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 \$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 Senior Normal \$95.26 Standard Security Specialist Expert Normal \$116.38 Standard Security Specialist Expert Normal \$106.38 Standard Service Support Analyst Junior Normal \$118.34 Standard Service Support Analyst Senior Normal \$44.75 Standard Service Support Analyst Expert Normal \$47.53 Standard<			1	1	
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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 Senior Normal \$106.38 Standard Security Specialist Senior Normal \$106.38 Standard Security Specialist Expert Normal \$106.38 Standard Security Specialist Expert Normal \$106.38 Standard Service Support Analyst Junior Normal \$40.78 Standard Service Support Analyst Expert Normal \$47.53 Standard Specialist Junior Normal \$56.67 Standard Specialist Senior Normal \$79.96 Standard	Standard	Project Manager	Senior	Normal	\$76.91
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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 \$44.40 Standard Service Support Analyst Senior Normal \$47.53 Standard Service Support Analyst Expert Normal \$50.13 Standard Service Support Analyst Expert Normal \$55.67 Standard Service Support Analyst Expert Normal \$55.013 Standard Service Support Analyst Expert Normal \$55.67 Standard Service Support Analyst Expert Normal \$55.67 Standard Specialist Expert Normal \$55.67	Standard	QA Performance Tester	Mid-Level	Normal	\$60.92
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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 \$73.01 Standard Specialist Senior Normal \$79.96 Standard Specialist Senior Normal \$86.17 Standard Specialist Expert Normal \$86.17 Standard System Administrator Junior Normal \$53.66 Standard System Administrator Senior Normal \$53.50 Standard System Administrator Expert Normal \$63.23 Standard System Administrator Expert Normal \$67.77 Standard Technical Architect Junior Normal \$71.13 Standard Technical Architect Senior Normal \$79.21 Standard Technical Sp	Standard	Security Specialist	Expert	Normal	\$118.34
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StandardTester / QA AnalystExpertNormal\$44.67SAPSAP Business AnalystJuniorHigh\$60.80	Standard	Tester / QA Analyst	Mid-Level	Normal	\$38.38
SAP SAP Business Analyst Junior High \$60.80	Standard	Tester / QA Analyst	Senior	Normal	\$41.62
	Standard	Tester / QA Analyst	Expert	Normal	\$44.67
SAP SAP Business Analyst Mid-Level High \$92.36	SAP	SAP Business Analyst	Junior	High	\$60.80
	SAP	SAP Business Analyst	Mid-Level	High	\$92.36

SAP SAP Business Analyst Expert High \$127.82 SAP SAP Business Analyst Expert High \$151.64 SAP SAP Developer / Programmer Junior High \$80.17 SAP SAP Developer / Programmer Senior High \$113.3.77 SAP SAP Developer / Programmer Expert High \$185.77 SAP SAP Developer / Programmer Expert High \$185.77 SAP SAP Developer / Programmer Expert High \$185.77 SAP SAP Specialist Junior High \$110.61 SAP SAP Specialist Senior High \$110.61 SAP SAP Specialist Expert High \$133.34 SAP SAP Specialist Expert High \$110.61 SAP SAP Specialist Expert High \$113.33 SAP SAP System Administrator Junior High \$151.75 SAP SAP System Administrator Senior	r	T	ı	T	
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 Senior High \$110.61 SAP SAP Specialist Senior High \$110.61 SAP SAP Specialist Expert High \$110.61 SAP SAP Specialist Expert High \$113.34 SAP SAP Specialist Expert High \$181.13 SAP SAP System Administrator Junior High \$96.58 SAP SAP System Administrator Senior High \$122.84 SAP SAP System Administrator Expert High \$210.08 SAP SAP System Administrator Expert <td< td=""><td>SAP</td><td>SAP Business Analyst</td><td>Senior</td><td>High</td><td>\$127.82</td></td<>	SAP	SAP Business Analyst	Senior	High	\$127.82
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 \$113.34 SAP SAP Specialist Expert High \$181.13 SAP SAP System Administrator Junior High \$122.84 SAP SAP System Administrator Senior High \$151.75 SAP SAP System Administrator Senior High \$210.08 SAP SAP System Administrator Senior High </td <td>SAP</td> <td>SAP Business Analyst</td> <td>Expert</td> <td>High</td> <td>\$151.64</td>	SAP	SAP Business Analyst	Expert	High	\$151.64
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 \$133.34 SAP SAP Specialist Expert High \$181.13 SAP SAP System Administrator Junior High \$96.58 SAP SAP System Administrator Senior High \$122.84 SAP SAP System Administrator Expert High \$151.75 SAP SAP System Administrator Expert High \$120.08 SAP SAP System Administrator Expert High \$210.08 SAP SAP System Administrator Expert High \$210.08 SAP SAP System Administrator Expert	SAP	SAP Developer / Programmer	Junior	High	\$80.17
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 \$120.08 SAP SAP System Administrator Expert High \$101.14 SAP SAP System Administrator Expert High \$210.08 SAP SAP System Administrator Expert High \$101.14 SAP SAP System Administrator Expert High \$120.08 SAP SAP Technical Architect Mid-Le	SAP	SAP Developer / Programmer	Mid-Level	High	\$111.84
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 Specialist Expert High \$181.13 SAP SAP System Administrator 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 System Administrator Expert High \$210.08 SAP SAP System Administrator Expert High \$210.08 SAP SAP Technical Architect Junior High \$126.92 SAP SAP Technical Architect Senior High \$179.46 SAP SAP Technical Architect Expert High <t< td=""><td>SAP</td><td>SAP Developer / Programmer</td><td>Senior</td><td>High</td><td>\$133.77</td></t<>	SAP	SAP Developer / Programmer	Senior	High	\$133.77
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 System Administrator Expert High \$210.08 SAP SAP Technical Architect Junior High \$101.14 SAP SAP Technical Architect Senior High \$126.92 SAP SAP Technical Architect Expert High \$179.46 SAP SAP Technical Architect Expert High \$210.91 IBM Cúram Cúram Architect Expert High \$120.96 IBM Cúram Cúram Architect Expert	SAP	SAP Developer / Programmer	Expert	High	\$185.77
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 \$210.08 SAP SAP System Administrator Expert High \$210.08 SAP SAP Technical Architect Junior High \$126.92 SAP SAP Technical Architect Senior High \$210.91 IBM Cúram Cúram Architect Expert High \$120.91 IBM Cúram Cúram Architect <	SAP	SAP Specialist	Junior	High	\$76.88
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 System Administrator Expert High \$151.75 SAP SAP System Administrator Expert High \$210.08 SAP SAP System Administrator Expert High \$210.08 SAP SAP Technical Architect Junior High \$101.14 SAP SAP Technical Architect Senior High \$126.92 SAP SAP Technical Architect Expert High \$126.92 SAP SAP Technical Architect Expert High \$210.91 IBM Cúram Cúram Architect Expert High \$120.96 SAP Technical Architect Senior </td <td>SAP</td> <td>SAP Specialist</td> <td>Mid-Level</td> <td>High</td> <td>\$110.61</td>	SAP	SAP Specialist	Mid-Level	High	\$110.61
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 Expert High \$210.91 IBM Cúram Cúram Architect Junior High \$210.91 IBM Cúram Cúram Architect Senior High \$210.91 IBM Cúram Cúram Architect Senior High \$147.28 IBM Cúram Cúram Business Analyst Junior High \$155.13 IBM Cúram Cúram Business	SAP	SAP Specialist	Senior	High	\$133.34
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 Expert High \$210.91 IBM Cúram Cúram Architect Expert High \$210.91 IBM Cúram Cúram Architect Mid-Level High \$210.91 IBM Cúram Cúram Architect Senior High \$120.86 IBM Cúram Cúram Business Analyst Junior High \$175.13 IBM Cúram Cúram Business Analyst Senior High \$112.38 IBM Cúram Cúram	SAP	SAP Specialist	Expert	High	\$181.13
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 Expert High \$210.91 IBM Cúram Cúram Architect Junior High \$96.64 IBM Cúram Cúram Architect Senior High \$120.86 IBM Cúram Cúram Architect Expert High \$147.28 IBM Cúram Cúram Business Analyst Junior High \$175.13 IBM Cúram Cúram Business Analyst Senior High \$112.38 IBM Cúram Cúram Business Analyst Expert High \$136.98 IBM Cúram Cúram Bus	SAP	SAP System Administrator	Junior	High	\$96.58
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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 Senior High \$147.28 IBM Cúram Cúram Architect Expert High \$175.13 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 Cúram Developer / Programmer Junior High \$130.48 Cúram Developer / Programmer Mid-Level High \$130.48 Cúram Developer / Programmer Senior High \$140.46 Cúram Developer / Programmer Senior High \$140.46 Cúram Developer / Programmer Senior High \$140.46 IBM Cúram Cúram Specialist Junior High \$96.91 IBM Cúram Curam Specialist Mid-Level High \$118.60 IBM Cúram Curam Specialist Senior High \$118.60 IBM Cúram Curam Specialist Senior High \$118.60	SAP	SAP System Administrator	Senior	High	\$151.75
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IBM Cúram Curam Specialist Senior High \$136.66	IBM Cúram	Curam Specialist	Junior	High	\$96.91
	IBM Cúram	Curam Specialist	Mid-Level	High	\$118.60
IBM Cúram Curam Specialist Expert High \$155.79	IBM Cúram	Curam Specialist	Senior	High	\$136.66
	IBM Cúram	Curam Specialist	Expert	High	\$155.79