

Overview for Information Technology Contract

Prior to utilizing this contract, the user should read the contract in its entirety.

CONTRACT DESCRIPTION

This Contract shall be used for short term engagements for IT staffing resources.

The Contractor's vendor management system ("VMS"), via VectorVMS shall be used to request resources, develop requirements, monitor and approve timesheets, and run reports.

COSTARS members and public procurement units ("piggybacking") are permitted through this Contract.

Before utilizing the this Contract an agency should be familiar with and follow the policies of Article 43.4400024749

PO's issued from this contract may not have an end date that exceeds the current contract end date.

Please see the below Rate Card and Area Map/List to use when an Exception Rate Request Form is needed.

CONTRACT INFORMATION

Contract Title	IT Staff Augmentation Services
Contract Number	4400024749
Solicitation Number	6100048933
Original Validity Period	January 1, 2022 – December 31, 2023
Current Validity End Date & Renewals Remaining	December 31, 2025 (1, 1-year renewals remaining)
Point of Contact	Shawn Danner
Contact Phone Number	717-787-8085
Contact Email Address	shdanner@pa.gov
Pcard Enabled	Pcard Accepted
<input checked="" type="checkbox"/> Yes No	<input checked="" type="checkbox"/> Yes No
	MSCC
	<input checked="" type="checkbox"/> Yes No

PRICING HIGHLIGHTS

This contract utilizes fixed rate pricing by position for short term engagements with IT Staffing resources. Should an engagement extend beyond 11-months the hiring manager is encouraged to enact the 20% discount available for engagements defined as long-term. If the long-term discount rate is not utilized, a justification must be provided on the Exception Rate Request Form. Any resource for 12 months or longer including a resource renewal (even if a new consecutive PO is issued) will require the use of the Exception Rate Request Form.

PROCESS TO ORDER

When an agency has a need for an IT resource they shall, with help from the Contractor, determine the job classification and develop requirements for the position.

After the agency has finalized the position they should create a PO, using the MSCC catalog in SRM, and send the fully executed PO via email to PAITSA-Support@ostglobal.com.

The Contractor will notify their supplier network of the opportunity, screen candidates as they are submitted, and then provide the agency with qualified candidates.

The agency should interview the qualified candidates, select the best candidate for the position, and then notify the Contractor of their selection.

The Contractor will notify the selected candidate and work with the agency to setup a start date.

The selected candidate's supervisor shall review and approve a weekly time sheet, via VectorVMS ([VectorVMS Login](#)).

For detailed ordering instructions and additional information related to the ordering process, please view the [IT Staff Augmentation User Guide](#).

**PA ITSA2 Organization Chart with Agency Assignments
November 2023**

OST Team Member	Agency Assignment		
Drew Ellis Program Manager dmellis@ostglobal.com 717-639-8011			
Eric Gibson Account Manager egibson@ostglobal.com 717-825-1483	<ul style="list-style-type: none"> ➤ Conservation/Environment DC (CEDC) ➤ Dept. of Environmental Protection (DEP) ➤ Fish and Boat Commission (F&B) ➤ Office of Administration (OA) <ul style="list-style-type: none"> ○ OA-OIT ○ OA-IES ○ OA-HRC 	<ul style="list-style-type: none"> ➤ PA Game Commission (PGC) ➤ Milk Marketing Board (MMB) ➤ Department of Agriculture (PDA) ➤ Conservation and Natural Resources (DCNR) ➤ Military and Veterans Affairs (DMVA) ➤ Health Care Cost Containment (PHC4) 	
P.J. Smith Account Manager pjsmith@ostglobal.com 717-639-8642	<ul style="list-style-type: none"> ➤ Department of Transportation (PennDOT) ➤ Liquor Control Board (PLCB) ➤ Municipal Retirement System (PMRS) ➤ Dauphin County ➤ Treasury Department ➤ Office of Attorney General (OAG) ➤ PA Emergency Management Agency (PEMA) ➤ Allegheny County (ALGCTY) ➤ Department of Corrections (DOC) ➤ Public Safety DC (PSDC) ➤ Bureau of Pardons (BOP) 	<ul style="list-style-type: none"> ➤ City of Pittsburgh (PGH) ➤ Community/Economic Development (DCED) ➤ State System of Higher Education (PASSHE) ➤ University of Pittsburgh (UPITT) ➤ Public School Employees' Retirement (PSERS) ➤ State Employees' Retirement System (SERS) ➤ Health Insurance Exchange (PHIEA) ➤ Probation and Parole Board (PBPP) ➤ Commission on Crime/Delinquency (PCCD) ➤ PA State Police (PSP) 	
Gary Koppenhaver Lead Account Manager gkoppenhaver@ostglobal.com 717-639-9749	<ul style="list-style-type: none"> ➤ Human Services (DHS) ➤ Department of Health (DOH) ➤ DC Government (OCTO) 	<ul style="list-style-type: none"> ➤ Dept. of Drug and Alcohol Prevention (DDAP) ➤ Dept. of Aging (DOA) ➤ PA Turnpike (PTC) 	
Stacy Walker Account Manager swalker@ostglobal.com 202-277-6579	<ul style="list-style-type: none"> ➤ Department of Education (PDE) ➤ Department of State (DOS) ➤ Public Utility Commission (PUC) ➤ Department of Labor and Industry (L&I) ➤ Department of Revenue (DOR) 	<ul style="list-style-type: none"> ➤ Department of General Services (DGS) ➤ General Government DC (GGDC) ➤ PA Insurance Department (PID) ➤ PA Historical Museum (PHMC) 	
Matthew Marasco Support Analyst mmarasco@ostglobal.com PAITSA-Support@ostglobal.com 717-513-0112	Amy Gross Support Analyst agross@ostglobal.com PAITSA-Support@ostglobal.com 571-495-7431	Vanessa Winterrowd Support Analyst vwinterrowd@ostglobal.com PAITSA-Support@ostglobal.com 571-495-7426	



Pennsylvania ITSA

INFORMATION TECHNOLOGY STAFF AUGMENTATION

**EXCEPTION JUSTIFICATION FORM
STAFF AUGUMENTATION 4400024749**

PROGRAM OFFICE	SUPERVISOR	CURRENT PO NUMBER	HOURS ON PO

CANDIDATE	JOB TITLE	SKILL CATEGORY

NEW EXCEPTION RATE	CONTRACT CLIENT RATE	START DATE –END DATE

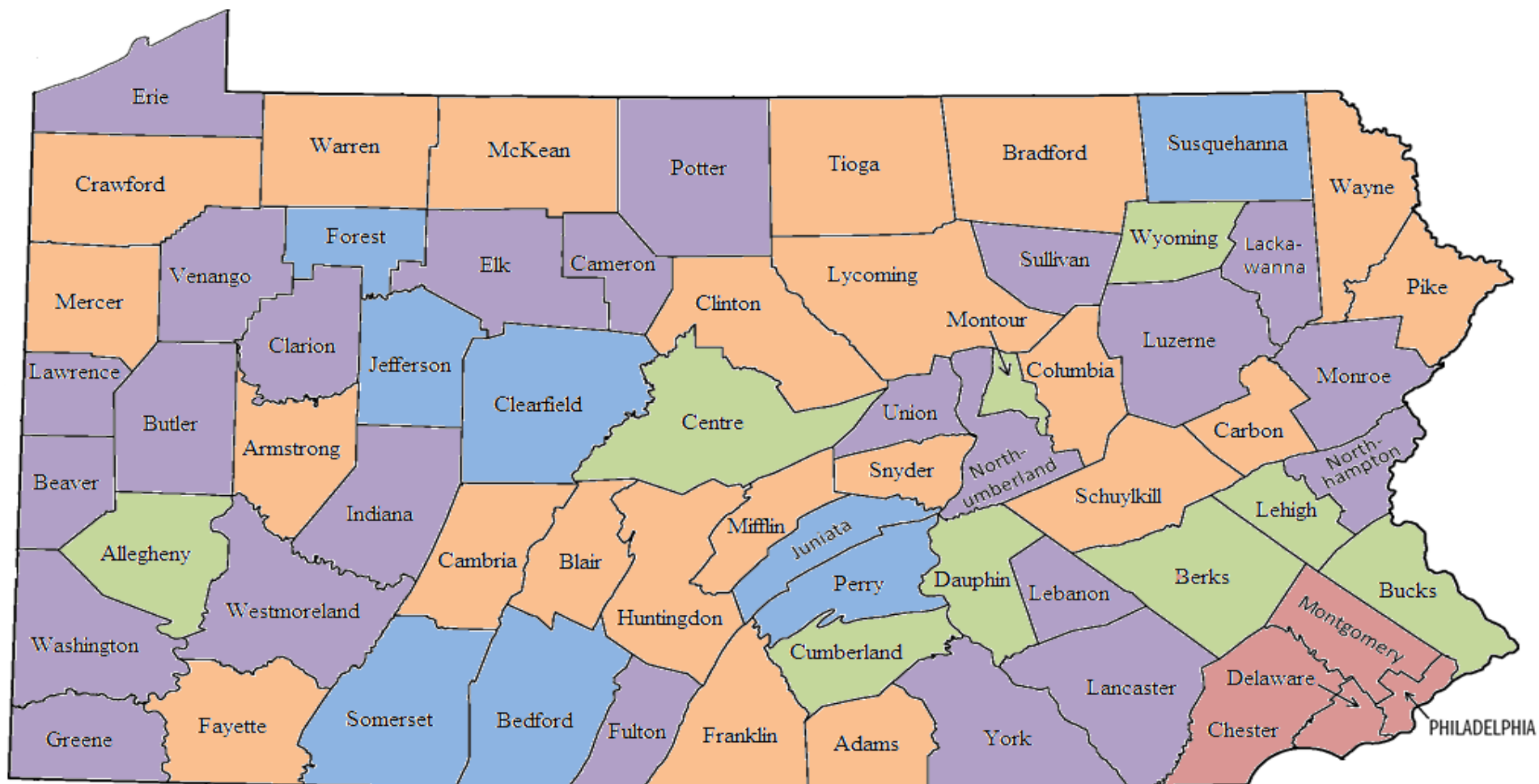
Exception Justification And/Or Justification For Not Utilizing Long-Term Rate:

DIVISION DIRECTOR’S SIGNATURE AND DATE:

CIO SIGNATURE OR AGENCY HEAD AND DATE:

Appendix C, Cost Matrix

County Map



Appendix C, Cost Matrix

County Breakdown

AREA #1	AREA #2	AREA #3	AREA #4	AREA #5
Bedford County	Adams County	Beaver County	Allegheny County	Chester County
Clearfield County	Armstrong County	Butler County	Berks County	Delaware County
Forest County	Blair County	Cameron County	Bucks County	Montgomery County
Jefferson County	Bradford County	Clarion County	Centre County	Philadelphia County
Juniata County	Cambria County	Elk County	Cumberland County	
Perry County	Carbon County	Erie County	Dauphin County	
Somerset County	Clinton County	Fulton County	Lehigh County	
Susquehanna County	Columbia County	Greene County	Montour County	
	Crawford County	Indiana County	Wyoming County	
	Fayette County	Lackawanna County		
	Franklin County	Lancaster County		
	Huntingdon County	Lawrence County		
	Lycoming County	Lebanon County		
	Mc Kean County	Luzerne County		
	Mercer County	Monroe County		
	Mifflin County	Northampton County		
	Pike County	Northumberland County		
	Schuylkill County	Potter County		
	Snyder County	Sullivan County		
	Tioga County	Union County		
	Warren County	Venango County		
	Wayne County	Washington County		
		Westmoreland County		
		York County		

Appendix C, Cost Matrix

Skill Category Matrix

Skill Level	Skills	Technology Maturity	Labor Supply	Labor Demand
Legacy	Low-Technical	Mature	High	Low
Core	Mid-Technical	Mid	Average	Average
Emerging	High-Technical	New	Low	High

Appendix C, Cost Matrix

MSP Markup

MSP Markup Percentage:	1.50%
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PA ITSA Rate Card Effective 7/1/2022

Job Title - Area 1	SHORT TERM		LONG TERM	
	Client Rate	Vendor Rate	Client Rate	Vendor Rate
Travel, Meals, Lodging & Other Expenses	\$ -		\$ -	
Exception	\$ -		\$ -	
Application Developer AD1 A1 SC1	\$ 30.97	\$ 30.51	\$ 24.78	\$ 24.41
Application Developer AD1 A1 SC2	\$ 36.91	\$ 36.36	\$ 29.53	\$ 29.09
Application Developer AD1 A1 SC3	\$ 44.00	\$ 43.35	\$ 35.20	\$ 34.68
Application Developer AD2 A1 SC1	\$ 33.72	\$ 33.22	\$ 26.98	\$ 26.58
Application Developer AD2 A1 SC2	\$ 40.18	\$ 39.59	\$ 32.14	\$ 31.67
Application Developer AD2 A1 SC3	\$ 47.91	\$ 47.20	\$ 38.33	\$ 37.76
Application Developer AD3 A1 SC1	\$ 34.28	\$ 33.77	\$ 27.42	\$ 27.01
Application Developer AD3 A1 SC2	\$ 40.85	\$ 40.25	\$ 32.68	\$ 32.20
Application Developer AD3 A1 SC3	\$ 48.70	\$ 47.98	\$ 38.96	\$ 38.38
Architect AR1 A1 SC1	\$ 61.71	\$ 60.80	\$ 49.37	\$ 48.64
Architect AR1 A1 SC2	\$ 73.56	\$ 72.47	\$ 58.85	\$ 57.98
Architect AR1 A1 SC3	\$ 87.70	\$ 86.40	\$ 70.16	\$ 69.12
Business Analyst BA1 A1 SC1	\$ 27.91	\$ 27.50	\$ 22.33	\$ 22.00
Business Analyst BA1 A1 SC2	\$ 33.26	\$ 32.77	\$ 26.61	\$ 26.22
Business Analyst BA1 A1 SC3	\$ 39.66	\$ 39.07	\$ 31.73	\$ 31.26
Business Analyst BA2 A1 SC1	\$ 29.85	\$ 29.41	\$ 23.88	\$ 23.53
Business Analyst BA2 A1 SC2	\$ 35.58	\$ 35.05	\$ 28.46	\$ 28.04
Business Analyst BA2 A1 SC3	\$ 42.41	\$ 41.78	\$ 33.93	\$ 33.43
Business Analyst BA3 A1 SC1	\$ 32.52	\$ 32.04	\$ 26.02	\$ 25.64
Business Analyst BA3 A1 SC2	\$ 38.75	\$ 38.18	\$ 31.00	\$ 30.54
Business Analyst BA3 A1 SC3	\$ 46.20	\$ 45.52	\$ 36.96	\$ 36.41
CADD/GIS Administrator CGA1 A1 SC1	\$ 30.12	\$ 29.67	\$ 24.10	\$ 23.74
CADD/GIS Administrator CGA1 A1 SC2	\$ 35.89	\$ 35.36	\$ 28.71	\$ 28.29
CADD/GIS Administrator CGA1 A1 SC3	\$ 42.79	\$ 42.16	\$ 34.23	\$ 33.72
CADD/GIS Administrator CGA2 A1 SC1	\$ 33.05	\$ 32.56	\$ 26.44	\$ 26.05
CADD/GIS Administrator CGA2 A1 SC2	\$ 39.38	\$ 38.80	\$ 31.50	\$ 31.03
CADD/GIS Administrator CGA2 A1 SC3	\$ 46.95	\$ 46.26	\$ 37.56	\$ 37.00
CADD/GIS Administrator CGA3 A1 SC1	\$ 38.04	\$ 37.48	\$ 30.43	\$ 29.98
CADD/GIS Administrator CGA3 A1 SC2	\$ 45.39	\$ 44.72	\$ 36.31	\$ 35.77
CADD/GIS Administrator CGA3 A1 SC3	\$ 54.11	\$ 53.31	\$ 43.29	\$ 42.65
Data Entry Operator DE1 A1 SC1	\$ 12.92	\$ 12.73	\$ 10.34	\$ 10.19
Data Entry Operator DE1 A1 SC2	\$ 15.41	\$ 15.18	\$ 12.33	\$ 12.15
Data Entry Operator DE1 A1 SC3	\$ 18.37	\$ 18.10	\$ 14.70	\$ 14.48
Data Entry Operator DE2 A1 SC1	\$ 14.04	\$ 13.83	\$ 11.23	\$ 11.06
Data Entry Operator DE2 A1 SC2	\$ 16.74	\$ 16.49	\$ 13.39	\$ 13.19
Data Entry Operator DE2 A1 SC3	\$ 19.94	\$ 19.65	\$ 15.95	\$ 15.71
Database Administrator DBA1 A1 SC1	\$ 39.05	\$ 38.47	\$ 31.24	\$ 30.78
Database Administrator DBA1 A1 SC2	\$ 46.55	\$ 45.86	\$ 37.24	\$ 36.69
Database Administrator DBA1 A1 SC3	\$ 55.49	\$ 54.67	\$ 44.39	\$ 43.73
Database Administrator DBA2 A1 SC1	\$ 41.15	\$ 40.54	\$ 32.92	\$ 32.43
Database Administrator DBA2 A1 SC2	\$ 49.04	\$ 48.32	\$ 39.23	\$ 38.65
Database Administrator DBA2 A1 SC3	\$ 58.47	\$ 57.61	\$ 46.78	\$ 46.09
Database Administrator DBA3 A1 SC1	\$ 45.10	\$ 44.43	\$ 36.08	\$ 35.55
Database Administrator DBA3 A1 SC2	\$ 53.74	\$ 52.95	\$ 42.99	\$ 42.35
Database Administrator DBA3 A1 SC3	\$ 64.07	\$ 63.12	\$ 51.26	\$ 50.50
Database Administrator DBA4 A1 SC1	\$ 50.02	\$ 49.28	\$ 40.02	\$ 39.43
Database Administrator DBA4 A1 SC2	\$ 59.61	\$ 58.73	\$ 47.69	\$ 46.99

Database Administrator DBA4 A1 SC3	\$ 71.07	\$ 70.02	\$ 56.86	\$ 56.02
Functional Architect FA1 A1 SC1	\$ 77.39	\$ 76.25	\$ 61.91	\$ 61.00
Functional Architect FA1 A1 SC2	\$ 92.25	\$ 90.89	\$ 73.80	\$ 72.71
Functional Architect FA1 A1 SC3	\$ 109.99	\$ 108.36	\$ 87.99	\$ 86.69
Functional Architect FA2 A1 SC1	\$ 96.76	\$ 95.33	\$ 77.41	\$ 76.27
Functional Architect FA2 A1 SC2	\$ 115.33	\$ 113.63	\$ 92.26	\$ 90.90
Functional Architect FA2 A1 SC3	\$ 137.49	\$ 135.46	\$ 109.99	\$ 108.36
Functional Architect FA3 A1 SC1	\$ 118.27	\$ 116.52	\$ 94.62	\$ 93.22
Functional Architect FA3 A1 SC2	\$ 140.95	\$ 138.87	\$ 112.76	\$ 111.09
Functional Architect FA3 A1 SC3	\$ 168.04	\$ 165.56	\$ 134.43	\$ 132.44
Help Desk Analyst HDA1 A1 SC1	\$ 17.57	\$ 17.31	\$ 14.06	\$ 13.85
Help Desk Analyst HDA1 A1 SC2	\$ 20.94	\$ 20.63	\$ 16.75	\$ 16.50
Help Desk Analyst HDA1 A1 SC3	\$ 24.96	\$ 24.59	\$ 19.97	\$ 19.67
Help Desk Analyst HDA2 A1 SC1	\$ 19.05	\$ 18.77	\$ 15.24	\$ 15.01
Help Desk Analyst HDA2 A1 SC2	\$ 22.71	\$ 22.37	\$ 18.17	\$ 17.90
Help Desk Analyst HDA2 A1 SC3	\$ 27.08	\$ 26.68	\$ 21.66	\$ 21.34
Help Desk Analyst HDA3 A1 SC1	\$ 20.43	\$ 20.13	\$ 16.34	\$ 16.10
Help Desk Analyst HDA3 A1 SC2	\$ 24.35	\$ 23.99	\$ 19.48	\$ 19.19
Help Desk Analyst HDA3 A1 SC3	\$ 29.02	\$ 28.59	\$ 23.22	\$ 22.88
Intern INT1 A1 SC1	\$ 13.42	\$ 13.22	\$ 10.74	\$ 10.58
Intern INT1 A1 SC2	\$ 16.00	\$ 15.76	\$ 12.80	\$ 12.61
Intern INT1 A1 SC3	\$ 19.06	\$ 18.78	\$ 15.25	\$ 15.02
Intern INT2 A1 SC1	\$ 14.09	\$ 13.88	\$ 11.27	\$ 11.10
Intern INT2 A1 SC2	\$ 16.79	\$ 16.54	\$ 13.43	\$ 13.23
Intern INT2 A1 SC3	\$ 20.02	\$ 19.72	\$ 16.02	\$ 15.78
Intern INT3 A1 SC1	\$ 14.79	\$ 14.57	\$ 11.83	\$ 11.66
Intern INT3 A1 SC2	\$ 17.63	\$ 17.37	\$ 14.10	\$ 13.89
Intern INT3 A1 SC3	\$ 21.02	\$ 20.71	\$ 16.82	\$ 16.57
Mobile Specialist MS1 A1 SC1	\$ 50.47	\$ 49.72	\$ 40.38	\$ 39.78
Mobile Specialist MS1 A1 SC2	\$ 60.14	\$ 59.25	\$ 48.11	\$ 47.40
Mobile Specialist MS1 A1 SC3	\$ 71.70	\$ 70.64	\$ 57.36	\$ 56.51
Mobile Specialist MS2 A1 SC1	\$ 68.88	\$ 67.86	\$ 55.10	\$ 54.29
Mobile Specialist MS2 A1 SC2	\$ 82.09	\$ 80.88	\$ 65.67	\$ 64.70
Mobile Specialist MS2 A1 SC3	\$ 97.87	\$ 96.42	\$ 78.30	\$ 77.14
Network Engineer NE1 A1 SC1	\$ 39.32	\$ 38.74	\$ 31.46	\$ 31.00
Network Engineer NE1 A1 SC2	\$ 46.86	\$ 46.17	\$ 37.49	\$ 36.94
Network Engineer NE1 A1 SC3	\$ 55.88	\$ 55.05	\$ 44.70	\$ 44.04
Network Engineer NE2 A1 SC1	\$ 42.85	\$ 42.22	\$ 34.28	\$ 33.77
Network Engineer NE2 A1 SC2	\$ 51.07	\$ 50.32	\$ 40.86	\$ 40.26
Network Engineer NE2 A1 SC3	\$ 60.89	\$ 59.99	\$ 48.71	\$ 47.99
Network Engineer NE3 A1 SC1	\$ 46.18	\$ 45.50	\$ 36.94	\$ 36.39
Network Engineer NE3 A1 SC2	\$ 55.04	\$ 54.23	\$ 44.03	\$ 43.38
Network Engineer NE3 A1 SC3	\$ 65.62	\$ 64.65	\$ 52.50	\$ 51.72
Product Specialist PS1 A1 SC1	\$ 18.08	\$ 17.81	\$ 14.46	\$ 14.25
Product Specialist PS1 A1 SC2	\$ 21.55	\$ 21.23	\$ 17.24	\$ 16.99
Product Specialist PS1 A1 SC3	\$ 25.68	\$ 25.30	\$ 20.54	\$ 20.24
Product Specialist PS2 A1 SC1	\$ 20.19	\$ 19.89	\$ 16.15	\$ 15.91
Product Specialist PS2 A1 SC2	\$ 24.07	\$ 23.71	\$ 19.26	\$ 18.98
Product Specialist PS2 A1 SC3	\$ 28.69	\$ 28.27	\$ 22.95	\$ 22.61
Product Specialist PS3 A1 SC1	\$ 24.21	\$ 23.85	\$ 19.37	\$ 19.08
Product Specialist PS3 A1 SC2	\$ 28.86	\$ 28.43	\$ 23.09	\$ 22.75
Product Specialist PS3 A1 SC3	\$ 34.40	\$ 33.89	\$ 27.52	\$ 27.11

Product Specialist PS4 A1 SC1	\$ 29.02	\$ 28.59	\$ 23.22	\$ 22.88
Product Specialist PS4 A1 SC2	\$ 34.59	\$ 34.08	\$ 27.67	\$ 27.26
Product Specialist PS4 A1 SC3	\$ 41.24	\$ 40.63	\$ 32.99	\$ 32.50
Product Specialist PS5 A1 SC1	\$ 39.85	\$ 39.26	\$ 31.88	\$ 31.41
Product Specialist PS5 A1 SC2	\$ 47.50	\$ 46.80	\$ 38.00	\$ 37.44
Product Specialist PS5 A1 SC3	\$ 56.63	\$ 55.79	\$ 45.30	\$ 44.63
Product Specialist PS6 A1 SC1	\$ 43.94	\$ 43.29	\$ 35.15	\$ 34.63
Product Specialist PS6 A1 SC2	\$ 52.36	\$ 51.59	\$ 41.89	\$ 41.27
Product Specialist PS6 A1 SC3	\$ 62.43	\$ 61.51	\$ 49.94	\$ 49.20
Program Manager PM1 A1 SC1	\$ 32.74	\$ 32.26	\$ 26.19	\$ 25.80
Program Manager PM1 A1 SC2	\$ 39.03	\$ 38.45	\$ 31.22	\$ 30.76
Program Manager PM1 A1 SC3	\$ 46.54	\$ 45.85	\$ 37.23	\$ 36.68
Program Manager PM2 A1 SC1	\$ 35.23	\$ 34.71	\$ 28.18	\$ 27.76
Program Manager PM2 A1 SC2	\$ 41.98	\$ 41.36	\$ 33.58	\$ 33.08
Program Manager PM2 A1 SC3	\$ 50.05	\$ 49.31	\$ 40.04	\$ 39.45
Program Manager PM3 A1 SC1	\$ 37.46	\$ 36.91	\$ 29.97	\$ 29.53
Program Manager PM3 A1 SC2	\$ 44.65	\$ 43.99	\$ 35.72	\$ 35.19
Program Manager PM3 A1 SC3	\$ 53.24	\$ 52.45	\$ 42.59	\$ 41.96
Program Manager PM4 A1 SC1	\$ 41.55	\$ 40.94	\$ 33.24	\$ 32.75
Program Manager PM4 A1 SC2	\$ 49.53	\$ 48.80	\$ 39.62	\$ 39.03
Program Manager PM4 A1 SC3	\$ 59.04	\$ 58.17	\$ 47.23	\$ 46.53
Programmer PR1 A1 SC1	\$ 27.15	\$ 26.75	\$ 21.72	\$ 21.40
Programmer PR1 A1 SC2	\$ 32.36	\$ 31.88	\$ 25.89	\$ 25.51
Programmer PR1 A1 SC3	\$ 38.58	\$ 38.01	\$ 30.86	\$ 30.40
Programmer PR2 A1 SC1	\$ 30.99	\$ 30.53	\$ 24.79	\$ 24.42
Programmer PR2 A1 SC2	\$ 36.94	\$ 36.39	\$ 29.55	\$ 29.11
Programmer PR2 A1 SC3	\$ 44.03	\$ 43.38	\$ 35.22	\$ 34.70
Programmer PR3 A1 SC1	\$ 33.19	\$ 32.70	\$ 26.55	\$ 26.16
Programmer PR3 A1 SC2	\$ 39.56	\$ 38.98	\$ 31.65	\$ 31.18
Programmer PR3 A1 SC3	\$ 47.17	\$ 46.47	\$ 37.74	\$ 37.18
Programmer PR4 A1 SC1	\$ 32.46	\$ 31.98	\$ 25.97	\$ 25.59
Programmer PR4 A1 SC2	\$ 38.68	\$ 38.11	\$ 30.94	\$ 30.48
Programmer PR4 A1 SC3	\$ 46.12	\$ 45.44	\$ 36.90	\$ 36.35
Programmer PR5 A1 SC1	\$ 34.63	\$ 34.12	\$ 27.70	\$ 27.29
Programmer PR5 A1 SC2	\$ 41.28	\$ 40.67	\$ 33.02	\$ 32.53
Programmer PR5 A1 SC3	\$ 49.22	\$ 48.49	\$ 39.38	\$ 38.80
Programmer PR6 A1 SC1	\$ 38.84	\$ 38.27	\$ 31.07	\$ 30.61
Programmer PR6 A1 SC2	\$ 46.30	\$ 45.62	\$ 37.04	\$ 36.49
Programmer PR6 A1 SC3	\$ 55.21	\$ 54.39	\$ 44.17	\$ 43.52
Project Manager PJM1 A1 SC1	\$ 36.78	\$ 36.24	\$ 29.42	\$ 28.99
Project Manager PJM1 A1 SC2	\$ 43.85	\$ 43.20	\$ 35.08	\$ 34.56
Project Manager PJM1 A1 SC3	\$ 52.28	\$ 51.51	\$ 41.82	\$ 41.20
Project Manager PJM2 A1 SC1	\$ 39.93	\$ 39.34	\$ 31.94	\$ 31.47
Project Manager PJM2 A1 SC2	\$ 47.59	\$ 46.89	\$ 38.07	\$ 37.51
Project Manager PJM2 A1 SC3	\$ 56.75	\$ 55.91	\$ 45.40	\$ 44.73
Project Manager PJM3 A1 SC1	\$ 45.71	\$ 45.03	\$ 36.57	\$ 36.03
Project Manager PJM3 A1 SC2	\$ 54.48	\$ 53.67	\$ 43.58	\$ 42.94
Project Manager PJM3 A1 SC3	\$ 64.95	\$ 63.99	\$ 51.96	\$ 51.19
Project Manager PJM4 A1 SC1	\$ 48.59	\$ 47.87	\$ 38.87	\$ 38.30
Project Manager PJM4 A1 SC2	\$ 57.91	\$ 57.05	\$ 46.33	\$ 45.65
Project Manager PJM4 A1 SC3	\$ 69.03	\$ 68.01	\$ 55.22	\$ 54.40
Quality Assurance Specialist QAS1 A1 SC1	\$ 29.84	\$ 29.40	\$ 23.87	\$ 23.52

Quality Assurance Specialist QAS1 A1 SC2	\$	35.57	\$	35.04	\$	28.46	\$	28.04
Quality Assurance Specialist QAS1 A1 SC3	\$	42.40	\$	41.77	\$	33.92	\$	33.42
Quality Assurance Specialist QAS2 A1 SC1	\$	32.88	\$	32.39	\$	26.30	\$	25.91
Quality Assurance Specialist QAS2 A1 SC2	\$	39.18	\$	38.60	\$	31.34	\$	30.88
Quality Assurance Specialist QAS2 A1 SC3	\$	46.70	\$	46.01	\$	37.36	\$	36.81
Quality Assurance Specialist QAS3 A1 SC1	\$	35.58	\$	35.05	\$	28.46	\$	28.04
Quality Assurance Specialist QAS3 A1 SC2	\$	42.40	\$	41.77	\$	33.92	\$	33.42
Quality Assurance Specialist QAS3 A1 SC3	\$	50.55	\$	49.80	\$	40.44	\$	39.84
Senior Architect SAR1 A1 SC1	\$	41.23	\$	40.62	\$	32.98	\$	32.49
Senior Architect SAR1 A1 SC2	\$	49.14	\$	48.41	\$	39.31	\$	38.73
Senior Architect SAR1 A1 SC3	\$	58.58	\$	57.71	\$	46.86	\$	46.17
Senior Architect SAR2 A1 SC1	\$	47.39	\$	46.69	\$	37.91	\$	37.35
Senior Architect SAR2 A1 SC2	\$	56.48	\$	55.65	\$	45.18	\$	44.51
Senior Architect SAR2 A1 SC3	\$	67.35	\$	66.35	\$	53.88	\$	53.08
Senior Business Subject Matter Expert SME1 A1 SC1	\$	28.31	\$	27.89	\$	22.65	\$	22.32
Senior Business Subject Matter Expert SME1 A1 SC2	\$	33.75	\$	33.25	\$	27.00	\$	26.60
Senior Business Subject Matter Expert SME1 A1 SC3	\$	40.23	\$	39.64	\$	32.18	\$	31.70
Senior Business Subject Matter Expert SME2 A1 SC1	\$	30.56	\$	30.11	\$	24.45	\$	24.09
Senior Business Subject Matter Expert SME2 A1 SC2	\$	36.43	\$	35.89	\$	29.14	\$	28.71
Senior Business Subject Matter Expert SME2 A1 SC3	\$	43.43	\$	42.79	\$	34.74	\$	34.23
Senior Database Architect SDA1 A1 SC1	\$	43.22	\$	42.58	\$	34.58	\$	34.07
Senior Database Architect SDA1 A1 SC2	\$	51.51	\$	50.75	\$	41.21	\$	40.60
Senior Database Architect SDA1 A1 SC3	\$	61.42	\$	60.51	\$	49.14	\$	48.41
Senior Program Manager SPM1 A1 SC1	\$	52.24	\$	51.47	\$	41.79	\$	41.17
Senior Program Manager SPM1 A1 SC2	\$	62.27	\$	61.35	\$	49.82	\$	49.08
Senior Program Manager SPM1 A1 SC3	\$	74.23	\$	73.13	\$	59.38	\$	58.50
Service Desk SD1 A1 SC1	\$	15.91	\$	15.67	\$	12.73	\$	12.54
Service Desk SD1 A1 SC2	\$	18.96	\$	18.68	\$	15.17	\$	14.95
Service Desk SD1 A1 SC3	\$	22.60	\$	22.27	\$	18.08	\$	17.81
Service Desk SD2 A1 SC1	\$	16.77	\$	16.52	\$	13.42	\$	13.22
Service Desk SD2 A1 SC2	\$	20.00	\$	19.70	\$	16.00	\$	15.76
Service Desk SD2 A1 SC3	\$	23.83	\$	23.48	\$	19.06	\$	18.78
Software Process Engineer SPS1 A1 SC1	\$	44.17	\$	43.52	\$	35.34	\$	34.82
Software Process Engineer SPS1 A1 SC2	\$	52.65	\$	51.87	\$	42.12	\$	41.50
Software Process Engineer SPS1 A1 SC3	\$	62.76	\$	61.83	\$	50.21	\$	49.47
Software Process Engineer SPS2 A1 SC1	\$	48.21	\$	47.50	\$	38.57	\$	38.00
Software Process Engineer SPS2 A1 SC2	\$	57.46	\$	56.61	\$	45.97	\$	45.29
Software Process Engineer SPS2 A1 SC3	\$	68.49	\$	67.48	\$	54.79	\$	53.98
Software Process Engineer SPS3 A1 SC1	\$	51.85	\$	51.08	\$	41.48	\$	40.87
Software Process Engineer SPS3 A1 SC2	\$	61.80	\$	60.89	\$	49.44	\$	48.71
Software Process Engineer SPS3 A1 SC3	\$	73.67	\$	72.58	\$	58.94	\$	58.07
System Administrator SA1 A1 SC1	\$	35.53	\$	35.00	\$	28.42	\$	28.00
System Administrator SA1 A1 SC2	\$	42.35	\$	41.72	\$	33.88	\$	33.38
System Administrator SA1 A1 SC3	\$	50.50	\$	49.75	\$	40.40	\$	39.80
System Administrator SA2 A1 SC1	\$	36.99	\$	36.44	\$	29.59	\$	29.15
System Administrator SA2 A1 SC2	\$	44.09	\$	43.44	\$	35.27	\$	34.75
System Administrator SA2 A1 SC3	\$	52.56	\$	51.78	\$	42.05	\$	41.43
System Administrator SA3 A1 SC1	\$	39.84	\$	39.25	\$	31.87	\$	31.40
System Administrator SA3 A1 SC2	\$	47.48	\$	46.78	\$	37.98	\$	37.42
System Administrator SA3 A1 SC3	\$	56.61	\$	55.77	\$	45.29	\$	44.62
System Administrator SA4 A1 SC1	\$	42.56	\$	41.93	\$	34.05	\$	33.55
System Administrator SA4 A1 SC2	\$	50.73	\$	49.98	\$	40.58	\$	39.98

System Administrator SA4 A1 SC3	\$	60.48	\$	59.59	\$	48.38	\$	47.67
System Administrator SA5 A1 SC1	\$	46.31	\$	45.63	\$	37.05	\$	36.50
System Administrator SA5 A1 SC2	\$	55.21	\$	54.39	\$	44.17	\$	43.52
System Administrator SA5 A1 SC3	\$	65.81	\$	64.84	\$	52.65	\$	51.87
System Specialist SS1 A1 SC1	\$	28.61	\$	28.19	\$	22.89	\$	22.55
System Specialist SS1 A1 SC2	\$	34.10	\$	33.60	\$	27.28	\$	26.88
System Specialist SS1 A1 SC3	\$	40.66	\$	40.06	\$	32.53	\$	32.05
System Specialist SS2 A1 SC1	\$	30.83	\$	30.37	\$	24.66	\$	24.30
System Specialist SS2 A1 SC2	\$	36.74	\$	36.20	\$	29.39	\$	28.96
System Specialist SS2 A1 SC3	\$	43.81	\$	43.16	\$	35.05	\$	34.53
System Specialist SS3 A1 SC1	\$	32.90	\$	32.41	\$	26.32	\$	25.93
System Specialist SS3 A1 SC2	\$	39.21	\$	38.63	\$	31.37	\$	30.91
System Specialist SS3 A1 SC3	\$	46.75	\$	46.06	\$	37.40	\$	36.85
Team Lead TL1 A1 SC1	\$	50.97	\$	50.22	\$	40.78	\$	40.18
Team Lead TL1 A1 SC2	\$	60.76	\$	59.86	\$	48.61	\$	47.89
Team Lead TL1 A1 SC3	\$	72.44	\$	71.37	\$	57.95	\$	57.09
Team Lead TL2 A1 SC1	\$	54.49	\$	53.68	\$	43.59	\$	42.95
Team Lead TL2 A1 SC2	\$	64.95	\$	63.99	\$	51.96	\$	51.19
Team Lead TL2 A1 SC3	\$	77.42	\$	76.28	\$	61.94	\$	61.02
Technical Architecture Specialist TAS1 A1 SC1	\$	57.66	\$	56.81	\$	46.13	\$	45.45
Technical Architecture Specialist TAS1 A1 SC2	\$	68.73	\$	67.71	\$	54.98	\$	54.17
Technical Architecture Specialist TAS1 A1 SC3	\$	81.93	\$	80.72	\$	65.54	\$	64.57
Technical Architecture Specialist TAS2 A1 SC1	\$	62.25	\$	61.33	\$	49.80	\$	49.06
Technical Architecture Specialist TAS2 A1 SC2	\$	74.20	\$	73.10	\$	59.36	\$	58.48
Technical Architecture Specialist TAS2 A1 SC3	\$	88.46	\$	87.15	\$	70.77	\$	69.72
Technical Architecture Specialist TAS3 A1 SC1	\$	66.57	\$	65.59	\$	53.26	\$	52.47
Technical Architecture Specialist TAS3 A1 SC2	\$	79.35	\$	78.18	\$	63.48	\$	62.54
Technical Architecture Specialist TAS3 A1 SC3	\$	94.60	\$	93.20	\$	75.68	\$	74.56
Technical Specialist TS1 A1 SC1	\$	20.68	\$	20.37	\$	16.54	\$	16.30
Technical Specialist TS1 A1 SC2	\$	24.64	\$	24.28	\$	19.71	\$	19.42
Technical Specialist TS1 A1 SC3	\$	29.37	\$	28.94	\$	23.50	\$	23.15
Technical Specialist TS2 A1 SC1	\$	22.71	\$	22.37	\$	18.17	\$	17.90
Technical Specialist TS2 A1 SC2	\$	27.06	\$	26.66	\$	21.65	\$	21.33
Technical Specialist TS2 A1 SC3	\$	32.26	\$	31.78	\$	25.81	\$	25.43
Technical Specialist TS3 A1 SC1	\$	23.84	\$	23.49	\$	19.07	\$	18.79
Technical Specialist TS3 A1 SC2	\$	28.42	\$	28.00	\$	22.74	\$	22.40
Technical Specialist TS3 A1 SC3	\$	33.88	\$	33.38	\$	27.10	\$	26.70
Technical Specialist TS4 A1 SC1	\$	24.84	\$	24.47	\$	19.87	\$	19.58
Technical Specialist TS4 A1 SC2	\$	29.60	\$	29.16	\$	23.68	\$	23.33
Technical Specialist TS4 A1 SC3	\$	35.29	\$	34.77	\$	28.23	\$	27.81
Technical Specialist TS5 A1 SC1	\$	25.71	\$	25.33	\$	20.57	\$	20.27
Technical Specialist TS5 A1 SC2	\$	30.65	\$	30.20	\$	24.52	\$	24.16
Technical Specialist TS5 A1 SC3	\$	36.54	\$	36.00	\$	29.23	\$	28.80
Technical Writer TW1 A1 SC1	\$	25.89	\$	25.51	\$	20.71	\$	20.40
Technical Writer TW1 A1 SC2	\$	30.86	\$	30.40	\$	24.69	\$	24.33
Technical Writer TW1 A1 SC3	\$	36.78	\$	36.24	\$	29.42	\$	28.99
Technical Writer TW2 A1 SC1	\$	28.19	\$	27.77	\$	22.55	\$	22.22
Technical Writer TW2 A1 SC2	\$	33.60	\$	33.10	\$	26.88	\$	26.48
Technical Writer TW2 A1 SC3	\$	40.05	\$	39.46	\$	32.04	\$	31.57
Technical Writer TW3 A1 SC1	\$	30.41	\$	29.96	\$	24.33	\$	23.97
Technical Writer TW3 A1 SC2	\$	36.24	\$	35.70	\$	28.99	\$	28.56
Technical Writer TW3 A1 SC3	\$	43.21	\$	42.57	\$	34.57	\$	34.06

Technical Writer TW4 A1 SC1	\$	33.26	\$	32.77	\$	26.61	\$	26.22
Technical Writer TW4 A1 SC2	\$	39.64	\$	39.05	\$	31.71	\$	31.24
Technical Writer TW4 A1 SC3	\$	47.26	\$	46.56	\$	37.81	\$	37.25
Telecom Engineer TE1 A1 SC1	\$	38.08	\$	37.52	\$	30.46	\$	30.01
Telecom Engineer TE1 A1 SC2	\$	45.39	\$	44.72	\$	36.31	\$	35.77
Telecom Engineer TE1 A1 SC3	\$	54.12	\$	53.32	\$	43.30	\$	42.66
Telecom Engineer TE2 A1 SC1	\$	43.06	\$	42.42	\$	34.45	\$	33.94
Telecom Engineer TE2 A1 SC2	\$	51.32	\$	50.56	\$	41.06	\$	40.45
Telecom Engineer TE2 A1 SC3	\$	61.18	\$	60.28	\$	48.94	\$	48.22
Telecom Engineer TE3 A1 SC1	\$	46.11	\$	45.43	\$	36.89	\$	36.34
Telecom Engineer TE3 A1 SC2	\$	54.96	\$	54.15	\$	43.97	\$	43.32
Telecom Engineer TE3 A1 SC3	\$	65.53	\$	64.56	\$	52.42	\$	51.65
Tester TEST1 A1 SC1	\$	39.51	\$	38.93	\$	31.61	\$	31.14
Tester TEST1 A1 SC2	\$	47.10	\$	46.40	\$	37.68	\$	37.12
Tester TEST1 A1 SC3	\$	56.14	\$	55.31	\$	44.91	\$	44.25
Tester TEST2 A1 SC1	\$	43.16	\$	42.52	\$	34.53	\$	34.02
Tester TEST2 A1 SC2	\$	51.44	\$	50.68	\$	41.15	\$	40.54
Tester TEST2 A1 SC3	\$	61.33	\$	60.42	\$	49.06	\$	48.33
Tester TEST3 A1 SC1	\$	46.61	\$	45.92	\$	37.29	\$	36.74
Tester TEST3 A1 SC2	\$	55.55	\$	54.73	\$	44.44	\$	43.78
Tester TEST3 A1 SC3	\$	66.24	\$	65.26	\$	52.99	\$	52.21
Video Conference Specialist VCS1 A1 SC1	\$	31.57	\$	31.10	\$	25.26	\$	24.89
Video Conference Specialist VCS1 A1 SC2	\$	37.62	\$	37.06	\$	30.10	\$	29.66
Video Conference Specialist VCS1 A1 SC3	\$	44.84	\$	44.18	\$	35.87	\$	35.34
Video Conference Specialist VCS2 A1 SC1	\$	33.57	\$	33.07	\$	26.86	\$	26.46
Video Conference Specialist VCS2 A1 SC2	\$	40.00	\$	39.41	\$	32.00	\$	31.53
Video Conference Specialist VCS2 A1 SC3	\$	47.69	\$	46.99	\$	38.15	\$	37.59
Voice/Data Engineer VDE1 A1 SC1	\$	39.69	\$	39.10	\$	31.75	\$	31.28
Voice/Data Engineer VDE1 A1 SC2	\$	47.30	\$	46.60	\$	37.84	\$	37.28
Voice/Data Engineer VDE1 A1 SC3	\$	56.39	\$	55.56	\$	45.11	\$	44.44
Voice/Data Engineer VDE2 A1 SC1	\$	45.57	\$	44.90	\$	36.46	\$	35.92
Voice/Data Engineer VDE2 A1 SC2	\$	54.32	\$	53.52	\$	43.46	\$	42.82
Voice/Data Engineer VDE2 A1 SC3	\$	64.77	\$	63.81	\$	51.82	\$	51.05
Voice/Data Engineer VDE3 A1 SC1	\$	48.86	\$	48.14	\$	39.09	\$	38.51
Voice/Data Engineer VDE3 A1 SC2	\$	58.24	\$	57.38	\$	46.59	\$	45.90
Voice/Data Engineer VDE3 A1 SC3	\$	69.43	\$	68.40	\$	55.54	\$	54.72

PA ITSA Rate Card Effective 7/1/2022

Job Title - Area 2	SHORT TERM		LONG TERM	
	Client Rate	Vendor Rate	Client Rate	Vendor Rate
Travel, Meals, Lodging & Other Expenses	\$ -		\$ -	
Exception	\$ -		\$ -	
Application Developer AD1 A2 SC1	\$ 30.97	\$ 30.51	\$ 24.78	\$ 24.41
Application Developer AD1 A2 SC2	\$ 36.91	\$ 36.36	\$ 29.53	\$ 29.09
Application Developer AD1 A2 SC3	\$ 44.00	\$ 43.35	\$ 35.20	\$ 34.68
Application Developer AD2 A2 SC1	\$ 33.72	\$ 33.22	\$ 26.98	\$ 26.58
Application Developer AD2 A2 SC2	\$ 40.18	\$ 39.59	\$ 32.14	\$ 31.67
Application Developer AD2 A2 SC3	\$ 47.91	\$ 47.20	\$ 38.33	\$ 37.76
Application Developer AD3 A2 SC1	\$ 34.28	\$ 33.77	\$ 27.42	\$ 27.01
Application Developer AD3 A2 SC2	\$ 40.85	\$ 40.25	\$ 32.68	\$ 32.20
Application Developer AD3 A2 SC3	\$ 48.70	\$ 47.98	\$ 38.96	\$ 38.38
Architect AR1 A2 SC1	\$ 61.71	\$ 60.80	\$ 49.37	\$ 48.64
Architect AR1 A2 SC2	\$ 73.56	\$ 72.47	\$ 58.85	\$ 57.98
Architect AR1 A2 SC3	\$ 87.70	\$ 86.40	\$ 70.16	\$ 69.12
Business Analyst BA1 A2 SC1	\$ 27.91	\$ 27.50	\$ 22.33	\$ 22.00
Business Analyst BA1 A2 SC2	\$ 33.26	\$ 32.77	\$ 26.61	\$ 26.22
Business Analyst BA1 A2 SC3	\$ 39.66	\$ 39.07	\$ 31.73	\$ 31.26
Business Analyst BA2 A2 SC1	\$ 29.85	\$ 29.41	\$ 23.88	\$ 23.53
Business Analyst BA2 A2 SC2	\$ 35.58	\$ 35.05	\$ 28.46	\$ 28.04
Business Analyst BA2 A2 SC3	\$ 42.41	\$ 41.78	\$ 33.93	\$ 33.43
Business Analyst BA3 A2 SC1	\$ 32.52	\$ 32.04	\$ 26.02	\$ 25.64
Business Analyst BA3 A2 SC2	\$ 38.75	\$ 38.18	\$ 31.00	\$ 30.54
Business Analyst BA3 A2 SC3	\$ 46.20	\$ 45.52	\$ 36.96	\$ 36.41
CADD/GIS Administrator CGA1 A2 SC1	\$ 30.12	\$ 29.67	\$ 24.10	\$ 23.74
CADD/GIS Administrator CGA1 A2 SC2	\$ 35.89	\$ 35.36	\$ 28.71	\$ 28.29
CADD/GIS Administrator CGA1 A2 SC3	\$ 42.79	\$ 42.16	\$ 34.23	\$ 33.72
CADD/GIS Administrator CGA2 A2 SC1	\$ 33.05	\$ 32.56	\$ 26.44	\$ 26.05
CADD/GIS Administrator CGA2 A2 SC2	\$ 39.38	\$ 38.80	\$ 31.50	\$ 31.03
CADD/GIS Administrator CGA2 A2 SC3	\$ 46.95	\$ 46.26	\$ 37.56	\$ 37.00
CADD/GIS Administrator CGA3 A2 SC1	\$ 38.04	\$ 37.48	\$ 30.43	\$ 29.98
CADD/GIS Administrator CGA3 A2 SC2	\$ 45.39	\$ 44.72	\$ 36.31	\$ 35.77
CADD/GIS Administrator CGA3 A2 SC3	\$ 54.11	\$ 53.31	\$ 43.29	\$ 42.65
Data Entry Operator DE1 A2 SC1	\$ 12.92	\$ 12.73	\$ 10.34	\$ 10.19
Data Entry Operator DE1 A2 SC2	\$ 15.41	\$ 15.18	\$ 12.33	\$ 12.15
Data Entry Operator DE1 A2 SC3	\$ 18.37	\$ 18.10	\$ 14.70	\$ 14.48
Data Entry Operator DE2 A2 SC1	\$ 14.04	\$ 13.83	\$ 11.23	\$ 11.06
Data Entry Operator DE2 A2 SC2	\$ 16.74	\$ 16.49	\$ 13.39	\$ 13.19
Data Entry Operator DE2 A2 SC3	\$ 19.94	\$ 19.65	\$ 15.95	\$ 15.71
Database Administrator DBA1 A2 SC1	\$ 39.05	\$ 38.47	\$ 31.24	\$ 30.78
Database Administrator DBA1 A2 SC2	\$ 46.55	\$ 45.86	\$ 37.24	\$ 36.69
Database Administrator DBA1 A2 SC3	\$ 55.49	\$ 54.67	\$ 44.39	\$ 43.73
Database Administrator DBA2 A2 SC1	\$ 41.15	\$ 40.54	\$ 32.92	\$ 32.43
Database Administrator DBA2 A2 SC2	\$ 49.04	\$ 48.32	\$ 39.23	\$ 38.65
Database Administrator DBA2 A2 SC3	\$ 58.47	\$ 57.61	\$ 46.78	\$ 46.09
Database Administrator DBA3 A2 SC1	\$ 45.10	\$ 44.43	\$ 36.08	\$ 35.55
Database Administrator DBA3 A2 SC2	\$ 53.74	\$ 52.95	\$ 42.99	\$ 42.35
Database Administrator DBA3 A2 SC3	\$ 64.07	\$ 63.12	\$ 51.26	\$ 50.50
Database Administrator DBA4 A2 SC1	\$ 50.02	\$ 49.28	\$ 40.02	\$ 39.43

Database Administrator DBA4 A2 SC2	\$	59.61	\$	58.73	\$	47.69	\$	46.99
Database Administrator DBA4 A2 SC3	\$	71.07	\$	70.02	\$	56.86	\$	56.02
Functional Architect FA1 A2 SC1	\$	77.39	\$	76.25	\$	61.91	\$	61.00
Functional Architect FA1 A2 SC2	\$	92.25	\$	90.89	\$	73.80	\$	72.71
Functional Architect FA1 A2 SC3	\$	109.99	\$	108.36	\$	87.99	\$	86.69
Functional Architect FA2 A2 SC1	\$	96.76	\$	95.33	\$	77.41	\$	76.27
Functional Architect FA2 A2 SC2	\$	115.33	\$	113.63	\$	92.26	\$	90.90
Functional Architect FA2 A2 SC3	\$	137.49	\$	135.46	\$	109.99	\$	108.36
Functional Architect FA3 A2 SC1	\$	118.27	\$	116.52	\$	94.62	\$	93.22
Functional Architect FA3 A2 SC2	\$	140.95	\$	138.87	\$	112.76	\$	111.09
Functional Architect FA3 A2 SC3	\$	168.04	\$	165.56	\$	134.43	\$	132.44
Help Desk Analyst HDA1 A2 SC1	\$	17.57	\$	17.31	\$	14.06	\$	13.85
Help Desk Analyst HDA1 A2 SC2	\$	20.94	\$	20.63	\$	16.75	\$	16.50
Help Desk Analyst HDA1 A2 SC3	\$	24.96	\$	24.59	\$	19.97	\$	19.67
Help Desk Analyst HDA2 A2 SC1	\$	19.05	\$	18.77	\$	15.24	\$	15.01
Help Desk Analyst HDA2 A2 SC2	\$	22.71	\$	22.37	\$	18.17	\$	17.90
Help Desk Analyst HDA2 A2 SC3	\$	27.08	\$	26.68	\$	21.66	\$	21.34
Help Desk Analyst HDA3 A2 SC1	\$	20.43	\$	20.13	\$	16.34	\$	16.10
Help Desk Analyst HDA3 A2 SC2	\$	24.35	\$	23.99	\$	19.48	\$	19.19
Help Desk Analyst HDA3 A2 SC3	\$	29.02	\$	28.59	\$	23.22	\$	22.88
Intern INT1 A2 SC1	\$	13.42	\$	13.22	\$	10.74	\$	10.58
Intern INT1 A2 SC2	\$	16.00	\$	15.76	\$	12.80	\$	12.61
Intern INT1 A2 SC3	\$	19.06	\$	18.78	\$	15.25	\$	15.02
Intern INT2 A2 SC1	\$	14.09	\$	13.88	\$	11.27	\$	11.10
Intern INT2 A2 SC2	\$	16.79	\$	16.54	\$	13.43	\$	13.23
Intern INT2 A2 SC3	\$	20.02	\$	19.72	\$	16.02	\$	15.78
Intern INT3 A2 SC1	\$	14.79	\$	14.57	\$	11.83	\$	11.66
Intern INT3 A2 SC2	\$	17.63	\$	17.37	\$	14.10	\$	13.89
Intern INT3 A2 SC3	\$	21.02	\$	20.71	\$	16.82	\$	16.57
Mobile Specialist MS1 A2 SC1	\$	50.47	\$	49.72	\$	40.38	\$	39.78
Mobile Specialist MS1 A2 SC2	\$	60.14	\$	59.25	\$	48.11	\$	47.40
Mobile Specialist MS1 A2 SC3	\$	71.70	\$	70.64	\$	57.36	\$	56.51
Mobile Specialist MS2 A2 SC1	\$	68.88	\$	67.86	\$	55.10	\$	54.29
Mobile Specialist MS2 A2 SC2	\$	82.09	\$	80.88	\$	65.67	\$	64.70
Mobile Specialist MS2 A2 SC3	\$	97.87	\$	96.42	\$	78.30	\$	77.14
Network Engineer NE1 A2 SC1	\$	39.32	\$	38.74	\$	31.46	\$	31.00
Network Engineer NE1 A2 SC2	\$	46.86	\$	46.17	\$	37.49	\$	36.94
Network Engineer NE1 A2 SC3	\$	55.88	\$	55.05	\$	44.70	\$	44.04
Network Engineer NE2 A2 SC1	\$	42.85	\$	42.22	\$	34.28	\$	33.77
Network Engineer NE2 A2 SC2	\$	51.07	\$	50.32	\$	40.86	\$	40.26
Network Engineer NE2 A2 SC3	\$	60.89	\$	59.99	\$	48.71	\$	47.99
Network Engineer NE3 A2 SC1	\$	46.18	\$	45.50	\$	36.94	\$	36.39
Network Engineer NE3 A2 SC2	\$	55.04	\$	54.23	\$	44.03	\$	43.38
Network Engineer NE3 A2 SC3	\$	65.62	\$	64.65	\$	52.50	\$	51.72
Product Specialist PS1 A2 SC1	\$	18.08	\$	17.81	\$	14.46	\$	14.25
Product Specialist PS1 A2 SC2	\$	21.55	\$	21.23	\$	17.24	\$	16.99
Product Specialist PS1 A2 SC3	\$	25.68	\$	25.30	\$	20.54	\$	20.24
Product Specialist PS2 A2 SC1	\$	20.19	\$	19.89	\$	16.15	\$	15.91
Product Specialist PS2 A2 SC2	\$	24.07	\$	23.71	\$	19.26	\$	18.98
Product Specialist PS2 A2 SC3	\$	28.69	\$	28.27	\$	22.95	\$	22.61
Product Specialist PS3 A2 SC1	\$	24.21	\$	23.85	\$	19.37	\$	19.08
Product Specialist PS3 A2 SC2	\$	28.86	\$	28.43	\$	23.09	\$	22.75

Product Specialist PS3 A2 SC3	\$	34.40	\$	33.89	\$	27.52	\$	27.11
Product Specialist PS4 A2 SC1	\$	29.02	\$	28.59	\$	23.22	\$	22.88
Product Specialist PS4 A2 SC2	\$	34.59	\$	34.08	\$	27.67	\$	27.26
Product Specialist PS4 A2 SC3	\$	41.24	\$	40.63	\$	32.99	\$	32.50
Product Specialist PS5 A2 SC1	\$	39.85	\$	39.26	\$	31.88	\$	31.41
Product Specialist PS5 A2 SC2	\$	47.50	\$	46.80	\$	38.00	\$	37.44
Product Specialist PS5 A2 SC3	\$	56.63	\$	55.79	\$	45.30	\$	44.63
Product Specialist PS6 A2 SC1	\$	43.94	\$	43.29	\$	35.15	\$	34.63
Product Specialist PS6 A2 SC2	\$	52.36	\$	51.59	\$	41.89	\$	41.27
Product Specialist PS6 A2 SC3	\$	62.43	\$	61.51	\$	49.94	\$	49.20
Program Manager PM1 A2 SC1	\$	32.74	\$	32.26	\$	26.19	\$	25.80
Program Manager PM1 A2 SC2	\$	39.03	\$	38.45	\$	31.22	\$	30.76
Program Manager PM1 A2 SC3	\$	46.54	\$	45.85	\$	37.23	\$	36.68
Program Manager PM2 A2 SC1	\$	35.23	\$	34.71	\$	28.18	\$	27.76
Program Manager PM2 A2 SC2	\$	41.98	\$	41.36	\$	33.58	\$	33.08
Program Manager PM2 A2 SC3	\$	50.05	\$	49.31	\$	40.04	\$	39.45
Program Manager PM3 A2 SC1	\$	37.46	\$	36.91	\$	29.97	\$	29.53
Program Manager PM3 A2 SC2	\$	44.65	\$	43.99	\$	35.72	\$	35.19
Program Manager PM3 A2 SC3	\$	53.24	\$	52.45	\$	42.59	\$	41.96
Program Manager PM4 A2 SC1	\$	41.55	\$	40.94	\$	33.24	\$	32.75
Program Manager PM4 A2 SC2	\$	49.53	\$	48.80	\$	39.62	\$	39.03
Program Manager PM4 A2 SC3	\$	59.04	\$	58.17	\$	47.23	\$	46.53
Programmer PR1 A2 SC1	\$	27.15	\$	26.75	\$	21.72	\$	21.40
Programmer PR1 A2 SC2	\$	32.36	\$	31.88	\$	25.89	\$	25.51
Programmer PR1 A2 SC3	\$	38.58	\$	38.01	\$	30.86	\$	30.40
Programmer PR2 A2 SC1	\$	30.99	\$	30.53	\$	24.79	\$	24.42
Programmer PR2 A2 SC2	\$	36.94	\$	36.39	\$	29.55	\$	29.11
Programmer PR2 A2 SC3	\$	44.03	\$	43.38	\$	35.22	\$	34.70
Programmer PR3 A2 SC1	\$	33.19	\$	32.70	\$	26.55	\$	26.16
Programmer PR3 A2 SC2	\$	39.56	\$	38.98	\$	31.65	\$	31.18
Programmer PR3 A2 SC3	\$	47.17	\$	46.47	\$	37.74	\$	37.18
Programmer PR4 A2 SC1	\$	32.46	\$	31.98	\$	25.97	\$	25.59
Programmer PR4 A2 SC2	\$	38.68	\$	38.11	\$	30.94	\$	30.48
Programmer PR4 A2 SC3	\$	46.12	\$	45.44	\$	36.90	\$	36.35
Programmer PR5 A2 SC1	\$	34.63	\$	34.12	\$	27.70	\$	27.29
Programmer PR5 A2 SC2	\$	41.28	\$	40.67	\$	33.02	\$	32.53
Programmer PR5 A2 SC3	\$	49.22	\$	48.49	\$	39.38	\$	38.80
Programmer PR6 A2 SC1	\$	38.84	\$	38.27	\$	31.07	\$	30.61
Programmer PR6 A2 SC2	\$	46.30	\$	45.62	\$	37.04	\$	36.49
Programmer PR6 A2 SC3	\$	55.21	\$	54.39	\$	44.17	\$	43.52
Project Manager PJM1 A2 SC1	\$	36.78	\$	36.24	\$	29.42	\$	28.99
Project Manager PJM1 A2 SC2	\$	43.85	\$	43.20	\$	35.08	\$	34.56
Project Manager PJM1 A2 SC3	\$	52.28	\$	51.51	\$	41.82	\$	41.20
Project Manager PJM2 A2 SC1	\$	39.93	\$	39.34	\$	31.94	\$	31.47
Project Manager PJM2 A2 SC2	\$	47.59	\$	46.89	\$	38.07	\$	37.51
Project Manager PJM2 A2 SC3	\$	56.75	\$	55.91	\$	45.40	\$	44.73
Project Manager PJM3 A2 SC1	\$	45.71	\$	45.03	\$	36.57	\$	36.03
Project Manager PJM3 A2 SC2	\$	54.48	\$	53.67	\$	43.58	\$	42.94
Project Manager PJM3 A2 SC3	\$	64.95	\$	63.99	\$	51.96	\$	51.19
Project Manager PJM4 A2 SC1	\$	48.59	\$	47.87	\$	38.87	\$	38.30
Project Manager PJM4 A2 SC2	\$	57.91	\$	57.05	\$	46.33	\$	45.65
Project Manager PJM4 A2 SC3	\$	69.03	\$	68.01	\$	55.22	\$	54.40

Quality Assurance Specialist QAS1 A2 SC1	\$	29.84	\$	29.40	\$	23.87	\$	23.52
Quality Assurance Specialist QAS1 A2 SC2	\$	35.57	\$	35.04	\$	28.46	\$	28.04
Quality Assurance Specialist QAS1 A2 SC3	\$	42.40	\$	41.77	\$	33.92	\$	33.42
Quality Assurance Specialist QAS2 A2 SC1	\$	32.88	\$	32.39	\$	26.30	\$	25.91
Quality Assurance Specialist QAS2 A2 SC2	\$	39.18	\$	38.60	\$	31.34	\$	30.88
Quality Assurance Specialist QAS2 A2 SC3	\$	46.70	\$	46.01	\$	37.36	\$	36.81
Quality Assurance Specialist QAS3 A2 SC1	\$	35.58	\$	35.05	\$	28.46	\$	28.04
Quality Assurance Specialist QAS3 A2 SC2	\$	42.40	\$	41.77	\$	33.92	\$	33.42
Quality Assurance Specialist QAS3 A2 SC3	\$	50.55	\$	49.80	\$	40.44	\$	39.84
Senior Architect SAR1 A2 SC1	\$	41.23	\$	40.62	\$	32.98	\$	32.49
Senior Architect SAR1 A2 SC2	\$	49.14	\$	48.41	\$	39.31	\$	38.73
Senior Architect SAR1 A2 SC3	\$	58.58	\$	57.71	\$	46.86	\$	46.17
Senior Architect SAR2 A2 SC1	\$	47.39	\$	46.69	\$	37.91	\$	37.35
Senior Architect SAR2 A2 SC2	\$	56.48	\$	55.65	\$	45.18	\$	44.51
Senior Architect SAR2 A2 SC3	\$	67.35	\$	66.35	\$	53.88	\$	53.08
Senior Business Subject Matter Expert SME1 A2 SC1	\$	28.31	\$	27.89	\$	22.65	\$	22.32
Senior Business Subject Matter Expert SME1 A2 SC2	\$	33.75	\$	33.25	\$	27.00	\$	26.60
Senior Business Subject Matter Expert SME1 A2 SC3	\$	40.23	\$	39.64	\$	32.18	\$	31.70
Senior Business Subject Matter Expert SME2 A2 SC1	\$	30.56	\$	30.11	\$	24.45	\$	24.09
Senior Business Subject Matter Expert SME2 A2 SC2	\$	36.43	\$	35.89	\$	29.14	\$	28.71
Senior Business Subject Matter Expert SME2 A2 SC3	\$	43.43	\$	42.79	\$	34.74	\$	34.23
Senior Database Architect SDA1 A2 SC1	\$	43.22	\$	42.58	\$	34.58	\$	34.07
Senior Database Architect SDA1 A2 SC2	\$	51.51	\$	50.75	\$	41.21	\$	40.60
Senior Database Architect SDA1 A2 SC3	\$	61.42	\$	60.51	\$	49.14	\$	48.41
Senior Program Manager SPM1 A2 SC1	\$	52.24	\$	51.47	\$	41.79	\$	41.17
Senior Program Manager SPM1 A2 SC2	\$	62.27	\$	61.35	\$	49.82	\$	49.08
Senior Program Manager SPM1 A2 SC3	\$	74.23	\$	73.13	\$	59.38	\$	58.50
Service Desk SD1 A2 SC1	\$	15.91	\$	15.67	\$	12.73	\$	12.54
Service Desk SD1 A2 SC2	\$	18.96	\$	18.68	\$	15.17	\$	14.95
Service Desk SD1 A2 SC3	\$	22.60	\$	22.27	\$	18.08	\$	17.81
Service Desk SD2 A2 SC1	\$	16.77	\$	16.52	\$	13.42	\$	13.22
Service Desk SD2 A2 SC2	\$	20.00	\$	19.70	\$	16.00	\$	15.76
Service Desk SD2 A2 SC3	\$	23.83	\$	23.48	\$	19.06	\$	18.78
Software Process Engineer SPS1 A2 SC1	\$	44.17	\$	43.52	\$	35.34	\$	34.82
Software Process Engineer SPS1 A2 SC2	\$	52.65	\$	51.87	\$	42.12	\$	41.50
Software Process Engineer SPS1 A2 SC3	\$	62.76	\$	61.83	\$	50.21	\$	49.47
Software Process Engineer SPS2 A2 SC1	\$	48.21	\$	47.50	\$	38.57	\$	38.00
Software Process Engineer SPS2 A2 SC2	\$	57.46	\$	56.61	\$	45.97	\$	45.29
Software Process Engineer SPS2 A2 SC3	\$	68.49	\$	67.48	\$	54.79	\$	53.98
Software Process Engineer SPS3 A2 SC1	\$	51.85	\$	51.08	\$	41.48	\$	40.87
Software Process Engineer SPS3 A2 SC2	\$	61.80	\$	60.89	\$	49.44	\$	48.71
Software Process Engineer SPS3 A2 SC3	\$	73.67	\$	72.58	\$	58.94	\$	58.07
System Administrator SA1 A2 SC1	\$	35.53	\$	35.00	\$	28.42	\$	28.00
System Administrator SA1 A2 SC2	\$	42.35	\$	41.72	\$	33.88	\$	33.38
System Administrator SA1 A2 SC3	\$	50.50	\$	49.75	\$	40.40	\$	39.80
System Administrator SA2 A2 SC1	\$	36.99	\$	36.44	\$	29.59	\$	29.15
System Administrator SA2 A2 SC2	\$	44.09	\$	43.44	\$	35.27	\$	34.75
System Administrator SA2 A2 SC3	\$	52.56	\$	51.78	\$	42.05	\$	41.43
System Administrator SA3 A2 SC1	\$	39.84	\$	39.25	\$	31.87	\$	31.40
System Administrator SA3 A2 SC2	\$	47.48	\$	46.78	\$	37.98	\$	37.42
System Administrator SA3 A2 SC3	\$	56.61	\$	55.77	\$	45.29	\$	44.62
System Administrator SA4 A2 SC1	\$	42.56	\$	41.93	\$	34.05	\$	33.55

System Administrator SA4 A2 SC2	\$	50.73	\$	49.98	\$	40.58	\$	39.98
System Administrator SA4 A2 SC3	\$	60.48	\$	59.59	\$	48.38	\$	47.67
System Administrator SA5 A2 SC1	\$	46.31	\$	45.63	\$	37.05	\$	36.50
System Administrator SA5 A2 SC2	\$	55.21	\$	54.39	\$	44.17	\$	43.52
System Administrator SA5 A2 SC3	\$	65.81	\$	64.84	\$	52.65	\$	51.87
System Specialist SS1 A2 SC1	\$	28.61	\$	28.19	\$	22.89	\$	22.55
System Specialist SS1 A2 SC2	\$	34.10	\$	33.60	\$	27.28	\$	26.88
System Specialist SS1 A2 SC3	\$	40.66	\$	40.06	\$	32.53	\$	32.05
System Specialist SS2 A2 SC1	\$	30.83	\$	30.37	\$	24.66	\$	24.30
System Specialist SS2 A2 SC2	\$	36.74	\$	36.20	\$	29.39	\$	28.96
System Specialist SS2 A2 SC3	\$	43.81	\$	43.16	\$	35.05	\$	34.53
System Specialist SS3 A2 SC1	\$	32.90	\$	32.41	\$	26.32	\$	25.93
System Specialist SS3 A2 SC2	\$	39.21	\$	38.63	\$	31.37	\$	30.91
System Specialist SS3 A2 SC3	\$	46.75	\$	46.06	\$	37.40	\$	36.85
Team Lead TL1 A2 SC1	\$	50.97	\$	50.22	\$	40.78	\$	40.18
Team Lead TL1 A2 SC2	\$	60.76	\$	59.86	\$	48.61	\$	47.89
Team Lead TL1 A2 SC3	\$	72.44	\$	71.37	\$	57.95	\$	57.09
Team Lead TL2 A2 SC1	\$	54.49	\$	53.68	\$	43.59	\$	42.95
Team Lead TL2 A2 SC2	\$	64.95	\$	63.99	\$	51.96	\$	51.19
Team Lead TL2 A2 SC3	\$	77.42	\$	76.28	\$	61.94	\$	61.02
Technical Architecture Specialist TAS1 A2 SC1	\$	57.66	\$	56.81	\$	46.13	\$	45.45
Technical Architecture Specialist TAS1 A2 SC2	\$	68.73	\$	67.71	\$	54.98	\$	54.17
Technical Architecture Specialist TAS1 A2 SC3	\$	81.93	\$	80.72	\$	65.54	\$	64.57
Technical Architecture Specialist TAS2 A2 SC1	\$	62.25	\$	61.33	\$	49.80	\$	49.06
Technical Architecture Specialist TAS2 A2 SC2	\$	74.20	\$	73.10	\$	59.36	\$	58.48
Technical Architecture Specialist TAS2 A2 SC3	\$	88.46	\$	87.15	\$	70.77	\$	69.72
Technical Architecture Specialist TAS3 A2 SC1	\$	66.57	\$	65.59	\$	53.26	\$	52.47
Technical Architecture Specialist TAS3 A2 SC2	\$	79.35	\$	78.18	\$	63.48	\$	62.54
Technical Architecture Specialist TAS3 A2 SC3	\$	94.60	\$	93.20	\$	75.68	\$	74.56
Technical Specialist TS1 A2 SC1	\$	20.68	\$	20.37	\$	16.54	\$	16.30
Technical Specialist TS1 A2 SC2	\$	24.64	\$	24.28	\$	19.71	\$	19.42
Technical Specialist TS1 A2 SC3	\$	29.37	\$	28.94	\$	23.50	\$	23.15
Technical Specialist TS2 A2 SC1	\$	22.71	\$	22.37	\$	18.17	\$	17.90
Technical Specialist TS2 A2 SC2	\$	27.06	\$	26.66	\$	21.65	\$	21.33
Technical Specialist TS2 A2 SC3	\$	32.26	\$	31.78	\$	25.81	\$	25.43
Technical Specialist TS3 A2 SC1	\$	23.84	\$	23.49	\$	19.07	\$	18.79
Technical Specialist TS3 A2 SC2	\$	28.42	\$	28.00	\$	22.74	\$	22.40
Technical Specialist TS3 A2 SC3	\$	33.88	\$	33.38	\$	27.10	\$	26.70
Technical Specialist TS4 A2 SC1	\$	24.84	\$	24.47	\$	19.87	\$	19.58
Technical Specialist TS4 A2 SC2	\$	29.60	\$	29.16	\$	23.68	\$	23.33
Technical Specialist TS4 A2 SC3	\$	35.29	\$	34.77	\$	28.23	\$	27.81
Technical Specialist TS5 A2 SC1	\$	25.71	\$	25.33	\$	20.57	\$	20.27
Technical Specialist TS5 A2 SC2	\$	30.65	\$	30.20	\$	24.52	\$	24.16
Technical Specialist TS5 A2 SC3	\$	36.54	\$	36.00	\$	29.23	\$	28.80
Technical Writer TW1 A2 SC1	\$	25.89	\$	25.51	\$	20.71	\$	20.40
Technical Writer TW1 A2 SC2	\$	30.86	\$	30.40	\$	24.69	\$	24.33
Technical Writer TW1 A2 SC3	\$	36.78	\$	36.24	\$	29.42	\$	28.99
Technical Writer TW2 A2 SC1	\$	28.19	\$	27.77	\$	22.55	\$	22.22
Technical Writer TW2 A2 SC2	\$	33.60	\$	33.10	\$	26.88	\$	26.48
Technical Writer TW2 A2 SC3	\$	40.05	\$	39.46	\$	32.04	\$	31.57
Technical Writer TW3 A2 SC1	\$	30.41	\$	29.96	\$	24.33	\$	23.97
Technical Writer TW3 A2 SC2	\$	36.24	\$	35.70	\$	28.99	\$	28.56

Technical Writer TW3 A2 SC3	\$	43.21	\$	42.57	\$	34.57	\$	34.06
Technical Writer TW4 A2 SC1	\$	33.26	\$	32.77	\$	26.61	\$	26.22
Technical Writer TW4 A2 SC2	\$	39.64	\$	39.05	\$	31.71	\$	31.24
Technical Writer TW4 A2 SC3	\$	47.26	\$	46.56	\$	37.81	\$	37.25
Telecom Engineer TE1 A2 SC1	\$	38.08	\$	37.52	\$	30.46	\$	30.01
Telecom Engineer TE1 A2 SC2	\$	45.39	\$	44.72	\$	36.31	\$	35.77
Telecom Engineer TE1 A2 SC3	\$	54.12	\$	53.32	\$	43.30	\$	42.66
Telecom Engineer TE2 A2 SC1	\$	43.06	\$	42.42	\$	34.45	\$	33.94
Telecom Engineer TE2 A2 SC2	\$	51.32	\$	50.56	\$	41.06	\$	40.45
Telecom Engineer TE2 A2 SC3	\$	61.18	\$	60.28	\$	48.94	\$	48.22
Telecom Engineer TE3 A2 SC1	\$	46.11	\$	45.43	\$	36.89	\$	36.34
Telecom Engineer TE3 A2 SC2	\$	54.96	\$	54.15	\$	43.97	\$	43.32
Telecom Engineer TE3 A2 SC3	\$	65.53	\$	64.56	\$	52.42	\$	51.65
Tester TEST1 A2 SC1	\$	39.51	\$	38.93	\$	31.61	\$	31.14
Tester TEST1 A2 SC2	\$	47.10	\$	46.40	\$	37.68	\$	37.12
Tester TEST1 A2 SC3	\$	56.14	\$	55.31	\$	44.91	\$	44.25
Tester TEST2 A2 SC1	\$	43.16	\$	42.52	\$	34.53	\$	34.02
Tester TEST2 A2 SC2	\$	51.44	\$	50.68	\$	41.15	\$	40.54
Tester TEST2 A2 SC3	\$	61.33	\$	60.42	\$	49.06	\$	48.33
Tester TEST3 A2 SC1	\$	46.61	\$	45.92	\$	37.29	\$	36.74
Tester TEST3 A2 SC2	\$	55.55	\$	54.73	\$	44.44	\$	43.78
Tester TEST3 A2 SC3	\$	66.24	\$	65.26	\$	52.99	\$	52.21
Video Conference Specialist VCS1 A2 SC1	\$	31.57	\$	31.10	\$	25.26	\$	24.89
Video Conference Specialist VCS1 A2 SC2	\$	37.62	\$	37.06	\$	30.10	\$	29.66
Video Conference Specialist VCS1 A2 SC3	\$	44.84	\$	44.18	\$	35.87	\$	35.34
Video Conference Specialist VCS2 A2 SC1	\$	33.57	\$	33.07	\$	26.86	\$	26.46
Video Conference Specialist VCS2 A2 SC2	\$	40.00	\$	39.41	\$	32.00	\$	31.53
Video Conference Specialist VCS2 A2 SC3	\$	47.69	\$	46.99	\$	38.15	\$	37.59
Voice/Data Engineer VDE1 A2 SC1	\$	39.69	\$	39.10	\$	31.75	\$	31.28
Voice/Data Engineer VDE1 A2 SC2	\$	47.30	\$	46.60	\$	37.84	\$	37.28
Voice/Data Engineer VDE1 A2 SC3	\$	56.39	\$	55.56	\$	45.11	\$	44.44
Voice/Data Engineer VDE2 A2 SC1	\$	45.57	\$	44.90	\$	36.46	\$	35.92
Voice/Data Engineer VDE2 A2 SC2	\$	54.32	\$	53.52	\$	43.46	\$	42.82
Voice/Data Engineer VDE2 A2 SC3	\$	64.77	\$	63.81	\$	51.82	\$	51.05
Voice/Data Engineer VDE3 A2 SC1	\$	48.86	\$	48.14	\$	39.09	\$	38.51
Voice/Data Engineer VDE3 A2 SC2	\$	58.24	\$	57.38	\$	46.59	\$	45.90
Voice/Data Engineer VDE3 A2 SC3	\$	69.43	\$	68.40	\$	55.54	\$	54.72

PA ITSA Rate Card Effective 7/1/2022

Job Title - Area 3	SHORT TERM		LONG TERM	
	Client Rate	Vendor Rate	Client Rate	Vendor Rate
Travel, Meals, Lodging & Other Expenses	\$ -		\$ -	
Exception	\$ -		\$ -	
Application Developer AD1 A3 SC1	\$ 32.85	\$ 32.36	\$ 26.28	\$ 25.89
Application Developer AD1 A3 SC2	\$ 39.14	\$ 38.56	\$ 31.31	\$ 30.85
Application Developer AD1 A3 SC3	\$ 46.66	\$ 45.97	\$ 37.33	\$ 36.78
Application Developer AD2 A3 SC1	\$ 35.77	\$ 35.24	\$ 28.62	\$ 28.20
Application Developer AD2 A3 SC2	\$ 42.62	\$ 41.99	\$ 34.10	\$ 33.60
Application Developer AD2 A3 SC3	\$ 54.76	\$ 53.95	\$ 43.81	\$ 43.16
Application Developer AD3 A3 SC1	\$ 36.36	\$ 35.82	\$ 29.09	\$ 28.66
Application Developer AD3 A3 SC2	\$ 43.33	\$ 42.69	\$ 34.66	\$ 34.15
Application Developer AD3 A3 SC3	\$ 55.66	\$ 54.84	\$ 44.53	\$ 43.87
Architect AR1 A3 SC1	\$ 65.46	\$ 64.49	\$ 52.37	\$ 51.60
Architect AR1 A3 SC2	\$ 78.02	\$ 76.87	\$ 62.42	\$ 61.50
Architect AR1 A3 SC3	\$ 100.22	\$ 98.74	\$ 80.18	\$ 79.00
Business Analyst BA1 A3 SC1	\$ 29.61	\$ 29.17	\$ 23.69	\$ 23.34
Business Analyst BA1 A3 SC2	\$ 35.28	\$ 34.76	\$ 28.22	\$ 27.80
Business Analyst BA1 A3 SC3	\$ 45.32	\$ 44.65	\$ 36.26	\$ 35.72
Business Analyst BA2 A3 SC1	\$ 31.66	\$ 31.19	\$ 25.33	\$ 24.96
Business Analyst BA2 A3 SC2	\$ 37.74	\$ 37.18	\$ 30.19	\$ 29.74
Business Analyst BA2 A3 SC3	\$ 48.47	\$ 47.75	\$ 38.78	\$ 38.21
Business Analyst BA3 A3 SC1	\$ 34.49	\$ 33.98	\$ 27.59	\$ 27.18
Business Analyst BA3 A3 SC2	\$ 41.10	\$ 40.49	\$ 32.88	\$ 32.39
Business Analyst BA3 A3 SC3	\$ 52.80	\$ 52.02	\$ 42.24	\$ 41.62
CADD/GIS Administrator CGA1 A3 SC1	\$ 31.93	\$ 31.46	\$ 25.54	\$ 25.16
CADD/GIS Administrator CGA1 A3 SC2	\$ 38.07	\$ 37.51	\$ 30.46	\$ 30.01
CADD/GIS Administrator CGA1 A3 SC3	\$ 48.90	\$ 48.18	\$ 39.12	\$ 38.54
CADD/GIS Administrator CGA2 A3 SC1	\$ 35.05	\$ 34.53	\$ 28.04	\$ 27.63
CADD/GIS Administrator CGA2 A3 SC2	\$ 41.78	\$ 41.16	\$ 33.42	\$ 32.93
CADD/GIS Administrator CGA2 A3 SC3	\$ 53.65	\$ 52.86	\$ 42.92	\$ 42.29
CADD/GIS Administrator CGA3 A3 SC1	\$ 40.35	\$ 39.75	\$ 32.28	\$ 31.80
CADD/GIS Administrator CGA3 A3 SC2	\$ 48.14	\$ 47.43	\$ 38.51	\$ 37.94
CADD/GIS Administrator CGA3 A3 SC3	\$ 61.83	\$ 60.92	\$ 49.46	\$ 48.73
Data Entry Operator DE1 A3 SC1	\$ 13.70	\$ 13.50	\$ 10.96	\$ 10.80
Data Entry Operator DE1 A3 SC2	\$ 16.34	\$ 16.10	\$ 13.07	\$ 12.88
Data Entry Operator DE1 A3 SC3	\$ 21.00	\$ 20.69	\$ 16.80	\$ 16.55
Data Entry Operator DE2 A3 SC1	\$ 14.89	\$ 14.67	\$ 11.91	\$ 11.73
Data Entry Operator DE2 A3 SC2	\$ 17.75	\$ 17.49	\$ 14.20	\$ 13.99
Data Entry Operator DE2 A3 SC3	\$ 22.80	\$ 22.46	\$ 18.24	\$ 17.97
Database Administrator DBA1 A3 SC1	\$ 41.42	\$ 40.81	\$ 33.14	\$ 32.65
Database Administrator DBA1 A3 SC2	\$ 49.37	\$ 48.64	\$ 39.50	\$ 38.92
Database Administrator DBA1 A3 SC3	\$ 63.42	\$ 62.48	\$ 50.74	\$ 49.99
Database Administrator DBA2 A3 SC1	\$ 43.65	\$ 43.00	\$ 34.92	\$ 34.40
Database Administrator DBA2 A3 SC2	\$ 52.02	\$ 51.25	\$ 41.62	\$ 41.00
Database Administrator DBA2 A3 SC3	\$ 66.83	\$ 65.84	\$ 53.46	\$ 52.67
Database Administrator DBA3 A3 SC1	\$ 47.83	\$ 47.12	\$ 38.26	\$ 37.69
Database Administrator DBA3 A3 SC2	\$ 57.00	\$ 56.16	\$ 45.60	\$ 44.93
Database Administrator DBA3 A3 SC3	\$ 73.22	\$ 72.14	\$ 58.58	\$ 57.71
Database Administrator DBA4 A3 SC1	\$ 53.05	\$ 52.27	\$ 42.44	\$ 41.81

Database Administrator DBA4 A3 SC2	\$	63.23	\$	62.30	\$	50.58	\$	49.83
Database Administrator DBA4 A3 SC3	\$	81.22	\$	80.02	\$	64.98	\$	64.02
Functional Architect FA1 A3 SC1	\$	82.09	\$	80.88	\$	65.67	\$	64.70
Functional Architect FA1 A3 SC2	\$	97.85	\$	96.40	\$	78.28	\$	77.12
Functional Architect FA1 A3 SC3	\$	125.71	\$	123.85	\$	100.57	\$	99.08
Functional Architect FA2 A3 SC1	\$	102.63	\$	101.11	\$	82.10	\$	80.89
Functional Architect FA2 A3 SC2	\$	122.33	\$	120.52	\$	97.86	\$	96.41
Functional Architect FA2 A3 SC3	\$	157.13	\$	154.81	\$	125.70	\$	123.84
Functional Architect FA3 A3 SC1	\$	125.44	\$	123.59	\$	100.35	\$	98.87
Functional Architect FA3 A3 SC2	\$	149.51	\$	147.30	\$	119.61	\$	117.84
Functional Architect FA3 A3 SC3	\$	192.05	\$	189.21	\$	153.64	\$	151.37
Help Desk Analyst HDA1 A3 SC1	\$	18.64	\$	18.36	\$	14.91	\$	14.69
Help Desk Analyst HDA1 A3 SC2	\$	22.21	\$	21.88	\$	17.77	\$	17.51
Help Desk Analyst HDA1 A3 SC3	\$	28.53	\$	28.11	\$	22.82	\$	22.48
Help Desk Analyst HDA2 A3 SC1	\$	20.21	\$	19.91	\$	16.17	\$	15.93
Help Desk Analyst HDA2 A3 SC2	\$	24.09	\$	23.73	\$	19.27	\$	18.99
Help Desk Analyst HDA2 A3 SC3	\$	30.95	\$	30.49	\$	24.76	\$	24.39
Help Desk Analyst HDA3 A3 SC1	\$	21.67	\$	21.35	\$	17.34	\$	17.08
Help Desk Analyst HDA3 A3 SC2	\$	25.82	\$	25.44	\$	20.66	\$	20.35
Help Desk Analyst HDA3 A3 SC3	\$	33.17	\$	32.68	\$	26.54	\$	26.15
Intern INT1 A3 SC1	\$	14.23	\$	14.02	\$	11.38	\$	11.21
Intern INT1 A3 SC2	\$	16.96	\$	16.71	\$	13.57	\$	13.37
Intern INT1 A3 SC3	\$	21.78	\$	21.46	\$	17.42	\$	17.16
Intern INT2 A3 SC1	\$	14.94	\$	14.72	\$	11.95	\$	11.77
Intern INT2 A3 SC2	\$	17.81	\$	17.55	\$	14.25	\$	14.04
Intern INT2 A3 SC3	\$	22.88	\$	22.54	\$	18.30	\$	18.03
Intern INT3 A3 SC1	\$	15.69	\$	15.46	\$	12.55	\$	12.36
Intern INT3 A3 SC2	\$	18.70	\$	18.42	\$	14.96	\$	14.74
Intern INT3 A3 SC3	\$	24.01	\$	23.66	\$	19.21	\$	18.93
Mobile Specialist MS1 A3 SC1	\$	53.52	\$	52.73	\$	42.82	\$	42.19
Mobile Specialist MS1 A3 SC2	\$	63.79	\$	62.85	\$	51.03	\$	50.28
Mobile Specialist MS1 A3 SC3	\$	81.94	\$	80.73	\$	65.55	\$	64.58
Mobile Specialist MS2 A3 SC1	\$	73.06	\$	71.98	\$	58.45	\$	57.59
Mobile Specialist MS2 A3 SC2	\$	87.08	\$	85.79	\$	69.66	\$	68.63
Mobile Specialist MS2 A3 SC3	\$	111.84	\$	110.19	\$	89.47	\$	88.15
Network Engineer NE1 A3 SC1	\$	41.71	\$	41.09	\$	33.37	\$	32.88
Network Engineer NE1 A3 SC2	\$	49.70	\$	48.97	\$	39.76	\$	39.17
Network Engineer NE1 A3 SC3	\$	63.84	\$	62.90	\$	51.07	\$	50.32
Network Engineer NE2 A3 SC1	\$	45.45	\$	44.78	\$	36.36	\$	35.82
Network Engineer NE2 A3 SC2	\$	54.18	\$	53.38	\$	43.34	\$	42.70
Network Engineer NE2 A3 SC3	\$	69.59	\$	68.56	\$	55.67	\$	54.85
Network Engineer NE3 A3 SC1	\$	48.98	\$	48.26	\$	39.18	\$	38.60
Network Engineer NE3 A3 SC2	\$	58.38	\$	57.52	\$	46.70	\$	46.01
Network Engineer NE3 A3 SC3	\$	74.99	\$	73.88	\$	59.99	\$	59.10
Product Specialist PS1 A3 SC1	\$	19.17	\$	18.89	\$	15.34	\$	15.11
Product Specialist PS1 A3 SC2	\$	22.85	\$	22.51	\$	18.28	\$	18.01
Product Specialist PS1 A3 SC3	\$	29.35	\$	28.92	\$	23.48	\$	23.13
Product Specialist PS2 A3 SC1	\$	21.42	\$	21.10	\$	17.14	\$	16.89
Product Specialist PS2 A3 SC2	\$	25.53	\$	25.15	\$	20.42	\$	20.12
Product Specialist PS2 A3 SC3	\$	32.79	\$	32.31	\$	26.23	\$	25.84
Product Specialist PS3 A3 SC1	\$	25.68	\$	25.30	\$	20.54	\$	20.24
Product Specialist PS3 A3 SC2	\$	30.61	\$	30.16	\$	24.49	\$	24.13

Product Specialist PS3 A3 SC3	\$	39.32	\$	38.74	\$	31.46	\$	31.00
Product Specialist PS4 A3 SC1	\$	30.78	\$	30.33	\$	24.62	\$	24.26
Product Specialist PS4 A3 SC2	\$	36.69	\$	36.15	\$	29.35	\$	28.92
Product Specialist PS4 A3 SC3	\$	47.14	\$	46.44	\$	37.71	\$	37.15
Product Specialist PS5 A3 SC1	\$	42.26	\$	41.64	\$	33.81	\$	33.31
Product Specialist PS5 A3 SC2	\$	50.38	\$	49.64	\$	40.30	\$	39.70
Product Specialist PS5 A3 SC3	\$	64.73	\$	63.77	\$	51.78	\$	51.01
Product Specialist PS6 A3 SC1	\$	46.60	\$	45.91	\$	37.28	\$	36.73
Product Specialist PS6 A3 SC2	\$	55.54	\$	54.72	\$	44.43	\$	43.77
Product Specialist PS6 A3 SC3	\$	71.35	\$	70.30	\$	57.08	\$	56.24
Program Manager PM1 A3 SC1	\$	34.73	\$	34.22	\$	27.78	\$	27.37
Program Manager PM1 A3 SC2	\$	41.40	\$	40.79	\$	33.12	\$	32.63
Program Manager PM1 A3 SC3	\$	53.19	\$	52.40	\$	42.55	\$	41.92
Program Manager PM2 A3 SC1	\$	37.36	\$	36.81	\$	29.89	\$	29.45
Program Manager PM2 A3 SC2	\$	44.53	\$	43.87	\$	35.62	\$	35.09
Program Manager PM2 A3 SC3	\$	57.20	\$	56.35	\$	45.76	\$	45.08
Program Manager PM3 A3 SC1	\$	39.74	\$	39.15	\$	31.79	\$	31.32
Program Manager PM3 A3 SC2	\$	47.36	\$	46.66	\$	37.89	\$	37.33
Program Manager PM3 A3 SC3	\$	60.84	\$	59.94	\$	48.67	\$	47.95
Program Manager PM4 A3 SC1	\$	44.07	\$	43.42	\$	35.26	\$	34.74
Program Manager PM4 A3 SC2	\$	52.54	\$	51.76	\$	42.03	\$	41.41
Program Manager PM4 A3 SC3	\$	67.48	\$	66.48	\$	53.98	\$	53.18
Programmer PR1 A3 SC1	\$	28.81	\$	28.38	\$	23.05	\$	22.71
Programmer PR1 A3 SC2	\$	34.33	\$	33.82	\$	27.46	\$	27.05
Programmer PR1 A3 SC3	\$	44.09	\$	43.44	\$	35.27	\$	34.75
Programmer PR2 A3 SC1	\$	32.87	\$	32.38	\$	26.30	\$	25.91
Programmer PR2 A3 SC2	\$	39.17	\$	38.59	\$	31.34	\$	30.88
Programmer PR2 A3 SC3	\$	50.32	\$	49.58	\$	40.26	\$	39.67
Programmer PR3 A3 SC1	\$	35.20	\$	34.68	\$	28.16	\$	27.74
Programmer PR3 A3 SC2	\$	41.96	\$	41.34	\$	33.57	\$	33.07
Programmer PR3 A3 SC3	\$	53.90	\$	53.10	\$	43.12	\$	42.48
Programmer PR4 A3 SC1	\$	34.43	\$	33.92	\$	27.54	\$	27.13
Programmer PR4 A3 SC2	\$	41.03	\$	40.42	\$	32.82	\$	32.33
Programmer PR4 A3 SC3	\$	52.72	\$	51.94	\$	42.18	\$	41.56
Programmer PR5 A3 SC1	\$	36.73	\$	36.19	\$	29.38	\$	28.95
Programmer PR5 A3 SC2	\$	43.79	\$	43.14	\$	35.03	\$	34.51
Programmer PR5 A3 SC3	\$	56.25	\$	55.42	\$	45.00	\$	44.33
Programmer PR6 A3 SC1	\$	41.21	\$	40.60	\$	32.97	\$	32.48
Programmer PR6 A3 SC2	\$	49.12	\$	48.39	\$	39.30	\$	38.72
Programmer PR6 A3 SC3	\$	63.09	\$	62.16	\$	50.47	\$	49.72
Project Manager PJM1 A3 SC1	\$	39.02	\$	38.44	\$	31.22	\$	30.76
Project Manager PJM1 A3 SC2	\$	46.51	\$	45.82	\$	37.21	\$	36.66
Project Manager PJM1 A3 SC3	\$	59.75	\$	58.87	\$	47.80	\$	47.09
Project Manager PJM2 A3 SC1	\$	42.36	\$	41.73	\$	33.89	\$	33.39
Project Manager PJM2 A3 SC2	\$	50.49	\$	49.74	\$	40.39	\$	39.79
Project Manager PJM2 A3 SC3	\$	64.85	\$	63.89	\$	51.88	\$	51.11
Project Manager PJM3 A3 SC1	\$	48.48	\$	47.76	\$	38.78	\$	38.21
Project Manager PJM3 A3 SC2	\$	57.78	\$	56.93	\$	46.22	\$	45.54
Project Manager PJM3 A3 SC3	\$	74.22	\$	73.12	\$	59.38	\$	58.50
Project Manager PJM4 A3 SC1	\$	51.53	\$	50.77	\$	41.22	\$	40.61
Project Manager PJM4 A3 SC2	\$	61.43	\$	60.52	\$	49.14	\$	48.41
Project Manager PJM4 A3 SC3	\$	78.90	\$	77.73	\$	63.12	\$	62.19

Quality Assurance Specialist QAS1 A3 SC1	\$	31.65	\$	31.18	\$	25.32	\$	24.95
Quality Assurance Specialist QAS1 A3 SC2	\$	37.73	\$	37.17	\$	30.18	\$	29.73
Quality Assurance Specialist QAS1 A3 SC3	\$	48.46	\$	47.74	\$	38.77	\$	38.20
Quality Assurance Specialist QAS2 A3 SC1	\$	34.87	\$	34.35	\$	27.90	\$	27.49
Quality Assurance Specialist QAS2 A3 SC2	\$	41.55	\$	40.94	\$	33.24	\$	32.75
Quality Assurance Specialist QAS2 A3 SC3	\$	53.37	\$	52.58	\$	42.70	\$	42.07
Quality Assurance Specialist QAS3 A3 SC1	\$	37.74	\$	37.18	\$	30.19	\$	29.74
Quality Assurance Specialist QAS3 A3 SC2	\$	44.97	\$	44.31	\$	35.98	\$	35.45
Quality Assurance Specialist QAS3 A3 SC3	\$	57.76	\$	56.91	\$	46.21	\$	45.53
Senior Architect SAR1 A3 SC1	\$	43.73	\$	43.08	\$	34.98	\$	34.46
Senior Architect SAR1 A3 SC2	\$	52.11	\$	51.34	\$	41.69	\$	41.07
Senior Architect SAR1 A3 SC3	\$	66.94	\$	65.95	\$	53.55	\$	52.76
Senior Architect SAR2 A3 SC1	\$	50.26	\$	49.52	\$	40.21	\$	39.62
Senior Architect SAR2 A3 SC2	\$	59.92	\$	59.03	\$	47.94	\$	47.23
Senior Architect SAR2 A3 SC3	\$	76.97	\$	75.83	\$	61.58	\$	60.67
Senior Business Subject Matter Expert SME1 A3 SC1	\$	30.02	\$	29.58	\$	24.02	\$	23.67
Senior Business Subject Matter Expert SME1 A3 SC2	\$	35.80	\$	35.27	\$	28.64	\$	28.22
Senior Business Subject Matter Expert SME1 A3 SC3	\$	45.98	\$	45.30	\$	36.78	\$	36.24
Senior Business Subject Matter Expert SME2 A3 SC1	\$	32.42	\$	31.94	\$	25.94	\$	25.56
Senior Business Subject Matter Expert SME2 A3 SC2	\$	38.64	\$	38.07	\$	30.91	\$	30.45
Senior Business Subject Matter Expert SME2 A3 SC3	\$	49.63	\$	48.90	\$	39.70	\$	39.11
Senior Database Architect SDA1 A3 SC1	\$	45.84	\$	45.16	\$	36.67	\$	36.13
Senior Database Architect SDA1 A3 SC2	\$	54.64	\$	53.83	\$	43.71	\$	43.06
Senior Database Architect SDA1 A3 SC3	\$	70.19	\$	69.15	\$	56.15	\$	55.32
Senior Program Manager SPM1 A3 SC1	\$	55.41	\$	54.59	\$	44.33	\$	43.67
Senior Program Manager SPM1 A3 SC2	\$	66.05	\$	65.07	\$	52.84	\$	52.06
Senior Program Manager SPM1 A3 SC3	\$	84.83	\$	83.58	\$	67.86	\$	66.86
Service Desk SD1 A3 SC1	\$	16.87	\$	16.62	\$	13.50	\$	13.30
Service Desk SD1 A3 SC2	\$	20.11	\$	19.81	\$	16.09	\$	15.85
Service Desk SD1 A3 SC3	\$	25.84	\$	25.46	\$	20.67	\$	20.36
Service Desk SD2 A3 SC1	\$	17.79	\$	17.53	\$	14.23	\$	14.02
Service Desk SD2 A3 SC2	\$	21.21	\$	20.90	\$	16.97	\$	16.72
Service Desk SD2 A3 SC3	\$	27.24	\$	26.84	\$	21.79	\$	21.47
Software Process Engineer SPS1 A3 SC1	\$	46.85	\$	46.16	\$	37.48	\$	36.93
Software Process Engineer SPS1 A3 SC2	\$	55.85	\$	55.02	\$	44.68	\$	44.02
Software Process Engineer SPS1 A3 SC3	\$	71.73	\$	70.67	\$	57.38	\$	56.53
Software Process Engineer SPS2 A3 SC1	\$	51.14	\$	50.38	\$	40.91	\$	40.31
Software Process Engineer SPS2 A3 SC2	\$	60.94	\$	60.04	\$	48.75	\$	48.03
Software Process Engineer SPS2 A3 SC3	\$	78.29	\$	77.13	\$	62.63	\$	61.70
Software Process Engineer SPS3 A3 SC1	\$	54.99	\$	54.18	\$	43.99	\$	43.34
Software Process Engineer SPS3 A3 SC2	\$	65.55	\$	64.58	\$	52.44	\$	51.67
Software Process Engineer SPS3 A3 SC3	\$	84.20	\$	82.96	\$	67.36	\$	66.36
System Administrator SA1 A3 SC1	\$	37.69	\$	37.13	\$	30.15	\$	29.70
System Administrator SA1 A3 SC2	\$	44.92	\$	44.26	\$	35.94	\$	35.41
System Administrator SA1 A3 SC3	\$	57.70	\$	56.85	\$	46.16	\$	45.48
System Administrator SA2 A3 SC1	\$	39.23	\$	38.65	\$	31.38	\$	30.92
System Administrator SA2 A3 SC2	\$	46.77	\$	46.08	\$	37.42	\$	36.87
System Administrator SA2 A3 SC3	\$	60.07	\$	59.18	\$	48.06	\$	47.35
System Administrator SA3 A3 SC1	\$	42.25	\$	41.63	\$	33.80	\$	33.30
System Administrator SA3 A3 SC2	\$	50.36	\$	49.62	\$	40.29	\$	39.69
System Administrator SA3 A3 SC3	\$	64.69	\$	63.73	\$	51.75	\$	50.99
System Administrator SA4 A3 SC1	\$	45.15	\$	44.48	\$	36.12	\$	35.59

System Administrator SA4 A3 SC2	\$	53.81	\$	53.01	\$	43.05	\$	42.41
System Administrator SA4 A3 SC3	\$	69.12	\$	68.10	\$	55.30	\$	54.48
System Administrator SA5 A3 SC1	\$	49.13	\$	48.40	\$	39.30	\$	38.72
System Administrator SA5 A3 SC2	\$	58.56	\$	57.69	\$	46.85	\$	46.16
System Administrator SA5 A3 SC3	\$	75.21	\$	74.10	\$	60.17	\$	59.28
System Specialist SS1 A3 SC1	\$	30.35	\$	29.90	\$	24.28	\$	23.92
System Specialist SS1 A3 SC2	\$	36.17	\$	35.64	\$	28.94	\$	28.51
System Specialist SS1 A3 SC3	\$	46.47	\$	45.78	\$	37.18	\$	36.63
System Specialist SS2 A3 SC1	\$	32.69	\$	32.21	\$	26.15	\$	25.76
System Specialist SS2 A3 SC2	\$	38.97	\$	38.39	\$	31.18	\$	30.72
System Specialist SS2 A3 SC3	\$	50.06	\$	49.32	\$	40.05	\$	39.46
System Specialist SS3 A3 SC1	\$	34.90	\$	34.38	\$	27.92	\$	27.51
System Specialist SS3 A3 SC2	\$	41.59	\$	40.98	\$	33.27	\$	32.78
System Specialist SS3 A3 SC3	\$	53.43	\$	52.64	\$	42.74	\$	42.11
Team Lead TL1 A3 SC1	\$	54.07	\$	53.27	\$	43.26	\$	42.62
Team Lead TL1 A3 SC2	\$	64.44	\$	63.49	\$	51.55	\$	50.79
Team Lead TL1 A3 SC3	\$	82.78	\$	81.56	\$	66.22	\$	65.24
Team Lead TL2 A3 SC1	\$	57.79	\$	56.94	\$	46.23	\$	45.55
Team Lead TL2 A3 SC2	\$	68.89	\$	67.87	\$	55.11	\$	54.30
Team Lead TL2 A3 SC3	\$	88.49	\$	87.18	\$	70.79	\$	69.74
Technical Architecture Specialist TAS1 A3 SC1	\$	61.15	\$	60.25	\$	48.92	\$	48.20
Technical Architecture Specialist TAS1 A3 SC2	\$	72.90	\$	71.82	\$	58.32	\$	57.46
Technical Architecture Specialist TAS1 A3 SC3	\$	93.63	\$	92.25	\$	74.90	\$	73.79
Technical Architecture Specialist TAS2 A3 SC1	\$	66.03	\$	65.05	\$	52.82	\$	52.04
Technical Architecture Specialist TAS2 A3 SC2	\$	78.69	\$	77.53	\$	62.95	\$	62.02
Technical Architecture Specialist TAS2 A3 SC3	\$	101.08	\$	99.59	\$	80.86	\$	79.67
Technical Architecture Specialist TAS3 A3 SC1	\$	70.61	\$	69.57	\$	56.49	\$	55.66
Technical Architecture Specialist TAS3 A3 SC2	\$	84.16	\$	82.92	\$	67.33	\$	66.33
Technical Architecture Specialist TAS3 A3 SC3	\$	108.12	\$	106.52	\$	86.50	\$	85.22
Technical Specialist TS1 A3 SC1	\$	21.93	\$	21.61	\$	17.54	\$	17.28
Technical Specialist TS1 A3 SC2	\$	26.14	\$	25.75	\$	20.91	\$	20.60
Technical Specialist TS1 A3 SC3	\$	33.58	\$	33.08	\$	26.86	\$	26.46
Technical Specialist TS2 A3 SC1	\$	24.08	\$	23.72	\$	19.26	\$	18.98
Technical Specialist TS2 A3 SC2	\$	28.70	\$	28.28	\$	22.96	\$	22.62
Technical Specialist TS2 A3 SC3	\$	36.86	\$	36.32	\$	29.49	\$	29.05
Technical Specialist TS3 A3 SC1	\$	25.29	\$	24.92	\$	20.23	\$	19.93
Technical Specialist TS3 A3 SC2	\$	30.14	\$	29.69	\$	24.11	\$	23.75
Technical Specialist TS3 A3 SC3	\$	38.72	\$	38.15	\$	30.98	\$	30.52
Technical Specialist TS4 A3 SC1	\$	26.34	\$	25.95	\$	21.07	\$	20.76
Technical Specialist TS4 A3 SC2	\$	31.39	\$	30.93	\$	25.11	\$	24.74
Technical Specialist TS4 A3 SC3	\$	40.33	\$	39.73	\$	32.26	\$	31.78
Technical Specialist TS5 A3 SC1	\$	27.27	\$	26.87	\$	21.82	\$	21.50
Technical Specialist TS5 A3 SC2	\$	32.51	\$	32.03	\$	26.01	\$	25.63
Technical Specialist TS5 A3 SC3	\$	41.76	\$	41.14	\$	33.41	\$	32.92
Technical Writer TW1 A3 SC1	\$	27.47	\$	27.06	\$	21.98	\$	21.66
Technical Writer TW1 A3 SC2	\$	32.73	\$	32.25	\$	26.18	\$	25.79
Technical Writer TW1 A3 SC3	\$	42.04	\$	41.42	\$	33.63	\$	33.13
Technical Writer TW2 A3 SC1	\$	29.89	\$	29.45	\$	23.91	\$	23.56
Technical Writer TW2 A3 SC2	\$	35.63	\$	35.10	\$	28.50	\$	28.08
Technical Writer TW2 A3 SC3	\$	45.78	\$	45.10	\$	36.62	\$	36.08
Technical Writer TW3 A3 SC1	\$	32.26	\$	31.78	\$	25.81	\$	25.43
Technical Writer TW3 A3 SC2	\$	38.44	\$	37.87	\$	30.75	\$	30.30

Technical Writer TW3 A3 SC3	\$	49.38	\$	48.65	\$	39.50	\$	38.92
Technical Writer TW4 A3 SC1	\$	35.27	\$	34.75	\$	28.22	\$	27.80
Technical Writer TW4 A3 SC2	\$	42.04	\$	41.42	\$	33.63	\$	33.13
Technical Writer TW4 A3 SC3	\$	54.02	\$	53.22	\$	43.22	\$	42.58
Telecom Engineer TE1 A3 SC1	\$	40.40	\$	39.80	\$	32.32	\$	31.84
Telecom Engineer TE1 A3 SC2	\$	48.14	\$	47.43	\$	38.51	\$	37.94
Telecom Engineer TE1 A3 SC3	\$	61.84	\$	60.93	\$	49.47	\$	48.74
Telecom Engineer TE2 A3 SC1	\$	45.66	\$	44.99	\$	36.53	\$	35.99
Telecom Engineer TE2 A3 SC2	\$	54.43	\$	53.63	\$	43.54	\$	42.90
Telecom Engineer TE2 A3 SC3	\$	69.92	\$	68.89	\$	55.94	\$	55.11
Telecom Engineer TE3 A3 SC1	\$	48.91	\$	48.19	\$	39.13	\$	38.55
Telecom Engineer TE3 A3 SC2	\$	58.30	\$	57.44	\$	46.64	\$	45.95
Telecom Engineer TE3 A3 SC3	\$	74.90	\$	73.79	\$	59.92	\$	59.03
Tester TEST1 A3 SC1	\$	41.91	\$	41.29	\$	33.53	\$	33.03
Tester TEST1 A3 SC2	\$	49.95	\$	49.21	\$	39.96	\$	39.37
Tester TEST1 A3 SC3	\$	64.16	\$	63.21	\$	51.33	\$	50.57
Tester TEST2 A3 SC1	\$	45.78	\$	45.10	\$	36.62	\$	36.08
Tester TEST2 A3 SC2	\$	54.57	\$	53.76	\$	43.66	\$	43.01
Tester TEST2 A3 SC3	\$	70.09	\$	69.05	\$	56.07	\$	55.24
Tester TEST3 A3 SC1	\$	49.44	\$	48.71	\$	39.55	\$	38.97
Tester TEST3 A3 SC2	\$	58.92	\$	58.05	\$	47.14	\$	46.44
Tester TEST3 A3 SC3	\$	75.70	\$	74.58	\$	60.56	\$	59.67
Video Conference Specialist VCS1 A3 SC1	\$	33.47	\$	32.98	\$	26.78	\$	26.38
Video Conference Specialist VCS1 A3 SC2	\$	39.90	\$	39.31	\$	31.92	\$	31.45
Video Conference Specialist VCS1 A3 SC3	\$	51.25	\$	50.49	\$	41.00	\$	40.39
Video Conference Specialist VCS2 A3 SC1	\$	35.60	\$	35.07	\$	28.48	\$	28.06
Video Conference Specialist VCS2 A3 SC2	\$	42.43	\$	41.80	\$	33.94	\$	33.44
Video Conference Specialist VCS2 A3 SC3	\$	54.51	\$	53.70	\$	43.61	\$	42.97
Voice/Data Engineer VDE1 A3 SC1	\$	42.09	\$	41.47	\$	33.67	\$	33.17
Voice/Data Engineer VDE1 A3 SC2	\$	50.16	\$	49.42	\$	40.13	\$	39.54
Voice/Data Engineer VDE1 A3 SC3	\$	64.44	\$	63.49	\$	51.55	\$	50.79
Voice/Data Engineer VDE2 A3 SC1	\$	48.33	\$	47.62	\$	38.66	\$	38.09
Voice/Data Engineer VDE2 A3 SC2	\$	57.61	\$	56.76	\$	46.09	\$	45.41
Voice/Data Engineer VDE2 A3 SC3	\$	74.01	\$	72.92	\$	59.21	\$	58.33
Voice/Data Engineer VDE3 A3 SC1	\$	51.83	\$	51.06	\$	41.46	\$	40.85
Voice/Data Engineer VDE3 A3 SC2	\$	61.77	\$	60.86	\$	49.42	\$	48.69
Voice/Data Engineer VDE3 A3 SC3	\$	79.35	\$	78.18	\$	63.48	\$	62.54

PA ITSA Rate Card Effective 7/1/2022

Job Title - Area 4	SHORT TERM		LONG TERM	
	Client Rate	Vendor Rate	Client Rate	Vendor Rate
Travel, Meals, Lodging & Other Expenses	\$ -		\$ -	
Exception	\$ -		\$ -	
Application Developer AD1 A4 SC1	\$ 32.66	\$ 32.18	\$ 26.13	\$ 25.74
Application Developer AD1 A4 SC2	\$ 38.93	\$ 38.35	\$ 31.14	\$ 30.68
Application Developer AD1 A4 SC3	\$ 46.41	\$ 45.72	\$ 37.13	\$ 36.58
Application Developer AD2 A4 SC1	\$ 35.57	\$ 35.04	\$ 28.46	\$ 28.04
Application Developer AD2 A4 SC2	\$ 42.39	\$ 41.76	\$ 33.91	\$ 33.41
Application Developer AD2 A4 SC3	\$ 50.54	\$ 49.79	\$ 40.43	\$ 39.83
Application Developer AD3 A4 SC1	\$ 36.15	\$ 35.62	\$ 28.92	\$ 28.49
Application Developer AD3 A4 SC2	\$ 43.09	\$ 42.45	\$ 34.47	\$ 33.96
Application Developer AD3 A4 SC3	\$ 51.37	\$ 50.61	\$ 41.10	\$ 40.49
Architect AR1 A4 SC1	\$ 65.09	\$ 64.13	\$ 52.07	\$ 51.30
Architect AR1 A4 SC2	\$ 77.59	\$ 76.44	\$ 62.07	\$ 61.15
Architect AR1 A4 SC3	\$ 92.50	\$ 91.13	\$ 74.00	\$ 72.91
Business Analyst BA1 A4 SC1	\$ 29.44	\$ 29.00	\$ 23.55	\$ 23.20
Business Analyst BA1 A4 SC2	\$ 35.09	\$ 34.57	\$ 28.07	\$ 27.66
Business Analyst BA1 A4 SC3	\$ 41.83	\$ 41.21	\$ 33.46	\$ 32.97
Business Analyst BA2 A4 SC1	\$ 31.49	\$ 31.02	\$ 25.19	\$ 24.82
Business Analyst BA2 A4 SC2	\$ 37.52	\$ 36.97	\$ 30.02	\$ 29.58
Business Analyst BA2 A4 SC3	\$ 44.73	\$ 44.07	\$ 35.78	\$ 35.25
Business Analyst BA3 A4 SC1	\$ 34.30	\$ 33.79	\$ 27.44	\$ 27.03
Business Analyst BA3 A4 SC2	\$ 40.87	\$ 40.27	\$ 32.70	\$ 32.22
Business Analyst BA3 A4 SC3	\$ 48.73	\$ 48.01	\$ 38.98	\$ 38.40
CADD/GIS Administrator CGA1 A4 SC1	\$ 31.76	\$ 31.29	\$ 25.41	\$ 25.03
CADD/GIS Administrator CGA1 A4 SC2	\$ 37.86	\$ 37.30	\$ 30.29	\$ 29.84
CADD/GIS Administrator CGA1 A4 SC3	\$ 45.14	\$ 44.47	\$ 36.11	\$ 35.58
CADD/GIS Administrator CGA2 A4 SC1	\$ 34.86	\$ 34.34	\$ 27.89	\$ 27.48
CADD/GIS Administrator CGA2 A4 SC2	\$ 41.54	\$ 40.93	\$ 33.23	\$ 32.74
CADD/GIS Administrator CGA2 A4 SC3	\$ 49.52	\$ 48.79	\$ 39.62	\$ 39.03
CADD/GIS Administrator CGA3 A4 SC1	\$ 40.12	\$ 39.53	\$ 32.10	\$ 31.63
CADD/GIS Administrator CGA3 A4 SC2	\$ 47.88	\$ 47.17	\$ 38.30	\$ 37.73
CADD/GIS Administrator CGA3 A4 SC3	\$ 57.07	\$ 56.23	\$ 45.66	\$ 44.99
Data Entry Operator DE1 A4 SC1	\$ 13.63	\$ 13.43	\$ 10.90	\$ 10.74
Data Entry Operator DE1 A4 SC2	\$ 16.25	\$ 16.01	\$ 13.00	\$ 12.81
Data Entry Operator DE1 A4 SC3	\$ 19.38	\$ 19.09	\$ 15.50	\$ 15.27
Data Entry Operator DE2 A4 SC1	\$ 14.81	\$ 14.59	\$ 11.85	\$ 11.67
Data Entry Operator DE2 A4 SC2	\$ 17.65	\$ 17.39	\$ 14.12	\$ 13.91
Data Entry Operator DE2 A4 SC3	\$ 21.04	\$ 20.73	\$ 16.83	\$ 16.58
Database Administrator DBA1 A4 SC1	\$ 41.19	\$ 40.58	\$ 32.95	\$ 32.46
Database Administrator DBA1 A4 SC2	\$ 49.10	\$ 48.37	\$ 39.28	\$ 38.70
Database Administrator DBA1 A4 SC3	\$ 58.52	\$ 57.66	\$ 46.82	\$ 46.13
Database Administrator DBA2 A4 SC1	\$ 43.40	\$ 42.76	\$ 34.72	\$ 34.21
Database Administrator DBA2 A4 SC2	\$ 51.73	\$ 50.97	\$ 41.38	\$ 40.77
Database Administrator DBA2 A4 SC3	\$ 61.68	\$ 60.77	\$ 49.34	\$ 48.61
Database Administrator DBA3 A4 SC1	\$ 47.56	\$ 46.86	\$ 38.05	\$ 37.49
Database Administrator DBA3 A4 SC2	\$ 56.69	\$ 55.85	\$ 45.35	\$ 44.68
Database Administrator DBA3 A4 SC3	\$ 67.58	\$ 66.58	\$ 54.06	\$ 53.26

Database Administrator DBA4 A4 SC1	\$ 52.76	\$ 51.98	\$ 42.21	\$ 41.59
Database Administrator DBA4 A4 SC2	\$ 62.88	\$ 61.95	\$ 50.30	\$ 49.56
Database Administrator DBA4 A4 SC3	\$ 74.96	\$ 73.85	\$ 59.97	\$ 59.08
Functional Architect FA1 A4 SC1	\$ 81.64	\$ 80.43	\$ 65.31	\$ 64.34
Functional Architect FA1 A4 SC2	\$ 97.31	\$ 95.87	\$ 77.85	\$ 76.70
Functional Architect FA1 A4 SC3	\$ 116.01	\$ 114.30	\$ 92.81	\$ 91.44
Functional Architect FA2 A4 SC1	\$ 102.06	\$ 100.55	\$ 81.65	\$ 80.44
Functional Architect FA2 A4 SC2	\$ 121.65	\$ 119.85	\$ 97.32	\$ 95.88
Functional Architect FA2 A4 SC3	\$ 145.02	\$ 142.88	\$ 116.02	\$ 114.31
Functional Architect FA3 A4 SC1	\$ 124.74	\$ 122.90	\$ 99.79	\$ 98.32
Functional Architect FA3 A4 SC2	\$ 148.68	\$ 146.48	\$ 118.94	\$ 117.18
Functional Architect FA3 A4 SC3	\$ 177.25	\$ 174.63	\$ 141.80	\$ 139.70
Help Desk Analyst HDA1 A4 SC1	\$ 18.53	\$ 18.26	\$ 14.82	\$ 14.60
Help Desk Analyst HDA1 A4 SC2	\$ 22.09	\$ 21.76	\$ 17.67	\$ 17.41
Help Desk Analyst HDA1 A4 SC3	\$ 26.33	\$ 25.94	\$ 21.06	\$ 20.75
Help Desk Analyst HDA2 A4 SC1	\$ 20.10	\$ 19.80	\$ 16.08	\$ 15.84
Help Desk Analyst HDA2 A4 SC2	\$ 23.95	\$ 23.60	\$ 19.16	\$ 18.88
Help Desk Analyst HDA2 A4 SC3	\$ 28.56	\$ 28.14	\$ 22.85	\$ 22.51
Help Desk Analyst HDA3 A4 SC1	\$ 21.55	\$ 21.23	\$ 17.24	\$ 16.99
Help Desk Analyst HDA3 A4 SC2	\$ 25.68	\$ 25.30	\$ 20.54	\$ 20.24
Help Desk Analyst HDA3 A4 SC3	\$ 30.61	\$ 30.16	\$ 24.49	\$ 24.13
Intern INT1 A4 SC1	\$ 14.15	\$ 13.94	\$ 11.32	\$ 11.15
Intern INT1 A4 SC2	\$ 16.87	\$ 16.62	\$ 13.50	\$ 13.30
Intern INT1 A4 SC3	\$ 20.11	\$ 19.81	\$ 16.09	\$ 15.85
Intern INT2 A4 SC1	\$ 14.86	\$ 14.64	\$ 11.89	\$ 11.71
Intern INT2 A4 SC2	\$ 17.71	\$ 17.45	\$ 14.17	\$ 13.96
Intern INT2 A4 SC3	\$ 21.11	\$ 20.80	\$ 16.89	\$ 16.64
Intern INT3 A4 SC1	\$ 15.60	\$ 15.37	\$ 12.48	\$ 12.30
Intern INT3 A4 SC2	\$ 18.59	\$ 18.32	\$ 14.87	\$ 14.65
Intern INT3 A4 SC3	\$ 22.17	\$ 21.84	\$ 17.74	\$ 17.48
Mobile Specialist MS1 A4 SC1	\$ 53.23	\$ 52.44	\$ 42.58	\$ 41.95
Mobile Specialist MS1 A4 SC2	\$ 63.44	\$ 62.50	\$ 50.75	\$ 50.00
Mobile Specialist MS1 A4 SC3	\$ 75.63	\$ 74.51	\$ 60.50	\$ 59.61
Mobile Specialist MS2 A4 SC1	\$ 72.65	\$ 71.58	\$ 58.12	\$ 57.26
Mobile Specialist MS2 A4 SC2	\$ 86.59	\$ 85.31	\$ 69.27	\$ 68.25
Mobile Specialist MS2 A4 SC3	\$ 103.23	\$ 101.70	\$ 82.58	\$ 81.36
Network Engineer NE1 A4 SC1	\$ 41.47	\$ 40.86	\$ 33.18	\$ 32.69
Network Engineer NE1 A4 SC2	\$ 49.43	\$ 48.70	\$ 39.54	\$ 38.96
Network Engineer NE1 A4 SC3	\$ 58.93	\$ 58.06	\$ 47.14	\$ 46.44
Network Engineer NE2 A4 SC1	\$ 45.20	\$ 44.53	\$ 36.16	\$ 35.63
Network Engineer NE2 A4 SC2	\$ 53.88	\$ 53.08	\$ 43.10	\$ 42.46
Network Engineer NE2 A4 SC3	\$ 64.23	\$ 63.28	\$ 51.38	\$ 50.62
Network Engineer NE3 A4 SC1	\$ 48.71	\$ 47.99	\$ 38.97	\$ 38.39
Network Engineer NE3 A4 SC2	\$ 58.06	\$ 57.20	\$ 46.45	\$ 45.76
Network Engineer NE3 A4 SC3	\$ 69.21	\$ 68.19	\$ 55.37	\$ 54.55
Product Specialist PS1 A4 SC1	\$ 19.07	\$ 18.79	\$ 15.26	\$ 15.03
Product Specialist PS1 A4 SC2	\$ 22.73	\$ 22.39	\$ 18.18	\$ 17.91
Product Specialist PS1 A4 SC3	\$ 27.09	\$ 26.69	\$ 21.67	\$ 21.35
Product Specialist PS2 A4 SC1	\$ 21.29	\$ 20.98	\$ 17.03	\$ 16.78
Product Specialist PS2 A4 SC2	\$ 25.39	\$ 25.01	\$ 20.31	\$ 20.01
Product Specialist PS2 A4 SC3	\$ 30.27	\$ 29.82	\$ 24.22	\$ 23.86

Product Specialist PS3 A4 SC1	\$ 25.54	\$ 25.16	\$ 20.43	\$ 20.13
Product Specialist PS3 A4 SC2	\$ 30.44	\$ 29.99	\$ 24.35	\$ 23.99
Product Specialist PS3 A4 SC3	\$ 36.29	\$ 35.75	\$ 29.03	\$ 28.60
Product Specialist PS4 A4 SC1	\$ 30.61	\$ 30.16	\$ 24.49	\$ 24.13
Product Specialist PS4 A4 SC2	\$ 36.49	\$ 35.95	\$ 29.19	\$ 28.76
Product Specialist PS4 A4 SC3	\$ 43.50	\$ 42.86	\$ 34.80	\$ 34.29
Product Specialist PS5 A4 SC1	\$ 42.03	\$ 41.41	\$ 33.62	\$ 33.12
Product Specialist PS5 A4 SC2	\$ 50.10	\$ 49.36	\$ 40.08	\$ 39.49
Product Specialist PS5 A4 SC3	\$ 59.73	\$ 58.85	\$ 47.78	\$ 47.07
Product Specialist PS6 A4 SC1	\$ 46.34	\$ 45.66	\$ 37.07	\$ 36.52
Product Specialist PS6 A4 SC2	\$ 55.24	\$ 54.42	\$ 44.19	\$ 43.54
Product Specialist PS6 A4 SC3	\$ 65.85	\$ 64.88	\$ 52.68	\$ 51.90
Program Manager PM1 A4 SC1	\$ 34.54	\$ 34.03	\$ 27.63	\$ 27.22
Program Manager PM1 A4 SC2	\$ 41.17	\$ 40.56	\$ 32.94	\$ 32.45
Program Manager PM1 A4 SC3	\$ 49.09	\$ 48.36	\$ 39.27	\$ 38.69
Program Manager PM2 A4 SC1	\$ 37.16	\$ 36.61	\$ 29.73	\$ 29.29
Program Manager PM2 A4 SC2	\$ 44.28	\$ 43.63	\$ 35.42	\$ 34.90
Program Manager PM2 A4 SC3	\$ 52.79	\$ 52.01	\$ 42.23	\$ 41.61
Program Manager PM3 A4 SC1	\$ 39.51	\$ 38.93	\$ 31.61	\$ 31.14
Program Manager PM3 A4 SC2	\$ 47.10	\$ 46.40	\$ 37.68	\$ 37.12
Program Manager PM3 A4 SC3	\$ 56.15	\$ 55.32	\$ 44.92	\$ 44.26
Program Manager PM4 A4 SC1	\$ 43.83	\$ 43.18	\$ 35.06	\$ 34.54
Program Manager PM4 A4 SC2	\$ 52.24	\$ 51.47	\$ 41.79	\$ 41.17
Program Manager PM4 A4 SC3	\$ 62.28	\$ 61.36	\$ 49.82	\$ 49.08
Programmer PR1 A4 SC1	\$ 28.64	\$ 28.22	\$ 22.91	\$ 22.57
Programmer PR1 A4 SC2	\$ 34.13	\$ 33.63	\$ 27.30	\$ 26.90
Programmer PR1 A4 SC3	\$ 40.69	\$ 40.09	\$ 32.55	\$ 32.07
Programmer PR2 A4 SC1	\$ 32.68	\$ 32.20	\$ 26.14	\$ 25.75
Programmer PR2 A4 SC2	\$ 38.96	\$ 38.38	\$ 31.17	\$ 30.71
Programmer PR2 A4 SC3	\$ 46.45	\$ 45.76	\$ 37.16	\$ 36.61
Programmer PR3 A4 SC1	\$ 35.01	\$ 34.49	\$ 28.01	\$ 27.60
Programmer PR3 A4 SC2	\$ 41.73	\$ 41.11	\$ 33.38	\$ 32.89
Programmer PR3 A4 SC3	\$ 49.75	\$ 49.01	\$ 39.80	\$ 39.21
Programmer PR4 A4 SC1	\$ 34.24	\$ 33.73	\$ 27.39	\$ 26.99
Programmer PR4 A4 SC2	\$ 40.80	\$ 40.20	\$ 32.64	\$ 32.16
Programmer PR4 A4 SC3	\$ 48.65	\$ 47.93	\$ 38.92	\$ 38.34
Programmer PR5 A4 SC1	\$ 36.53	\$ 35.99	\$ 29.22	\$ 28.79
Programmer PR5 A4 SC2	\$ 43.54	\$ 42.90	\$ 34.83	\$ 34.32
Programmer PR5 A4 SC3	\$ 51.92	\$ 51.15	\$ 41.54	\$ 40.93
Programmer PR6 A4 SC1	\$ 40.98	\$ 40.37	\$ 32.78	\$ 32.30
Programmer PR6 A4 SC2	\$ 48.84	\$ 48.12	\$ 39.07	\$ 38.49
Programmer PR6 A4 SC3	\$ 58.23	\$ 57.37	\$ 46.58	\$ 45.89
Project Manager PJM1 A4 SC1	\$ 38.80	\$ 38.23	\$ 31.04	\$ 30.58
Project Manager PJM1 A4 SC2	\$ 46.25	\$ 45.57	\$ 37.00	\$ 36.45
Project Manager PJM1 A4 SC3	\$ 55.14	\$ 54.33	\$ 44.11	\$ 43.46
Project Manager PJM2 A4 SC1	\$ 42.12	\$ 41.50	\$ 33.70	\$ 33.20
Project Manager PJM2 A4 SC2	\$ 50.20	\$ 49.46	\$ 40.16	\$ 39.57
Project Manager PJM2 A4 SC3	\$ 59.85	\$ 58.97	\$ 47.88	\$ 47.17
Project Manager PJM3 A4 SC1	\$ 48.21	\$ 47.50	\$ 38.57	\$ 38.00
Project Manager PJM3 A4 SC2	\$ 57.46	\$ 56.61	\$ 45.97	\$ 45.29
Project Manager PJM3 A4 SC3	\$ 68.50	\$ 67.49	\$ 54.80	\$ 53.99

Project Manager PJM4 A4 SC1	\$ 51.25	\$ 50.49	\$ 41.00	\$ 40.39
Project Manager PJM4 A4 SC2	\$ 61.08	\$ 60.18	\$ 48.86	\$ 48.14
Project Manager PJM4 A4 SC3	\$ 72.82	\$ 71.74	\$ 58.26	\$ 57.40
Quality Assurance Specialist QAS1 A4 SC1	\$ 31.48	\$ 31.01	\$ 25.18	\$ 24.81
Quality Assurance Specialist QAS1 A4 SC2	\$ 37.51	\$ 36.96	\$ 30.01	\$ 29.57
Quality Assurance Specialist QAS1 A4 SC3	\$ 44.72	\$ 44.06	\$ 35.78	\$ 35.25
Quality Assurance Specialist QAS2 A4 SC1	\$ 34.67	\$ 34.16	\$ 27.74	\$ 27.33
Quality Assurance Specialist QAS2 A4 SC2	\$ 41.32	\$ 40.71	\$ 33.06	\$ 32.57
Quality Assurance Specialist QAS2 A4 SC3	\$ 49.26	\$ 48.53	\$ 39.41	\$ 38.83
Quality Assurance Specialist QAS3 A4 SC1	\$ 37.52	\$ 36.97	\$ 30.02	\$ 29.58
Quality Assurance Specialist QAS3 A4 SC2	\$ 44.72	\$ 44.06	\$ 35.78	\$ 35.25
Quality Assurance Specialist QAS3 A4 SC3	\$ 53.32	\$ 52.53	\$ 42.66	\$ 42.03
Senior Architect SAR1 A4 SC1	\$ 43.48	\$ 42.84	\$ 34.78	\$ 34.27
Senior Architect SAR1 A4 SC2	\$ 51.83	\$ 51.06	\$ 41.46	\$ 40.85
Senior Architect SAR1 A4 SC3	\$ 61.78	\$ 60.87	\$ 49.42	\$ 48.69
Senior Architect SAR2 A4 SC1	\$ 49.99	\$ 49.25	\$ 39.99	\$ 39.40
Senior Architect SAR2 A4 SC2	\$ 59.58	\$ 58.70	\$ 47.66	\$ 46.96
Senior Architect SAR2 A4 SC3	\$ 71.03	\$ 69.98	\$ 56.82	\$ 55.98
Senior Business Subject Matter Expert SME1 A4 SC1	\$ 29.86	\$ 29.42	\$ 23.89	\$ 23.54
Senior Business Subject Matter Expert SME1 A4 SC2	\$ 35.60	\$ 35.07	\$ 28.48	\$ 28.06
Senior Business Subject Matter Expert SME1 A4 SC3	\$ 42.44	\$ 41.81	\$ 33.95	\$ 33.45
Senior Business Subject Matter Expert SME2 A4 SC1	\$ 32.24	\$ 31.76	\$ 25.79	\$ 25.41
Senior Business Subject Matter Expert SME2 A4 SC2	\$ 38.43	\$ 37.86	\$ 30.74	\$ 30.29
Senior Business Subject Matter Expert SME2 A4 SC3	\$ 45.81	\$ 45.13	\$ 36.65	\$ 36.11
Senior Database Architect SDA1 A4 SC1	\$ 45.58	\$ 44.91	\$ 36.46	\$ 35.92
Senior Database Architect SDA1 A4 SC2	\$ 54.33	\$ 53.53	\$ 43.46	\$ 42.82
Senior Database Architect SDA1 A4 SC3	\$ 64.78	\$ 63.82	\$ 51.82	\$ 51.05
Senior Program Manager SPM1 A4 SC1	\$ 55.10	\$ 54.29	\$ 44.08	\$ 43.43
Senior Program Manager SPM1 A4 SC2	\$ 65.68	\$ 64.71	\$ 52.54	\$ 51.76
Senior Program Manager SPM1 A4 SC3	\$ 78.30	\$ 77.14	\$ 62.64	\$ 61.71
Service Desk SD1 A4 SC1	\$ 16.78	\$ 16.53	\$ 13.42	\$ 13.22
Service Desk SD1 A4 SC2	\$ 20.00	\$ 19.70	\$ 16.00	\$ 15.76
Service Desk SD1 A4 SC3	\$ 23.84	\$ 23.49	\$ 19.07	\$ 18.79
Service Desk SD2 A4 SC1	\$ 17.69	\$ 17.43	\$ 14.15	\$ 13.94
Service Desk SD2 A4 SC2	\$ 21.09	\$ 20.78	\$ 16.87	\$ 16.62
Service Desk SD2 A4 SC3	\$ 25.14	\$ 24.77	\$ 20.11	\$ 19.81
Software Process Engineer SPS1 A4 SC1	\$ 46.59	\$ 45.90	\$ 37.27	\$ 36.72
Software Process Engineer SPS1 A4 SC2	\$ 55.53	\$ 54.71	\$ 44.42	\$ 43.76
Software Process Engineer SPS1 A4 SC3	\$ 66.20	\$ 65.22	\$ 52.96	\$ 52.18
Software Process Engineer SPS2 A4 SC1	\$ 50.85	\$ 50.10	\$ 40.68	\$ 40.08
Software Process Engineer SPS2 A4 SC2	\$ 60.61	\$ 59.71	\$ 48.49	\$ 47.77
Software Process Engineer SPS2 A4 SC3	\$ 72.25	\$ 71.18	\$ 57.80	\$ 56.95
Software Process Engineer SPS3 A4 SC1	\$ 54.69	\$ 53.88	\$ 43.75	\$ 43.10
Software Process Engineer SPS3 A4 SC2	\$ 65.18	\$ 64.22	\$ 52.14	\$ 51.37
Software Process Engineer SPS3 A4 SC3	\$ 77.71	\$ 76.56	\$ 62.17	\$ 61.25
System Administrator SA1 A4 SC1	\$ 37.47	\$ 36.92	\$ 29.98	\$ 29.54
System Administrator SA1 A4 SC2	\$ 44.67	\$ 44.01	\$ 35.74	\$ 35.21
System Administrator SA1 A4 SC3	\$ 53.26	\$ 52.47	\$ 42.61	\$ 41.98
System Administrator SA2 A4 SC1	\$ 39.02	\$ 38.44	\$ 31.22	\$ 30.76
System Administrator SA2 A4 SC2	\$ 46.51	\$ 45.82	\$ 37.21	\$ 36.66
System Administrator SA2 A4 SC3	\$ 55.44	\$ 54.62	\$ 44.35	\$ 43.69

System Administrator SA3 A4 SC1	\$ 42.02	\$ 41.40	\$ 33.62	\$ 33.12
System Administrator SA3 A4 SC2	\$ 50.08	\$ 49.34	\$ 40.06	\$ 39.47
System Administrator SA3 A4 SC3	\$ 59.70	\$ 58.82	\$ 47.76	\$ 47.05
System Administrator SA4 A4 SC1	\$ 44.89	\$ 44.23	\$ 35.91	\$ 35.38
System Administrator SA4 A4 SC2	\$ 53.51	\$ 52.72	\$ 42.81	\$ 42.18
System Administrator SA4 A4 SC3	\$ 63.79	\$ 62.85	\$ 51.03	\$ 50.28
System Administrator SA5 A4 SC1	\$ 48.85	\$ 48.13	\$ 39.08	\$ 38.50
System Administrator SA5 A4 SC2	\$ 58.23	\$ 57.37	\$ 46.58	\$ 45.89
System Administrator SA5 A4 SC3	\$ 69.42	\$ 68.39	\$ 55.54	\$ 54.72
System Specialist SS1 A4 SC1	\$ 30.18	\$ 29.73	\$ 24.14	\$ 23.78
System Specialist SS1 A4 SC2	\$ 35.97	\$ 35.44	\$ 28.78	\$ 28.35
System Specialist SS1 A4 SC3	\$ 42.88	\$ 42.25	\$ 34.30	\$ 33.79
System Specialist SS2 A4 SC1	\$ 32.51	\$ 32.03	\$ 26.01	\$ 25.63
System Specialist SS2 A4 SC2	\$ 38.75	\$ 38.18	\$ 31.00	\$ 30.54
System Specialist SS2 A4 SC3	\$ 46.20	\$ 45.52	\$ 36.96	\$ 36.41
System Specialist SS3 A4 SC1	\$ 34.70	\$ 34.19	\$ 27.76	\$ 27.35
System Specialist SS3 A4 SC2	\$ 41.36	\$ 40.75	\$ 33.09	\$ 32.60
System Specialist SS3 A4 SC3	\$ 49.31	\$ 48.58	\$ 39.45	\$ 38.87
Team Lead TL1 A4 SC1	\$ 53.76	\$ 52.97	\$ 43.01	\$ 42.37
Team Lead TL1 A4 SC2	\$ 64.09	\$ 63.14	\$ 51.27	\$ 50.51
Team Lead TL1 A4 SC3	\$ 76.41	\$ 75.28	\$ 61.13	\$ 60.23
Team Lead TL2 A4 SC1	\$ 57.47	\$ 56.62	\$ 45.98	\$ 45.30
Team Lead TL2 A4 SC2	\$ 68.50	\$ 67.49	\$ 54.80	\$ 53.99
Team Lead TL2 A4 SC3	\$ 81.67	\$ 80.46	\$ 65.34	\$ 64.37
Technical Architecture Specialist TAS1 A4 SC1	\$ 60.82	\$ 59.92	\$ 48.66	\$ 47.94
Technical Architecture Specialist TAS1 A4 SC2	\$ 72.49	\$ 71.42	\$ 57.99	\$ 57.13
Technical Architecture Specialist TAS1 A4 SC3	\$ 86.42	\$ 85.14	\$ 69.14	\$ 68.12
Technical Architecture Specialist TAS2 A4 SC1	\$ 65.66	\$ 64.69	\$ 52.53	\$ 51.75
Technical Architecture Specialist TAS2 A4 SC2	\$ 78.26	\$ 77.10	\$ 62.61	\$ 61.68
Technical Architecture Specialist TAS2 A4 SC3	\$ 93.30	\$ 91.92	\$ 74.64	\$ 73.54
Technical Architecture Specialist TAS3 A4 SC1	\$ 70.22	\$ 69.18	\$ 56.18	\$ 55.35
Technical Architecture Specialist TAS3 A4 SC2	\$ 83.70	\$ 82.46	\$ 66.96	\$ 65.97
Technical Architecture Specialist TAS3 A4 SC3	\$ 99.78	\$ 98.31	\$ 79.82	\$ 78.64
Technical Specialist TS1 A4 SC1	\$ 21.81	\$ 21.49	\$ 17.45	\$ 17.19
Technical Specialist TS1 A4 SC2	\$ 25.99	\$ 25.61	\$ 20.79	\$ 20.48
Technical Specialist TS1 A4 SC3	\$ 30.99	\$ 30.53	\$ 24.79	\$ 24.42
Technical Specialist TS2 A4 SC1	\$ 23.94	\$ 23.59	\$ 19.15	\$ 18.87
Technical Specialist TS2 A4 SC2	\$ 28.54	\$ 28.12	\$ 22.83	\$ 22.49
Technical Specialist TS2 A4 SC3	\$ 34.02	\$ 33.52	\$ 27.22	\$ 26.82
Technical Specialist TS3 A4 SC1	\$ 25.15	\$ 24.78	\$ 20.12	\$ 19.82
Technical Specialist TS3 A4 SC2	\$ 29.97	\$ 29.53	\$ 23.98	\$ 23.63
Technical Specialist TS3 A4 SC3	\$ 35.74	\$ 35.21	\$ 28.59	\$ 28.17
Technical Specialist TS4 A4 SC1	\$ 26.20	\$ 25.81	\$ 20.96	\$ 20.65
Technical Specialist TS4 A4 SC2	\$ 31.22	\$ 30.76	\$ 24.98	\$ 24.61
Technical Specialist TS4 A4 SC3	\$ 37.22	\$ 36.67	\$ 29.78	\$ 29.34
Technical Specialist TS5 A4 SC1	\$ 27.12	\$ 26.72	\$ 21.70	\$ 21.38
Technical Specialist TS5 A4 SC2	\$ 32.33	\$ 31.85	\$ 25.86	\$ 25.48
Technical Specialist TS5 A4 SC3	\$ 38.54	\$ 37.97	\$ 30.83	\$ 30.37
Technical Writer TW1 A4 SC1	\$ 27.31	\$ 26.91	\$ 21.85	\$ 21.53
Technical Writer TW1 A4 SC2	\$ 32.55	\$ 32.07	\$ 26.04	\$ 25.66
Technical Writer TW1 A4 SC3	\$ 38.80	\$ 38.23	\$ 31.04	\$ 30.58

Technical Writer TW2 A4 SC1	\$ 29.73	\$ 29.29	\$ 23.78	\$ 23.43
Technical Writer TW2 A4 SC2	\$ 35.43	\$ 34.91	\$ 28.34	\$ 27.92
Technical Writer TW2 A4 SC3	\$ 42.24	\$ 41.62	\$ 33.79	\$ 33.29
Technical Writer TW3 A4 SC1	\$ 32.07	\$ 31.60	\$ 25.66	\$ 25.28
Technical Writer TW3 A4 SC2	\$ 38.22	\$ 37.66	\$ 30.58	\$ 30.13
Technical Writer TW3 A4 SC3	\$ 45.57	\$ 44.90	\$ 36.46	\$ 35.92
Technical Writer TW4 A4 SC1	\$ 35.08	\$ 34.56	\$ 28.06	\$ 27.65
Technical Writer TW4 A4 SC2	\$ 41.81	\$ 41.19	\$ 33.45	\$ 32.96
Technical Writer TW4 A4 SC3	\$ 49.85	\$ 49.11	\$ 39.88	\$ 39.29
Telecom Engineer TE1 A4 SC1	\$ 40.17	\$ 39.58	\$ 32.14	\$ 31.67
Telecom Engineer TE1 A4 SC2	\$ 47.88	\$ 47.17	\$ 38.30	\$ 37.73
Telecom Engineer TE1 A4 SC3	\$ 57.08	\$ 56.24	\$ 45.66	\$ 44.99
Telecom Engineer TE2 A4 SC1	\$ 45.41	\$ 44.74	\$ 36.33	\$ 35.79
Telecom Engineer TE2 A4 SC2	\$ 54.13	\$ 53.33	\$ 43.30	\$ 42.66
Telecom Engineer TE2 A4 SC3	\$ 64.53	\$ 63.58	\$ 51.62	\$ 50.86
Telecom Engineer TE3 A4 SC1	\$ 48.64	\$ 47.92	\$ 38.91	\$ 38.33
Telecom Engineer TE3 A4 SC2	\$ 57.98	\$ 57.12	\$ 46.38	\$ 45.69
Telecom Engineer TE3 A4 SC3	\$ 69.12	\$ 68.10	\$ 55.30	\$ 54.48
Tester TEST1 A4 SC1	\$ 41.68	\$ 41.06	\$ 33.34	\$ 32.85
Tester TEST1 A4 SC2	\$ 49.67	\$ 48.94	\$ 39.74	\$ 39.15
Tester TEST1 A4 SC3	\$ 59.22	\$ 58.34	\$ 47.38	\$ 46.68
Tester TEST2 A4 SC1	\$ 45.52	\$ 44.85	\$ 36.42	\$ 35.88
Tester TEST2 A4 SC2	\$ 54.26	\$ 53.46	\$ 43.41	\$ 42.77
Tester TEST2 A4 SC3	\$ 64.69	\$ 63.73	\$ 51.75	\$ 50.99
Tester TEST3 A4 SC1	\$ 49.17	\$ 48.44	\$ 39.34	\$ 38.76
Tester TEST3 A4 SC2	\$ 58.60	\$ 57.73	\$ 46.88	\$ 46.19
Tester TEST3 A4 SC3	\$ 69.86	\$ 68.83	\$ 55.89	\$ 55.06
Video Conference Specialist VCS1 A4 SC1	\$ 33.29	\$ 32.80	\$ 26.63	\$ 26.24
Video Conference Specialist VCS1 A4 SC2	\$ 39.68	\$ 39.09	\$ 31.74	\$ 31.27
Video Conference Specialist VCS1 A4 SC3	\$ 47.30	\$ 46.60	\$ 37.84	\$ 37.28
Video Conference Specialist VCS2 A4 SC1	\$ 35.40	\$ 34.88	\$ 28.32	\$ 27.90
Video Conference Specialist VCS2 A4 SC2	\$ 42.19	\$ 41.57	\$ 33.75	\$ 33.25
Video Conference Specialist VCS2 A4 SC3	\$ 50.30	\$ 49.56	\$ 40.24	\$ 39.65
Voice/Data Engineer VDE1 A4 SC1	\$ 41.86	\$ 41.24	\$ 33.49	\$ 33.00
Voice/Data Engineer VDE1 A4 SC2	\$ 49.89	\$ 49.15	\$ 39.91	\$ 39.32
Voice/Data Engineer VDE1 A4 SC3	\$ 59.48	\$ 58.60	\$ 47.58	\$ 46.88
Voice/Data Engineer VDE2 A4 SC1	\$ 48.07	\$ 47.36	\$ 38.46	\$ 37.89
Voice/Data Engineer VDE2 A4 SC2	\$ 57.30	\$ 56.45	\$ 45.84	\$ 45.16
Voice/Data Engineer VDE2 A4 SC3	\$ 68.31	\$ 67.30	\$ 54.65	\$ 53.84
Voice/Data Engineer VDE3 A4 SC1	\$ 51.54	\$ 50.78	\$ 41.23	\$ 40.62
Voice/Data Engineer VDE3 A4 SC2	\$ 61.43	\$ 60.52	\$ 49.14	\$ 48.41
Voice/Data Engineer VDE3 A4 SC3	\$ 73.23	\$ 72.15	\$ 58.58	\$ 57.71

PA ITSA Rate Card Effective 7/1/2022

Job Title - Area 5	SHORT TERM		LONG TERM	
	Client Rate	Vendor Rate	Client Rate	Vendor Rate
Travel, Meals, Lodging & Other Expenses	\$ -		\$ -	
Exception	\$ -		\$ -	
Application Developer AD1 A5 SC1	\$ 37.33	\$ 36.78	\$ 29.86	\$ 29.42
Application Developer AD1 A5 SC2	\$ 44.49	\$ 43.83	\$ 35.59	\$ 35.06
Application Developer AD1 A5 SC3	\$ 53.03	\$ 52.25	\$ 42.42	\$ 41.79
Application Developer AD2 A5 SC1	\$ 40.65	\$ 40.05	\$ 32.52	\$ 32.04
Application Developer AD2 A5 SC2	\$ 48.45	\$ 47.73	\$ 38.76	\$ 38.19
Application Developer AD2 A5 SC3	\$ 57.75	\$ 56.90	\$ 46.20	\$ 45.52
Application Developer AD3 A5 SC1	\$ 41.32	\$ 40.71	\$ 33.06	\$ 32.57
Application Developer AD3 A5 SC2	\$ 49.24	\$ 48.51	\$ 39.39	\$ 38.81
Application Developer AD3 A5 SC3	\$ 58.71	\$ 57.84	\$ 46.97	\$ 46.28
Architect AR1 A5 SC1	\$ 74.39	\$ 73.29	\$ 59.51	\$ 58.63
Architect AR1 A5 SC2	\$ 88.67	\$ 87.36	\$ 70.94	\$ 69.89
Architect AR1 A5 SC3	\$ 105.71	\$ 104.15	\$ 84.57	\$ 83.32
Business Analyst BA1 A5 SC1	\$ 33.65	\$ 33.15	\$ 26.92	\$ 26.52
Business Analyst BA1 A5 SC2	\$ 40.10	\$ 39.51	\$ 32.08	\$ 31.61
Business Analyst BA1 A5 SC3	\$ 47.81	\$ 47.10	\$ 38.25	\$ 37.68
Business Analyst BA2 A5 SC1	\$ 35.98	\$ 35.45	\$ 28.78	\$ 28.35
Business Analyst BA2 A5 SC2	\$ 42.88	\$ 42.25	\$ 34.30	\$ 33.79
Business Analyst BA2 A5 SC3	\$ 51.13	\$ 50.37	\$ 40.90	\$ 40.30
Business Analyst BA3 A5 SC1	\$ 39.20	\$ 38.62	\$ 31.36	\$ 30.90
Business Analyst BA3 A5 SC2	\$ 46.71	\$ 46.02	\$ 37.37	\$ 36.82
Business Analyst BA3 A5 SC3	\$ 55.69	\$ 54.87	\$ 44.55	\$ 43.89
CADD/GIS Administrator CGA1 A5 SC1	\$ 36.30	\$ 35.76	\$ 29.04	\$ 28.61
CADD/GIS Administrator CGA1 A5 SC2	\$ 43.27	\$ 42.63	\$ 34.62	\$ 34.11
CADD/GIS Administrator CGA1 A5 SC3	\$ 51.58	\$ 50.82	\$ 41.26	\$ 40.65
CADD/GIS Administrator CGA2 A5 SC1	\$ 39.84	\$ 39.25	\$ 31.87	\$ 31.40
CADD/GIS Administrator CGA2 A5 SC2	\$ 47.48	\$ 46.78	\$ 37.98	\$ 37.42
CADD/GIS Administrator CGA2 A5 SC3	\$ 56.60	\$ 55.76	\$ 45.28	\$ 44.61
CADD/GIS Administrator CGA3 A5 SC1	\$ 45.86	\$ 45.18	\$ 36.69	\$ 36.15
CADD/GIS Administrator CGA3 A5 SC2	\$ 54.72	\$ 53.91	\$ 43.78	\$ 43.13
CADD/GIS Administrator CGA3 A5 SC3	\$ 65.22	\$ 64.26	\$ 52.18	\$ 51.41
Data Entry Operator DE1 A5 SC1	\$ 15.58	\$ 15.35	\$ 12.46	\$ 12.28
Data Entry Operator DE1 A5 SC2	\$ 18.57	\$ 18.30	\$ 14.86	\$ 14.64
Data Entry Operator DE1 A5 SC3	\$ 22.15	\$ 21.82	\$ 17.72	\$ 17.46
Data Entry Operator DE2 A5 SC1	\$ 16.92	\$ 16.67	\$ 13.54	\$ 13.34
Data Entry Operator DE2 A5 SC2	\$ 20.17	\$ 19.87	\$ 16.14	\$ 15.90
Data Entry Operator DE2 A5 SC3	\$ 24.05	\$ 23.69	\$ 19.24	\$ 18.96
Database Administrator DBA1 A5 SC1	\$ 47.08	\$ 46.38	\$ 37.66	\$ 37.10
Database Administrator DBA1 A5 SC2	\$ 56.11	\$ 55.28	\$ 44.89	\$ 44.23
Database Administrator DBA1 A5 SC3	\$ 66.89	\$ 65.90	\$ 53.51	\$ 52.72
Database Administrator DBA2 A5 SC1	\$ 49.60	\$ 48.87	\$ 39.68	\$ 39.09
Database Administrator DBA2 A5 SC2	\$ 59.12	\$ 58.25	\$ 47.30	\$ 46.60
Database Administrator DBA2 A5 SC3	\$ 70.49	\$ 69.45	\$ 56.39	\$ 55.56
Database Administrator DBA3 A5 SC1	\$ 54.35	\$ 53.55	\$ 43.48	\$ 42.84
Database Administrator DBA3 A5 SC2	\$ 64.79	\$ 63.83	\$ 51.83	\$ 51.06
Database Administrator DBA3 A5 SC3	\$ 77.23	\$ 76.09	\$ 61.78	\$ 60.87
Database Administrator DBA4 A5 SC1	\$ 60.29	\$ 59.40	\$ 48.23	\$ 47.52

Database Administrator DBA4 A5 SC2	\$ 71.86	\$ 70.80	\$ 57.49	\$ 56.64
Database Administrator DBA4 A5 SC3	\$ 85.67	\$ 84.40	\$ 68.54	\$ 67.53
Functional Architect FA1 A5 SC1	\$ 93.30	\$ 91.92	\$ 74.64	\$ 73.54
Functional Architect FA1 A5 SC2	\$ 111.20	\$ 109.56	\$ 88.96	\$ 87.65
Functional Architect FA1 A5 SC3	\$ 132.59	\$ 130.63	\$ 106.07	\$ 104.50
Functional Architect FA2 A5 SC1	\$ 116.63	\$ 114.91	\$ 93.30	\$ 91.92
Functional Architect FA2 A5 SC2	\$ 139.02	\$ 136.97	\$ 111.22	\$ 109.58
Functional Architect FA2 A5 SC3	\$ 165.74	\$ 163.29	\$ 132.59	\$ 130.63
Functional Architect FA3 A5 SC1	\$ 142.57	\$ 140.46	\$ 114.06	\$ 112.37
Functional Architect FA3 A5 SC2	\$ 169.91	\$ 167.40	\$ 135.93	\$ 133.92
Functional Architect FA3 A5 SC3	\$ 202.56	\$ 199.57	\$ 162.05	\$ 159.66
Help Desk Analyst HDA1 A5 SC1	\$ 21.18	\$ 20.87	\$ 16.94	\$ 16.69
Help Desk Analyst HDA1 A5 SC2	\$ 25.24	\$ 24.87	\$ 20.19	\$ 19.89
Help Desk Analyst HDA1 A5 SC3	\$ 30.09	\$ 29.65	\$ 24.07	\$ 23.71
Help Desk Analyst HDA2 A5 SC1	\$ 22.97	\$ 22.63	\$ 18.38	\$ 18.11
Help Desk Analyst HDA2 A5 SC2	\$ 27.37	\$ 26.97	\$ 21.90	\$ 21.58
Help Desk Analyst HDA2 A5 SC3	\$ 32.64	\$ 32.16	\$ 26.11	\$ 25.72
Help Desk Analyst HDA3 A5 SC1	\$ 24.62	\$ 24.26	\$ 19.70	\$ 19.41
Help Desk Analyst HDA3 A5 SC2	\$ 29.34	\$ 28.91	\$ 23.47	\$ 23.12
Help Desk Analyst HDA3 A5 SC3	\$ 34.99	\$ 34.47	\$ 27.99	\$ 27.58
Intern INT1 A5 SC1	\$ 16.17	\$ 15.93	\$ 12.94	\$ 12.75
Intern INT1 A5 SC2	\$ 19.27	\$ 18.99	\$ 15.42	\$ 15.19
Intern INT1 A5 SC3	\$ 22.98	\$ 22.64	\$ 18.38	\$ 18.11
Intern INT2 A5 SC1	\$ 16.98	\$ 16.73	\$ 13.58	\$ 13.38
Intern INT2 A5 SC2	\$ 20.24	\$ 19.94	\$ 16.19	\$ 15.95
Intern INT2 A5 SC3	\$ 24.13	\$ 23.77	\$ 19.30	\$ 19.01
Intern INT3 A5 SC1	\$ 17.83	\$ 17.57	\$ 14.26	\$ 14.05
Intern INT3 A5 SC2	\$ 21.25	\$ 20.94	\$ 17.00	\$ 16.75
Intern INT3 A5 SC3	\$ 25.33	\$ 24.96	\$ 20.26	\$ 19.96
Mobile Specialist MS1 A5 SC1	\$ 60.83	\$ 59.93	\$ 48.66	\$ 47.94
Mobile Specialist MS1 A5 SC2	\$ 72.50	\$ 71.43	\$ 58.00	\$ 57.14
Mobile Specialist MS1 A5 SC3	\$ 86.43	\$ 85.15	\$ 69.14	\$ 68.12
Mobile Specialist MS2 A5 SC1	\$ 83.03	\$ 81.80	\$ 66.42	\$ 65.44
Mobile Specialist MS2 A5 SC2	\$ 98.96	\$ 97.50	\$ 79.17	\$ 78.00
Mobile Specialist MS2 A5 SC3	\$ 117.97	\$ 116.23	\$ 94.38	\$ 92.99
Network Engineer NE1 A5 SC1	\$ 47.40	\$ 46.70	\$ 37.92	\$ 37.36
Network Engineer NE1 A5 SC2	\$ 56.49	\$ 55.66	\$ 45.19	\$ 44.52
Network Engineer NE1 A5 SC3	\$ 67.35	\$ 66.35	\$ 53.88	\$ 53.08
Network Engineer NE2 A5 SC1	\$ 51.65	\$ 50.89	\$ 41.32	\$ 40.71
Network Engineer NE2 A5 SC2	\$ 61.57	\$ 60.66	\$ 49.26	\$ 48.53
Network Engineer NE2 A5 SC3	\$ 73.40	\$ 72.32	\$ 58.72	\$ 57.85
Network Engineer NE3 A5 SC1	\$ 55.67	\$ 54.85	\$ 44.54	\$ 43.88
Network Engineer NE3 A5 SC2	\$ 66.35	\$ 65.37	\$ 53.08	\$ 52.30
Network Engineer NE3 A5 SC3	\$ 79.10	\$ 77.93	\$ 63.28	\$ 62.34
Product Specialist PS1 A5 SC1	\$ 21.79	\$ 21.47	\$ 17.43	\$ 17.17
Product Specialist PS1 A5 SC2	\$ 25.97	\$ 25.59	\$ 20.78	\$ 20.47
Product Specialist PS1 A5 SC3	\$ 30.96	\$ 30.50	\$ 24.77	\$ 24.40
Product Specialist PS2 A5 SC1	\$ 24.34	\$ 23.98	\$ 19.47	\$ 19.18
Product Specialist PS2 A5 SC2	\$ 29.01	\$ 28.58	\$ 23.21	\$ 22.87
Product Specialist PS2 A5 SC3	\$ 34.59	\$ 34.08	\$ 27.67	\$ 27.26
Product Specialist PS3 A5 SC1	\$ 29.18	\$ 28.75	\$ 23.34	\$ 23.00
Product Specialist PS3 A5 SC2	\$ 34.78	\$ 34.27	\$ 27.82	\$ 27.41

Product Specialist PS3 A5 SC3	\$	41.47	\$	40.86	\$	33.18	\$	32.69
Product Specialist PS4 A5 SC1	\$	34.99	\$	34.47	\$	27.99	\$	27.58
Product Specialist PS4 A5 SC2	\$	41.71	\$	41.09	\$	33.37	\$	32.88
Product Specialist PS4 A5 SC3	\$	49.71	\$	48.98	\$	39.77	\$	39.18
Product Specialist PS5 A5 SC1	\$	48.04	\$	47.33	\$	38.43	\$	37.86
Product Specialist PS5 A5 SC2	\$	57.26	\$	56.41	\$	45.81	\$	45.13
Product Specialist PS5 A5 SC3	\$	68.27	\$	67.26	\$	54.62	\$	53.81
Product Specialist PS6 A5 SC1	\$	52.96	\$	52.18	\$	42.37	\$	41.74
Product Specialist PS6 A5 SC2	\$	63.12	\$	62.19	\$	50.50	\$	49.75
Product Specialist PS6 A5 SC3	\$	75.26	\$	74.15	\$	60.21	\$	59.32
Program Manager PM1 A5 SC1	\$	39.47	\$	38.89	\$	31.58	\$	31.11
Program Manager PM1 A5 SC2	\$	47.05	\$	46.35	\$	37.64	\$	37.08
Program Manager PM1 A5 SC3	\$	56.10	\$	55.27	\$	44.88	\$	44.22
Program Manager PM2 A5 SC1	\$	42.47	\$	41.84	\$	33.98	\$	33.48
Program Manager PM2 A5 SC2	\$	50.61	\$	49.86	\$	40.49	\$	39.89
Program Manager PM2 A5 SC3	\$	60.33	\$	59.44	\$	48.26	\$	47.55
Program Manager PM3 A5 SC1	\$	45.16	\$	44.49	\$	36.13	\$	35.60
Program Manager PM3 A5 SC2	\$	53.83	\$	53.03	\$	43.06	\$	42.42
Program Manager PM3 A5 SC3	\$	64.17	\$	63.22	\$	51.34	\$	50.58
Program Manager PM4 A5 SC1	\$	50.09	\$	49.35	\$	40.07	\$	39.48
Program Manager PM4 A5 SC2	\$	59.70	\$	58.82	\$	47.76	\$	47.05
Program Manager PM4 A5 SC3	\$	71.17	\$	70.12	\$	56.94	\$	56.10
Programmer PR1 A5 SC1	\$	32.73	\$	32.25	\$	26.18	\$	25.79
Programmer PR1 A5 SC2	\$	39.01	\$	38.43	\$	31.21	\$	30.75
Programmer PR1 A5 SC3	\$	46.51	\$	45.82	\$	37.21	\$	36.66
Programmer PR2 A5 SC1	\$	37.35	\$	36.80	\$	29.88	\$	29.44
Programmer PR2 A5 SC2	\$	44.52	\$	43.86	\$	35.62	\$	35.09
Programmer PR2 A5 SC3	\$	53.08	\$	52.30	\$	42.46	\$	41.83
Programmer PR3 A5 SC1	\$	40.01	\$	39.42	\$	32.01	\$	31.54
Programmer PR3 A5 SC2	\$	47.68	\$	46.98	\$	38.14	\$	37.58
Programmer PR3 A5 SC3	\$	56.85	\$	56.01	\$	45.48	\$	44.81
Programmer PR4 A5 SC1	\$	39.13	\$	38.55	\$	31.30	\$	30.84
Programmer PR4 A5 SC2	\$	46.63	\$	45.94	\$	37.30	\$	36.75
Programmer PR4 A5 SC3	\$	55.60	\$	54.78	\$	44.48	\$	43.82
Programmer PR5 A5 SC1	\$	41.75	\$	41.13	\$	33.40	\$	32.91
Programmer PR5 A5 SC2	\$	49.77	\$	49.03	\$	39.82	\$	39.23
Programmer PR5 A5 SC3	\$	59.34	\$	58.46	\$	47.47	\$	46.77
Programmer PR6 A5 SC1	\$	46.83	\$	46.14	\$	37.46	\$	36.91
Programmer PR6 A5 SC2	\$	55.81	\$	54.99	\$	44.65	\$	43.99
Programmer PR6 A5 SC3	\$	66.54	\$	65.56	\$	53.23	\$	52.44
Project Manager PJM1 A5 SC1	\$	44.35	\$	43.69	\$	35.48	\$	34.96
Project Manager PJM1 A5 SC2	\$	52.86	\$	52.08	\$	42.29	\$	41.67
Project Manager PJM1 A5 SC3	\$	63.02	\$	62.09	\$	50.42	\$	49.67
Project Manager PJM2 A5 SC1	\$	48.14	\$	47.43	\$	38.51	\$	37.94
Project Manager PJM2 A5 SC2	\$	57.38	\$	56.53	\$	45.90	\$	45.22
Project Manager PJM2 A5 SC3	\$	68.40	\$	67.39	\$	54.72	\$	53.91
Project Manager PJM3 A5 SC1	\$	55.10	\$	54.29	\$	44.08	\$	43.43
Project Manager PJM3 A5 SC2	\$	65.67	\$	64.70	\$	52.54	\$	51.76
Project Manager PJM3 A5 SC3	\$	78.29	\$	77.13	\$	62.63	\$	61.70
Project Manager PJM4 A5 SC1	\$	58.57	\$	57.70	\$	46.86	\$	46.17
Project Manager PJM4 A5 SC2	\$	69.81	\$	68.78	\$	55.85	\$	55.02
Project Manager PJM4 A5 SC3	\$	83.22	\$	81.99	\$	66.58	\$	65.60

Quality Assurance Specialist QAS1 A5 SC1	\$	35.97	\$	35.44	\$	28.78	\$	28.35
Quality Assurance Specialist QAS1 A5 SC2	\$	42.87	\$	42.24	\$	34.30	\$	33.79
Quality Assurance Specialist QAS1 A5 SC3	\$	51.11	\$	50.35	\$	40.89	\$	40.29
Quality Assurance Specialist QAS2 A5 SC1	\$	39.63	\$	39.04	\$	31.70	\$	31.23
Quality Assurance Specialist QAS2 A5 SC2	\$	47.23	\$	46.53	\$	37.78	\$	37.22
Quality Assurance Specialist QAS2 A5 SC3	\$	56.29	\$	55.46	\$	45.03	\$	44.36
Quality Assurance Specialist QAS3 A5 SC1	\$	42.88	\$	42.25	\$	34.30	\$	33.79
Quality Assurance Specialist QAS3 A5 SC2	\$	51.11	\$	50.35	\$	40.89	\$	40.29
Quality Assurance Specialist QAS3 A5 SC3	\$	60.93	\$	60.03	\$	48.74	\$	48.02
Senior Architect SAR1 A5 SC1	\$	49.69	\$	48.96	\$	39.75	\$	39.16
Senior Architect SAR1 A5 SC2	\$	59.23	\$	58.35	\$	47.38	\$	46.68
Senior Architect SAR1 A5 SC3	\$	70.60	\$	69.56	\$	56.48	\$	55.65
Senior Architect SAR2 A5 SC1	\$	57.13	\$	56.29	\$	45.70	\$	45.02
Senior Architect SAR2 A5 SC2	\$	68.09	\$	67.08	\$	54.47	\$	53.67
Senior Architect SAR2 A5 SC3	\$	81.18	\$	79.98	\$	64.94	\$	63.98
Senior Business Subject Matter Expert SME1 A5 SC1	\$	34.12	\$	33.62	\$	27.30	\$	26.90
Senior Business Subject Matter Expert SME1 A5 SC2	\$	40.68	\$	40.08	\$	32.54	\$	32.06
Senior Business Subject Matter Expert SME1 A5 SC3	\$	48.50	\$	47.78	\$	38.80	\$	38.23
Senior Business Subject Matter Expert SME2 A5 SC1	\$	36.84	\$	36.30	\$	29.47	\$	29.03
Senior Business Subject Matter Expert SME2 A5 SC2	\$	43.92	\$	43.27	\$	35.14	\$	34.62
Senior Business Subject Matter Expert SME2 A5 SC3	\$	52.35	\$	51.58	\$	41.88	\$	41.26
Senior Database Architect SDA1 A5 SC1	\$	52.10	\$	51.33	\$	41.68	\$	41.06
Senior Database Architect SDA1 A5 SC2	\$	62.10	\$	61.18	\$	49.68	\$	48.95
Senior Database Architect SDA1 A5 SC3	\$	74.03	\$	72.94	\$	59.22	\$	58.34
Senior Program Manager SPM1 A5 SC1	\$	62.97	\$	62.04	\$	50.38	\$	49.64
Senior Program Manager SPM1 A5 SC2	\$	75.06	\$	73.95	\$	60.05	\$	59.16
Senior Program Manager SPM1 A5 SC3	\$	89.48	\$	88.16	\$	71.58	\$	70.52
Service Desk SD1 A5 SC1	\$	19.17	\$	18.89	\$	15.34	\$	15.11
Service Desk SD1 A5 SC2	\$	22.85	\$	22.51	\$	18.28	\$	18.01
Service Desk SD1 A5 SC3	\$	27.25	\$	26.85	\$	21.80	\$	21.48
Service Desk SD2 A5 SC1	\$	20.22	\$	19.92	\$	16.18	\$	15.94
Service Desk SD2 A5 SC2	\$	24.11	\$	23.75	\$	19.29	\$	19.00
Service Desk SD2 A5 SC3	\$	28.73	\$	28.31	\$	22.98	\$	22.64
Software Process Engineer SPS1 A5 SC1	\$	53.25	\$	52.46	\$	42.60	\$	41.97
Software Process Engineer SPS1 A5 SC2	\$	63.46	\$	62.52	\$	50.77	\$	50.02
Software Process Engineer SPS1 A5 SC3	\$	75.66	\$	74.54	\$	60.53	\$	59.64
Software Process Engineer SPS2 A5 SC1	\$	58.12	\$	57.26	\$	46.50	\$	45.81
Software Process Engineer SPS2 A5 SC2	\$	69.26	\$	68.24	\$	55.41	\$	54.59
Software Process Engineer SPS2 A5 SC3	\$	82.57	\$	81.35	\$	66.06	\$	65.08
Software Process Engineer SPS3 A5 SC1	\$	62.50	\$	61.58	\$	50.00	\$	49.26
Software Process Engineer SPS3 A5 SC2	\$	74.49	\$	73.39	\$	59.59	\$	58.71
Software Process Engineer SPS3 A5 SC3	\$	88.81	\$	87.50	\$	71.05	\$	70.00
System Administrator SA1 A5 SC1	\$	42.82	\$	42.19	\$	34.26	\$	33.75
System Administrator SA1 A5 SC2	\$	51.05	\$	50.30	\$	40.84	\$	40.24
System Administrator SA1 A5 SC3	\$	60.86	\$	59.96	\$	48.69	\$	47.97
System Administrator SA2 A5 SC1	\$	44.59	\$	43.93	\$	35.67	\$	35.14
System Administrator SA2 A5 SC2	\$	53.16	\$	52.37	\$	42.53	\$	41.90
System Administrator SA2 A5 SC3	\$	63.36	\$	62.42	\$	50.69	\$	49.94
System Administrator SA3 A5 SC1	\$	48.02	\$	47.31	\$	38.42	\$	37.85
System Administrator SA3 A5 SC2	\$	57.24	\$	56.39	\$	45.79	\$	45.11
System Administrator SA3 A5 SC3	\$	68.23	\$	67.22	\$	54.58	\$	53.77
System Administrator SA4 A5 SC1	\$	51.31	\$	50.55	\$	41.05	\$	40.44

System Administrator SA4 A5 SC2	\$	61.15	\$	60.25	\$	48.92	\$	48.20
System Administrator SA4 A5 SC3	\$	72.91	\$	71.83	\$	58.33	\$	57.47
System Administrator SA5 A5 SC1	\$	55.84	\$	55.01	\$	44.67	\$	44.01
System Administrator SA5 A5 SC2	\$	66.54	\$	65.56	\$	53.23	\$	52.44
System Administrator SA5 A5 SC3	\$	79.33	\$	78.16	\$	63.46	\$	62.52
System Specialist SS1 A5 SC1	\$	34.49	\$	33.98	\$	27.59	\$	27.18
System Specialist SS1 A5 SC2	\$	41.11	\$	40.50	\$	32.89	\$	32.40
System Specialist SS1 A5 SC3	\$	49.01	\$	48.29	\$	39.21	\$	38.63
System Specialist SS2 A5 SC1	\$	37.16	\$	36.61	\$	29.73	\$	29.29
System Specialist SS2 A5 SC2	\$	44.28	\$	43.63	\$	35.42	\$	34.90
System Specialist SS2 A5 SC3	\$	52.80	\$	52.02	\$	42.24	\$	41.62
System Specialist SS3 A5 SC1	\$	39.66	\$	39.07	\$	31.73	\$	31.26
System Specialist SS3 A5 SC2	\$	47.27	\$	46.57	\$	37.82	\$	37.26
System Specialist SS3 A5 SC3	\$	56.35	\$	55.52	\$	45.08	\$	44.41
Team Lead TL1 A5 SC1	\$	61.45	\$	60.54	\$	49.16	\$	48.43
Team Lead TL1 A5 SC2	\$	73.24	\$	72.16	\$	58.59	\$	57.72
Team Lead TL1 A5 SC3	\$	87.32	\$	86.03	\$	69.86	\$	68.83
Team Lead TL2 A5 SC1	\$	65.68	\$	64.71	\$	52.54	\$	51.76
Team Lead TL2 A5 SC2	\$	78.29	\$	77.13	\$	62.63	\$	61.70
Team Lead TL2 A5 SC3	\$	93.33	\$	91.95	\$	74.66	\$	73.56
Technical Architecture Specialist TAS1 A5 SC1	\$	69.51	\$	68.48	\$	55.61	\$	54.79
Technical Architecture Specialist TAS1 A5 SC2	\$	82.84	\$	81.62	\$	66.27	\$	65.29
Technical Architecture Specialist TAS1 A5 SC3	\$	98.76	\$	97.30	\$	79.01	\$	77.84
Technical Architecture Specialist TAS2 A5 SC1	\$	75.04	\$	73.93	\$	60.03	\$	59.14
Technical Architecture Specialist TAS2 A5 SC2	\$	89.43	\$	88.11	\$	71.54	\$	70.48
Technical Architecture Specialist TAS2 A5 SC3	\$	106.63	\$	105.05	\$	85.30	\$	84.04
Technical Architecture Specialist TAS3 A5 SC1	\$	80.25	\$	79.06	\$	64.20	\$	63.25
Technical Architecture Specialist TAS3 A5 SC2	\$	95.65	\$	94.24	\$	76.52	\$	75.39
Technical Architecture Specialist TAS3 A5 SC3	\$	114.04	\$	112.35	\$	91.23	\$	89.88
Technical Specialist TS1 A5 SC1	\$	24.93	\$	24.56	\$	19.94	\$	19.65
Technical Specialist TS1 A5 SC2	\$	29.71	\$	29.27	\$	23.77	\$	23.42
Technical Specialist TS1 A5 SC3	\$	35.41	\$	34.89	\$	28.33	\$	27.91
Technical Specialist TS2 A5 SC1	\$	27.36	\$	26.96	\$	21.89	\$	21.57
Technical Specialist TS2 A5 SC2	\$	32.62	\$	32.14	\$	26.10	\$	25.71
Technical Specialist TS2 A5 SC3	\$	38.88	\$	38.31	\$	31.10	\$	30.64
Technical Specialist TS3 A5 SC1	\$	28.74	\$	28.32	\$	22.99	\$	22.65
Technical Specialist TS3 A5 SC2	\$	34.26	\$	33.75	\$	27.41	\$	27.00
Technical Specialist TS3 A5 SC3	\$	40.84	\$	40.24	\$	32.67	\$	32.19
Technical Specialist TS4 A5 SC1	\$	29.94	\$	29.50	\$	23.95	\$	23.60
Technical Specialist TS4 A5 SC2	\$	35.68	\$	35.15	\$	28.54	\$	28.12
Technical Specialist TS4 A5 SC3	\$	42.54	\$	41.91	\$	34.03	\$	33.53
Technical Specialist TS5 A5 SC1	\$	31.00	\$	30.54	\$	24.80	\$	24.43
Technical Specialist TS5 A5 SC2	\$	36.95	\$	36.40	\$	29.56	\$	29.12
Technical Specialist TS5 A5 SC3	\$	44.04	\$	43.39	\$	35.23	\$	34.71
Technical Writer TW1 A5 SC1	\$	31.21	\$	30.75	\$	24.97	\$	24.60
Technical Writer TW1 A5 SC2	\$	37.20	\$	36.65	\$	29.76	\$	29.32
Technical Writer TW1 A5 SC3	\$	44.35	\$	43.69	\$	35.48	\$	34.96
Technical Writer TW2 A5 SC1	\$	33.97	\$	33.47	\$	27.18	\$	26.78
Technical Writer TW2 A5 SC2	\$	40.50	\$	39.90	\$	32.40	\$	31.92
Technical Writer TW2 A5 SC3	\$	48.28	\$	47.57	\$	38.62	\$	38.05
Technical Writer TW3 A5 SC1	\$	36.65	\$	36.11	\$	29.32	\$	28.89
Technical Writer TW3 A5 SC2	\$	43.69	\$	43.04	\$	34.95	\$	34.43

Technical Writer TW3 A5 SC3	\$	52.08	\$	51.31	\$	41.66	\$	41.04
Technical Writer TW4 A5 SC1	\$	40.09	\$	39.50	\$	32.07	\$	31.60
Technical Writer TW4 A5 SC2	\$	47.78	\$	47.07	\$	38.22	\$	37.66
Technical Writer TW4 A5 SC3	\$	56.97	\$	56.13	\$	45.58	\$	44.91
Telecom Engineer TE1 A5 SC1	\$	45.91	\$	45.23	\$	36.73	\$	36.19
Telecom Engineer TE1 A5 SC2	\$	54.72	\$	53.91	\$	43.78	\$	43.13
Telecom Engineer TE1 A5 SC3	\$	65.23	\$	64.27	\$	52.18	\$	51.41
Telecom Engineer TE2 A5 SC1	\$	51.90	\$	51.13	\$	41.52	\$	40.91
Telecom Engineer TE2 A5 SC2	\$	61.86	\$	60.95	\$	49.49	\$	48.76
Telecom Engineer TE2 A5 SC3	\$	73.75	\$	72.66	\$	59.00	\$	58.13
Telecom Engineer TE3 A5 SC1	\$	55.59	\$	54.77	\$	44.47	\$	43.81
Telecom Engineer TE3 A5 SC2	\$	66.26	\$	65.28	\$	53.01	\$	52.23
Telecom Engineer TE3 A5 SC3	\$	79.00	\$	77.83	\$	63.20	\$	62.27
Tester TEST1 A5 SC1	\$	47.63	\$	46.93	\$	38.10	\$	37.54
Tester TEST1 A5 SC2	\$	56.77	\$	55.93	\$	45.42	\$	44.75
Tester TEST1 A5 SC3	\$	67.67	\$	66.67	\$	54.14	\$	53.34
Tester TEST2 A5 SC1	\$	52.03	\$	51.26	\$	41.62	\$	41.00
Tester TEST2 A5 SC2	\$	62.02	\$	61.10	\$	49.62	\$	48.89
Tester TEST2 A5 SC3	\$	73.92	\$	72.83	\$	59.14	\$	58.27
Tester TEST3 A5 SC1	\$	56.19	\$	55.36	\$	44.95	\$	44.29
Tester TEST3 A5 SC2	\$	66.97	\$	65.98	\$	53.58	\$	52.79
Tester TEST3 A5 SC3	\$	79.84	\$	78.66	\$	63.87	\$	62.93
Video Conference Specialist VCS1 A5 SC1	\$	38.05	\$	37.49	\$	30.44	\$	29.99
Video Conference Specialist VCS1 A5 SC2	\$	45.34	\$	44.67	\$	36.27	\$	35.73
Video Conference Specialist VCS1 A5 SC3	\$	54.06	\$	53.26	\$	43.25	\$	42.61
Video Conference Specialist VCS2 A5 SC1	\$	40.46	\$	39.86	\$	32.37	\$	31.89
Video Conference Specialist VCS2 A5 SC2	\$	48.22	\$	47.51	\$	38.58	\$	38.01
Video Conference Specialist VCS2 A5 SC3	\$	57.49	\$	56.64	\$	45.99	\$	45.31
Voice/Data Engineer VDE1 A5 SC1	\$	47.84	\$	47.13	\$	38.27	\$	37.70
Voice/Data Engineer VDE1 A5 SC2	\$	57.01	\$	56.17	\$	45.61	\$	44.94
Voice/Data Engineer VDE1 A5 SC3	\$	67.97	\$	66.97	\$	54.38	\$	53.58
Voice/Data Engineer VDE2 A5 SC1	\$	54.94	\$	54.13	\$	43.95	\$	43.30
Voice/Data Engineer VDE2 A5 SC2	\$	65.48	\$	64.51	\$	52.38	\$	51.61
Voice/Data Engineer VDE2 A5 SC3	\$	78.06	\$	76.91	\$	62.45	\$	61.53
Voice/Data Engineer VDE3 A5 SC1	\$	58.90	\$	58.03	\$	47.12	\$	46.42
Voice/Data Engineer VDE3 A5 SC2	\$	70.20	\$	69.16	\$	56.16	\$	55.33
Voice/Data Engineer VDE3 A5 SC3	\$	83.70	\$	82.46	\$	66.96	\$	65.97