	\$39.43
Regulatory Affairs Specialist	\$55.00	36%	\$74.80	1.00%	\$74.79
Contract Administrator	\$47.00	36%	\$63.92	1.00%	\$63.91
Chief Compliance Officer (CCO)	\$80.00	36%	\$108.80	1.00%	\$108.79
Litigation Support Specialist	\$36.00	36%	\$48.96	1.00%	\$48.95
Nursing					
Registered Nurse (RN)	\$38.00	44%	\$54.72	1.00%	\$54.71
Nurse Practitioner (NP)	\$56.00	44%	\$80.64	1.00%	\$80.63
Critical Care Nurse	\$42.00	44%	\$60.48	1.00%	\$60.47
Pediatric Nurse	\$38.00	44%	\$54.72	1.00%	\$54.71
Nurse Educator	\$34.00	44%	\$48.96	1.00%	\$48.95
Home Health Nurse	\$35.00	44%	\$50.40	1.00%	\$50.39
Telehealth Nurse	\$39.00	44%	\$56.16	1.00%	\$56.15
Occupational Therapy					
Occupational Therapist (OT)	\$40.00	44%	\$57.60	1.00%	\$57.59
Certified Occupational Therapy Assistant (COTA)	\$27.00	44%	\$38.88	1.00%	\$38.87
Pediatric Occupational Therapist	\$40.00	44%	\$57.60	1.00%	\$57.59
Geriatric Occupational Therapist	\$40.00	44%	\$57.60	1.00%	\$57.59
Hand Therapist	\$42.00	44%	\$60.48	1.00%	\$60.47
Speech-Language Pathology					
Speech-Language Pathologist (SLP)	\$43.00	44%	\$61.92	1.00%	\$61.91
Pediatric Speech-Language Pathologist	\$43.00	44%	\$61.92	1.00%	\$61.91
School-Based Speech-Language Pathologist	\$40.00	44%	\$57.60	1.00%	\$57.59
Bilingual Speech-Language Pathologist	\$45.00	44%	\$64.80	1.00%	\$64.79
Speech-Language Pathology Assistant	\$25.00	44%	\$36.00	1.00%	\$35.99
Social Work					

Clinical Social Worker	\$32.00	38%	\$44.16	1.00%	\$44.15
School Social Worker	\$30.00	38%	\$41.40	1.00%	\$41.39
Medical Social Worker	\$32.00	38%	\$44.16	1.00%	\$44.15
Child and Family Social Worker	\$30.00	38%	\$41.40	1.00%	\$41.39
Mental Health Social Worker	\$31.00	38%	\$42.78	1.00%	\$42.77
Substance Abuse Social Worker	\$29.00	38%	\$40.02	1.00%	\$40.01
Pharmaceuticals					
Pharmacist	\$60.00	44%	\$86.40	1.00%	\$86.39
Pharmacy Technician	\$21.00	44%	\$30.24	1.00%	\$30.23
Clinical Pharmacist	\$63.00	44%	\$90.72	1.00%	\$90.71
Pharmaceutical Sales Representative	\$40.00	44%	\$57.60	1.00%	\$57.59
Pharmacovigilance Specialist	\$45.00	44%	\$64.80	1.00%	\$64.79
Dental					
Dentist	\$80.00	44%	\$115.20	1.00%	\$115.19
Dental Hygienist	\$40.00	44%	\$57.60	1.00%	\$57.59
Dental Assistant	\$23.00	44%	\$33.12	1.00%	\$33.11
Orthodontist	\$92.50	44%	\$133.20	1.00%	\$133.19
Periodontist	\$92.50	44%	\$133.20	1.00%	\$133.19
Endodontist	\$92.50	44%	\$133.20	1.00%	\$133.19
Emerging and Specialized Roles					
Telehealth Coordinator	\$32.00	42%	\$45.44	1.00%	\$45.43
Public Health Educator	\$28.00	42%	\$39.76	1.00%	\$39.75
Genetic Counselor	\$43.00	42%	\$61.06	1.00%	\$61.05
Infection Control Specialist	\$35.00	42%	\$49.70	1.00%	\$49.69
Behavioral Health Technician	\$21.00	42%	\$29.82	1.00%	\$29.81
Instructional Education Roles					
STEM Teacher	\$30.00	42%	\$42.60	1.00%	\$42.59
Online Course Instructor	\$25.00	42%	\$35.50	1.00%	\$35.49
ESL (English as a Second Language) Teacher	\$26.00	42%	\$36.92	1.00%	\$36.91
Special Education Teacher	\$30.00	42%	\$42.60	1.00%	\$42.59
Curriculum Developer	\$35.00	42%	\$49.70	1.00%	\$49.69
Instructional Coach	\$32.00	42%	\$45.44	1.00%	\$45.43
Early Childhood Educator	\$19.00	42%	\$26.98	1.00%	\$26.97
Non-Instructional Education Roles					
School Counselor	\$32.00	44%	\$46.08	1.00%	\$46.07
School Psychologist	\$40.00	44%	\$57.60	1.00%	\$57.59
Educational Interpreter	\$30.00	44%	\$43.20	1.00%	\$43.19
Paraprofessional (Teacher's Aide)	\$16.00	44%	\$23.04	1.00%	\$23.03
Custodial Staff	\$16.00	44%	\$23.04	1.00%	\$23.03
Food Service Worker	\$14.00	44%	\$20.16	1.00%	\$20.15
Special and Alternative Education Roles					
Behavioral Specialist	\$26.00	44%	\$37.44	1.00%	\$37.43
Alternative Education Instructor	\$30.00	44%	\$43.20	1.00%	\$43.19
Education Administration Roles					
School Principal	\$50.00	38%	\$69.00	1.00%	\$68.99
Superintendent	\$67.50	38%	\$93.15	1.00%	\$93.14
School Administrator	\$40.00	38%	\$55.20	1.00%	\$55.19
Additional Titles					
Educational Consultant	\$40.00	40%	\$56.00	1.00%	\$55.99
Technology Integration Specialist	\$32.00	40%	\$44.80	1.00%	\$44.79
Reading Specialist	\$30.00	40%	\$42.00	1.00%	\$41.99
Math Interventionist	\$30.00	40%	\$42.00	1.00%	\$41.99
School Nurse	\$32.00	40%	\$44.80	1.00%	\$44.79
School Librarian/Media Specialist	\$28.00	40%	\$39.20	1.00%	\$39.19
Career and Technical Education (CTE) Teacher	\$30.00	40%	\$42.00	1.00%	\$41.99

After-School Program Coordinator	\$21.00	40%	\$29.40	1.00%	\$29.39
Education Program Manager	\$35.00	40%	\$49.00	1.00%	\$48.99
Construction					
Carpenter	\$26.00	44%	\$37.44	1.00%	\$37.43
Bricklayer/Mason	\$30.00	44%	\$43.20	1.00%	\$43.19
Construction Foreman	\$32.00	44%	\$46.08	1.00%	\$46.07
Concrete Finisher	\$26.00	44%	\$37.44	1.00%	\$37.43
Roofer	\$21.00	44%	\$30.24	1.00%	\$30.23
Demolition Worker	\$19.00	44%	\$27.36	1.00%	\$27.35
Electricians					
Residential Electrician	\$28.00	44%	\$40.32	1.00%	\$40.31
Commercial Electrician	\$30.00	44%	\$43.20	1.00%	\$43.19
Industrial Electrician	\$32.00	44%	\$46.08	1.00%	\$46.07
Electrical Lineman	\$35.00	44%	\$50.40	1.00%	\$50.39
Journeyman Electrician	\$30.00	44%	\$43.20	1.00%	\$43.19
HVAC Technicians					
HVAC Installer	\$26.00	44%	\$37.44	1.00%	\$37.43
HVAC Mechanic	\$28.00	44%	\$40.32	1.00%	\$40.31
Refrigeration Technician	\$28.00	44%	\$40.32	1.00%	\$40.31
HVAC Service Manager	\$32.00	44%	\$46.08	1.00%	\$46.07
HVAC Controls Technician	\$30.00	44%	\$43.20	1.00%	\$43.19
Machinists					
CNC Machinist	\$26.00	44%	\$37.44	1.00%	\$37.43
CNC Programmer	\$39.50	44%	\$56.88	1.00%	\$56.87
Tool and Die Maker	\$28.00	44%	\$40.32	1.00%	\$40.31
Precision Machinist	\$26.00	44%	\$37.44	1.00%	\$37.43
Technicians					
Maintenance Technician	\$24.00	42%	\$34.08	1.00%	\$34.07
Field Service Technician	\$26.00	42%	\$36.92	1.00%	\$36.91
Automotive Technician	\$21.00	42%	\$29.82	1.00%	\$29.81
Network Technician	\$28.00	42%	\$39.76	1.00%	\$39.75
Biomedical Equipment Technician	\$26.00	42%	\$36.92	1.00%	\$36.91
Welders					
Pipe Welder	\$26.00	44%	\$37.44	1.00%	\$37.43
Structural Welder	\$24.00	44%	\$34.56	1.00%	\$34.55
Fabricator/Welder	\$21.00	44%	\$30.24	1.00%	\$30.23
TIG Welder	\$26.00	44%	\$37.44	1.00%	\$37.43
MIG Welder	\$24.00	44%	\$34.56	1.00%	\$34.55
Mechanics					
Diesel Mechanic	\$28.00	42%	\$39.76	1.00%	\$39.75
Aircraft Mechanic	\$32.00	42%	\$45.44	1.00%	\$45.43
Marine Mechanic	\$26.00	42%	\$36.92	1.00%	\$36.91
Heavy Equipment Mechanic	\$28.00	42%	\$39.76	1.00%	\$39.75
Industrial Machinery Mechanic	\$28.00	42%	\$39.76	1.00%	\$39.75
Groundskeepers					
Landscape Technician	\$16.00	38%	\$22.08	1.00%	\$22.07
Irrigation Specialist	\$19.00	38%	\$26.22	1.00%	\$26.21
Arborist	\$21.00	38%	\$28.98	1.00%	\$28.97
Turf Manager	\$19.00	38%	\$26.22	1.00%	\$26.21
Horticultural Technician	\$16.00	38%	\$22.08	1.00%	\$22.07
Painters					
Industrial Painter	\$24.00	42%	\$34.08	1.00%	\$34.07
Automotive Painter	\$21.00	42%	\$29.82	1.00%	\$29.81
House Painter	\$19.00	42%	\$26.98	1.00%	\$26.97
Commercial Painter	\$21.00	42%	\$29.82	1.00%	\$29.81

Decorator	\$19.00	42%	\$26.98	1.00%	\$26.97
Custodians					
Janitorial Supervisor	\$19.00	40%	\$26.60	1.00%	\$26.59
Sanitation Worker	\$16.00	40%	\$22.40	1.00%	\$22.39
Environmental Services Worker	\$16.00	40%	\$22.40	1.00%	\$22.39
Cleaning Technician	\$14.00	40%	\$19.60	1.00%	\$19.59
Custodial Manager	\$21.00	40%	\$29.40	1.00%	\$29.39
Security Guards					
Security Supervisor	\$24.00	44%	\$34.56	1.00%	\$34.55
Loss Prevention Officer	\$16.00	44%	\$23.04	1.00%	\$23.03
Surveillance Operator	\$19.00	44%	\$27.36	1.00%	\$27.35
Event Security Guard	\$16.00	44%	\$23.04	1.00%	\$23.03
Patrol Officer	\$19.00	44%	\$27.36	1.00%	\$27.35
Traffic Management					
Traffic Control Technician	\$21.00	40%	\$29.40	1.00%	\$29.39
Traffic Signal Technician	\$24.00	40%	\$33.60	1.00%	\$33.59
Flagger	\$14.00	40%	\$19.60	1.00%	\$19.59
Traffic Management Specialist	\$26.00	40%	\$36.40	1.00%	\$36.39
Road Safety Auditor	\$28.00	40%	\$39.20	1.00%	\$39.19
Executive Search					
Executive Recruiter	\$32.00	44%	\$46.08	1.00%	\$46.07
Talent Acquisition Specialist:	\$30.00	44%	\$43.20	1.00%	\$43.19
Headhunter:	\$35.00	44%	\$50.40	1.00%	\$50.39
Recruitment Consultant	\$32.00	44%	\$46.08	1.00%	\$46.07
Executive Search Consultant	\$35.00	44%	\$50.40	1.00%	\$50.39
Senior Executive Recruiter	\$40.00	44%	\$57.60	1.00%	\$57.59
Talent Acquisition Manager	\$45.00	44%	\$64.80	1.00%	\$64.79
Senior Search Consultant	\$40.00	44%	\$57.60	1.00%	\$57.59
Executive Headhunter	\$45.00	44%	\$64.80	1.00%	\$64.79
Recruitment Director	\$50.00	44%	\$72.00	1.00%	\$71.99
Clerical					
Administrative Assistant	\$24.00	36%	\$32.64	1.00%	\$32.63
Receptionist	\$19.00	36%	\$25.84	1.00%	\$25.83
Office Clerk	\$17.00	36%	\$23.12	1.00%	\$23.11
Data Entry Clerk	\$20.00	36%	\$27.20	1.00%	\$27.19
Office Coordinator	\$23.00	36%	\$31.28	1.00%	\$31.27
Executive Assistant	\$28.00	36%	\$38.08	1.00%	\$38.07
File Clerk	\$18.00	36%	\$24.48	1.00%	\$24.47
Office Manager	\$31.00	36%	\$42.16	1.00%	\$42.15
Clerical Support Specialist	\$22.00	36%	\$29.92	1.00%	\$29.91
Secretary	\$24.00	36%	\$32.64	1.00%	\$32.63
Administrative					
Administrative Coordinator	\$22.00	36%	\$29.92	1.00%	\$29.91
Executive Secretary	\$27.00	36%	\$36.72	1.00%	\$36.71
Office Administrator	\$23.00	36%	\$31.28	1.00%	\$31.27
Administrative Manager	\$31.00	36%	\$42.16	1.00%	\$42.15
Project Administrator	\$33.00	36%	\$44.88	1.00%	\$44.87
Administrative Support Specialist	\$30.00	36%	\$40.80	1.00%	\$40.79
Operations Coordinator	\$26.00	36%	\$35.36	1.00%	\$35.35
Office Support Specialist	\$21.00	36%	\$28.56	1.00%	\$28.55
Administrative Services Manager	\$33.00	36%	\$44.88	1.00%	\$44.87

Titles (Category)	Pay Rates	Markup	Bill Rates	Discount Applied for Sourcewell	Bill Rates for Sourcewell
Customer Care/Customer Service					
Consumer Relations Analyst	\$ 42.90	38%	\$59.20	1.00%	\$59.19
Customer Care Representative	\$ 31.20	38%	\$43.06	1.00%	\$43.05
Customer Engagement Consultant	\$ 35.10	38%	\$48.44	1.00%	\$48.43
Customer Relations Analyst	\$ 39.00	38%	\$53.82	1.00%	\$53.81
Merchandise Sales Consultant	\$ 27.30	38%	\$37.67	1.00%	\$37.66
Retail Customer Service Rep	\$ 26.00	38%	\$35.88	1.00%	\$35.87
Sales & Service Consultant	\$ 27.30	38%	\$37.67	1.00%	\$37.66
Sales Support Representative	\$ 26.00	38%	\$35.88	1.00%	\$35.87
Service Consultant	\$ 41.60	38%	\$57.41	1.00%	\$57.40
Project Controls/Logistics	\$ -				
Cost Analyst	\$ 72.80	38%	\$100.46	1.00%	\$100.45
Cost and Inventory Representative	\$ 49.40	38%	\$68.17	1.00%	\$68.16
Estimator	\$ 72.80	38%	\$100.46	1.00%	\$100.45
Project Controls Specialist	\$ 78.00	38%	\$107.64	1.00%	\$107.63
Project Coordinator	\$ 70.20	38%	\$96.88	1.00%	\$96.87
Projects Control Analyst	\$ 65.00	38%	\$89.70	1.00%	\$89.69
Scheduler	\$ 76.70	38%	\$105.85	1.00%	\$105.84
Tech Support Specialist	\$ 48.10	38%	\$66.38	1.00%	\$66.37
Verification Analyst	\$ 88.40	38%	\$121.99	1.00%	\$121.98
Public Relations	\$ 70.20	38%	\$96.88	1.00%	\$96.87
Communications Analyst	\$ -				
Corporate Communications Strategist	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Corporate Responsibility Communications	\$ 70.20	36%	\$95.47	1.00%	\$95.46
PR Specialist	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Skilled Personnel	\$ 61.10	36%	\$83.10	1.00%	\$83.09
Payment Processing Clerk	\$ -				
AMI Operations & MDM	\$ 31.20	40%	\$43.68	1.00%	\$43.67
Cable Locator	\$ 72.80	40%	\$101.92	1.00%	\$101.91
Counsel	\$ 35.10	40%	\$49.14	1.00%	\$49.13
Data Scientist	\$ 71.50	40%	\$100.10	1.00%	\$100.09
EMS Database & Display Engineer	\$ 104.00	40%	\$145.60	1.00%	\$145.59
Environmental Laboratory Analyst	\$ 85.80	40%	\$120.12	1.00%	\$120.11
Interior Designer	\$ 70.20	40%	\$98.28	1.00%	\$98.27
Land Research Specialist	\$ 67.60	40%	\$94.64	1.00%	\$94.63
Lighting Analyst	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Lighting Coordinator	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Lighting Design Analyst	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Outdoor Lighting Inspector	\$ 40.30	40%	\$56.42	1.00%	\$56.41
Lighting Services Engineer	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Maintenance Engineer (Distribution)	\$ 50.70	40%	\$70.98	1.00%	\$70.97
Meter Tester	\$ 57.20	40%	\$80.08	1.00%	\$80.07
Natural Gas Conversion Coordinator	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Power Systems Coordinator	\$ 46.80	40%	\$65.52	1.00%	\$65.51
Records Coordinator (Distribution)	\$ 49.40	40%	\$69.16	1.00%	\$69.15
SCADA Operational Test Technician	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Operator (IT Support Center)	\$ 74.10	40%	\$103.74	1.00%	\$103.73
Survey Fiber Misc Support	\$ 84.50	40%	\$118.30	1.00%	\$118.29
Testing Program Coordinator	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Traffic Specialist	\$ 67.60	40%	\$94.64	1.00%	\$94.63
Training Analyst	\$ 48.10	40%	\$67.34	1.00%	\$67.33
Training Developer/Instructor	\$ 78.00	40%	\$109.20	1.00%	\$109.19

Training Facilitator	\$ 83.20	40%	\$116.48	1.00%	\$116.47
ROW Support	\$ 71.50	40%	\$100.10	1.00%	\$100.09
Transmission Specialist	\$ 71.50	40%	\$100.10	1.00%	\$100.09
Transmissions Analyst	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Operator (Transmission Control Center)	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Support Specialist (Distribution)	\$ 58.50	40%	\$81.90	1.00%	\$81.89
Project Coordinator (Distribution)	\$ 53.30	40%	\$74.62	1.00%	\$74.61
Quality Inspector (Distribution)	\$ 76.70	40%	\$107.38	1.00%	\$107.37
Buyer	\$ 81.90	40%	\$114.66	1.00%	\$114.65
Architect	\$ 85.80	40%	\$120.12	1.00%	\$120.11
GIS Technician (Distribution)	\$ 107.90	40%	\$151.06	1.00%	\$151.05
Engineer (Distribution)	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Engineering Associate (Distribution)	\$ 84.50	40%	\$118.30	1.00%	\$118.29
Estimate Clerk (Distribution)	\$ 72.80	40%	\$101.92	1.00%	\$101.91
Project Manager (Distribution)	\$ 58.50	40%	\$81.90	1.00%	\$81.89
Legal Assistant	\$ 85.80	40%	\$120.12	1.00%	\$120.11
Paralegal	\$ 48.10	40%	\$67.34	1.00%	\$67.33
Performance Monitoring Engineer	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Production Assistant	\$ 72.80	40%	\$101.92	1.00%	\$101.91
Purchasing Coordinator	\$ 68.90	40%	\$96.46	1.00%	\$96.45
ROW Clearing Inspector	\$ 71.50	40%	\$100.10	1.00%	\$100.09
Surveyor	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Inspector (Transmission)	\$ 61.10	40%	\$85.54	1.00%	\$85.53
Content Developer/Technical Writer	\$ 48.10	40%	\$67.34	1.00%	\$67.33
Curriculum Developer/Technical Writer	\$ 61.10	40%	\$85.54	1.00%	\$85.53
Accounting/Finance	\$ 68.90	40%	\$96.46	1.00%	\$96.45
Account Sales Executive 1	\$ -				
Account Sales Executive 2	\$ 28.60	36%	\$38.90	1.00%	\$38.89
Account Sales Executive 3	\$ 35.10	36%	\$47.74	1.00%	\$47.73
Accountant 1	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Accountant 2	\$ 39.00	36%	\$53.04	1.00%	\$53.03
Accountant 3	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Accounting Assistant 1	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Accounting Assistant 2	\$ 26.00	36%	\$35.36	1.00%	\$35.35
Accounting Assistant 3	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Accounting Clerk 1	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Accounting Clerk 2	\$ 24.70	36%	\$33.59	1.00%	\$33.58
Accounting Clerk 3	\$ 29.90	36%	\$40.66	1.00%	\$40.65
Accounting Representative 1	\$ 36.40	36%	\$49.50	1.00%	\$49.49
Accounting Representative 2	\$ 31.20	36%	\$42.43	1.00%	\$42.42
Accounting Representative 3	\$ 36.40	36%	\$49.50	1.00%	\$49.49
Accounting Specialist 1	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Accounting Specialist 2	\$ 39.00	36%	\$53.04	1.00%	\$53.03
Accounting Specialist 3	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Accounts Payable Clerk 1	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Accounts Payable Clerk 2	\$ 27.30	36%	\$37.13	1.00%	\$37.12
Accounts Payable Clerk 3	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Accounts Payable Lead 1	\$ 39.00	36%	\$53.04	1.00%	\$53.03
Accounts Payable Lead 2	\$ 35.10	36%	\$47.74	1.00%	\$47.73
Accounts Payable Lead 3	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Accounts Receivable Clerk 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Accounts Receivable Clerk 2	\$ 26.00	36%	\$35.36	1.00%	\$35.35
Accounts Receivable Clerk 3	\$ 31.20	36%	\$42.43	1.00%	\$42.42
Accounts Receivable Lead 1	\$ 36.40	36%	\$49.50	1.00%	\$49.49
Accounts Receivable Lead 2	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Accounts Receivable Lead 3	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Audit Representative 1	\$ 45.50	36%	\$61.88	1.00%	\$61.87

Audit Representative 2	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Audit Representative 3	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Collections Lead 1	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Controller 1	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Controller 2	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Controller 3	\$ 78.00	36%	\$106.08	1.00%	\$106.07
Collections Lead 2	\$ 88.40	36%	\$120.22	1.00%	\$120.21
Collections Lead 3	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Collections Specialist 1	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Collections Specialist 2	\$ 37.70	36%	\$51.27	1.00%	\$51.26
Collections Specialist 3	\$ 44.20	36%	\$60.11	1.00%	\$60.10
E-Commerce Specialist 1	\$ 52.00	36%	\$70.72	1.00%	\$70.71
E-Commerce Specialist 2	\$ 58.50	36%	\$79.56	1.00%	\$79.55
E-Commerce Specialist 3	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Financial PM 1	\$ 75.40	36%	\$102.54	1.00%	\$102.53
Financial PM 2	\$ 71.50	36%	\$97.24	1.00%	\$97.23
Financial PM 3	\$ 84.50	36%	\$114.92	1.00%	\$114.91
Financial Reporting Representative 1	\$ 98.80	36%	\$134.37	1.00%	\$134.36
Financial Reporting Representative 2	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Financial Reporting Representative 3	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Invoice Reconciler 1	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Invoice Reconciler 2	\$ 27.30	36%	\$37.13	1.00%	\$37.12
Invoice Reconciler 3	\$ 33.80	36%	\$45.97	1.00%	\$45.96
Payroll Administrator 1	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Payroll Administrator 2	\$ 37.70	36%	\$51.27	1.00%	\$51.26
Payroll Administrator 3	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Payroll Clerk 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Payroll Clerk 2	\$ 28.60	36%	\$38.90	1.00%	\$38.89
Payroll Clerk 3	\$ 35.10	36%	\$47.74	1.00%	\$47.73
Staff Accountant 1	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Staff Accountant 2	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Staff Accountant 3	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Staff Accountant SR	\$ 78.00	36%	\$106.08	1.00%	\$106.07
Administrative/Marketing	\$ 84.50	36%	\$114.92	1.00%	\$114.91
Administrative Analyst 1	\$ -				
Administrative Analyst 2	\$ 37.70	36%	\$51.27	1.00%	\$51.26
Administrative Analyst 3	\$ 44.20	36%	\$60.11	1.00%	\$60.10
Administrative Asst 1	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Administrative Asst 2	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Administrative Asst 3	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Badge Coordinator 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Badge Coordinator 2	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Badge Coordinator 3	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Bindery Assistant 1	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Bindery Assistant 2	\$ 26.00	36%	\$35.36	1.00%	\$35.35
Bindery Assistant 3	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Business and Process Reporting Analyst 1	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Business and Process Reporting Analyst 2	\$ 54.60	36%	\$74.26	1.00%	\$74.25
Business and Process Reporting Analyst 3	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Communication Desk Assistant	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Communication Desk Assistant 2	\$ 31.20	36%	\$42.43	1.00%	\$42.42
Communication Desk Assistant 3	\$ 37.70	36%	\$51.27	1.00%	\$51.26
Construction Administrative 1	\$ 44.20	36%	\$60.11	1.00%	\$60.10
Construction Administrative 2	\$ 36.40	36%	\$49.50	1.00%	\$49.49
Construction Administrative 3	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Construction Analyst 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Construction Analyst 2	\$ 46.80	36%	\$63.65	1.00%	\$63.64

Construction Analyst 3	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Construction Contract Analyst 1	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Construction Contract Analyst 2	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Construction Contract Analyst 3	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Contract Coordinator 1	\$ 75.40	36%	\$102.54	1.00%	\$102.53
Contract Coordinator 2	\$ 48.10	36%	\$65.42	1.00%	\$65.41
Contract Coordinator 3	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Contracts Administrator 1	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Contracts Administrator 2	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Contracts Administrator 3	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Cross Bore Coordinator 1	\$ 54.60	36%	\$74.26	1.00%	\$74.25
Cross Bore Coordinator 2	\$ 33.80	36%	\$45.97	1.00%	\$45.96
Cross Bore Coordinator 3	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Cross Bore Program Analyst 1	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Cross Bore Program Analyst 2	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Cross Bore Program Analyst 3	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Cross Bore Project Coordinator 1	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Cross Bore Project Coordinator 2	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Cross Bore Project Coordinator 3	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Data Entry Clerk 1	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Data Entry Clerk 2	\$ 24.70	36%	\$33.59	1.00%	\$33.58
Data Entry Clerk 3	\$ 29.90	36%	\$40.66	1.00%	\$40.65
Disability Admin Support 1	\$ 35.10	36%	\$47.74	1.00%	\$47.73
Disability Admin Support 2	\$ 28.60	36%	\$38.90	1.00%	\$38.89
Disability Admin Support 3	\$ 35.10	36%	\$47.74	1.00%	\$47.73
DM Special Projects 1	\$ 41.60	36%	\$56.58	1.00%	\$56.57
DM Special Projects 2	\$ 32.50	36%	\$44.20	1.00%	\$44.19
DM Special Projects 3	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Document Control Analyst 1	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Document Control Analyst 2	\$ 28.60	36%	\$38.90	1.00%	\$38.89
Document Control Analyst 3	\$ 35.10	36%	\$47.74	1.00%	\$47.73
Document Control Tech Aide	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Documentation Specialist 1	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Documentation Specialist 2	\$ 27.30	36%	\$37.13	1.00%	\$37.12
Documentation Specialist 3	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Event Planner 1	\$ 39.00	36%	\$53.04	1.00%	\$53.03
Event Planner 2	\$ 33.80	36%	\$45.97	1.00%	\$45.96
Event Planner 3	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Executive Assistant 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Executive Assistant 2	\$ 33.80	36%	\$45.97	1.00%	\$45.96
Executive Assistant 3	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Field Office Specialist 1	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Field Office Specialist 2	\$ 37.70	36%	\$51.27	1.00%	\$51.26
Field Office Specialist 3	\$ 42.90	36%	\$58.34	1.00%	\$58.33
File Clerk 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
File Clerk 2	\$ 22.10	36%	\$30.06	1.00%	\$30.05
File Clerk 3	\$ 28.60	36%	\$38.90	1.00%	\$38.89
Front Desk Coordinator 1	\$ 33.80	36%	\$45.97	1.00%	\$45.96
Front Desk Coordinator 2	\$ 23.40	36%	\$31.82	1.00%	\$31.81
Front Desk Coordinator 3	\$ 28.60	36%	\$38.90	1.00%	\$38.89
General Office Clerk 1	\$ 33.80	36%	\$45.97	1.00%	\$45.96
General Office Clerk 2	\$ 20.80	36%	\$28.29	1.00%	\$28.28
General Office Clerk 3	\$ 27.30	36%	\$37.13	1.00%	\$37.12
Mail Processor 1	\$ 33.80	36%	\$45.97	1.00%	\$45.96
Mail Processor 2	\$ 20.80	36%	\$28.29	1.00%	\$28.28
Mail Processor 3	\$ 26.00	36%	\$35.36	1.00%	\$35.35
Organizational Specialist 1	\$ 31.20	36%	\$42.43	1.00%	\$42.42
Organizational Specialist 2	\$ 42.90	36%	\$58.34	1.00%	\$58.33

Organizational Specialist 3	\$ 50.70	36%	\$68.95	1.00%	\$68.94
PE Tech Aide 1	\$ 58.50	36%	\$79.56	1.00%	\$79.55
PE Tech Aide 2	\$ 44.20	36%	\$60.11	1.00%	\$60.10
PE Tech Aide 3	\$ 50.70	36%	\$68.95	1.00%	\$68.94
PMO Support Analyst 2	\$ 57.20	36%	\$77.79	1.00%	\$77.78
PMO Support Analyst 3	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Project Administrative Consultant 1	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Project Administrative Consultant 2	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Project Administrative Consultant 3	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Reporting Analyst1	\$ 72.80	36%	\$99.01	1.00%	\$99.00
Reporting Analyst2	\$ 54.60	36%	\$74.26	1.00%	\$74.25
Reporting Analyst3	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Requisition & Project Analyst 1	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Requisition & Project Analyst 2	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Requisition & Project Analyst 3	\$ 59.80	36%	\$81.33	1.00%	\$81.32
SIPS Specialist1	\$ 67.60	36%	\$91.94	1.00%	\$91.93
SIPS Specialist2	\$ 45.50	36%	\$61.88	1.00%	\$61.87
SIPS Specialist3	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Supplemental Staffing Analyst 1	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Supplemental Staffing Analyst 2	\$ 35.10	36%	\$47.74	1.00%	\$47.73
Supplemental Staffing Analyst 3	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Supplemental Staffing Support Specialist 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Supplemental Staffing Support Specialist 2	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Supplemental Staffing Support Specialist 3	\$ 39.00	36%	\$53.04	1.00%	\$53.03
Tech Aide 1	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Tech Aide 2	\$ 33.80	36%	\$45.97	1.00%	\$45.96
Tech Aide 3	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Tech Training Aide 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Technical Skills Instructor - Electrical/Instrumentation	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Technical Skills Instructor - Electrical/Instrumentation2	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Technical Skills Instructor - Electrical/Instrumentation3	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Technical Skills Instructor - Mechanical1	\$ 61.10	36%	\$83.10	1.00%	\$83.09
Technical Skills Instructor - Mechanical2	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Technical Skills Instructor - Mechanical3	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Technical Skills Instructor - Welding1	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Technical Skills Instructor - Welding2	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Technical Skills Instructor - Welding3	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Technical Writer 1	\$ 54.60	36%	\$74.26	1.00%	\$74.25
Technical Writer 2	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Technical Writer 3	\$ 61.10	36%	\$83.10	1.00%	\$83.09
Wholesale Contract Analyst1	\$ 71.50	36%	\$97.24	1.00%	\$97.23
Wholesale Contract Analyst2	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Wholesale Contract Analyst3	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Graphic Designer 1	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Graphic Designer 2	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Graphic Designer 3	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Marketing Communications Specialist	\$ 72.80	36%	\$99.01	1.00%	\$99.00
Marketing Specialist 1	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Model Builder	\$ 55.90	36%	\$76.02	1.00%	\$76.01
New Business Construction Consultant	\$ 68.90	36%	\$93.70	1.00%	\$93.69
New Business Consultant	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Web Designer 1 (Advertising)	\$ 72.80	36%	\$99.01	1.00%	\$99.00
Web Designer 2 (Advertising)	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Web Designer 3 (Advertising)	\$ 72.80	36%	\$99.01	1.00%	\$99.00
Graphic Designer	\$ 79.30	36%	\$107.85	1.00%	\$107.84
Web Designer (Advertising)	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Industrial/Commercial	\$ 68.90	36%	\$93.70	1.00%	\$93.69

Assistant Storekeeper 1	\$ -				
Assistant Storekeeper 2	\$ 31.20	40%	\$43.68	1.00%	\$43.67
Assistant Storekeeper 3	\$ 37.70	40%	\$52.78	1.00%	\$52.77
Boiler Inspector 1	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Boiler Inspector 2	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Boiler Inspector 3	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Chemical Technician 1	\$ 62.40	40%	\$87.36	1.00%	\$87.35
Chemical Technician 2	\$ 46.80	40%	\$65.52	1.00%	\$65.51
Chemical Technician 3	\$ 53.30	40%	\$74.62	1.00%	\$74.61
Chemist 2	\$ 61.10	40%	\$85.54	1.00%	\$85.53
Chemist 3	\$ 46.80	40%	\$65.52	1.00%	\$65.51
Civil Coordinator 1	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Civil Coordinator 2	\$ 50.70	40%	\$70.98	1.00%	\$70.97
Control Specialist SR 1	\$ 57.20	40%	\$80.08	1.00%	\$80.07
Control Specialist SR 2	\$ 53.30	40%	\$74.62	1.00%	\$74.61
DCS/PLC Specialist 1	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Facilities Specialist 1	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Facilities Specialist 2	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Facilities Specialist 3	\$ 50.70	40%	\$70.98	1.00%	\$70.97
DCS/PLC Specialist 2	\$ 57.20	40%	\$80.08	1.00%	\$80.07
Field Specialist (Mechanical Focus) 1	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Field Specialist (Mechanical Focus) 2	\$ 42.90	40%	\$60.06	1.00%	\$60.05
DCS/PLC Specialist SR 1	\$ 50.70	40%	\$70.98	1.00%	\$70.97
Integrated Resource Planning Analyst 1	\$ 66.30	40%	\$92.82	1.00%	\$92.81
Maintenance Specialist	\$ 50.70	40%	\$70.98	1.00%	\$70.97
Integrated Resource Planning Analyst 2	\$ 48.10	40%	\$67.34	1.00%	\$67.33
Integrated Resource Planning Analyst 3	\$ 55.90	40%	\$78.26	1.00%	\$78.25
DCS/PLC Specialist SR 2	\$ 62.40	40%	\$87.36	1.00%	\$87.35
Electrical Specialist SR 1	\$ 72.80	40%	\$101.92	1.00%	\$101.91
NEC Maintenance Coordinator 1	\$ 58.50	40%	\$81.90	1.00%	\$81.89
NEC Maintenance Coordinator 2	\$ 52.00	40%	\$72.80	1.00%	\$72.79
NEC Maintenance Coordinator 3	\$ 57.20	40%	\$80.08	1.00%	\$80.07
Outage Coordinator 1	\$ 62.40	40%	\$87.36	1.00%	\$87.35
Outage Coordinator 2	\$ 48.10	40%	\$67.34	1.00%	\$67.33
Outage Coordinator 3	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Electrical Specialist SR 2	\$ 61.10	40%	\$85.54	1.00%	\$85.53
Field Operational Technology Cyber Security Specialist 1	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Field Operational Technology Cyber Security Specialist 2	\$ 79.30	40%	\$111.02	1.00%	\$111.01
Field Operational Technology Cyber Security Specialist SR	\$ 91.00	40%	\$127.40	1.00%	\$127.39
Field Specialist (Mechanical Focus) 3	\$ 101.40	40%	\$141.96	1.00%	\$141.95
Maintenance Specialist SR	\$ 61.10	40%	\$85.54	1.00%	\$85.53
Advanced Power Plant Operations Consultant	\$ 50.70	40%	\$70.98	1.00%	\$70.97
Air and Gas Field Specialist 1	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Air and Gas Field Specialist 2	\$ 32.50	40%	\$45.50	1.00%	\$45.49
Air and Gas Field Specialist 3	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Air and Gas Field Specialist SR	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Assistant Site Management Consultant - Admin	\$ 49.40	40%	\$69.16	1.00%	\$69.15
Assistant Site Management Consultant - Technical	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Assistant Storekeeper	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Assistant Storekeeper SR	\$ 28.60	40%	\$40.04	1.00%	\$40.03
Boiler Field Engineer SR 1	\$ 33.80	40%	\$47.32	1.00%	\$47.31
Boiler Field Engineer SR 2	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Boiler Field Specialist 1	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Boiler Field Specialist SR	\$ 35.10	40%	\$49.14	1.00%	\$49.13
Boiler Inspector	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Boiler Technician 1	\$ 48.10	40%	\$67.34	1.00%	\$67.33
Boiler Technician 2	\$ 28.60	40%	\$40.04	1.00%	\$40.03
Boiler Technician 3	\$ 33.80	40%	\$47.32	1.00%	\$47.31

Boiler Technician SR 1	\$ 40.30	40%	\$56.42	1.00%	\$56.41
Boiler Technician SR 2	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Cathodic Protection Technician 1	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Cathodic Protection Technician 2	\$ 33.80	40%	\$47.32	1.00%	\$47.31
Cathodic Protection Technician SR 1	\$ 40.30	40%	\$56.42	1.00%	\$56.41
Cathodic Protection Technician SR 2	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Cathodic Protection Technician SR 3	\$ 49.40	40%	\$69.16	1.00%	\$69.15
CBM Analyst 1	\$ 55.90	40%	\$78.26	1.00%	\$78.25
CBM Analyst SR	\$ 29.90	40%	\$41.86	1.00%	\$41.85
CBM Specialist	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Chemical FGD Engineer 1	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Chemical FGD Engineer 2	\$ 49.40	40%	\$69.16	1.00%	\$69.15
Chemical FGD Engineer SR 1	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Chemical FGD Engineer SR 2	\$ 58.50	40%	\$81.90	1.00%	\$81.89
Chemical FGD Engineer SR 3	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Chemical Systems Engineer 1	\$ 70.20	40%	\$98.28	1.00%	\$98.27
Chemical Systems Engineer 2	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Chemical Systems Engineer 3	\$ 68.90	40%	\$96.46	1.00%	\$96.45
Chemical Systems Engineer SR 1	\$ 74.10	40%	\$103.74	1.00%	\$103.73
Chemical Systems Engineer SR 2	\$ 75.40	40%	\$105.56	1.00%	\$105.55
Chemical Systems Engineer SR 3	\$ 80.60	40%	\$112.84	1.00%	\$112.83
Chemical Technician	\$ 84.50	40%	\$118.30	1.00%	\$118.29
Chemist 1	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Metering/TRU Specialist 1	\$ 32.50	40%	\$45.50	1.00%	\$45.49
Civil Coordinator 3	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Civil Field Technician 1	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Civil Field Technician 2	\$ 31.20	40%	\$43.68	1.00%	\$43.67
Civil Field Technician 3	\$ 37.70	40%	\$52.78	1.00%	\$52.77
Civil Inspector	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Civil Lead 1	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Civil Lead 2	\$ 49.40	40%	\$69.16	1.00%	\$69.15
Constructability Coordinator 1	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Constructability Coordinator 2	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Constructability Coordinator 3	\$ 41.60	40%	\$58.24	1.00%	\$58.23
Constructability Coordinator Consultant 1	\$ 49.40	40%	\$69.16	1.00%	\$69.15
Constructability Coordinator Consultant 2	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Construction Management Consultant	\$ 61.10	40%	\$85.54	1.00%	\$85.53
Construction Safety Coordinator	\$ 68.90	40%	\$96.46	1.00%	\$96.45
Construction Safety Lead	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Construction Safety Manager/Area Lead	\$ 57.20	40%	\$80.08	1.00%	\$80.07
Construction Safety Spec	\$ 66.30	40%	\$92.82	1.00%	\$92.81
Metering/TRU Specialist 2	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Craft Labor Analyst 1	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Craft Labor Analyst 2	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Craft Labor Analyst 3	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Craft Labor Analyst SR 1	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Craft Labor Analyst SR 2	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Metering/TRU Specialist SR	\$ 68.90	40%	\$96.46	1.00%	\$96.45
Electrical Coordinator 1	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Electrical Coordinator 2	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Electrical Coordinator 3	\$ 41.60	40%	\$58.24	1.00%	\$58.23
Electrical Lead 1	\$ 49.40	40%	\$69.16	1.00%	\$69.15
Electrical Lead 2	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Electrical Startup Coordinator 1	\$ 63.70	40%	\$89.18	1.00%	\$89.17
Electrical Startup Coordinator 2	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Electrical Startup Coordinator 3	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Electrical Startup Lead 1	\$ 66.30	40%	\$92.82	1.00%	\$92.81
Electrical Startup Lead 2	\$ 58.50	40%	\$81.90	1.00%	\$81.89

Environmental Specialist 1	\$ 68.90	40%	\$96.46	1.00%	\$96.45
Environmental Specialist 2	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Environmental Specialist 3	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Environmental Specialist SR	\$ 48.10	40%	\$67.34	1.00%	\$67.33
FGD Mechanical Field Engineer 1	\$ 68.90	40%	\$96.46	1.00%	\$96.45
FGD Mechanical Field Engineer 2	\$ 55.90	40%	\$78.26	1.00%	\$78.25
FGD Mechanical Field Engineer SR 1	\$ 62.40	40%	\$87.36	1.00%	\$87.35
FGD Mechanical Field Engineer SR 2	\$ 55.90	40%	\$78.26	1.00%	\$78.25
FGD Mechanical Field Engineer SR 3	\$ 61.10	40%	\$85.54	1.00%	\$85.53
FGD Mechanical Field Specialist 1	\$ 67.60	40%	\$94.64	1.00%	\$94.63
FGD Mechanical Field Specialist 2	\$ 57.20	40%	\$80.08	1.00%	\$80.07
FGD Mechanical Field Specialist SR 1	\$ 61.10	40%	\$85.54	1.00%	\$85.53
FGD Mechanical Field Specialist SR 2	\$ 52.00	40%	\$72.80	1.00%	\$72.79
FGD Mechanical Field Specialist SR 3	\$ 58.50	40%	\$81.90	1.00%	\$81.89
FGD Structural Field Specialist 1	\$ 66.30	40%	\$92.82	1.00%	\$92.81
FGD Structural Field Specialist 2	\$ 52.00	40%	\$72.80	1.00%	\$72.79
FGD Structural Field Specialist 3	\$ 57.20	40%	\$80.08	1.00%	\$80.07
FGD Structural Field Specialist SR 1	\$ 63.70	40%	\$89.18	1.00%	\$89.17
FGD Structural Field Specialist SR 2	\$ 49.40	40%	\$69.16	1.00%	\$69.15
FGD Structural Field Specialist SR 3	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Field Controls System Engineer SR	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Field Controls Systems Specialist Consultant	\$ 67.60	40%	\$94.64	1.00%	\$94.63
Field Controls Systems Specialist SR	\$ 71.50	40%	\$100.10	1.00%	\$100.09
Field Pump Specialist 1	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Field Pump Specialist 2	\$ 29.90	40%	\$41.86	1.00%	\$41.85
Field Pump Specialist 3	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Field Pump Specialist SR 1	\$ 48.10	40%	\$67.34	1.00%	\$67.33
Field Pump Specialist SR 2	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Field Pump Specialist SR 3	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Field Service Rep 1	\$ 75.40	40%	\$105.56	1.00%	\$105.55
Field Service Rep 2	\$ 29.90	40%	\$41.86	1.00%	\$41.85
Field Service Rep 3	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Field Support Analyst 1	\$ 49.40	40%	\$69.16	1.00%	\$69.15
Field Support Analyst 2	\$ 33.80	40%	\$47.32	1.00%	\$47.31
Field Support Analyst 3	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Field Technician 1	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Field Technician 2	\$ 28.60	40%	\$40.04	1.00%	\$40.03
Field Technician 3	\$ 37.70	40%	\$52.78	1.00%	\$52.77
Field Trainer 1	\$ 46.80	40%	\$65.52	1.00%	\$65.51
Field Trainer 2	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Field Trainer 3	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Field Valve Engineer 1	\$ 53.30	40%	\$74.62	1.00%	\$74.61
Field Valve Engineer Consultant	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Field Valve Engineer SR	\$ 52.00	40%	\$72.80	1.00%	\$72.79
GIS Analyst 1	\$ 62.40	40%	\$87.36	1.00%	\$87.35
GIS Analyst 2	\$ 44.20	40%	\$61.88	1.00%	\$61.87
GIS Analyst 3	\$ 52.00	40%	\$72.80	1.00%	\$72.79
GIS Tech 1	\$ 62.40	40%	\$87.36	1.00%	\$87.35
GIS Tech 2	\$ 54.60	40%	\$76.44	1.00%	\$76.43
GIS Tech 3	\$ 59.80	40%	\$83.72	1.00%	\$83.71
HRSG Field Specialist 1	\$ 67.60	40%	\$94.64	1.00%	\$94.63
HRSG Field Specialist 2	\$ 49.40	40%	\$69.16	1.00%	\$69.15
HRSG Field Specialist SR	\$ 57.20	40%	\$80.08	1.00%	\$80.07
I&C Coordinator 1	\$ 67.60	40%	\$94.64	1.00%	\$94.63
I&C Coordinator 2	\$ 42.90	40%	\$60.06	1.00%	\$60.05
I&C Coordinator 3	\$ 52.00	40%	\$72.80	1.00%	\$72.79
I&C Lead 1	\$ 66.30	40%	\$92.82	1.00%	\$92.81
I&C Lead 2	\$ 52.00	40%	\$72.80	1.00%	\$72.79

I&C Startup Tech 1	\$ 59.80	40%	\$83.72	1.00%	\$83.71
I&C Startup Tech 2	\$ 44.20	40%	\$61.88	1.00%	\$61.87
I&C Startup Tech 3	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Inspector 1	\$ 66.30	40%	\$92.82	1.00%	\$92.81
Inspector 2	\$ 32.50	40%	\$45.50	1.00%	\$45.49
Inspector 3	\$ 41.60	40%	\$58.24	1.00%	\$58.23
Inspector SR	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Maintenance Specialist 1	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Maintenance Specialist 2	\$ 32.50	40%	\$45.50	1.00%	\$45.49
Maintenance Specialist 3	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Pipeline Cathodic Protection Analyst 1	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Major Equipment Procurement/Thermal Process Engineer 1	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Major Equipment Procurement/Thermal Process Engineer 2	\$ 49.40	40%	\$69.16	1.00%	\$69.15
Major Equipment Procurement/Thermal Process Engineer SR	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Mechanical Coordinator 1	\$ 67.60	40%	\$94.64	1.00%	\$94.63
Mechanical Coordinator 2	\$ 50.70	40%	\$70.98	1.00%	\$70.97
Mechanical Coordinator 3	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Mechanical Lead 1	\$ 68.90	40%	\$96.46	1.00%	\$96.45
Mechanical Lead 2	\$ 41.60	40%	\$58.24	1.00%	\$58.23
Mechanical Lead 3	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Mechanical Startup Coordinator 1	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Mechanical Startup Coordinator 2	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Mechanical Startup Coordinator 3	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Mechanical Startup Lead 1	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Mechanical Startup Lead 2	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Metallurgy Lab Tech 1	\$ 68.90	40%	\$96.46	1.00%	\$96.45
Metallurgy Lab Tech 2	\$ 33.80	40%	\$47.32	1.00%	\$47.31
Pipeline Cathodic Protection Analyst Consultant	\$ 45.50	40%	\$63.70	1.00%	\$63.69
NDE Tech 1	\$ 55.90	40%	\$78.26	1.00%	\$78.25
NDE Tech 2	\$ 36.40	40%	\$50.96	1.00%	\$50.95
NDE Tech SR	\$ 44.20	40%	\$61.88	1.00%	\$61.87
O&M Pipeline Engineer 1	\$ 49.40	40%	\$69.16	1.00%	\$69.15
O&M Pipeline Engineer SR 1	\$ 55.90	40%	\$78.26	1.00%	\$78.25
O&M Pipeline Engineer SR 2	\$ 65.00	40%	\$91.00	1.00%	\$90.99
O&M Pipeline Engineer SR 3	\$ 75.40	40%	\$105.56	1.00%	\$105.55
Operations Planning Engineer	\$ 85.80	40%	\$120.12	1.00%	\$120.11
Particulate Control Consultant	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Particulate Control Specialist 1	\$ 68.90	40%	\$96.46	1.00%	\$96.45
Particulate Control Specialist 2	\$ 29.90	40%	\$41.86	1.00%	\$41.85
Particulate Control Specialist 3	\$ 37.70	40%	\$52.78	1.00%	\$52.77
Particulate Control Specialist SR 1	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Particulate Control Specialist SR 2	\$ 46.80	40%	\$65.52	1.00%	\$65.51
Pipeline Cathodic Protection Analyst SR 1	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Pipeline Cathodic Protection Analyst SR 2	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Pipeline Cathodic Protection Analyst SR 3	\$ 57.20	40%	\$80.08	1.00%	\$80.07
Pipeline Coordinator 1	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Pipeline Coordinator SR 1	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Pipeline Coordinator SR 2	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Pipeline Coordinator SR 3	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Plant Historian Engineer 1	\$ 68.90	40%	\$96.46	1.00%	\$96.45
Plant Historian Engineer 2	\$ 40.30	40%	\$56.42	1.00%	\$56.41
Plant Services Tech 1	\$ 48.10	40%	\$67.34	1.00%	\$67.33
Plant Services Tech 2	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Plant Services Tech SR	\$ 46.80	40%	\$65.52	1.00%	\$65.51
Power Plant Process Engineer 1	\$ 57.20	40%	\$80.08	1.00%	\$80.07
Power Plant Process Engineer 2	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Power Plant Process Engineer Consultant	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Power Plant Process Engineer SR 1	\$ 68.90	40%	\$96.46	1.00%	\$96.45

Power Plant Process Engineer SR 2	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Power Plant Process Engineer SR 3	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Plant Historian Engineer 3	\$ 41.60	40%	\$58.24	1.00%	\$58.23
Project Quality Lead 1	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Project Quality Lead 2	\$ 50.70	40%	\$70.98	1.00%	\$70.97
Project Quality Support 1 - Ele	\$ 61.10	40%	\$85.54	1.00%	\$85.53
Project Quality Support 2 - Ele	\$ 32.50	40%	\$45.50	1.00%	\$45.49
Project Quality Support 3 - Ele	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Project Quality Support 1 - Mech/Civil	\$ 53.30	40%	\$74.62	1.00%	\$74.61
Project Quality Support 2 - Mech/Civil	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Project Quality Support 3 - Mech/Civil	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Quality Coordinator (AWS/CWI) 1	\$ 74.10	40%	\$103.74	1.00%	\$103.73
Quality Coordinator (AWS/CWI) 2	\$ 41.60	40%	\$58.24	1.00%	\$58.23
Quality Coordinator (AWS/CWI) 3	\$ 49.40	40%	\$69.16	1.00%	\$69.15
Quality Coordinator 1	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Quality Coordinator 2	\$ 41.60	40%	\$58.24	1.00%	\$58.23
Quality Coordinator 3	\$ 48.10	40%	\$67.34	1.00%	\$67.33
Quality Inspector 1	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Quality Inspector 2	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Quality Inspector 3	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Quality Lead (AWS/CWI) 1	\$ 61.10	40%	\$85.54	1.00%	\$85.53
Quality Lead (AWS/CWI) 2	\$ 62.40	40%	\$87.36	1.00%	\$87.35
Quality Lead 1	\$ 75.40	40%	\$105.56	1.00%	\$105.55
Quality Lead 2	\$ 80.60	40%	\$112.84	1.00%	\$112.83
Renewables Civil Coordinator 1	\$ 83.20	40%	\$116.48	1.00%	\$116.47
Renewables Civil Coordinator 2	\$ 32.50	40%	\$45.50	1.00%	\$45.49
Renewables Electrical Coordinator 1	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Renewables Electrical Coordinator 2	\$ 32.50	40%	\$45.50	1.00%	\$45.49
Renewables Mechanical Coordinator 1	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Renewables Mechanical Coordinator 2	\$ 33.80	40%	\$47.32	1.00%	\$47.31
Renewables Site Lead	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Rotodynamic Engineer 1	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Rotodynamic Engineer 2	\$ 44.20	40%	\$61.88	1.00%	\$61.87
Rotodynamic Engineer SR	\$ 53.30	40%	\$74.62	1.00%	\$74.61
Safety Specialist Support Representative	\$ 67.60	40%	\$94.64	1.00%	\$94.63
Staffing Safety Specialist	\$ 39.00	40%	\$54.60	1.00%	\$54.59
SCR Engineer 1	\$ 48.10	40%	\$67.34	1.00%	\$67.33
SCR Engineer 2	\$ 65.00	40%	\$91.00	1.00%	\$90.99
SCR Engineer SR 1	\$ 72.80	40%	\$101.92	1.00%	\$101.91
SCR Engineer SR 2	\$ 84.50	40%	\$118.30	1.00%	\$118.29
SCR Engineer SR 3	\$ 96.20	40%	\$134.68	1.00%	\$134.67
Simulation Engineer 1	\$ 101.40	40%	\$141.96	1.00%	\$141.95
Simulation Engineer 2	\$ 52.00	40%	\$72.80	1.00%	\$72.79
Simulation Engineer 3	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Substation Quality Inspector 1	\$ 72.80	40%	\$101.92	1.00%	\$101.91
Substation Quality Inspector 2	\$ 27.30	40%	\$38.22	1.00%	\$38.21
Substation Quality Inspector 3	\$ 36.40	40%	\$50.96	1.00%	\$50.95
Substation Specialist	\$ 46.80	40%	\$65.52	1.00%	\$65.51
Plant Historian Engineer SR	\$ 57.20	40%	\$80.08	1.00%	\$80.07
System Improvement Engineer	\$ 40.30	40%	\$56.42	1.00%	\$56.41
Tank Inspection Specialist 1	\$ 75.40	40%	\$105.56	1.00%	\$105.55
Tank Inspection Specialist Consultant	\$ 46.80	40%	\$65.52	1.00%	\$65.51
Tank Inspection Specialist SR	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Tech Field Geologist 1	\$ 55.90	40%	\$78.26	1.00%	\$78.25
Tech Field Geologist 2	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Tech Field Geologist 3	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Turbine Technician 1	\$ 66.30	40%	\$92.82	1.00%	\$92.81
Turbine Technician 2	\$ 31.20	40%	\$43.68	1.00%	\$43.67

Turbine Technician 3	\$ 37.70	40%	\$52.78	1.00%	\$52.77
Turbine Technician SR 1	\$ 49.40	40%	\$69.16	1.00%	\$69.15
Turbine Technician SR 2	\$ 59.80	40%	\$83.72	1.00%	\$83.71
Warehouse Coordinator 1	\$ 70.20	40%	\$98.28	1.00%	\$98.27
Warehouse Coordinator 2	\$ 29.90	40%	\$41.86	1.00%	\$41.85
Water and Wastewater Analyst 1	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Water and Wastewater Analyst 2	\$ 26.00	40%	\$36.40	1.00%	\$36.39
Water and Wastewater Analyst 3	\$ 32.50	40%	\$45.50	1.00%	\$45.49
Water Chemistry Specialist 1	\$ 42.90	40%	\$60.06	1.00%	\$60.05
Water Chemistry Specialist 2	\$ 33.80	40%	\$47.32	1.00%	\$47.31
Water Chemistry Specialist SR	\$ 39.00	40%	\$54.60	1.00%	\$54.59
Water Chemistry Specialist Consultant	\$ 50.70	40%	\$70.98	1.00%	\$70.97
Water/Wastewater Engineer 1	\$ 57.20	40%	\$80.08	1.00%	\$80.07
Water/Wastewater Engineer 2	\$ 32.50	40%	\$45.50	1.00%	\$45.49
Water/Wastewater Engineer 3	\$ 41.60	40%	\$58.24	1.00%	\$58.23
Water/Wastewater Engineer SR	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Water/Wastewater Engineer Consultant	\$ 72.80	40%	\$101.92	1.00%	\$101.91
Work Management and Planning Analyst 1	\$ 83.20	40%	\$116.48	1.00%	\$116.47
Work Management and Planning Analyst 2	\$ 45.50	40%	\$63.70	1.00%	\$63.69
Work Management and Planning Analyst 3	\$ 54.60	40%	\$76.44	1.00%	\$76.43
Engineering	\$ 65.00	40%	\$91.00	1.00%	\$90.99
Conceptual Design Electrical Engineer SR	\$ -				
Controls Consultant	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Controls Engineer 1	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Controls Engineer 2	\$ 54.60	36%	\$74.26	1.00%	\$74.25
Controls Engineer 3	\$ 63.70	36%	\$86.63	1.00%	\$86.62
Controls Engineer SR 1	\$ 75.40	36%	\$102.54	1.00%	\$102.53
Controls Specialist 1	\$ 71.50	36%	\$97.24	1.00%	\$97.23
Controls Specialist 2	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Controls Specialist 3	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Controls Specialist SR	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Cooling System Engineer 1	\$ 78.00	36%	\$106.08	1.00%	\$106.07
Cooling System Engineer 2	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Cooling System Engineer 3	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Cooling System Engineer Consultant	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Cooling System Engineer SR	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Design Geologist 1	\$ 72.80	36%	\$99.01	1.00%	\$99.00
Design Geologist 2	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Design Geologist 3	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Design Geologist Consultant	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Design Geologist SR 1	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Design Geologist SR 2	\$ 72.80	36%	\$99.01	1.00%	\$99.00
Designer 1	\$ 80.60	36%	\$109.62	1.00%	\$109.61
Designer 2	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Designer 3	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Designer SR	\$ 50.70	36%	\$68.95	1.00%	\$68.94
Drafter 1	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Drafter 2	\$ 36.40	36%	\$49.50	1.00%	\$49.49
Drafter 3	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Drafter SR	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Electrical Analyst 1	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Electrical Analyst 2	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Electrical Analyst 3	\$ 54.60	36%	\$74.26	1.00%	\$74.25
Electrical Analyst SR	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Electrical Designer 1	\$ 78.00	36%	\$106.08	1.00%	\$106.07
Electrical Designer 2	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Electrical Designer 3	\$ 57.20	36%	\$77.79	1.00%	\$77.78

Electrical Designer SR	\$ 71.50	36%	\$97.24	1.00%	\$97.23
Electrical Drawing Checker 1	\$ 85.80	36%	\$116.69	1.00%	\$116.68
Electrical Drawing Checker 2	\$ 37.70	36%	\$51.27	1.00%	\$51.26
Electrical Engineer 1	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Electrical Engineer 2	\$ 48.10	36%	\$65.42	1.00%	\$65.41
Electrical Engineer 3	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Electrical Engineer SR	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Electrical Field Services Engineer 1	\$ 79.30	36%	\$107.85	1.00%	\$107.84
Electrical Field Services Engineer SR 1	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Electrical Field Services Engineer SR 2	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Electrical Field Services Engineer SR 3	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Electrical Specifications Engineer 1	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Electrical Specifications Engineer 2	\$ 48.10	36%	\$65.42	1.00%	\$65.41
Electrical Specifications Engineer SR	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Electrical Studies Engineer 1	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Electrical Studies Engineer 2	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Electrical Studies Engineer SR	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Engineer 1	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Engineer 2	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Engineer 3	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Engineer SR	\$ 61.10	36%	\$83.10	1.00%	\$83.09
Engineering Assistant	\$ 71.50	36%	\$97.24	1.00%	\$97.23
Environmental Analyst	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Environmental Engineer 1	\$ 39.00	36%	\$53.04	1.00%	\$53.03
Environmental Engineer 2	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Environmental Engineer 3	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Environmental Engineer Consultant	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Environmental Engineer SR 1	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Environmental Engineer SR 2	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Environmental Systems Process Engineer 1	\$ 72.80	36%	\$99.01	1.00%	\$99.00
Environmental Systems Process Engineer Consultant	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Environmental Systems Process Engineer SR 1	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Environmental Systems Process Engineer SR 2	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Environmental Systems Process Engineer SR 3	\$ 78.00	36%	\$106.08	1.00%	\$106.07
Environmental Systems Specialist 1	\$ 87.10	36%	\$118.46	1.00%	\$118.45
Environmental Systems Specialist 2	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Environmental Systems Specialist SR	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Gas Tech Process Engineer 1	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Gas Tech Process Engineer 2	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Gas Tech Process Engineer 3	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Gas Tech Process Engineer SR 1	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Gas Tech Process Engineer SR 2	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Geologist 1	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Geologist 2	\$ 32.50	36%	\$44.20	1.00%	\$44.19
Geologist 3	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Geotechnical Engineer 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Geotechnical Engineer 2	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Geotechnical Engineer 3	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Geotechnical Engineer Consultant	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Geotechnical Engineer SR 1	\$ 54.60	36%	\$74.26	1.00%	\$74.25
Geotechnical Engineer SR 2	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Geotechnical Engineer SR 3	\$ 75.40	36%	\$102.54	1.00%	\$102.53
Ground Water Modeler 1	\$ 85.80	36%	\$116.69	1.00%	\$116.68
Ground Water Modeler 2	\$ 39.00	36%	\$53.04	1.00%	\$53.03
HVAC Designer 1	\$ 48.10	36%	\$65.42	1.00%	\$65.41
HVAC Designer SR 1	\$ 41.60	36%	\$56.58	1.00%	\$56.57
HVAC Designer SR 2	\$ 54.60	36%	\$74.26	1.00%	\$74.25
HVAC Engineer 1	\$ 66.30	36%	\$90.17	1.00%	\$90.16

HVAC Engineer SR 1	\$ 46.80	36%	\$63.65	1.00%	\$63.64
HVAC Engineer SR 2	\$ 57.20	36%	\$77.79	1.00%	\$77.78
I&C Design Specialist	\$ 67.60	36%	\$91.94	1.00%	\$91.93
I&C Designer 1	\$ 40.30	36%	\$54.81	1.00%	\$54.80
I&C Designer 2	\$ 42.90	36%	\$58.34	1.00%	\$58.33
I&C Designer 3	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Instrumentation Consultant	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Instrumentation Engineer 1	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Instrumentation Engineer 2	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Instrumentation Engineer 3	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Instrumentation Engineer SR	\$ 74.10	36%	\$100.78	1.00%	\$100.77
Line Project Support Engineer	\$ 84.50	36%	\$114.92	1.00%	\$114.91
Machinery Diagnostic Engineer 1	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Machinery Diagnostic Engineer SR 1	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Machinery Diagnostic Engineer SR 2	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Machinery Diagnostic Engineer SR 3	\$ 75.40	36%	\$102.54	1.00%	\$102.53
Materials and Equipment Analyst 1	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Materials and Equipment Analyst 2	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Materials and Equipment Analyst SR 1	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Materials and Equipment Analyst SR 2	\$ 71.50	36%	\$97.24	1.00%	\$97.23
Materials and Equipment Analyst SR 3	\$ 81.90	36%	\$111.38	1.00%	\$111.37
Materials and Equipment Engineer 1	\$ 94.90	36%	\$129.06	1.00%	\$129.05
Materials and Equipment Engineer 2	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Materials and Equipment Engineer 3	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Materials and Equipment Engineer SR 1	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Materials and Equipment Engineer SR 2	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Materials and Equipment Engineer SR 3	\$ 81.90	36%	\$111.38	1.00%	\$111.37
Materials and Equipment Expediter 1	\$ 91.00	36%	\$123.76	1.00%	\$123.75
Materials and Equipment Expediter 2	\$ 23.40	36%	\$31.82	1.00%	\$31.81
Materials and Equipment Expediter SR	\$ 29.90	36%	\$40.66	1.00%	\$40.65
Materials Engineer 1	\$ 39.00	36%	\$53.04	1.00%	\$53.03
Materials Engineer 2	\$ 50.70	36%	\$68.95	1.00%	\$68.94
Materials Engineer 3	\$ 63.70	36%	\$86.63	1.00%	\$86.62
Materials Engineer SR	\$ 78.00	36%	\$106.08	1.00%	\$106.07
Materials Specialist 1	\$ 76.70	36%	\$104.31	1.00%	\$104.30
Materials Specialist 2	\$ 37.70	36%	\$51.27	1.00%	\$51.26
Mechanical Consultant	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Mechanical Designer - 3D Equipment Modeler	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Mechanical Designer - 3D Equipment Modeler 2	\$ 45.50	36%	\$61.88	1.00%	\$61.87
Mechanical Designer - 3D Equipment Modeler SR 1	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Mechanical Designer - P&ID Developer	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Mechanical Designer - P&ID Developer SR	\$ 36.40	36%	\$49.50	1.00%	\$49.49
Mechanical Designer - Piping 1	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Mechanical Designer - Piping 2	\$ 26.00	36%	\$35.36	1.00%	\$35.35
Mechanical Designer - Piping 3	\$ 35.10	36%	\$47.74	1.00%	\$47.73
Mechanical Designer - Piping SR 1	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Mechanical Designer - Piping SR 2	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Mechanical Designer - Piping SR 3	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Mechanical Designer - Plumbing 1	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Mechanical Designer - Plumbing SR 1	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Mechanical Designer - Plumbing SR 2	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Mechanical Drawing Checker 1	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Mechanical Drawing Checker 2	\$ 41.60	36%	\$56.58	1.00%	\$56.57
Mechanical Engineer - Fire Protection 1	\$ 50.70	36%	\$68.95	1.00%	\$68.94
Mechanical Engineer - Fire Protection SR	\$ 44.20	36%	\$60.11	1.00%	\$60.10
Mechanical Engineer 1	\$ 50.70	36%	\$68.95	1.00%	\$68.94
Mechanical Engineer 2	\$ 37.70	36%	\$51.27	1.00%	\$51.26
Mechanical Engineer 3	\$ 41.60	36%	\$56.58	1.00%	\$56.57

Mechanical Engineer Aide 1	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Mechanical Engineer Aide 2	\$ 44.20	36%	\$60.11	1.00%	\$60.10
Mechanical Engineer Aide SR	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Mechanical Engineer SR 1	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Mechanical Engineer SR 2	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Mechanical Engineer SR 3	\$ 63.70	36%	\$86.63	1.00%	\$86.62
Performance Monitoring Engineer SR 1	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Performance Monitoring Engineer SR 2	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Performance/Reliability Engineer 2	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Performance/Reliability Engineer SR	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Power Electronics Engineer Consultant	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Principle Engineer	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Project Development Specialist/Engineer	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Project Manager	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Protective Relaying Engineer 1	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Protective Relaying Engineer 2	\$ 29.90	36%	\$40.66	1.00%	\$40.65
Protective Relaying Engineer SR	\$ 39.00	36%	\$53.04	1.00%	\$53.03
Sitework Consultant	\$ 46.80	36%	\$63.65	1.00%	\$63.64
Sitework Designer 1	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Sitework Designer 2	\$ 27.30	36%	\$37.13	1.00%	\$37.12
Sitework Designer 3	\$ 36.40	36%	\$49.50	1.00%	\$49.49
Sitework Designer Consultant	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Sitework Designer SR 1	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Sitework Designer SR 2	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Sitework Designer SR 3	\$ 63.70	36%	\$86.63	1.00%	\$86.62
Sitework Engineer 1	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Sitework Engineer 2	\$ 52.00	36%	\$70.72	1.00%	\$70.71
Sitework Engineer 3	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Sitework Engineer SR 1	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Sitework Engineer SR 2	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Sitework Engineer SR 3	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Sitework Survey Designer 1	\$ 74.10	36%	\$100.78	1.00%	\$100.77
Sitework Survey Designer 2	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Sitework Survey Designer 3	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Sitework Survey Designer Consultant	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Special Projects Engineer	\$ 55.90	36%	\$76.02	1.00%	\$76.01
SR Structural Designer 1	\$ 45.50	36%	\$61.88	1.00%	\$61.87
SR Structural Designer 2	\$ 40.30	36%	\$54.81	1.00%	\$54.80
SR Structural Designer 3	\$ 46.80	36%	\$63.65	1.00%	\$63.64
SR Structural Engineer 1	\$ 58.50	36%	\$79.56	1.00%	\$79.55
SR Structural Engineer 2	\$ 49.40	36%	\$67.18	1.00%	\$67.17
SR Structural Engineer 3	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Station Battery Engineer SR 1	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Station Battery Engineer SR 2	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Station Battery Engineer SR 3	\$ 59.80	36%	\$81.33	1.00%	\$81.32
Stress/High Energy Piping Engineer 1	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Stress/High Energy Piping Engineer 2	\$ 63.70	36%	\$86.63	1.00%	\$86.62
Stress/High Energy Piping Engineer Consultant	\$ 71.50	36%	\$97.24	1.00%	\$97.23
Stress/High Energy Piping Engineer SR	\$ 78.00	36%	\$106.08	1.00%	\$106.07
Structural Consultant 1	\$ 80.60	36%	\$109.62	1.00%	\$109.61
Structural Consultant 2	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Structural Consultant 3	\$ 72.80	36%	\$99.01	1.00%	\$99.00
Structural Designer 1	\$ 79.30	36%	\$107.85	1.00%	\$107.84
Structural Designer 2	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Structural Designer 3	\$ 71.50	36%	\$97.24	1.00%	\$97.23
Structural Engineer 1	\$ 78.00	36%	\$106.08	1.00%	\$106.07
Structural Engineer 2	\$ 48.10	36%	\$65.42	1.00%	\$65.41
Structural Engineer 3	\$ 54.60	36%	\$74.26	1.00%	\$74.25

Structural Fabrication Drawing Checker 1	\$ 62.40	36%	\$84.86	1.00%	\$84.85
Structural Fabrication Drawing Checker 2	\$ 61.10	36%	\$83.10	1.00%	\$83.09
Test Engineer P&C 1	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Test Engineer SR	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Line Design Engineer 1	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Line Design Engineer 2	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Line Design Engineer 3	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Line Design Engineer SR	\$ 74.10	36%	\$100.78	1.00%	\$100.77
Line Design Designer 1	\$ 78.00	36%	\$106.08	1.00%	\$106.07
Line Design Designer 2	\$ 65.00	36%	\$88.40	1.00%	\$88.39
Line Design Designer 3	\$ 68.90	36%	\$93.70	1.00%	\$93.69
Line Design Designer SR	\$ 74.10	36%	\$100.78	1.00%	\$100.77
Substation Control Design Engineer 1	\$ 76.70	36%	\$104.31	1.00%	\$104.30
Substation Control Design Engineer 2	\$ 42.90	36%	\$58.34	1.00%	\$58.33
Substation Control Design Engineer 3	\$ 48.10	36%	\$65.42	1.00%	\$65.41
Substation Control Design Engineer SR	\$ 54.60	36%	\$74.26	1.00%	\$74.25
Substation Control Design Engineer Consultant	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Substation Control Designer 1	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Substation Control Designer 2	\$ 39.00	36%	\$53.04	1.00%	\$53.03
Substation Control Designer 3	\$ 44.20	36%	\$60.11	1.00%	\$60.10
Substation Control Designer SR	\$ 50.70	36%	\$68.95	1.00%	\$68.94
Substation Control Designer Consultant	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Substation Physical Design Engineer 1	\$ 57.20	36%	\$77.79	1.00%	\$77.78
Substation Physical Design Engineer 2	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Substation Physical Design Engineer 3	\$ 58.50	36%	\$79.56	1.00%	\$79.55
Substation Physical Design Engineer SR	\$ 61.10	36%	\$83.10	1.00%	\$83.09
Substation Physical Design Engineer Consultant	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Substation Physical Designer 1	\$ 70.20	36%	\$95.47	1.00%	\$95.46
Substation Physical Designer 2	\$ 50.70	36%	\$68.95	1.00%	\$68.94
Substation Physical Designer 3	\$ 53.30	36%	\$72.49	1.00%	\$72.48
Substation Physical Designer SR	\$ 61.10	36%	\$83.10	1.00%	\$83.09
Substation Physical Designer Consultant	\$ 66.30	36%	\$90.17	1.00%	\$90.16
Protection & Control Applications Engineer 1	\$ 36.40	36%	\$49.50	1.00%	\$49.49
Protection & Control Applications Engineer 2	\$ 40.30	36%	\$54.81	1.00%	\$54.80
Protection & Control Applications Engineer 3	\$ 49.40	36%	\$67.18	1.00%	\$67.17
Protection & Control Applications Engineer SR	\$ 55.90	36%	\$76.02	1.00%	\$76.01
Protection & Control Applications Engineer Consultant	\$ 61.10	36%	\$83.10	1.00%	\$83.09
Information Technology	\$ 67.60	36%	\$91.94	1.00%	\$91.93
Agile Coach 1	\$0				
Agile Coach 2	\$72	36%	\$97.24	1.00%	\$97.23
Agile Coach 3	\$78	36%	\$106.08	1.00%	\$106.07
Agile Coach 4	\$86	36%	\$116.69	1.00%	\$116.68
Application Developer 1	\$99	36%	\$134.37	1.00%	\$134.36
Application Developer 2	\$65	36%	\$88.40	1.00%	\$88.39
Application Developer 3	\$70	36%	\$95.47	1.00%	\$95.46
Application Developer 4	\$88	36%	\$120.22	1.00%	\$120.21
Application Support Analyst 1	\$98	36%	\$132.60	1.00%	\$132.59
Application Support Analyst 2	\$52	36%	\$70.72	1.00%	\$70.71
Application Support Analyst 3	\$59	36%	\$79.56	1.00%	\$79.55
Application Support Analyst 4	\$70	36%	\$95.47	1.00%	\$95.46
Automation Architect 1	\$82	36%	\$111.38	1.00%	\$111.37
Automation Architect 2	\$87	36%	\$118.46	1.00%	\$118.45
Automation Architect 3	\$98	36%	\$132.60	1.00%	\$132.59
Automation Architect 4	\$108	36%	\$146.74	1.00%	\$146.73
Automation Developer 1	\$117	36%	\$159.12	1.00%	\$159.11
Automation Developer 2	\$68	36%	\$91.94	1.00%	\$91.93
Automation Developer 3	\$75	36%	\$102.54	1.00%	\$102.53

Automation Developer 4	\$86	36%	\$116.69	1.00%	\$116.68
Citrix Engineer Level 1	\$98	36%	\$132.60	1.00%	\$132.59
Citrix Engineer Level 2	\$64	36%	\$86.63	1.00%	\$86.62
Citrix Engineer Level 3	\$69	36%	\$93.70	1.00%	\$93.69
Citrix Engineer Level 4	\$81	36%	\$109.62	1.00%	\$109.61
Cloud Analyst 1	\$91	36%	\$123.76	1.00%	\$123.75
Cloud Analyst 2	\$60	36%	\$81.33	1.00%	\$81.32
Cloud Analyst 3	\$68	36%	\$91.94	1.00%	\$91.93
Cloud Analyst 4	\$75	36%	\$102.54	1.00%	\$102.53
Cloud Consultant 1	\$83	36%	\$113.15	1.00%	\$113.14
Cloud Consultant 2	\$85	36%	\$114.92	1.00%	\$114.91
Cloud Consultant 3	\$91	36%	\$123.76	1.00%	\$123.75
Cloud Consultant 4	\$101	36%	\$137.90	1.00%	\$137.89
Cloud Testing Analyst 1	\$112	36%	\$152.05	1.00%	\$152.04
Cloud Testing Analyst 2	\$62	36%	\$84.86	1.00%	\$84.85
Cloud Testing Analyst 3	\$72	36%	\$97.24	1.00%	\$97.23
Cloud Testing Analyst 4	\$81	36%	\$109.62	1.00%	\$109.61
Cloud/Network Administrators 1	\$88	36%	\$120.22	1.00%	\$120.21
Cloud/Network Administrators 2	\$49	36%	\$67.18	1.00%	\$67.17
Cloud/Network Administrators 3	\$57	36%	\$77.79	1.00%	\$77.78
Cloud/Network Administrators 4	\$62	36%	\$84.86	1.00%	\$84.85
Cloud/Network Architects 1	\$74	36%	\$100.78	1.00%	\$100.77
Cloud/Network Architects 2	\$72	36%	\$97.24	1.00%	\$97.23
Cloud/Network Architects 3	\$81	36%	\$109.62	1.00%	\$109.61
Cloud/Network Architects 4	\$88	36%	\$120.22	1.00%	\$120.21
Cloud/Network Engineers 1	\$98	36%	\$132.60	1.00%	\$132.59
Cloud/Network Engineers 2	\$62	36%	\$84.86	1.00%	\$84.85
Cloud/Network Engineers 3	\$72	36%	\$97.24	1.00%	\$97.23
Cloud/Network Engineers 4	\$82	36%	\$111.38	1.00%	\$111.37
Computer Systems Analyst 1	\$94	36%	\$127.30	1.00%	\$127.29
Computer Systems Analyst 2	\$56	36%	\$76.02	1.00%	\$76.01
Computer Systems Analyst 3	\$65	36%	\$88.40	1.00%	\$88.39
Computer Systems Analyst 4	\$70	36%	\$95.47	1.00%	\$95.46
Content Developer 1	\$78	36%	\$106.08	1.00%	\$106.07
Content Developer 2	\$46	36%	\$61.88	1.00%	\$61.87
Content Developer 3	\$53	36%	\$72.49	1.00%	\$72.48
Content Developer 4	\$62	36%	\$84.86	1.00%	\$84.85
Content Strategist 1	\$74	36%	\$100.78	1.00%	\$100.77
Content Strategist 2	\$57	36%	\$77.79	1.00%	\$77.78
Content Strategist 3	\$65	36%	\$88.40	1.00%	\$88.39
Content Strategist 4	\$73	36%	\$99.01	1.00%	\$99.00
Data Administrators 1	\$83	36%	\$113.15	1.00%	\$113.14
Data Administrators 2	\$49	36%	\$67.18	1.00%	\$67.17
Data Administrators 3	\$57	36%	\$77.79	1.00%	\$77.78
Data Administrators 4	\$66	36%	\$90.17	1.00%	\$90.16
Data Analyst 1	\$78	36%	\$106.08	1.00%	\$106.07
Data Analyst 2	\$52	36%	\$70.72	1.00%	\$70.71
Data Analyst 3	\$59	36%	\$79.56	1.00%	\$79.55
Data Analyst 4	\$68	36%	\$91.94	1.00%	\$91.93
Data Analytics Analyst 1	\$78	36%	\$106.08	1.00%	\$106.07
Data Analytics Analyst 2	\$57	36%	\$77.79	1.00%	\$77.78
Data Analytics Analyst 3	\$65	36%	\$88.40	1.00%	\$88.39
Data Analytics Analyst 4	\$73	36%	\$99.01	1.00%	\$99.00
Data Analytics Engineer 1	\$83	36%	\$113.15	1.00%	\$113.14
Data Analytics Engineer 2	\$73	36%	\$99.01	1.00%	\$99.00
Data Analytics Engineer 3	\$83	36%	\$113.15	1.00%	\$113.14
Data Analytics Engineer 4	\$94	36%	\$127.30	1.00%	\$127.29
Data Architect 1	\$104	36%	\$141.44	1.00%	\$141.43

Data Architect 2	\$68	36%	\$91.94	1.00%	\$91.93
Data Architect 3	\$77	36%	\$104.31	1.00%	\$104.30
Data Architect 4	\$88	36%	\$120.22	1.00%	\$120.21
Data Curation Engineer 1	\$101	36%	\$137.90	1.00%	\$137.89
Data Curation Engineer 2	\$42	36%	\$56.58	1.00%	\$56.57
Data Curation Engineer 3	\$49	36%	\$67.18	1.00%	\$67.17
Data Curation Engineer 4	\$61	36%	\$83.10	1.00%	\$83.09
Data Developers 1	\$73	36%	\$99.01	1.00%	\$99.00
Data Developers 2	\$68	36%	\$91.94	1.00%	\$91.93
Data Developers 3	\$75	36%	\$102.54	1.00%	\$102.53
Data Developers 4	\$86	36%	\$116.69	1.00%	\$116.68
Data Engineer 1	\$96	36%	\$130.83	1.00%	\$130.82
Data Engineer 2	\$81	36%	\$109.62	1.00%	\$109.61
Data Engineer 3	\$88	36%	\$120.22	1.00%	\$120.21
Data Engineer 4	\$98	36%	\$132.60	1.00%	\$132.59
Data Management Specialist 1	\$109	36%	\$148.51	1.00%	\$148.50
Data Management Specialist 2	\$44	36%	\$60.11	1.00%	\$60.10
Data Management Specialist 3	\$56	36%	\$76.02	1.00%	\$76.01
Data Management Specialist 4	\$68	36%	\$91.94	1.00%	\$91.93
Data Scientist 1	\$78	36%	\$106.08	1.00%	\$106.07
Data Scientist 2	\$72	36%	\$97.24	1.00%	\$97.23
Data Scientist 3	\$83	36%	\$113.15	1.00%	\$113.14
Data Scientist 4	\$91	36%	\$123.76	1.00%	\$123.75
Data Visualization Engineer 1	\$99	36%	\$134.37	1.00%	\$134.36
Data Visualization Engineer 2	\$72	36%	\$97.24	1.00%	\$97.23
Data Visualization Engineer 3	\$78	36%	\$106.08	1.00%	\$106.07
Data Visualization Engineer 4	\$92	36%	\$125.53	1.00%	\$125.52
Database Administrator 1	\$98	36%	\$132.60	1.00%	\$132.59
Database Administrator 2	\$59	36%	\$79.56	1.00%	\$79.55
Database Administrator 3	\$65	36%	\$88.40	1.00%	\$88.39
Database Administrator 4	\$85	36%	\$114.92	1.00%	\$114.91
Datacenter & Hardware Admin 1	\$94	36%	\$127.30	1.00%	\$127.29
Datacenter & Hardware Admin 2	\$39	36%	\$53.04	1.00%	\$53.03
Datacenter & Hardware Admin 3	\$42	36%	\$56.58	1.00%	\$56.57
Datacenter & Hardware Admin 4	\$52	36%	\$70.72	1.00%	\$70.71
Desktop Support Analysts 1	\$59	36%	\$79.56	1.00%	\$79.55
Desktop Support Analysts 2	\$33	36%	\$44.20	1.00%	\$44.19
Desktop Support Analysts 3	\$39	36%	\$53.04	1.00%	\$53.03
Desktop Support Analysts 4	\$46	36%	\$61.88	1.00%	\$61.87
DevOps Engineer 1	\$52	36%	\$70.72	1.00%	\$70.71
DevOps Engineer 2	\$65	36%	\$88.40	1.00%	\$88.39
DevOps Engineer 3	\$72	36%	\$97.24	1.00%	\$97.23
DevOps Engineer 4	\$78	36%	\$106.08	1.00%	\$106.07
Digital Designer 1	\$85	36%	\$114.92	1.00%	\$114.91
Digital Designer 2	\$42	36%	\$56.58	1.00%	\$56.57
Digital Designer 3	\$48	36%	\$65.42	1.00%	\$65.41
Digital Designer 4	\$59	36%	\$79.56	1.00%	\$79.55
Digital Development 1	\$74	36%	\$100.78	1.00%	\$100.77
Digital Development 2	\$40	36%	\$54.81	1.00%	\$54.80
Digital Development 3	\$47	36%	\$63.65	1.00%	\$63.64
Digital Development 4	\$56	36%	\$76.02	1.00%	\$76.01
Digital Engineer 1	\$68	36%	\$91.94	1.00%	\$91.93
Digital Engineer 2	\$52	36%	\$70.72	1.00%	\$70.71
Digital Engineer 3	\$59	36%	\$79.56	1.00%	\$79.55
Digital Engineer 4	\$72	36%	\$97.24	1.00%	\$97.23
Digital Engineer Consultant 1	\$81	36%	\$109.62	1.00%	\$109.61
Digital Engineer Consultant 2	\$52	36%	\$70.72	1.00%	\$70.71
Digital Engineer Consultant 3	\$59	36%	\$79.56	1.00%	\$79.55

Digital Engineer Consultant 4	\$72	36%	\$97.24	1.00%	\$97.23
Digital Strategy 1	\$81	36%	\$109.62	1.00%	\$109.61
Digital Strategy 2	\$46	36%	\$61.88	1.00%	\$61.87
Digital Strategy 3	\$52	36%	\$70.72	1.00%	\$70.71
Digital Strategy 4	\$59	36%	\$79.56	1.00%	\$79.55
Digital Tech Admin 1	\$68	36%	\$91.94	1.00%	\$91.93
Digital Tech Admin 2	\$33	36%	\$44.20	1.00%	\$44.19
Digital Tech Admin 3	\$39	36%	\$53.04	1.00%	\$53.03
Digital Tech Admin 4	\$46	36%	\$61.88	1.00%	\$61.87
Digital Tech Analyst 1	\$52	36%	\$70.72	1.00%	\$70.71
Digital Tech Analyst 2	\$46	36%	\$61.88	1.00%	\$61.87
Digital Tech Analyst 3	\$52	36%	\$70.72	1.00%	\$70.71
Digital Tech Analyst 4	\$59	36%	\$79.56	1.00%	\$79.55
Digital Tech Analyst Consultant 1	\$68	36%	\$91.94	1.00%	\$91.93
Digital Tech Analyst Consultant 2	\$48	36%	\$65.42	1.00%	\$65.41
Digital Tech Analyst Consultant 3	\$57	36%	\$77.79	1.00%	\$77.78
Digital Tech Analyst Consultant 4	\$64	36%	\$86.63	1.00%	\$86.62
Enterprise Application Architect 1	\$72	36%	\$97.24	1.00%	\$97.23
Enterprise Application Architect 2	\$75	36%	\$102.54	1.00%	\$102.53
Enterprise Application Architect 3	\$86	36%	\$116.69	1.00%	\$116.68
Enterprise Application Architect 4	\$95	36%	\$129.06	1.00%	\$129.05
Excel VBA 1	\$104	36%	\$141.44	1.00%	\$141.43
Excel VBA 2	\$46	36%	\$61.88	1.00%	\$61.87
Excel VBA 3	\$52	36%	\$70.72	1.00%	\$70.71
Excel VBA 4	\$65	36%	\$88.40	1.00%	\$88.39
Financial Analyst 1 (IT)	\$72	36%	\$97.24	1.00%	\$97.23
Financial Analyst 2 (IT)	\$48	36%	\$65.42	1.00%	\$65.41
Financial Analyst 3 (IT)	\$57	36%	\$77.79	1.00%	\$77.78
Financial Analyst 4 (IT)	\$66	36%	\$90.17	1.00%	\$90.16
Front End Web Developer 1	\$78	36%	\$106.08	1.00%	\$106.07
Front End Web Developer 2	\$62	36%	\$84.86	1.00%	\$84.85
Front End Web Developer 3	\$72	36%	\$97.24	1.00%	\$97.23
Front End Web Developer 4	\$82	36%	\$111.38	1.00%	\$111.37
Full Stack Application Developer 1	\$94	36%	\$127.30	1.00%	\$127.29
Full Stack Application Developer 2	\$72	36%	\$97.24	1.00%	\$97.23
Full Stack Application Developer 3	\$78	36%	\$106.08	1.00%	\$106.07
Full Stack Application Developer 4	\$88	36%	\$120.22	1.00%	\$120.21
Help Desk/Service Desk 1	\$96	36%	\$130.83	1.00%	\$130.82
Help Desk/Service Desk 2	\$33	36%	\$44.20	1.00%	\$44.19
Help Desk/Service Desk 3	\$39	36%	\$53.04	1.00%	\$53.03
Help Desk/Service Desk 4	\$46	36%	\$61.88	1.00%	\$61.87
Info Systems Analyst 1	\$52	36%	\$70.72	1.00%	\$70.71
Info Systems Analyst 2	\$59	36%	\$79.56	1.00%	\$79.55
Info Systems Analyst 3	\$65	36%	\$88.40	1.00%	\$88.39
Info Systems Analyst 4	\$78	36%	\$106.08	1.00%	\$106.07
Infrastructure Architect 1	\$85	36%	\$114.92	1.00%	\$114.91
Infrastructure Architect 2	\$83	36%	\$113.15	1.00%	\$113.14
Infrastructure Architect 3	\$94	36%	\$127.30	1.00%	\$127.29
Infrastructure Architect 4	\$104	36%	\$141.44	1.00%	\$141.43
Integration Ops Architect 1	\$111	36%	\$150.28	1.00%	\$150.27
Integration Ops Architect 2	\$77	36%	\$104.31	1.00%	\$104.30
Integration Ops Architect 3	\$83	36%	\$113.15	1.00%	\$113.14
Integration Ops Architect 4	\$90	36%	\$121.99	1.00%	\$121.98
Integration Ops Specialist 1	\$98	36%	\$132.60	1.00%	\$132.59
Integration Ops Specialist 2	\$52	36%	\$70.72	1.00%	\$70.71
Integration Ops Specialist 3	\$59	36%	\$79.56	1.00%	\$79.55
Integration Ops Specialist 4	\$78	36%	\$106.08	1.00%	\$106.07
IT Business Analyst 1	\$85	36%	\$114.92	1.00%	\$114.91

IT Business Analyst 2	\$64	36%	\$86.63	1.00%	\$86.62
IT Business Analyst 3	\$72	36%	\$97.24	1.00%	\$97.23
IT Business Analyst 4	\$79	36%	\$107.85	1.00%	\$107.84
IT Operations Support 1	\$90	36%	\$121.99	1.00%	\$121.98
IT Operations Support 2	\$42	36%	\$56.58	1.00%	\$56.57
IT Operations Support 3	\$48	36%	\$65.42	1.00%	\$65.41
IT Operations Support 4	\$56	36%	\$76.02	1.00%	\$76.01
IT Program Manager 1	\$62	36%	\$84.86	1.00%	\$84.85
IT Program Manager 2	\$74	36%	\$100.78	1.00%	\$100.77
IT Program Manager 3	\$83	36%	\$113.15	1.00%	\$113.14
IT Program Manager 4	\$91	36%	\$123.76	1.00%	\$123.75
IT Project Coordinator 1	\$98	36%	\$132.60	1.00%	\$132.59
IT Project Coordinator 2	\$49	36%	\$67.18	1.00%	\$67.17
IT Project Coordinator 3	\$57	36%	\$77.79	1.00%	\$77.78
IT Project Coordinator 4	\$62	36%	\$84.86	1.00%	\$84.85
IT Project Manager 1	\$70	36%	\$95.47	1.00%	\$95.46
IT Project Manager 2	\$72	36%	\$97.24	1.00%	\$97.23
IT Project Manager 3	\$78	36%	\$106.08	1.00%	\$106.07
IT Project Manager 4	\$83	36%	\$113.15	1.00%	\$113.14
IT Support 1	\$91	36%	\$123.76	1.00%	\$123.75
IT Support 2	\$26	36%	\$35.36	1.00%	\$35.35
IT Support 3	\$31	36%	\$42.43	1.00%	\$42.42
IT Support 4	\$35	36%	\$47.74	1.00%	\$47.73
Machine Learning Engineer 1	\$42	36%	\$56.58	1.00%	\$56.57
Machine Learning Engineer 2	\$73	36%	\$99.01	1.00%	\$99.00
Machine Learning Engineer 3	\$83	36%	\$113.15	1.00%	\$113.14
Machine Learning Engineer 4	\$90	36%	\$121.99	1.00%	\$121.98
Maximo Spatial Developer 1	\$98	36%	\$132.60	1.00%	\$132.59
Maximo Spatial Developer 2	\$57	36%	\$77.79	1.00%	\$77.78
Maximo Spatial Developer 3	\$74	36%	\$100.78	1.00%	\$100.77
Maximo Spatial Developer 4	\$83	36%	\$113.15	1.00%	\$113.14
Mobile App Developer 1	\$91	36%	\$123.76	1.00%	\$123.75
Mobile App Developer 2	\$70	36%	\$95.47	1.00%	\$95.46
Mobile App Developer 3	\$82	36%	\$111.38	1.00%	\$111.37
Mobile App Developer 4	\$91	36%	\$123.76	1.00%	\$123.75
Mobile Computing Support Technician 1	\$98	36%	\$132.60	1.00%	\$132.59
Mobile Computing Support Technician 2	\$31	36%	\$42.43	1.00%	\$42.42
Mobile Computing Support Technician 3	\$36	36%	\$49.50	1.00%	\$49.49
Mobile Computing Support Technician 4	\$40	36%	\$54.81	1.00%	\$54.80
Network / Systems Engineer 1	\$46	36%	\$61.88	1.00%	\$61.87
Network / Systems Engineer 2	\$52	36%	\$70.72	1.00%	\$70.71
Network / Systems Engineer 3	\$56	36%	\$76.02	1.00%	\$76.01
Network / Systems Engineer 4	\$61	36%	\$83.10	1.00%	\$83.09
Network Administrator 1	\$70	36%	\$95.47	1.00%	\$95.46
Network Administrator 2	\$52	36%	\$70.72	1.00%	\$70.71
Network Administrator 3	\$61	36%	\$83.10	1.00%	\$83.09
Network Administrator 4	\$69	36%	\$93.70	1.00%	\$93.69
Network Engineer 1	\$78	36%	\$106.08	1.00%	\$106.07
Network Engineer 2	\$70	36%	\$95.47	1.00%	\$95.46
Network Engineer 3	\$75	36%	\$102.54	1.00%	\$102.53
Network Engineer 4	\$85	36%	\$114.92	1.00%	\$114.91
Network Security Administrator 1	\$90	36%	\$121.99	1.00%	\$121.98
Network Security Administrator 2	\$66	36%	\$90.17	1.00%	\$90.16
Network Security Administrator 3	\$74	36%	\$100.78	1.00%	\$100.77
Network Security Administrator 4	\$83	36%	\$113.15	1.00%	\$113.14
Network Security Analyst 1	\$91	36%	\$123.76	1.00%	\$123.75
Network Security Analyst 2	\$60	36%	\$81.33	1.00%	\$81.32
Network Security Analyst 3	\$66	36%	\$90.17	1.00%	\$90.16

Network Security Analyst 4	\$75	36%	\$102.54	1.00%	\$102.53
Observability Engineer 1	\$85	36%	\$114.92	1.00%	\$114.91
Observability Engineer 2	\$56	36%	\$76.02	1.00%	\$76.01
Observability Engineer 3	\$60	36%	\$81.33	1.00%	\$81.32
Observability Engineer 4	\$64	36%	\$86.63	1.00%	\$86.62
Operational Technology Cyber Security Analyst 1	\$72	36%	\$97.24	1.00%	\$97.23
Operational Technology Cyber Security Analyst 2	\$60	36%	\$81.33	1.00%	\$81.32
Operational Technology Cyber Security Analyst 3	\$69	36%	\$93.70	1.00%	\$93.69
Operational Technology Cyber Security Analyst 4	\$78	36%	\$106.08	1.00%	\$106.07
Organizational Change Management Consultant 1	\$85	36%	\$114.92	1.00%	\$114.91
Organizational Change Management Consultant 2	\$72	36%	\$97.24	1.00%	\$97.23
Organizational Change Management Consultant 3	\$75	36%	\$102.54	1.00%	\$102.53
Organizational Change Management Consultant 4	\$82	36%	\$111.38	1.00%	\$111.37
Performance and Reliability Software Programmer 1	\$90	36%	\$121.99	1.00%	\$121.98
Performance and Reliability Software Programmer 2	\$60	36%	\$81.33	1.00%	\$81.32
Performance and Reliability Software Programmer 3	\$70	36%	\$95.47	1.00%	\$95.46
Performance and Reliability Software Programmer 4	\$81	36%	\$109.62	1.00%	\$109.61
PICT Database Manager 1	\$91	36%	\$123.76	1.00%	\$123.75
PICT Database Manager 2	\$40	36%	\$54.81	1.00%	\$54.80
PICT Database Manager 3	\$47	36%	\$63.65	1.00%	\$63.64
PICT Database Manager 4	\$56	36%	\$76.02	1.00%	\$76.01
Platform Engineer 1	\$61	36%	\$83.10	1.00%	\$83.09
Platform Engineer 2	\$60	36%	\$81.33	1.00%	\$81.32
Platform Engineer 3	\$64	36%	\$86.63	1.00%	\$86.62
Platform Engineer 4	\$70	36%	\$95.47	1.00%	\$95.46
Product Owner 1	\$78	36%	\$106.08	1.00%	\$106.07
Product Owner 2	\$65	36%	\$88.40	1.00%	\$88.39
Product Owner 3	\$73	36%	\$99.01	1.00%	\$99.00
Product Owner 4	\$79	36%	\$107.85	1.00%	\$107.84
Product Specific Technologist 1	\$87	36%	\$118.46	1.00%	\$118.45
Product Specific Technologist 2	\$56	36%	\$76.02	1.00%	\$76.01
Product Specific Technologist 3	\$62	36%	\$84.86	1.00%	\$84.85
Product Specific Technologist 4	\$70	36%	\$95.47	1.00%	\$95.46
Program Analysts 1	\$78	36%	\$106.08	1.00%	\$106.07
Program Analysts 2	\$47	36%	\$63.65	1.00%	\$63.64
Program Analysts 3	\$57	36%	\$77.79	1.00%	\$77.78
Program Analysts 4	\$62	36%	\$84.86	1.00%	\$84.85
Protection and Control Application 1	\$70	36%	\$95.47	1.00%	\$95.46
Protection and Control Application 2	\$38	36%	\$51.27	1.00%	\$51.26
Protection and Control Application 3	\$44	36%	\$60.11	1.00%	\$60.10
Protection and Control Application 4	\$51	36%	\$68.95	1.00%	\$68.94
QA Analyst 1	\$60	36%	\$81.33	1.00%	\$81.32
QA Analyst 2	\$62	36%	\$84.86	1.00%	\$84.85
QA Analyst 3	\$70	36%	\$95.47	1.00%	\$95.46
QA Analyst 4	\$74	36%	\$100.78	1.00%	\$100.77
QA Engineer 1	\$81	36%	\$109.62	1.00%	\$109.61
QA Engineer 2	\$73	36%	\$99.01	1.00%	\$99.00
QA Engineer 3	\$81	36%	\$109.62	1.00%	\$109.61
QA Engineer 4	\$88	36%	\$120.22	1.00%	\$120.21
Quality Assurance Engineer 1	\$95	36%	\$129.06	1.00%	\$129.05
Quality Assurance Engineer 2	\$74	36%	\$100.78	1.00%	\$100.77
Quality Assurance Engineer 3	\$83	36%	\$113.15	1.00%	\$113.14
Quality Assurance Engineer 4	\$91	36%	\$123.76	1.00%	\$123.75
Release Manager 1	\$98	36%	\$132.60	1.00%	\$132.59
Release Manager 2	\$77	36%	\$104.31	1.00%	\$104.30
Release Manager 3	\$85	36%	\$114.92	1.00%	\$114.91
Release Manager 4	\$92	36%	\$125.53	1.00%	\$125.52
Release Train Engineer (RTE) 1	\$99	36%	\$134.37	1.00%	\$134.36

Release Train Engineer (RTE) 2	\$70	36%	\$95.47	1.00%	\$95.46
Release Train Engineer (RTE) 3	\$79	36%	\$107.85	1.00%	\$107.84
Release Train Engineer (RTE) 4	\$87	36%	\$118.46	1.00%	\$118.45
RPA Developer 1	\$98	36%	\$132.60	1.00%	\$132.59
RPA Developer 2	\$61	36%	\$83.10	1.00%	\$83.09
RPA Developer 3	\$70	36%	\$95.47	1.00%	\$95.46
RPA Developer 4	\$78	36%	\$106.08	1.00%	\$106.07
Safety Technology Administrator 1	\$86	36%	\$116.69	1.00%	\$116.68
Safety Technology Administrator 2	\$61	36%	\$83.10	1.00%	\$83.09
Safety Technology Administrator 3	\$68	36%	\$91.94	1.00%	\$91.93
Safety Technology Administrator 4	\$74	36%	\$100.78	1.00%	\$100.77
Scrum Master 1	\$81	36%	\$109.62	1.00%	\$109.61
Scrum Master 2	\$78	36%	\$106.08	1.00%	\$106.07
Scrum Master 3	\$85	36%	\$114.92	1.00%	\$114.91
Scrum Master 4	\$91	36%	\$123.76	1.00%	\$123.75
Search Engine Optimization/ Search Engine Marketing 1	\$100	36%	\$136.14	1.00%	\$136.13
Search Engine Optimization/ Search Engine Marketing 2	\$55	36%	\$74.26	1.00%	\$74.25
Search Engine Optimization/ Search Engine Marketing 3	\$60	36%	\$81.33	1.00%	\$81.32
Search Engine Optimization/ Search Engine Marketing 4	\$65	36%	\$88.40	1.00%	\$88.39
Security Analyst 1	\$70	36%	\$95.47	1.00%	\$95.46
Security Analyst 2	\$70	36%	\$95.47	1.00%	\$95.46
Security Analyst 3	\$75	36%	\$102.54	1.00%	\$102.53
Security Analyst 4	\$81	36%	\$109.62	1.00%	\$109.61
Security Architect 1	\$87	36%	\$118.46	1.00%	\$118.45
Security Architect 2	\$78	36%	\$106.08	1.00%	\$106.07
Security Architect 3	\$87	36%	\$118.46	1.00%	\$118.45
Security Architect 4	\$95	36%	\$129.06	1.00%	\$129.05
Security Engineer Level 1	\$104	36%	\$141.44	1.00%	\$141.43
Security Engineer Level 2	\$79	36%	\$107.85	1.00%	\$107.84
Security Engineer Level 3	\$85	36%	\$114.92	1.00%	\$114.91
Security Engineer Level 4	\$88	36%	\$120.22	1.00%	\$120.21
Site Reliability Engineer 1	\$98	36%	\$132.60	1.00%	\$132.59
Site Reliability Engineer 2	\$70	36%	\$95.47	1.00%	\$95.46
Site Reliability Engineer 3	\$78	36%	\$106.08	1.00%	\$106.07
Site Reliability Engineer 4	\$83	36%	\$113.15	1.00%	\$113.14
Software Architects 1	\$88	36%	\$120.22	1.00%	\$120.21
Software Architects 2	\$78	36%	\$106.08	1.00%	\$106.07
Software Architects 3	\$87	36%	\$118.46	1.00%	\$118.45
Software Architects 4	\$94	36%	\$127.30	1.00%	\$127.29
Software Developer 1	\$101	36%	\$137.90	1.00%	\$137.89
Software Developer 2	\$78	36%	\$106.08	1.00%	\$106.07
Software Developer 3	\$85	36%	\$114.92	1.00%	\$114.91
Software Developer 4	\$90	36%	\$121.99	1.00%	\$121.98
Software Engineer 1	\$92	36%	\$125.53	1.00%	\$125.52
Software Engineer 2	\$72	36%	\$97.24	1.00%	\$97.23
Software Engineer 3	\$78	36%	\$106.08	1.00%	\$106.07
Software Engineer 4	\$83	36%	\$113.15	1.00%	\$113.14
Solution Architect 1	\$91	36%	\$123.76	1.00%	\$123.75
Solution Architect 2	\$79	36%	\$107.85	1.00%	\$107.84
Solution Architect 3	\$85	36%	\$114.92	1.00%	\$114.91
Solution Architect 4	\$91	36%	\$123.76	1.00%	\$123.75
Supplier Account Manager 1	\$101	36%	\$137.90	1.00%	\$137.89
Supplier Account Manager 2	\$59	36%	\$79.56	1.00%	\$79.55
Supplier Account Manager 3	\$68	36%	\$91.94	1.00%	\$91.93
Supplier Account Manager 4	\$74	36%	\$100.78	1.00%	\$100.77
System Engineer 1	\$85	36%	\$114.92	1.00%	\$114.91
System Engineer 2	\$72	36%	\$97.24	1.00%	\$97.23
System Engineer 3	\$78	36%	\$106.08	1.00%	\$106.07

System Engineer 4	\$85	36%	\$114.92	1.00%	\$114.91
Systems Administrator 1	\$88	36%	\$120.22	1.00%	\$120.21
Systems Administrator 2	\$66	36%	\$90.17	1.00%	\$90.16
Systems Administrator 3	\$72	36%	\$97.24	1.00%	\$97.23
Systems Administrator 4	\$75	36%	\$102.54	1.00%	\$102.53
Systems Analyst 1	\$81	36%	\$109.62	1.00%	\$109.61
Systems Analyst 2	\$62	36%	\$84.86	1.00%	\$84.85
Systems Analyst 3	\$68	36%	\$91.94	1.00%	\$91.93
Systems Analyst 4	\$73	36%	\$99.01	1.00%	\$99.00
Technical Product Manager 1	\$77	36%	\$104.31	1.00%	\$104.30
Technical Product Manager 2	\$78	36%	\$106.08	1.00%	\$106.07
Technical Product Manager 3	\$83	36%	\$113.15	1.00%	\$113.14
Technical Product Manager 4	\$88	36%	\$120.22	1.00%	\$120.21
Technical Support Specialist 1	\$95	36%	\$129.06	1.00%	\$129.05
Technical Support Specialist 2	\$36	36%	\$49.50	1.00%	\$49.49
Technical Support Specialist 3	\$44	36%	\$60.11	1.00%	\$60.10
Technical Support Specialist 4	\$49	36%	\$67.18	1.00%	\$67.17
Technical Writer 1 (IT)	\$56	36%	\$76.02	1.00%	\$76.01
Technical Writer 2 (IT)	\$55	36%	\$74.26	1.00%	\$74.25
Technical Writer 3 (IT)	\$61	36%	\$83.10	1.00%	\$83.09
Technical Writer 4 (IT)	\$68	36%	\$91.94	1.00%	\$91.93
Technician 1 (IT)	\$75	36%	\$102.54	1.00%	\$102.53
Technician 2 (IT)	\$35	36%	\$47.74	1.00%	\$47.73
Technician 3 (IT)	\$43	36%	\$58.34	1.00%	\$58.33
Technician 4 (IT)	\$48	36%	\$65.42	1.00%	\$65.41
Technology Planning Analyst 1	\$55	36%	\$74.26	1.00%	\$74.25
Technology Planning Analyst 2	\$59	36%	\$79.56	1.00%	\$79.55
Technology Planning Analyst 3	\$66	36%	\$90.17	1.00%	\$90.16
Technology Planning Analyst 4	\$72	36%	\$97.24	1.00%	\$97.23
Threat Analyst 1	\$78	36%	\$106.08	1.00%	\$106.07
Threat Analyst 2	\$60	36%	\$81.33	1.00%	\$81.32
Threat Analyst 3	\$68	36%	\$91.94	1.00%	\$91.93
Threat Analyst 4	\$72	36%	\$97.24	1.00%	\$97.23
Unix/Systems Administrator 1	\$79	36%	\$107.85	1.00%	\$107.84
Unix/Systems Administrator 2	\$61	36%	\$83.10	1.00%	\$83.09
Unix/Systems Administrator 3	\$69	36%	\$93.70	1.00%	\$93.69
Unix/Systems Administrator 4	\$74	36%	\$100.78	1.00%	\$100.77
User Experience/User Interface Designer (UX/UI) 1	\$79	36%	\$107.85	1.00%	\$107.84
User Experience/User Interface Designer (UX/UI) 2	\$75	36%	\$102.54	1.00%	\$102.53
User Experience/User Interface Designer (UX/UI) 3	\$83	36%	\$113.15	1.00%	\$113.14
User Experience/User Interface Designer (UX/UI) 4	\$88	36%	\$120.22	1.00%	\$120.21
User Provisioning/Patch Mgmt. Coordinator 1	\$95	36%	\$129.06	1.00%	\$129.05
User Provisioning/Patch Mgmt. Coordinator 2	\$62	36%	\$84.86	1.00%	\$84.85
User Provisioning/Patch Mgmt. Coordinator 3	\$68	36%	\$91.94	1.00%	\$91.93
User Provisioning/Patch Mgmt. Coordinator 4	\$73	36%	\$99.01	1.00%	\$99.00
Vulnerability Assessment Analyst 1	\$79	36%	\$107.85	1.00%	\$107.84
Vulnerability Assessment Analyst 2	\$66	36%	\$90.17	1.00%	\$90.16
Vulnerability Assessment Analyst 3	\$73	36%	\$99.01	1.00%	\$99.00
Vulnerability Assessment Analyst 4	\$78	36%	\$106.08	1.00%	\$106.07
Web Designer 1	\$83	36%	\$113.15	1.00%	\$113.14
Web Designer 2	\$72	36%	\$97.24	1.00%	\$97.23
Web Designer 3	\$78	36%	\$106.08	1.00%	\$106.07
Web Designer 4	\$85	36%	\$114.92	1.00%	\$114.91
Web Developer 1	\$91	36%	\$123.76	1.00%	\$123.75
Web Developer 2	\$70	36%	\$95.47	1.00%	\$95.46
Web Developer 3	\$75	36%	\$102.54	1.00%	\$102.53
Web Developer 4	\$81	36%	\$109.62	1.00%	\$109.61
Product Specific Technologist	\$87	36%	\$118.46	1.00%	\$118.45

Agile Coach	\$86	36%	\$116.69	1.00%	\$116.68
Application Support Analyst	\$88	36%	\$120.22	1.00%	\$120.21
Automation Developer	\$75	36%	\$102.54	1.00%	\$102.53
Business Analyst	\$79	36%	\$107.85	1.00%	\$107.84
Computer Systems Analyst	\$83	36%	\$113.15	1.00%	\$113.14
Data Analyst	\$65	36%	\$88.40	1.00%	\$88.39
Data Analytics Engineer	\$68	36%	\$91.94	1.00%	\$91.93
Data Architect	\$83	36%	\$113.15	1.00%	\$113.14
Data Management Specialist	\$95	36%	\$129.06	1.00%	\$129.05
Data Visualization Engineer	\$73	36%	\$99.01	1.00%	\$99.00
Database Administrator	\$81	36%	\$109.62	1.00%	\$109.61
Datacenter & Hardware Admin	\$75	36%	\$102.54	1.00%	\$102.53
DevOps Engineer	\$69	36%	\$93.70	1.00%	\$93.69
Enterprise Application Architect	\$79	36%	\$107.85	1.00%	\$107.84
Front End Web Developer	\$105	36%	\$143.21	1.00%	\$143.20
Full Stack Application Developer	\$83	36%	\$113.15	1.00%	\$113.14
Infrastructure Architect	\$87	36%	\$118.46	1.00%	\$118.45
Integration Ops Specialist	\$108	36%	\$146.74	1.00%	\$146.73
IT Business Analyst	\$83	36%	\$113.15	1.00%	\$113.14
IT Operations Support	\$86	36%	\$116.69	1.00%	\$116.68
IT Program Manager	\$73	36%	\$99.01	1.00%	\$99.00
IT Project Coordinator	\$98	36%	\$132.60	1.00%	\$132.59
IT Project Manager	\$68	36%	\$91.94	1.00%	\$91.93
Mobile Computing Support Technician	\$86	36%	\$116.69	1.00%	\$116.68
Network / Systems Engineer	\$77	36%	\$104.31	1.00%	\$104.30
Network Administrator	\$70	36%	\$95.47	1.00%	\$95.46
Network Engineer	\$73	36%	\$99.01	1.00%	\$99.00
Operational Technology Cyber Security Analyst	\$79	36%	\$107.85	1.00%	\$107.84
Performance and Reliability Software Programmer	\$75	36%	\$102.54	1.00%	\$102.53
Platform Engineer	\$86	36%	\$116.69	1.00%	\$116.68
Product Owner	\$82	36%	\$111.38	1.00%	\$111.37
Protection and Control Application	\$79	36%	\$107.85	1.00%	\$107.84
RPA Developer	\$73	36%	\$99.01	1.00%	\$99.00
Safety Technology Administrator	\$70	36%	\$95.47	1.00%	\$95.46
Scrum Master	\$75	36%	\$102.54	1.00%	\$102.53
Security Analyst	\$83	36%	\$113.15	1.00%	\$113.14
Security Engineer	\$79	36%	\$107.85	1.00%	\$107.84
Site Reliability Engineer	\$91	36%	\$123.76	1.00%	\$123.75
Software Developer	\$85	36%	\$114.92	1.00%	\$114.91
Software Engineer	\$83	36%	\$113.15	1.00%	\$113.14
Solution Architect	\$90	36%	\$121.99	1.00%	\$121.98
Supplier Account Manager	\$100	36%	\$136.14	1.00%	\$136.13
System Engineer	\$77	36%	\$104.31	1.00%	\$104.30
Systems Administrator	\$86	36%	\$116.69	1.00%	\$116.68
Technical Support Specialist	\$79	36%	\$107.85	1.00%	\$107.84
Technology Planning Analyst	\$72	36%	\$97.24	1.00%	\$97.23
Threat Analyst	\$70	36%	\$95.47	1.00%	\$95.46
Unix/Systems Administrator	\$82	36%	\$111.38	1.00%	\$111.37
User Provisioning/Patch Mgmt. Coordinator	\$73	36%	\$99.01	1.00%	\$99.00
Web Designer	\$77	36%	\$104.31	1.00%	\$104.30
Web Developer	\$74	36%	\$100.78	1.00%	\$100.77
.Net Developer	\$79	36%	\$107.85	1.00%	\$107.84
911 IT Operations Manger	\$92	36%	\$125.53	1.00%	\$125.52
911 Systems Consultant	\$100	36%	\$136.14	1.00%	\$136.13
Accessibility Specialist	\$90	36%	\$121.99	1.00%	\$121.98
Administrative Analyst	\$90	36%	\$121.99	1.00%	\$121.98
Application Developer	\$82	36%	\$111.38	1.00%	\$111.37
Application Security Administrator	\$103	36%	\$139.67	1.00%	\$139.66

Applications DBA	\$100	36%	\$136.14	1.00%	\$136.13
Applications Engineer	\$99	36%	\$134.37	1.00%	\$134.36
AWS Cloud Engineer	\$103	36%	\$139.67	1.00%	\$139.66
Backend Software Developer	\$108	36%	\$146.74	1.00%	\$146.73
Backup and Recovery Engineer	\$107	36%	\$144.98	1.00%	\$144.97
Benefits Functional Lead	\$108	36%	\$146.74	1.00%	\$146.73
Broadband Network Designer	\$101	36%	\$137.90	1.00%	\$137.89
Broadband Network Lead Designer	\$101	36%	\$137.90	1.00%	\$137.89
Broadband Network Project Coordinator	\$95	36%	\$129.06	1.00%	\$129.05
Broadband Network Project Leader	\$87	36%	\$118.46	1.00%	\$118.45
Broadband Network Project Manager	\$98	36%	\$132.60	1.00%	\$132.59
Broadband Project Coordinator	\$104	36%	\$141.44	1.00%	\$141.43
Broadband Project Leader	\$68	36%	\$91.94	1.00%	\$91.93
Business Architect	\$81	36%	\$109.62	1.00%	\$109.61
Business Continuity Disaster Recovery Consultant	\$107	36%	\$144.98	1.00%	\$144.97
Business Systems Analyst	\$104	36%	\$141.44	1.00%	\$141.43
Call Center Technology Project Manager	\$103	36%	\$139.67	1.00%	\$139.66
Change Management Lead	\$90	36%	\$121.99	1.00%	\$121.98
Chief Technology Officer	\$104	36%	\$141.44	1.00%	\$141.43
CICS/COBOL Programmer	\$142	36%	\$192.71	1.00%	\$192.70
Cloud Architect	\$103	36%	\$139.67	1.00%	\$139.66
Cloud Consultant	\$104	36%	\$141.44	1.00%	\$141.43
Cloud Network Engineer	\$118	36%	\$160.89	1.00%	\$160.88
Cloud Product Manager	\$116	36%	\$157.35	1.00%	\$157.34
Cloud Project Manager	\$95	36%	\$129.06	1.00%	\$129.05
Cloud Security Architect	\$100	36%	\$136.14	1.00%	\$136.13
Cloud Services Developer	\$90	36%	\$121.99	1.00%	\$121.98
Cloud Software Engineer	\$83	36%	\$113.15	1.00%	\$113.14
Cloud System Administrator	\$78	36%	\$106.08	1.00%	\$106.07
Cloud System Engineer	\$68	36%	\$91.94	1.00%	\$91.93
Communications Business Analyst	\$78	36%	\$106.08	1.00%	\$106.07
Computer and Information Research Scientist	\$81	36%	\$109.62	1.00%	\$109.61
Computer and Information Systems Manager	\$98	36%	\$132.60	1.00%	\$132.59
Computer Deployment Specialist	\$90	36%	\$121.99	1.00%	\$121.98
Computer Network Architect	\$77	36%	\$104.31	1.00%	\$104.30
Computer Systems Manager	\$95	36%	\$129.06	1.00%	\$129.05
Configuration Manager	\$90	36%	\$121.99	1.00%	\$121.98
Consultant Business Continuity Disaster Recovery	\$88	36%	\$120.22	1.00%	\$120.21
Consultant NSX	\$96	36%	\$130.83	1.00%	\$130.82
Consultant Operations	\$104	36%	\$141.44	1.00%	\$141.43
Consulting Architect NSX	\$103	36%	\$139.67	1.00%	\$139.66
Consulting Architect SDDC	\$121	36%	\$164.42	1.00%	\$164.41
Content Manager	\$112	36%	\$152.05	1.00%	\$152.04
Contracting Improvements Project Manager	\$90	36%	\$121.99	1.00%	\$121.98
Customer Support Administrator	\$101	36%	\$137.90	1.00%	\$137.89
Customer Support Specialist	\$72	36%	\$97.24	1.00%	\$97.23
Cyber Security Consultant	\$64	36%	\$86.63	1.00%	\$86.62
Cyber Security Firewall Administrator	\$101	36%	\$137.90	1.00%	\$137.89
Cyber Security Incident Response Analyst	\$92	36%	\$125.53	1.00%	\$125.52
Cyber Security Hardware Engineer	\$96	36%	\$130.83	1.00%	\$130.82
Data Center Technician	\$91	36%	\$123.76	1.00%	\$123.75
Data Migration Architect	\$81	36%	\$109.62	1.00%	\$109.61
Data Modelers	\$109	36%	\$148.51	1.00%	\$148.50
Data Recovery Specialist	\$104	36%	\$141.44	1.00%	\$141.43
Database Analyst	\$100	36%	\$136.14	1.00%	\$136.13
Database Developer	\$85	36%	\$114.92	1.00%	\$114.91
Database Programmer	\$103	36%	\$139.67	1.00%	\$139.66
Database Programmer / Analyst	\$91	36%	\$123.76	1.00%	\$123.75

Database Warehouse Administrator	\$98	36%	\$132.60	1.00%	\$132.59
Delivery Manager	\$99	36%	\$134.37	1.00%	\$134.36
Desktop Service Manager	\$120	36%	\$162.66	1.00%	\$162.65
Desktop Support Manager	\$100	36%	\$136.14	1.00%	\$136.13
Desktop Support Specialist	\$90	36%	\$121.99	1.00%	\$121.98
Desktop Support Technician	\$75	36%	\$102.54	1.00%	\$102.53
Developer	\$73	36%	\$99.01	1.00%	\$99.00
Digital Communication Specialist / Designer	\$95	36%	\$129.06	1.00%	\$129.05
Digital Communications Designer	\$100	36%	\$136.14	1.00%	\$136.13
Digital Communications Manager	\$104	36%	\$141.44	1.00%	\$141.43
Digital Communications Specialist	\$100	36%	\$136.14	1.00%	\$136.13
Disaster Recovery Specialist	\$91	36%	\$123.76	1.00%	\$123.75
EBS OTL/Payroll Functional-Technical Senior Developer	\$107	36%	\$144.98	1.00%	\$144.97
Engagement Manager	\$108	36%	\$146.74	1.00%	\$146.73
Enterprise Architect	\$118	36%	\$160.89	1.00%	\$160.88
Enterprise Resource Planning (ERP) Architect	\$130	36%	\$176.80	1.00%	\$176.79
Enterprise Resource Planning (ERP) Developer	\$133	36%	\$180.34	1.00%	\$180.33
Enterprise Resource Planning (ERP) Functional Lead	\$111	36%	\$150.28	1.00%	\$150.27
Enterprise Resource Planning (ERP) Implementation Specialist	\$112	36%	\$152.05	1.00%	\$152.04
Enterprise Resource Planning (ERP) Technical Lead	\$105	36%	\$143.21	1.00%	\$143.20
Enterprise Solution Architect	\$116	36%	\$157.35	1.00%	\$157.34
ERP Integration Developer Consultant	\$130	36%	\$176.80	1.00%	\$176.79
Field Technician	\$108	36%	\$146.74	1.00%	\$146.73
Firewall Migration Analyst	\$91	36%	\$123.76	1.00%	\$123.75
Firewall Optimization Analyst	\$98	36%	\$132.60	1.00%	\$132.59
Front End Designer	\$104	36%	\$141.44	1.00%	\$141.43
Front End Developer	\$91	36%	\$123.76	1.00%	\$123.75
Full Stack Software Developer	\$103	36%	\$139.67	1.00%	\$139.66
GIS Analyst	\$111	36%	\$150.28	1.00%	\$150.27
GIS Analyst Technical Lead	\$100	36%	\$136.14	1.00%	\$136.13
GIS Consultant	\$103	36%	\$139.67	1.00%	\$139.66
GIS Developer	\$96	36%	\$130.83	1.00%	\$130.82
GIS Programmer	\$77	36%	\$104.31	1.00%	\$104.30
GIS Programmer Analyst	\$85	36%	\$114.92	1.00%	\$114.91
GIS Project Manager	\$87	36%	\$118.46	1.00%	\$118.45
GIS Technician	\$91	36%	\$123.76	1.00%	\$123.75
Information Assurance Engineer	\$87	36%	\$118.46	1.00%	\$118.45
Information Security Analyst	\$91	36%	\$123.76	1.00%	\$123.75
Information Security Architect	\$78	36%	\$106.08	1.00%	\$106.07
Information Security Manager	\$98	36%	\$132.60	1.00%	\$132.59
Information Security Specialist	\$104	36%	\$141.44	1.00%	\$141.43
Infrastructure Analyst	\$88	36%	\$120.22	1.00%	\$120.21
Infrastructure Manager	\$82	36%	\$111.38	1.00%	\$111.37
Instructional Designer	\$96	36%	\$130.83	1.00%	\$130.82
Integration Architect	\$94	36%	\$127.30	1.00%	\$127.29
IT Analyst	\$107	36%	\$144.98	1.00%	\$144.97
IT Change Manager	\$92	36%	\$125.53	1.00%	\$125.52
IT Coordinator	\$105	36%	\$143.21	1.00%	\$143.20
IT Director	\$85	36%	\$114.92	1.00%	\$114.91
IT Help Desk Support Technician	\$133	36%	\$180.34	1.00%	\$180.33
IT Manager	\$57	36%	\$77.79	1.00%	\$77.78
IT Operations Manager	\$103	36%	\$139.67	1.00%	\$139.66
IT Project Intake Coordinator	\$99	36%	\$134.37	1.00%	\$134.36
Lead GIS Analyst	\$98	36%	\$132.60	1.00%	\$132.59
Local Area Network (LAN) Engineer	\$81	36%	\$109.62	1.00%	\$109.61
Mainframe Systems Analyst	\$90	36%	\$121.99	1.00%	\$121.98
Management Information Systems Director	\$100	36%	\$136.14	1.00%	\$136.13
Management Information Systems Manager	\$125	36%	\$169.73	1.00%	\$169.72

Microsoft Access Developer	\$103	36%	\$139.67	1.00%	\$139.66
Microsoft Template Designer	\$100	36%	\$136.14	1.00%	\$136.13
Mobile Application Developer	\$94	36%	\$127.30	1.00%	\$127.29
MS Excel Developer	\$107	36%	\$144.98	1.00%	\$144.97
MS Power Platform Developer	\$96	36%	\$130.83	1.00%	\$130.82
MS Server Support	\$95	36%	\$129.06	1.00%	\$129.05
Multi-Factor Authentication (MFA) Support Specialists	\$87	36%	\$118.46	1.00%	\$118.45
Natural/Adabas Developer	\$90	36%	\$121.99	1.00%	\$121.98
Netback Engineer	\$99	36%	\$134.37	1.00%	\$134.36
Network Analyst	\$87	36%	\$118.46	1.00%	\$118.45
Network and Computer Systems Administrator	\$69	36%	\$93.70	1.00%	\$93.69
Network and Infrastructure Manager	\$74	36%	\$100.78	1.00%	\$100.77
Network Computer Administrator	\$101	36%	\$137.90	1.00%	\$137.89
Network Manager	\$91	36%	\$123.76	1.00%	\$123.75
Network Operations Center Engineer	\$92	36%	\$125.53	1.00%	\$125.52
Network Security Architect	\$100	36%	\$136.14	1.00%	\$136.13
Network Security Engineer	\$117	36%	\$159.12	1.00%	\$159.11
Network Systems Administrator	\$112	36%	\$152.05	1.00%	\$152.04
OnePhilly Payroll Techno-Functionals Analyst	\$96	36%	\$130.83	1.00%	\$130.82
Operations Analyst	\$95	36%	\$129.06	1.00%	\$129.05
Operations Manager	\$94	36%	\$127.30	1.00%	\$127.29
Oracle Developer-IWRAP	\$101	36%	\$137.90	1.00%	\$137.89
Project Manager Infrastructure	\$104	36%	\$141.44	1.00%	\$141.43
Quality Assurance Analyst	\$116	36%	\$157.35	1.00%	\$157.34
Quality Assurance Engineer	\$83	36%	\$113.15	1.00%	\$113.14
Quality Assurance Manager	\$90	36%	\$121.99	1.00%	\$121.98
Quality Assurance Specialist	\$99	36%	\$134.37	1.00%	\$134.36
Quality Assurance Test Engineer	\$92	36%	\$125.53	1.00%	\$125.52
Quality Assurance Tester	\$78	36%	\$106.08	1.00%	\$106.07
Quality Control Analyst	\$85	36%	\$114.92	1.00%	\$114.91
Quality Control Engineer	\$78	36%	\$106.08	1.00%	\$106.07
Quality Control Manager	\$86	36%	\$116.69	1.00%	\$116.68
Quality Control Specialist	\$92	36%	\$125.53	1.00%	\$125.52
Security Administrator	\$74	36%	\$100.78	1.00%	\$100.77
Security Consultant	\$101	36%	\$137.90	1.00%	\$137.89
Security Specialist	\$112	36%	\$152.05	1.00%	\$152.04
Security Test Engineer	\$111	36%	\$150.28	1.00%	\$150.27
Senior Consultant NSX	\$105	36%	\$143.21	1.00%	\$143.20
Service Desk Manager	\$103	36%	\$139.67	1.00%	\$139.66
Service Desk Support Specialist	\$96	36%	\$130.83	1.00%	\$130.82
Service Desk Technician	\$77	36%	\$104.31	1.00%	\$104.30
SharePoint Consultant	\$57	36%	\$77.79	1.00%	\$77.78
SharePoint Developer	\$87	36%	\$118.46	1.00%	\$118.45
Social Media Manager	\$79	36%	\$107.85	1.00%	\$107.84
Software Configuration Analyst	\$77	36%	\$104.31	1.00%	\$104.30
Software Configuration Developer	\$83	36%	\$113.15	1.00%	\$113.14
Software Configuration Engineer	\$90	36%	\$121.99	1.00%	\$121.98
Software Configuration Specialist	\$82	36%	\$111.38	1.00%	\$111.37
Software Development Manager	\$86	36%	\$116.69	1.00%	\$116.68
Software Implementation Specialist	\$103	36%	\$139.67	1.00%	\$139.66
Software QA Analyst	\$90	36%	\$121.99	1.00%	\$121.98
Software QA Engineer	\$78	36%	\$106.08	1.00%	\$106.07
Software Test Engineer	\$92	36%	\$125.53	1.00%	\$125.52
Software Training Specialist	\$90	36%	\$121.99	1.00%	\$121.98
Software/Applications Developer	\$86	36%	\$116.69	1.00%	\$116.68
Solutions Architect	\$99	36%	\$134.37	1.00%	\$134.36
Solutions Engineer	\$112	36%	\$152.05	1.00%	\$152.04
SQL Developer	\$104	36%	\$141.44	1.00%	\$141.43

SQL Server DBA	\$96	36%	\$130.83	1.00%	\$130.82
SQL Server DBA/Warehouse Specialist	\$101	36%	\$137.90	1.00%	\$137.89
Storage Area Network (SAN) Administrator	\$91	36%	\$123.76	1.00%	\$123.75
Storage Area Network (SAN) Engineer	\$95	36%	\$129.06	1.00%	\$129.05
Storage Engineer	\$78	36%	\$106.08	1.00%	\$106.07
Supply Chain ERP Business Analyst	\$77	36%	\$104.31	1.00%	\$104.30
System Administrator	\$91	36%	\$123.76	1.00%	\$123.75
System Architect	\$92	36%	\$125.53	1.00%	\$125.52
System Designer	\$103	36%	\$139.67	1.00%	\$139.66
System Engineer Exchange	\$87	36%	\$118.46	1.00%	\$118.45
Systems Analyst	\$82	36%	\$111.38	1.00%	\$111.37
Systems Engineer	\$88	36%	\$120.22	1.00%	\$120.21
Systems Engineer (Messaging)	\$82	36%	\$111.38	1.00%	\$111.37
Systems Engineer (MS O365)	\$91	36%	\$123.76	1.00%	\$123.75
Systems Engineer (Virtualization)	\$95	36%	\$129.06	1.00%	\$129.05
Systems Software Engineer	\$103	36%	\$139.67	1.00%	\$139.66
Technical Lead	\$83	36%	\$113.15	1.00%	\$113.14
Technical Liaison	\$108	36%	\$146.74	1.00%	\$146.73
Technical Operations Manager	\$82	36%	\$111.38	1.00%	\$111.37
Technical Operations Officer	\$87	36%	\$118.46	1.00%	\$118.45
Technical Support Engineer	\$83	36%	\$113.15	1.00%	\$113.14
Technical Writer / Business Analyst	\$78	36%	\$106.08	1.00%	\$106.07
Technical Writer / Business Processes and Procedures	\$82	36%	\$111.38	1.00%	\$111.37
Technology Architect	\$78	36%	\$106.08	1.00%	\$106.07
Technology Trainer	\$112	36%	\$152.05	1.00%	\$152.04
Telecommunications Specialist	\$83	36%	\$113.15	1.00%	\$113.14
Trainer	\$90	36%	\$121.99	1.00%	\$121.98
Training Coordinator	\$79	36%	\$107.85	1.00%	\$107.84
Training Coordinator/Instructional Designer	\$77	36%	\$104.31	1.00%	\$104.30
UI Architect	\$81	36%	\$109.62	1.00%	\$109.61
UI/UX Designer	\$103	36%	\$139.67	1.00%	\$139.66
UI/UX Developer	\$100	36%	\$136.14	1.00%	\$136.13
Web Administrator	\$98	36%	\$132.60	1.00%	\$132.59
Web Application Developer	\$72	36%	\$97.24	1.00%	\$97.23
Web Content Editor	\$87	36%	\$118.46	1.00%	\$118.45
Webmaster	\$73	36%	\$99.01	1.00%	\$99.00
WebMethods Consultant	\$79	36%	\$107.85	1.00%	\$107.84
WebMethods Tester	\$87	36%	\$118.46	1.00%	\$118.45
Wide Area Network (WAN) Administrator	\$82	36%	\$111.38	1.00%	\$111.37
WordPress Developer	\$86	36%	\$116.69	1.00%	\$116.68
Workday Resource Planning (ERP) Analyst	\$85	36%	\$114.92	1.00%	\$114.91
Workday Resource Planning (ERP) Architect	\$92	36%	\$125.53	1.00%	\$125.52
Workday Resource Planning (ERP) Developer	\$111	36%	\$150.28	1.00%	\$150.27
Workday Resource Planning (ERP) Functional Lead	\$85	36%	\$114.92	1.00%	\$114.91
Workday Resource Planning (ERP) Implementation Specialist	\$79	36%	\$107.85	1.00%	\$107.84
Workday Resource Planning (ERP) Technical Lead	\$83	36%	\$113.15	1.00%	\$113.14
Cybersecurity Roles	\$96	36%	\$130.83	1.00%	\$130.82
Cybersecurity Analyst	\$0				
Cybersecurity Engineer	\$81	36%	\$109.62	1.00%	\$109.61
Security Architect	\$94	36%	\$127.30	1.00%	\$127.29
Penetration Tester (Ethical Hacker)	\$100	36%	\$136.14	1.00%	\$136.13
Incident Responder	\$77	36%	\$104.31	1.00%	\$104.30
Chief Information Security Officer (CISO)	\$86	36%	\$116.69	1.00%	\$116.68
Security Software Developer	\$137	36%	\$185.64	1.00%	\$185.63
Threat Intelligence Analyst	\$94	36%	\$127.30	1.00%	\$127.29
Cybersecurity Manager	\$82	36%	\$111.38	1.00%	\$111.37
Identity and Access Management (IAM) Specialist	\$104	36%	\$141.44	1.00%	\$141.43

Compliance and Risk Analyst	\$85	36%	\$114.92	1.00%	\$114.91
Forensic Computer Analyst	\$86	36%	\$116.69	1.00%	\$116.68
Artificial Intelligence Roles	\$78	36%	\$106.08	1.00%	\$106.07
AI/ML Engineer	\$0				
AI Research Scientist	\$91	36%	\$123.76	1.00%	\$123.75
Machine Learning Specialist	\$87	36%	\$118.46	1.00%	\$118.45
Computer Vision Engineer	\$85	36%	\$114.92	1.00%	\$114.91
Natural Language Processing (NLP) Engineer	\$81	36%	\$109.62	1.00%	\$109.61
Robotics Engineer	\$78	36%	\$106.08	1.00%	\$106.07
AI Product Manager	\$77	36%	\$104.31	1.00%	\$104.30
AI Ethics Specialist	\$86	36%	\$116.69	1.00%	\$116.68
Deep Learning Engineer	\$81	36%	\$109.62	1.00%	\$109.61
AI Solutions Architect	\$88	36%	\$120.22	1.00%	\$120.21
AI Data Analyst	\$96	36%	\$130.83	1.00%	\$130.82
AI Strategist	\$74	36%	\$100.78	1.00%	\$100.77
Autonomous Systems Engineer	\$86	36%	\$116.69	1.00%	\$116.68
Procurement	\$85	36%	\$114.92	1.00%	\$114.91
Procurement Manager	\$0				
Supply Chain Manager	\$74	36%	\$100.78	1.00%	\$100.77
Purchasing Agent	\$83	36%	\$113.15	1.00%	\$113.14
Procurement Analyst	\$48	36%	\$65.42	1.00%	\$65.41
Strategic Sourcing Manager	\$57	36%	\$77.79	1.00%	\$77.78
Category Manager	\$79	36%	\$107.85	1.00%	\$107.84
Procurement Specialist	\$81	36%	\$109.62	1.00%	\$109.61
Vendor Manager	\$62	36%	\$84.86	1.00%	\$84.85
Supply Chain Analyst	\$82	36%	\$111.38	1.00%	\$111.37
Contract Manager	\$66	36%	\$90.17	1.00%	\$90.16
Legal and Compliance	\$78	36%	\$106.08	1.00%	\$106.07
Compliance Officer	\$0				
Corporate Counsel	\$70	36%	\$95.47	1.00%	\$95.46
Compliance Manager	\$88	36%	\$120.22	1.00%	\$120.21
Legal Compliance Analyst	\$86	36%	\$116.69	1.00%	\$116.68
Regulatory Affairs Specialist	\$38	36%	\$51.27	1.00%	\$51.26
Contract Administrator	\$72	36%	\$97.24	1.00%	\$97.23
Chief Compliance Officer (CCO)	\$61	36%	\$83.10	1.00%	\$83.09
Litigation Support Specialist	\$104	36%	\$141.44	1.00%	\$141.43
Nursing	\$47	36%	\$63.65	1.00%	\$63.64
Registered Nurse (RN)	\$0				
Nurse Practitioner (NP)	\$49	44%	\$71.14	1.00%	\$71.13
Critical Care Nurse	\$73	44%	\$104.83	1.00%	\$104.82
Pediatric Nurse	\$55	44%	\$78.62	1.00%	\$78.61
Nurse Educator	\$49	44%	\$71.14	1.00%	\$71.13
Home Health Nurse	\$44	44%	\$63.65	1.00%	\$63.64
Telehealth Nurse	\$46	44%	\$65.52	1.00%	\$65.51
Occupational Therapy	\$51	44%	\$73.01	1.00%	\$73.00
Occupational Therapist (OT)	\$0				
Certified Occupational Therapy Assistant (COTA)	\$52	44%	\$74.88	1.00%	\$74.87
Pediatric Occupational Therapist	\$35	44%	\$50.54	1.00%	\$50.53
Geriatric Occupational Therapist	\$52	44%	\$74.88	1.00%	\$74.87
Hand Therapist	\$52	44%	\$74.88	1.00%	\$74.87
Speech-Language Pathology	\$55	44%	\$78.62	1.00%	\$78.61
Speech-Language Pathologist (SLP)	\$0				
Pediatric Speech-Language Pathologist	\$56	44%	\$80.50	1.00%	\$80.49
School-Based Speech-Language Pathologist	\$56	44%	\$80.50	1.00%	\$80.49
Bilingual Speech-Language Pathologist	\$52	44%	\$74.88	1.00%	\$74.87
Speech-Language Pathology Assistant	\$59	44%	\$84.24	1.00%	\$84.23

Social Work	\$33	44%	\$46.80	1.00%	\$46.79
Clinical Social Worker	\$0				
School Social Worker	\$42	38%	\$57.41	1.00%	\$57.40
Medical Social Worker	\$39	38%	\$53.82	1.00%	\$53.81
Child and Family Social Worker	\$42	38%	\$57.41	1.00%	\$57.40
Mental Health Social Worker	\$39	38%	\$53.82	1.00%	\$53.81
Substance Abuse Social Worker	\$40	38%	\$55.61	1.00%	\$55.60
Pharmaceuticals	\$38	38%	\$52.03	1.00%	\$52.02
Pharmacist	\$0				
Pharmacy Technician	\$78	44%	\$112.32	1.00%	\$112.31
Clinical Pharmacist	\$27	44%	\$39.31	1.00%	\$39.30
Pharmaceutical Sales Representative	\$82	44%	\$117.94	1.00%	\$117.93
Pharmacovigilance Specialist	\$52	44%	\$74.88	1.00%	\$74.87
Dental	\$59	44%	\$84.24	1.00%	\$84.23
Dentist	\$0				
Dental Hygienist	\$104	44%	\$149.76	1.00%	\$149.75
Dental Assistant	\$52	44%	\$74.88	1.00%	\$74.87
Orthodontist	\$30	44%	\$43.06	1.00%	\$43.05
Periodontist	\$120	44%	\$173.16	1.00%	\$173.15
Endodontist	\$120	44%	\$173.16	1.00%	\$173.15
Emerging and Specialized Roles	\$120	44%	\$173.16	1.00%	\$173.15
Telehealth Coordinator	\$0				
Public Health Educator	\$42	42%	\$59.07	1.00%	\$59.06
Genetic Counselor	\$36	42%	\$51.69	1.00%	\$51.68
Infection Control Specialist	\$56	42%	\$79.38	1.00%	\$79.37
Behavioral Health Technician	\$46	42%	\$64.61	1.00%	\$64.60
Instructional Education Roles	\$27	42%	\$38.77	1.00%	\$38.76
STEM Teacher	\$0				
Online Course Instructor	\$39	42%	\$55.38	1.00%	\$55.37
ESL (English as a Second Language) Teacher	\$33	42%	\$46.15	1.00%	\$46.14
Special Education Teacher	\$34	42%	\$48.00	1.00%	\$47.99
Curriculum Developer	\$39	42%	\$55.38	1.00%	\$55.37
Instructional Coach	\$46	42%	\$64.61	1.00%	\$64.60
Early Childhood Educator	\$42	42%	\$59.07	1.00%	\$59.06
Non-Instructional Education Roles	\$25	42%	\$35.07	1.00%	\$35.06
School Counselor	\$0				
School Psychologist	\$42	44%	\$59.90	1.00%	\$59.89
Educational Interpreter	\$52	44%	\$74.88	1.00%	\$74.87
Paraprofessional (Teacher's Aide)	\$39	44%	\$56.16	1.00%	\$56.15
Custodial Staff	\$21	44%	\$29.95	1.00%	\$29.94
Food Service Worker	\$21	44%	\$29.95	1.00%	\$29.94
Special and Alternative Education Roles	\$18	44%	\$26.21	1.00%	\$26.20
Behavioral Specialist	\$0				
Alternative Education Instructor	\$34	44%	\$48.67	1.00%	\$48.66
Education Administration Roles	\$39	44%	\$56.16	1.00%	\$56.15
School Principal	\$0				
Superintendent	\$65	38%	\$89.70	1.00%	\$89.69
School Administrator	\$88	38%	\$121.10	1.00%	\$121.09
Additional Titles	\$52	38%	\$71.76	1.00%	\$71.75
Educational Consultant	\$0				
Technology Integration Specialist	\$52	40%	\$72.80	1.00%	\$72.79
Reading Specialist	\$42	40%	\$58.24	1.00%	\$58.23
Math Interventionist	\$39	40%	\$54.60	1.00%	\$54.59
School Nurse	\$39	40%	\$54.60	1.00%	\$54.59
School Librarian/Media Specialist	\$42	40%	\$58.24	1.00%	\$58.23
Career and Technical Education (CTE) Teacher	\$36	40%	\$50.96	1.00%	\$50.95

After-School Program Coordinator	\$39	40%	\$54.60	1.00%	\$54.59
Education Program Manager	\$27	40%	\$38.22	1.00%	\$38.21
Construction	\$46	40%	\$63.70	1.00%	\$63.69
Carpenter	\$0				
Bricklayer/Mason	\$34	44%	\$48.67	1.00%	\$48.66
Construction Foreman	\$39	44%	\$56.16	1.00%	\$56.15
Concrete Finisher	\$42	44%	\$59.90	1.00%	\$59.89
Roofer	\$34	44%	\$48.67	1.00%	\$48.66
Demolition Worker	\$27	44%	\$39.31	1.00%	\$39.30
Electricians	\$25	44%	\$35.57	1.00%	\$35.56
Residential Electrician	\$0				
Commercial Electrician	\$36	44%	\$52.42	1.00%	\$52.41
Industrial Electrician	\$39	44%	\$56.16	1.00%	\$56.15
Electrical Lineman	\$42	44%	\$59.90	1.00%	\$59.89
Journeyman Electrician	\$46	44%	\$65.52	1.00%	\$65.51
HVAC Technicians	\$39	44%	\$56.16	1.00%	\$56.15
HVAC Installer	\$0				
HVAC Mechanic	\$34	44%	\$48.67	1.00%	\$48.66
Refrigeration Technician	\$36	44%	\$52.42	1.00%	\$52.41
HVAC Service Manager	\$36	44%	\$52.42	1.00%	\$52.41
HVAC Controls Technician	\$42	44%	\$59.90	1.00%	\$59.89
Machinists	\$39	44%	\$56.16	1.00%	\$56.15
CNC Machinist	\$0				
CNC Programmer	\$34	44%	\$48.67	1.00%	\$48.66
Tool and Die Maker	\$51	44%	\$73.94	1.00%	\$73.93
Precision Machinist	\$36	44%	\$52.42	1.00%	\$52.41
Technicians	\$34	44%	\$48.67	1.00%	\$48.66
Maintenance Technician	\$0				
Field Service Technician	\$31	42%	\$44.30	1.00%	\$44.29
Automotive Technician	\$34	42%	\$48.00	1.00%	\$47.99
Network Technician	\$27	42%	\$38.77	1.00%	\$38.76
Biomedical Equipment Technician	\$36	42%	\$51.69	1.00%	\$51.68
Welders	\$34	42%	\$48.00	1.00%	\$47.99
Pipe Welder	\$0				
Structural Welder	\$34	44%	\$48.67	1.00%	\$48.66
Fabricator/Welder	\$31	44%	\$44.93	1.00%	\$44.92
TIG Welder	\$27	44%	\$39.31	1.00%	\$39.30
MIG Welder	\$34	44%	\$48.67	1.00%	\$48.66
Mechanics	\$31	44%	\$44.93	1.00%	\$44.92
Diesel Mechanic	\$0				
Aircraft Mechanic	\$36	42%	\$51.69	1.00%	\$51.68
Marine Mechanic	\$42	42%	\$59.07	1.00%	\$59.06
Heavy Equipment Mechanic	\$34	42%	\$48.00	1.00%	\$47.99
Industrial Machinery Mechanic	\$36	42%	\$51.69	1.00%	\$51.68
Groundskeepers	\$36	42%	\$51.69	1.00%	\$51.68
Landscape Technician	\$0				
Irrigation Specialist	\$21	38%	\$28.70	1.00%	\$28.69
Arborist	\$25	38%	\$34.09	1.00%	\$34.08
Turf Manager	\$27	38%	\$37.67	1.00%	\$37.66
Horticultural Technician	\$25	38%	\$34.09	1.00%	\$34.08
Painters	\$21	38%	\$28.70	1.00%	\$28.69
Industrial Painter	\$0				
Automotive Painter	\$31	42%	\$44.30	1.00%	\$44.29
House Painter	\$27	42%	\$38.77	1.00%	\$38.76
Commercial Painter	\$25	42%	\$35.07	1.00%	\$35.06
Decorator	\$27	42%	\$38.77	1.00%	\$38.76

Custodians	\$25	42%	\$35.07	1.00%	\$35.06
Janitorial Supervisor	\$0				
Sanitation Worker	\$25	40%	\$34.58	1.00%	\$34.57
Environmental Services Worker	\$21	40%	\$29.12	1.00%	\$29.11
Cleaning Technician	\$21	40%	\$29.12	1.00%	\$29.11
Custodial Manager	\$18	40%	\$25.48	1.00%	\$25.47
Security Guards	\$27	40%	\$38.22	1.00%	\$38.21
Security Supervisor	\$0				
Loss Prevention Officer	\$31	44%	\$44.93	1.00%	\$44.92
Surveillance Operator	\$21	44%	\$29.95	1.00%	\$29.94
Event Security Guard	\$25	44%	\$35.57	1.00%	\$35.56
Patrol Officer	\$21	44%	\$29.95	1.00%	\$29.94
Traffic Management	\$25	44%	\$35.57	1.00%	\$35.56
Traffic Control Technician	\$0				
Traffic Signal Technician	\$27	40%	\$38.22	1.00%	\$38.21
Flagger	\$31	40%	\$43.68	1.00%	\$43.67
Traffic Management Specialist	\$18	40%	\$25.48	1.00%	\$25.47
Road Safety Auditor	\$34	40%	\$47.32	1.00%	\$47.31
Executive Search	\$36	40%	\$50.96	1.00%	\$50.95
Executive Recruiter	\$0				
Talent Acquisition Specialist:	\$42	44%	\$59.90	1.00%	\$59.89
Headhunter:	\$39	44%	\$56.16	1.00%	\$56.15
Recruitment Consultant	\$46	44%	\$65.52	1.00%	\$65.51
Executive Search Consultant	\$42	44%	\$59.90	1.00%	\$59.89
Senior Executive Recruiter	\$46	44%	\$65.52	1.00%	\$65.51
Talent Acquisition Manager	\$52	44%	\$74.88	1.00%	\$74.87
Senior Search Consultant	\$59	44%	\$84.24	1.00%	\$84.23
Executive Headhunter	\$52	44%	\$74.88	1.00%	\$74.87
Recruitment Director	\$59	44%	\$84.24	1.00%	\$84.23
Clerical	\$65	44%	\$93.60	1.00%	\$93.59
Administrative Assistant	\$0				
Receptionist	\$31	36%	\$42.43	1.00%	\$42.42
Office Clerk	\$25	36%	\$33.59	1.00%	\$33.58
Data Entry Clerk	\$22	36%	\$30.06	1.00%	\$30.05
Office Coordinator	\$26	36%	\$35.36	1.00%	\$35.35
Executive Assistant	\$30	36%	\$40.66	1.00%	\$40.65
File Clerk	\$36	36%	\$49.50	1.00%	\$49.49
Office Manager	\$23	36%	\$31.82	1.00%	\$31.81
Clerical Support Specialist	\$40	36%	\$54.81	1.00%	\$54.80
Secretary	\$29	36%	\$38.90	1.00%	\$38.89
Administrative	\$31	36%	\$42.43	1.00%	\$42.42
Administrative Coordinator	\$0.000				
Executive Secretary	\$28.600	36%	\$38.90	1.00%	\$38.89
Office Administrator	\$35.100	36%	\$47.74	1.00%	\$47.73
Administrative Manager	\$29.900	36%	\$40.66	1.00%	\$40.65
Project Administrator	\$40.300	36%	\$54.81	1.00%	\$54.80
Administrative Support Specialist	\$42.900	36%	\$58.34	1.00%	\$58.33
Operations Coordinator	\$39.000	36%	\$53.04	1.00%	\$53.03
Office Support Specialist	\$33.800	36%	\$45.97	1.00%	\$45.96
Administrative Services Manager	\$27.300	36%	\$37.13	1.00%	\$37.12
	42.9	36%	\$58.34	1.00%	\$58.33

Other Staffing Solutions

Services	Fee
Direct Hire Services	15% of the candidate's annual salary
Payrolling Services or Employer of Record Services :	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