

Job Family	Job No.	Job Title	Scope Variant	Hourly Ceiling Rate	Proposer's Hourly Rate
Applications Development	2.04	Director, Systems and Programming	2.Manager	153.75	153.75
			3.Sr.Manager	187.50	187.50
			4.Executive	248.47	248.47
	2.05	Manager, Applications Development	1.Team Leader	122.92	122.92
			2.Manager	142.78	142.78
			3.Sr.Manager	144.58	144.58
			4.Executive	215.00	215.00
	2.07	Applications Architect	B.Intermediate	102.08	102.08
			C.Advanced	108.33	108.33
			D.Expert	120.28	120.28
	2.08	Systems Analyst	A.Entry	62.08	62.08
			B.Intermediate	94.03	94.03
			C.Advanced	100.14	100.14
			D.Expert	118.19	118.19
2.09	Applications Development Analyst	A.Entry	67.08	67.08	
		B.Intermediate	84.86	84.86	
		C.Advanced	96.39	96.39	
		D.Expert	108.33	108.33	
Data Strategy and	3.12	Database Manager	2.Manager	138.61	138.61
			3.Sr.Manager	146.39	146.39
	3.13	Data Security Specialist	A.Entry	68.33	68.33
			B.Intermediate	112.64	112.64
			C.Advanced	130.28	130.28
			D.Expert	135.97	135.97
	3.14	Database Analyst	A.Entry	88.61	88.61
			B.Intermediate	104.31	104.31
			C.Advanced	117.36	117.36
			D.Expert	130.69	130.69
	3.15	Data Architect	B.Intermediate	97.22	97.22
			C.Advanced	121.25	121.25
			D.Expert	131.67	131.67
	3.16	Data Modeler	B.Intermediate	99.44	99.44
			C.Advanced	120.42	120.42
3.50	Database Administrator	A.Entry	69.03	69.03	
		B.Intermediate	96.25	96.25	
		C.Advanced	107.36	107.36	
		D.Expert	123.19	123.19	
Quality Assurance	4.18	Manager, Quality Assurance	1.Team Leader	94.86	94.86
			2.Manager	115.56	115.56
			3.Sr.Manager	136.53	136.53
			4.Executive	171.67	171.67
	4.19	Quality Assurance Analyst	A.Entry	59.72	59.72
			B.Intermediate	71.39	71.39
			C.Advanced	86.94	86.94
Technology Research	5.20	Manager, Technology Research	D.Expert	93.89	93.89
			2.Manager	127.78	127.78

	5.21	Technology Research Analyst			
			B.Intermediate	98.33	98.33
			C.Advanced	115.83	115.83
			D.Expert	133.19	133.19
Client Technologies	6.22	Manager, Client Technologies			
			1.Team Leader	84.03	84.03
			2.Manager	117.36	117.36
			3.Sr.Manager	162.22	162.22
	6.23	Client Technologies Analyst			
			A.Entry	57.78	57.78
			B.Intermediate	75.42	75.42
			C.Advanced	90.28	90.28
			D.Expert	109.31	109.31
	6.79	Client Technologies Technician			
			A.Entry	58.89	58.89
			B.Intermediate	64.86	64.86
			C.Advanced	99.03	99.03
Customer Support	7.24	Manager, Customer Support			
			1.Team Leader	77.78	77.78
			2.Manager	107.50	107.50
			3.Sr.Manager	146.67	146.67
	7.26	Customer Support Analyst			
			A.Entry	50.42	50.42
			B.Intermediate	62.36	62.36
			C.Advanced	105.00	105.00
			D.Expert	142.36	142.36
	7.80	Customer Support Technician			
			A.Entry	52.64	52.64
			B.Intermediate	56.39	56.39
			C.Advanced	73.06	73.06
Network Management	8.27	Director, Network Operations			
			2.Manager	101.25	101.25
			3.Sr.Manager	164.72	164.72
	8.44	Manager, Network Operations			
			1.Team Leader	85.28	85.28
			2.Manager	126.53	126.53
			3.Sr.Manager	165.97	165.97
	8.81	Network Architect			
			B.Intermediate	96.81	96.81
			C.Advanced	103.47	103.47
			D.Expert	120.83	120.83
	8.33	Network Engineer			
			B.Intermediate	113.47	113.47
			C.Advanced	122.08	122.08
			D.Expert	133.19	133.19
	8.89	Network Analyst			
			A.Entry	79.17	79.17
			B.Intermediate	88.06	88.06
			C.Advanced	105.42	105.42
			D.Expert	138.75	138.75
	8.49	Network Administrator			
			A.Entry	64.03	64.03
			B.Intermediate	77.22	77.22
			C.Advanced	94.17	94.17
			D.Expert	111.53	111.53
	8.82	Network Technician			
			A.Entry	64.31	64.31
			B.Intermediate	77.64	77.64
			C.Advanced	79.17	79.17
			D.Expert	88.06	88.06
	8.61	Network Security Specialist			

			B.Intermediate	98.89	98.89
			C.Advanced	105.56	105.56
Internet Planning,	9.87	Manager, Internet Operations			
			1.Team Leader	110.28	110.28
			2.Manager	131.39	131.39
			3.Sr.Manager	166.25	166.25
	9.37	Internet/Web Architect			
			B.Intermediate	90.28	90.28
			C.Advanced	115.56	115.56
	9.38	Webmaster	D.Expert	127.78	127.78
			B.Intermediate	72.08	72.08
			C.Advanced	98.61	98.61
	9.39	Web Applications Programmer			
			A.Entry	65.97	65.97
			B.Intermediate	97.36	97.36
			C.Advanced	111.94	111.94
			D.Expert	130.56	130.56
	9.40	Internet/Web Engineer			
			B.Intermediate	94.44	94.44
			C.Advanced	113.89	113.89
	9.41	Internet/Web Systems Administrator			
			B.Intermediate	105.14	105.14
			C.Advanced	125.28	125.28
	9.88	Web Customer Support Specialist			
			A.Entry	56.39	56.39
			B.Intermediate	65.56	65.56
	9.30	Web Designer			
			B.Intermediate	73.33	73.33
			C.Advanced	121.39	121.39
	9.111	Web Security Specialist			
Operations	10.43	Director, Data Center Operations	No Variance	140.28	140.28
	10.45	Manager, Computer Operations	No Variance	162.92	162.92
			1.Team Leader	80.83	80.83
			2.Manager	111.39	111.39
			3.Sr.Manager	161.11	161.11
	10.46	Supervisor, Computer Operations			
			1.Team Leader	78.19	78.19
			2.Manager	91.81	91.81
	10.47	Computer Operator			
			A.Entry	46.53	46.53
			B.Intermediate	49.58	49.58
			C.Advanced	55.97	55.97
			D.Expert	65.00	65.00
	10.83	Manager, Capacity Planning			
			No Variance	135.83	135.83
	10.62	Manager, Production Support			
			1.Team Leader	94.86	94.86
			2.Manager	119.72	119.72
	10.63	Production Support Analyst			
			A.Entry	55.28	55.28
			B.Intermediate	65.14	65.14
			C.Advanced	85.69	85.69
			D.Expert	91.81	91.81
Telecommunications	11.55	Manager, Telecommunication Operations			
			1.Team Leader	93.47	93.47
			2.Manager	125.56	125.56
			3.Sr.Manager	149.86	149.86

	11.34	Telecommunication Engineer			
			A.Entry	53.47	53.47
			B.Intermediate	78.75	78.75
			C.Advanced	95.83	95.83
			D.Expert	123.47	123.47
	11.35	Telecommunication Technician			
			A.Entry	54.17	54.17
			B.Intermediate	62.36	62.36
			C.Advanced	73.06	73.06
Electronic Commerce	12.36	Director, Electronic Commerce			
			No Variance	198.89	198.89
	12.57	Manager, Electronic Commerce			
			No Variance	140.56	140.56
	12.58	Electronic Commerce Analyst			
			B.Intermediate	72.08	72.08
			C.Advanced	99.58	99.58
	12.42	EDI Specialist			
			B.Intermediate	96.11	96.11
			C.Advanced	100.42	100.42
Business Intelligence	13.11	Director, Data Warehouse			
			2.Manager	160.83	160.83
			3.Sr.Manager	201.67	201.67
	13.123	Manager, Data Warehouse			
			No Variance	141.53	141.53
	13.122	Data Warehouse Analyst			
			B.Intermediate	95.14	95.14
			C.Advanced	116.25	116.25
			D.Expert	123.06	123.06
	13.121	Data Warehouse Administrator			
			No Variance	106.94	106.94
	13.76	Manager, Decision Support			
			No Variance	162.08	162.08
	13.77	Decision Support Specialist			
			B.Intermediate	89.31	89.31
			C.Advanced	102.92	102.92
			D.Expert	118.33	118.33
	13.78	Decision Support Administrator			
			A.Entry	70.83	70.83
			B.Intermediate	86.25	86.25
	13.84	Knowledge Engineer			
			No Variance	142.36	142.36
Enterprise Resource	14.60	ERP Configurer			
			B.Intermediate	78.75	78.75
	14.90	ERP Programmer/Analyst			
			B.Intermediate	86.81	86.81
			C.Advanced	105.28	105.28
			D.Expert	122.36	122.36
Vendor Relationship	15.67	Manager, Vendor Relationships			
			2.Manager	134.86	134.86
			3.Sr.Manager	183.33	183.33
	15.53	Manager, Outsourcing Contracts			
			No Variance	116.39	116.39
	15.120	Contracts Manager			
			No Variance	99.72	99.72
	15.113	Service Manager			
			No Variance	78.19	78.19
	15.114	Finance/Administration Specialist			

			A.Entry	63.75	63.75
			C.Advanced	104.72	104.72
Administration	16.68	Asset Manager			
			No Variance	114.72	114.72
	16.98	Asset Management Administrator			
			A.Entry	60.69	60.69
			B.Intermediate	68.06	68.06
			C.Advanced	73.75	73.75
	16.73	Manager, HR/IT Staffing			
			No Variance	122.50	122.50
	16.112	Technical Recruiter			
			A.Entry	58.33	58.33
			B.Intermediate	79.17	79.17
			C.Advanced	116.67	116.67
	16.48	HR/IT Generalist			
			B.Intermediate	65.56	65.56
			C.Advanced	94.44	94.44
	16.99	Resource Manager			
			No Variance	123.75	123.75
	16.51	Documentation Specialist/Technical Writer			
			A.Entry	60.69	60.69
			B.Intermediate	72.92	72.92
			C.Advanced	89.17	89.17
	16.124	Manager, IT Audit			
			No Variance	135.00	135.00
	16.115	IT Auditor			
Training	17.100	Manager, Technical Training			
			No Variance	101.39	101.39
			1.Team Leader	86.39	86.39
			2.Manager	104.17	104.17
			3.Sr.Manager	145.14	145.14
	17.101	Technical Trainer			
			A.Entry	58.33	58.33
			B.Intermediate	63.89	63.89
			C.Advanced	78.47	78.47
			D.Expert	89.31	89.31
Security/Business	18.102	Security Manager			
			2.Manager	131.25	131.25
			3.Sr.Manager	159.17	159.17
	18.103	Security Analyst			
			A.Entry	59.03	59.03
			B.Intermediate	77.08	77.08
			C.Advanced	98.61	98.61
			D.Expert	110.56	110.56
	18.85	Manager, Business Continuance			
			No Variance	140.83	140.83
	18.86	Business Continuance Specialist			
			B.Intermediate	76.39	76.39
			C.Advanced	112.36	112.36
Product Development	19.107	Manager, Product Development			
			2.Manager	135.28	135.28
			3.Sr.Manager	178.61	178.61
	19.108	Product Architect			
			No Variance	159.72	159.72
	19.109	Product Engineer			
			B.Intermediate	102.22	102.22
			C.Advanced	136.81	136.81
			D.Expert	169.44	169.44

	19.110	Product Developer			
			B.Intermediate	94.44	94.44
			C.Advanced	111.25	111.25
			D.Expert	127.78	127.78
Systems Programming and	20.28	Manager, Systems Software			
			1.Team Leader	109.03	109.03
			2.Manager	126.39	126.39
			3.Sr.Manager	159.44	159.44
	20.29	Systems Architect			
			B.Intermediate	80.69	80.69
			C.Advanced	116.53	116.53
			D.Expert	137.08	137.08
	20.32	Systems Software Programmer			
			A.Entry	72.22	72.22
			B.Intermediate	90.28	90.28
			C.Advanced	110.14	110.14
			D.Expert	122.22	122.22
	20.31	Groupware Specialist			
			A.Entry	75.83	75.83
			B.Intermediate	96.53	96.53
			C.Advanced	103.61	103.61
	20.116	Systems Administrator			
			A.Entry	65.00	65.00
			B.Intermediate	76.81	76.81
			C.Advanced	99.17	99.17
			D.Expert	111.11	111.11
	20.117	Systems Security Specialist			
			No Variance	79.31	79.31
Business Analysis and	21.70	Manager, IT Business Planning			
			2.Manager	143.89	143.89
			3.Sr.Manager	145.83	145.83
	21.69	Business Process Consultant			
			B.Intermediate	79.58	79.58
			C.Advanced	104.03	104.03
			D.Expert	130.69	130.69
	21.10	Business Analyst			
			A.Entry	51.53	51.53
			B.Intermediate	79.86	79.86
			C.Advanced	91.11	91.11
			D.Expert	93.06	93.06
	21.75	IT Business Consultant			
			B.Intermediate	94.86	94.86
			C.Advanced	98.61	98.61
			D.Expert	125.14	125.14
	21.118	Enterprise Architect			
			No Variance	156.25	156.25
	21.71	Manager, Customer Relations			
			No Variance	150.97	150.97
Release Management	22.52	Configuration Management Analyst			
			B.Intermediate	75.14	75.14
			C.Advanced	76.39	76.39
	22.119	Release/Build Engineer			
			No Variance	68.75	68.75
Program Management	23.97	Program Manager			
			2.Manager	127.92	127.92
			3.Sr.Manager	153.19	153.19
			4.Executive	186.25	186.25
	23.64	Project Manager			
			1.Team Leader	107.08	107.08
			2.Manager	120.28	120.28

			3.Sr.Manager	124.86	124.86
			4.Executive	155.28	155.28
	23.65	Project Leader			
			A.Entry	63.19	63.19
			B.Intermediate	104.44	104.44
			C.Advanced	113.89	113.89
			D.Expert	117.92	117.92
Customer Service Hotline	24.54	Manager, Customer Service Hotline			
	24.59	Customer Service Hotline Representative	No Variance	105.69	105.69
			A.Entry	55.56	55.56
			B.Intermediate	60.97	60.97
			C.Advanced	76.94	76.94
Technical Product Support	25.66	Manager, Technical Product Support			
	25.106	Technical Product Support Analyst	2.Manager	114.72	114.72
			3.Sr.Manager	131.94	131.94
	25.72	Technical Product Support Specialist	No Variance	84.44	84.44
			A.Entry	48.89	48.89
			B.Intermediate	65.83	65.83
			C.Advanced	83.06	83.06