

Category	Job Title	Skill Level	Skill Demand	NOT TO EXCEED (NTE) RATES
Standard	Business Analyst	Junior	High	\$60.78
Standard	Business Analyst	Mid-Level	High	\$66.03
Standard	Business Analyst	Senior	High	\$71.14
Standard	Business Analyst	Expert	High	\$75.99
Standard	Database Administrator	Junior	High	\$61.39
Standard	Database Administrator	Mid-Level	High	\$69.52
Standard	Database Administrator	Senior	High	\$77.21
Standard	Database Administrator	Expert	High	\$84.06
Standard	Developer / Programmer	Junior	High	\$64.64
Standard	Developer / Programmer	Mid-Level	High	\$70.24
Standard	Developer / Programmer	Senior	High	\$75.66
Standard	Developer / Programmer	Expert	High	\$80.74
Standard	Network / Telecom Specialist	Junior	High	\$62.08
Standard	Network / Telecom Specialist	Mid-Level	High	\$68.75
Standard	Network / Telecom Specialist	Senior	High	\$75.22
Standard	Network / Telecom Specialist	Expert	High	\$81.31
Standard	Program Director	Junior	High	\$90.53
Standard	Program Director	Mid-Level	High	\$114.04
Standard	Program Director	Senior	High	\$142.28
Standard	Program Director	Expert	High	\$158.18
Standard	Project Manager	Junior	High	\$66.57
Standard	Project Manager	Mid-Level	High	\$74.66
Standard	Project Manager	Senior	High	\$82.29
Standard	Project Manager	Expert	High	\$89.10
Standard	QA Performance Tester	Junior	High	\$59.17
Standard	QA Performance Tester	Mid-Level	High	\$65.19
Standard	QA Performance Tester	Senior	High	\$72.59
Standard	QA Performance Tester	Expert	High	\$83.01
Standard	Security Specialist	Junior	High	\$83.59
Standard	Security Specialist	Mid-Level	High	\$101.91
Standard	Security Specialist	Senior	High	\$113.82
Standard	Security Specialist	Expert	High	\$126.63
Standard	Service Support Analyst	Junior	High	\$43.64
Standard	Service Support Analyst	Mid-Level	High	\$47.51
Standard	Service Support Analyst	Senior	High	\$50.86
Standard	Service Support Analyst	Expert	High	\$53.64
Standard	Specialist	Junior	High	\$70.27
Standard	Specialist	Mid-Level	High	\$78.12
Standard	Specialist	Senior	High	\$85.55
Standard	Specialist	Expert	High	\$92.20

Standard	System Administrator	Junior	High	\$57.42
Standard	System Administrator	Mid-Level	High	\$62.59
Standard	System Administrator	Senior	High	\$67.66
Standard	System Administrator	Expert	High	\$72.51
Standard	Technical Architect	Junior	High	\$76.12
Standard	Technical Architect	Mid-Level	High	\$84.75
Standard	Technical Architect	Senior	High	\$92.98
Standard	Technical Architect	Expert	High	\$100.68
Standard	Technical Specialist	Junior	High	\$107.40
Standard	Technical Specialist	Mid-Level	High	\$112.25
Standard	Technical Specialist	Senior	High	\$119.98
Standard	Technical Specialist	Expert	High	\$130.03
Standard	Technical Writer	Junior	High	\$45.65
Standard	Technical Writer	Mid-Level	High	\$51.36
Standard	Technical Writer	Senior	High	\$56.73
Standard	Technical Writer	Expert	High	\$61.47
Standard	Tester / QA Analyst	Junior	High	\$37.52
Standard	Tester / QA Analyst	Mid-Level	High	\$41.08
Standard	Tester / QA Analyst	Senior	High	\$44.53
Standard	Tester / QA Analyst	Expert	High	\$47.80
Standard	Business Analyst	Junior	Normal	\$56.80
Standard	Business Analyst	Mid-Level	Normal	\$61.71
Standard	Business Analyst	Senior	Normal	\$66.49
Standard	Business Analyst	Expert	Normal	\$71.02
Standard	Database Administrator	Junior	Normal	\$57.37
Standard	Database Administrator	Mid-Level	Normal	\$64.97
Standard	Database Administrator	Senior	Normal	\$72.16
Standard	Database Administrator	Expert	Normal	\$78.57
Standard	Developer / Programmer	Junior	Normal	\$60.41
Standard	Developer / Programmer	Mid-Level	Normal	\$65.64
Standard	Developer / Programmer	Senior	Normal	\$70.70
Standard	Developer / Programmer	Expert	Normal	\$75.46
Standard	Network / Telecom Specialist	Junior	Normal	\$58.01
Standard	Network / Telecom Specialist	Mid-Level	Normal	\$64.24
Standard	Network / Telecom Specialist	Senior	Normal	\$70.30
Standard	Network / Telecom Specialist	Expert	Normal	\$75.99
Standard	Program Director	Junior	Normal	\$84.59
Standard	Program Director	Mid-Level	Normal	\$106.56
Standard	Program Director	Senior	Normal	\$132.98
Standard	Program Director	Expert	Normal	\$147.84
Standard	Project Manager	Junior	Normal	\$62.22

Standard	Project Manager	Mid-Level	Normal	\$69.77
Standard	Project Manager	Senior	Normal	\$76.91
Standard	Project Manager	Expert	Normal	\$83.27
Standard	QA Performance Tester	Junior	Normal	\$55.30
Standard	QA Performance Tester	Mid-Level	Normal	\$60.92
Standard	QA Performance Tester	Senior	Normal	\$67.84
Standard	QA Performance Tester	Expert	Normal	\$77.58
Standard	Security Specialist	Junior	Normal	\$78.12
Standard	Security Specialist	Mid-Level	Normal	\$95.26
Standard	Security Specialist	Senior	Normal	\$106.38
Standard	Security Specialist	Expert	Normal	\$118.34
Standard	Service Support Analyst	Junior	Normal	\$40.78
Standard	Service Support Analyst	Mid-Level	Normal	\$44.40
Standard	Service Support Analyst	Senior	Normal	\$47.53
Standard	Service Support Analyst	Expert	Normal	\$50.13
Standard	Specialist	Junior	Normal	\$65.67
Standard	Specialist	Mid-Level	Normal	\$73.01
Standard	Specialist	Senior	Normal	\$79.96
Standard	Specialist	Expert	Normal	\$86.17
Standard	System Administrator	Junior	Normal	\$53.66
Standard	System Administrator	Mid-Level	Normal	\$58.50
Standard	System Administrator	Senior	Normal	\$63.23
Standard	System Administrator	Expert	Normal	\$67.77
Standard	Technical Architect	Junior	Normal	\$71.13
Standard	Technical Architect	Mid-Level	Normal	\$79.21
Standard	Technical Architect	Senior	Normal	\$86.89
Standard	Technical Architect	Expert	Normal	\$94.10
Standard	Technical Specialist	Junior	Normal	\$100.37
Standard	Technical Specialist	Mid-Level	Normal	\$104.91
Standard	Technical Specialist	Senior	Normal	\$112.13
Standard	Technical Specialist	Expert	Normal	\$121.52
Standard	Technical Writer	Junior	Normal	\$42.65
Standard	Technical Writer	Mid-Level	Normal	\$48.00
Standard	Technical Writer	Senior	Normal	\$53.01
Standard	Technical Writer	Expert	Normal	\$57.47
Standard	Tester / QA Analyst	Junior	Normal	\$35.05
Standard	Tester / QA Analyst	Mid-Level	Normal	\$38.38
Standard	Tester / QA Analyst	Senior	Normal	\$41.62
Standard	Tester / QA Analyst	Expert	Normal	\$44.67
SAP	SAP Business Analyst	Junior	High	\$60.80
SAP	SAP Business Analyst	Mid-Level	High	\$92.36

SAP	SAP Business Analyst	Senior	High	\$127.82
SAP	SAP Business Analyst	Expert	High	\$151.64
SAP	SAP Developer / Programmer	Junior	High	\$80.17
SAP	SAP Developer / Programmer	Mid-Level	High	\$111.84
SAP	SAP Developer / Programmer	Senior	High	\$133.77
SAP	SAP Developer / Programmer	Expert	High	\$185.77
SAP	SAP Specialist	Junior	High	\$76.88
SAP	SAP Specialist	Mid-Level	High	\$110.61
SAP	SAP Specialist	Senior	High	\$133.34
SAP	SAP Specialist	Expert	High	\$181.13
SAP	SAP System Administrator	Junior	High	\$96.58
SAP	SAP System Administrator	Mid-Level	High	\$122.84
SAP	SAP System Administrator	Senior	High	\$151.75
SAP	SAP System Administrator	Expert	High	\$210.08
SAP	SAP Technical Architect	Junior	High	\$101.14
SAP	SAP Technical Architect	Mid-Level	High	\$126.92
SAP	SAP Technical Architect	Senior	High	\$179.46
SAP	SAP Technical Architect	Expert	High	\$210.91
IBM Cúram	Cúram Architect	Junior	High	\$96.64
IBM Cúram	Cúram Architect	Mid-Level	High	\$120.86
IBM Cúram	Cúram Architect	Senior	High	\$147.28
IBM Cúram	Cúram Architect	Expert	High	\$175.13
IBM Cúram	Cúram Business Analyst	Junior	High	\$95.41
IBM Cúram	Cúram Business Analyst	Mid-Level	High	\$112.38
IBM Cúram	Cúram Business Analyst	Senior	High	\$136.98
IBM Cúram	Cúram Business Analyst	Expert	High	\$155.54
IBM Cúram	Cúram Developer / Programmer	Junior	High	\$108.80
IBM Cúram	Cúram Developer / Programmer	Mid-Level	High	\$130.48
IBM Cúram	Cúram Developer / Programmer	Senior	High	\$140.46
IBM Cúram	Cúram Developer / Programmer	Expert	High	\$164.33
IBM Cúram	Curam Specialist	Junior	High	\$96.91
IBM Cúram	Curam Specialist	Mid-Level	High	\$118.60
IBM Cúram	Curam Specialist	Senior	High	\$136.66
IBM Cúram	Curam Specialist	Expert	High	\$155.79