

FIRST AMENDMENT TO MASTER AGREEMENT

THIS FIRST AMENDMENT TO MASTER AGREEMENT ("First Amendment") is made and entered into 21st day of June, 2022, by and between COUNTY OF FRESNO, a political subdivision of the State of California, Fresno, California ("COUNTY"), and each contractor (each hereinafter referred to as "CONTRACTOR" and collectively as the "CONTRACTORS) identified in Attachment A to this Agreement, which is attached and incorporated by this reference. The COUNTY and each CONTRACTOR may be referred to as a "Party" or collectively as "Parties" to this Agreement.

WITNESSETH:

WHEREAS, COUNTY entered into Agreement number A-22-085, dated March 8, 2022 ("Agreement"), in which COUNTY contracted with five (5) contractors who agreed to provide Information Technology Temporary and Professional Services. CONTRACTORS include Agile Global Solutions, Inc., AgreeYA Solutions, Inc., Genuent Global, LLC, Sierra Cybernetics, Inc., and TekSystems Global Services, LLC;

WHEREAS, certain previously agreed-upon rates for TekSystems Global Services, LLC were mistakenly omitted from the Agreement;

WHEREAS, COUNTY and CONTRACTOR desire to amend the Agreement in order to add the rates previously omitted; and

WHEREAS, COUNTY also now desires to amend the Agreement to add an additional CONTRACTOR, as allowable by Section 5 of Agreement A-22-085, to add Staff Tech, Inc., a California corporation.

NOW, THEREFORE, for good and valuable consideration, the receipt and adequacy of which is hereby acknowledged, COUNTY and CONTRACTOR agree as follows:

1. Attachment A – Vendor Information, located on page 36 of the Agreement, is deleted in its entirety, and replaced with the attached Attachment A.

2. Attachment B – IT Groupings, located on page 39 of the Agreement, is deleted in its entirety, and replaced with the attached Attachment B.

3. Attachment C – Pricing, located on page 70 through page 75 of the Agreement, is deleted in its entirety, and replaced with the attached Attachment C – TekSystems Global Services,

1 LLC & TekSystems, Inc. and Attachment C – Staff Tech, Inc.

2 COUNTY and CONTRACTOR agree that this First Amendment is sufficient to amend the
3 Agreement, and that upon execution of this First Amendment, the Agreement and this First
4 Amendment together shall be considered the Agreement.

5 The Agreement, as hereby amended, is ratified and continued. All provisions, terms,
6 covenants, conditions and promises contained in the Agreement and not amended herein shall remain
7 in full force and effect.

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

1 EXECUTED AND EFFECTIVE as of the date first above set forth.

2 **CONTRACTOR**

COUNTY OF FRESNO

3

4



5 See Additional Signature Pages
Attached

Brian Pacheco, Chairman of the Board of
Supervisors of the County of Fresno

6

7

8

9

10

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

11

12

13

14

15

16

By:  _____
Deputy

17

FOR ACCOUNTING USE ONLY:

18

Fund: 1020/VARIOUS

19

Subclass: 10000/VARIOUS

20

ORG: 8905/VARIOUS

21

Account: 7294/7311/VARIOUS

22

23

24

25

26

27

28

1 By executing this signature page, CONTRACTOR becomes a signatory to the Master Agreement
2 dated June 21, 2022, and agrees that it is a party to the Agreement with the COUNTY and is bound by its
3 terms
4

5 **CONTRACTOR**
6 **TekSystems Global**
7 **Services, LLC; TekSystems, Inc.**

8 
9 Christopher Garman
10 Authorized Signature

11
12 Christopher Garman - Senior Manager of Operations
13 Print Name & Title

1 By executing this signature page, CONTRACTOR becomes a signatory to the Master Agreement
2 dated June 21, 2022, and agrees that it is a party to the Agreement with the COUNTY and is bound by its
3 terms

4
5 **CONTRACTOR**

6 **Staff Tech, Inc.**

7
8 

9 _____
10 Authorized Signature

11
12 
13 _____
14 Print Name & Title

Attachment A – Vendor Information

#	Vendor	Name	Phone	Email
1	Agile Global Solutions, Inc.	Raja Krishnan	(916) 353-1780	raja@agileglobalsolutions.com
2	AgreeYA Solutions, Inc.	Ajay Kaul	(916) 294-0075	Sales_cagov@agreeya.com Paula.davy@agreeya.com
3	Genuent Global, LLC	Valerie Berry	(916) 772-8158	vberry@genuent.com
4	Sierra Cybernetics, Inc.	Carl LaPlante	(714) 921-2086 x210	claplante@sierracyber.com
5	TekSystems Global Services, LLC	Mark Knapton	(661) 406-3333	mknapton@teksystems.com
6	Staff Tech, Inc.	Erika Kohnke	(916) 932-1232	erika@staff-tech.net

Attachment B (Part 1) – IT Groupings

#	Vendor	Voice & Data Network Management Group	Project Management / Applications Development Group	Enterprise Content Management Group	Database Group	Desktop & Server Group	Geographic Information System (GIS) Group	SAP Group	Electronic Data Interchange (EDI) Group	Data Warehouse Group	Radio Systems Support Group	Information Security Group	User Experience / User Interface Group	Special Projects
1	Agile Global Solutions, Inc.	x	x	x	x	x	n/a	x	n/a	x	n/a	X	X	n/a
2	Agreeya Solutions, Inc.	n/a	x	x	x	x	X	x	x	x	n/a	X	X	X
3	Genuent Global, LLC	x	x	x	x	x	n/a	x	x	x	X	X	X	n/a
4	Sierra Cybernetics Incorp.	x	x	n/a	x	x	X	n/a	n/a	x	X	X	X	n/a
5	TekSystems Global Services, LLC	x	x	x	x	x	x	x	x	x	x	x	x	x
6	TekSystems, Inc.													
7	Staff Tech, Inc.	x	x	x	x	x	x	x	x	x	x	x	x	x

Attachment C - Pricing

TekSystems Global Services, LLC & TekSystems, Inc.

IT Temp Services								
	Roles	JUNIOR LEVEL (1-3- YEARS)		INTERMEDIATE LEVEL (4-6 YEARS)		SENIOR LEVEL (6+ YEARS)		
		Bill Rate (\$/Hr)		Bill Rate (\$/Hr)		Bill Rate (\$/Hr)		
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
1	Agile Coach	\$ 107.25	\$ 124.95	\$ 121.56	\$ 147.00	\$ 143.01	\$ 205.80	
2	Agile Scrum Master	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 132.30	
3	AI/ML Engineer	\$ 71.50	\$ 88.20	\$ 85.81	\$ 110.25	\$ 90.00	\$ 147.00	
4	Android Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
5	Application Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
6	AUTO CAD Drafter	\$ 35.75	\$ 51.45	\$ 50.06	\$ 73.50	\$ 71.51	\$ 110.25	
7	AV Technician	\$ 25.74	\$ 32.34	\$ 31.47	\$ 41.16	\$ 40.05	\$ 52.92	
8	AWS Developer	\$ 57.20	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 132.30	
9	Big Data Administrator	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 139.65	
10	Big Data Developer	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 139.65	
11	BigData Specialist	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 147.00	
12	BioMed Tech	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 132.30	
13	Business Architect	\$ 71.50	\$ 88.20	\$ 85.81	\$ 124.95	\$ 121.56	\$ 183.75	
14	Business Intelligence Specialist	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 132.30	
15	Business Objects Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00	
16	Business Systems Analyst	\$ 42.90	\$ 51.45	\$ 50.06	\$ 73.50	\$ 71.51	\$ 102.90	
17	Change Management Specialist	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
18	Chatbot Developer	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 132.30	
19	CISSP	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 139.65	
20	Citrix Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
21	Cloud Administrator	\$ 71.50	\$ 88.20	\$ 85.81	\$ 110.25	\$ 107.26	\$ 139.65	
22	Cloud Architect	\$ 78.65	\$ 95.55	\$ 92.96	\$ 124.95	\$ 121.56	\$ 183.75	
23	Cloud Architect (AWS/ Azure/ Google)	\$ 78.65	\$ 95.55	\$ 92.96	\$ 124.95	\$ 121.56	\$ 183.75	
24	Cloud Computing Engineer	\$ 71.50	\$ 88.20	\$ 85.81	\$ 110.25	\$ 107.26	\$ 139.65	
25	Cloud Developer	\$ 71.50	\$ 88.20	\$ 85.81	\$ 110.25	\$ 107.26	\$ 139.65	
26	Cloud Engineer	\$ 71.50	\$ 88.20	\$ 85.81	\$ 110.25	\$ 107.26	\$ 139.65	
27	Cloud Specialist	\$ 71.50	\$ 88.20	\$ 85.81	\$ 110.25	\$ 107.26	\$ 139.65	
28	Cognos Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
29	CRM Specialist (MS Dynamics/ Salesforce etc.)	\$ 71.50	\$ 88.20	\$ 85.81	\$ 110.25	\$ 107.26	\$ 139.65	
30	Customer Service Representative	\$ 21.45	\$ 26.46	\$ 25.75	\$ 36.75	\$ 35.76	\$ 49.98	
31	Cyber Security	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 124.95	
32	Cyber Security Analyst	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 132.30	
33	Cyber Security Engineer	\$ 71.50	\$ 88.20	\$ 85.81	\$ 110.25	\$ 107.26	\$ 139.65	
34	Cybersecurity Analyst	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 132.30	
35	Cybersecurity Architect	\$ 78.65	\$ 95.55	\$ 92.96	\$ 124.95	\$ 121.56	\$ 183.75	
36	Data Architect	\$ 78.65	\$ 95.55	\$ 92.96	\$ 124.95	\$ 121.56	\$ 183.75	
37	Data Modeler	\$ 42.90	\$ 58.80	\$ 57.21	\$ 80.85	\$ 78.66	\$ 110.25	
38	Data Scientist	\$ 64.35	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 139.65	
39	Data Strategist	\$ 78.65	\$ 95.55	\$ 92.96	\$ 117.60	\$ 114.41	\$ 147.00	
40	Data Warehouse Analyst	\$ 42.90	\$ 51.45	\$ 50.06	\$ 73.50	\$ 71.51	\$ 102.90	
41	Database Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
42	DevOps Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 139.65	
43	DevOps Engineer	\$ 57.20	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 147.00	
44	DevOps Manager	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
45	DevOps Specialist	\$ 57.20	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 147.00	
46	Digital Transformation Specialist (Microservices, API Management, Chatbot, RPA,AI/ML etc)	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
47	Disaster Recovery Specialist	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 124.95	
48	Enterprise Architect	\$ 71.50	\$ 88.20	\$ 85.81	\$ 124.95	\$ 121.56	\$ 183.75	
49	Enterprise Health Archiect	\$ 71.50	\$ 88.20	\$ 85.81	\$ 124.95	\$ 121.56	\$ 183.75	
50	Enterprise Security	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 147.00	
51	ERP Cloud Engineer	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
52	ERP Cloud Infrastructure Architect	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
53	ERP Engineer	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
54	ERP Functional Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
55	ERP Solution Architect	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
56	ETL Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
57	Field Service Engineer	\$ 25.74	\$ 38.22	\$ 37.19	\$ 55.86	\$ 54.35	\$ 73.50	
58	Functional ERP Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
59	Functional Specialist	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
60	Hadoop Specialist	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 132.30	
61	Health Strategic Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
62	Helpdesk Technician	\$ 25.74	\$ 32.34	\$ 31.47	\$ 41.16	\$ 40.05	\$ 52.92	
63	HubSpot Implementation Specialist	\$ 64.35	\$ 80.85	\$ 78.66	\$ 110.25	\$ 107.26	\$ 161.70	
64	Hyland -Onbase Consultant	\$ 64.35	\$ 80.85	\$ 78.66	\$ 110.25	\$ 107.26	\$ 161.70	
65	IAM Architect	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75	
66	IBM Tririga Architect	\$ 42.90	\$ 66.15	\$ 64.36	\$ 102.90	\$ 100.11	\$ 147.00	
67	IBM Tririga Developer	\$ 42.90	\$ 66.15	\$ 64.36	\$ 102.90	\$ 100.11	\$ 147.00	
68	IBM Tririga Package Consultant	\$ 42.90	\$ 66.15	\$ 64.36	\$ 102.90	\$ 100.11	\$ 147.00	
69	Identity Management	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
70	Information Assurance Engineer	\$ 57.20	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 161.70	
71	Infrastructure Core Services Specialist	\$ 57.20	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 161.70	
72	Instructional Designer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 80.85	\$ 78.66	\$ 110.25	
73	Integration Specialist	\$ 57.20	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 147.00	
74	iOS Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00	
75	IT Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
76	IT Architect	\$ 71.50	\$ 88.20	\$ 85.81	\$ 124.95	\$ 121.56	\$ 183.75	
77	IT Auditor	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
78	IT Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00	
79	IT Helpdesk / Desktop Support	\$ 25.74	\$ 32.34	\$ 31.47	\$ 41.16	\$ 40.05	\$ 52.92	
80	IT Manager	\$ 71.50	\$ 88.20	\$ 85.81	\$ 124.95	\$ 121.56	\$ 183.75	
81	IT Project Manager	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
82	IT Research Analyst	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	
83	IT Security Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95	

Attachment C - Pricing

TekSystems Global Services, LLC & TekSystems, Inc.

IT Temp Services													
	Roles	JUNIOR LEVEL (1-3- YEARS)				INTERMEDIATE LEVEL (4-6 YEARS)				SENIOR LEVEL (6+ YEARS)			
		Bill Rate (\$/Hr)				Bill Rate (\$/Hr)				Bill Rate (\$/Hr)			
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum				
84	IT Security Auditor	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 124.95						
85	IT Strategy Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 161.70						
86	ITIL/ITSM	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00						
87	Java Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00						
88	Linux Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
89	LMS Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
90	Machine Learning Scientist	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 147.00						
91	Mainframe Analyst	\$ 42.90	\$ 51.45	\$ 50.06	\$ 73.50	\$ 71.51	\$ 102.90						
92	Mainframe Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00						
93	Mainframe Operator	\$ 42.90	\$ 51.45	\$ 50.06	\$ 73.50	\$ 71.51	\$ 102.90						
94	Management Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 132.30	\$ 128.71	\$ 220.05						
95	Middleware Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 57.21	\$ 88.20						
96	Mobile App Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00						
97	MS Access Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 57.21	\$ 88.20						
98	Mulesoft Integrators	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 147.00						
99	NET Developer	\$ 57.20	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 147.00						
100	Network Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
101	Network Engineer	\$ 50.05	\$ 66.15	\$ 64.36	\$ 102.90	\$ 100.11	\$ 161.70						
102	OnBase Admin	\$ 57.20	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 139.65						
103	Oracle Cloud Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75						
104	Oracle EBS Functional Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75						
105	PACS Admin	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
106	PACS Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
107	Pandemic SME	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
108	Pandemic Support	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
109	Peoplesoft Commitment Accounting	\$ 42.90	\$ 58.80	\$ 57.21	\$ 80.85	\$ 78.66	\$ 104.30						
110	PeopleSoft Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 57.21	\$ 88.20						
111	Peripheral Equipment Operator	\$ 25.74	\$ 38.22	\$ 37.19	\$ 55.86	\$ 54.35	\$ 73.50						
112	Process Mining Analyst	\$ 42.90	\$ 58.80	\$ 57.21	\$ 80.85	\$ 78.66	\$ 104.30						
113	Process Mining Engineer	\$ 50.05	\$ 66.15	\$ 64.36	\$ 88.20	\$ 85.81	\$ 124.95						
114	Program Manager	\$ 57.20	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 139.65						
115	Programmer, Advanced Technology	\$ 50.05	\$ 66.15	\$ 64.36	\$ 88.20	\$ 85.81	\$ 124.95						
116	Project Manager	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
117	QA Analyst	\$ 42.90	\$ 51.45	\$ 50.06	\$ 73.50	\$ 71.51	\$ 102.90						
118	Release Management	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
119	Robotic Process Automation Developer	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 132.30						
120	Salesforce.com Consultants	\$ 57.20	\$ 73.50	\$ 71.51	\$ 110.25	\$ 107.26	\$ 183.75						
121	Salesforce Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 161.70						
122	SAP BASIS Administrator	\$ 57.20	\$ 73.50	\$ 71.51	\$ 102.90	\$ 100.11	\$ 161.70						
123	SAP BW/BI Programmer/Analyst	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75						
124	SAP Developers	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75						
125	SAP Functional Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75						
126	SAP Hanna Functional Expert	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75						
127	SAP S4 HANA	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75						
128	ServiceNow Architect	\$ 78.65	\$ 95.55	\$ 92.96	\$ 124.95	\$ 121.56	\$ 183.75						
129	ServiceNow Dev/ Eng/ Arch	\$ 78.65	\$ 95.55	\$ 92.96	\$ 124.95	\$ 121.56	\$ 183.75						
130	ServiceNow Developer	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 139.65						
131	SharePoint Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
132	SharePoint Technical Specialist	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 139.65						
133	Site Reliability Engineer	\$ 50.05	\$ 66.15	\$ 64.36	\$ 102.90	\$ 100.11	\$ 161.70						
134	SnapLogic / Data Integration Engineer	\$ 64.35	\$ 80.85	\$ 78.66	\$ 102.90	\$ 100.11	\$ 147.00						
135	Software Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00						
136	Software Engineer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
137	Solutions Architect	\$ 71.50	\$ 88.20	\$ 85.81	\$ 124.95	\$ 121.56	\$ 183.75						
138	SQL DBA	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
139	Statistical Programmer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
140	Systems Administrator	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 124.95						
141	Technical Consultant	\$ 21.45	\$ 66.15	\$ 64.36	\$ 124.95	\$ 121.56	\$ 242.55						
142	Technical ERP Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75						
143	Technical Specialist	\$ 21.45	\$ 66.15	\$ 64.36	\$ 124.95	\$ 121.56	\$ 242.55						
144	Technical Writer	\$ 42.90	\$ 51.45	\$ 50.06	\$ 66.15	\$ 64.36	\$ 95.55						
145	Telecom Analyst	\$ 31.46	\$ 38.22	\$ 37.19	\$ 48.51	\$ 47.20	\$ 61.74						
146	Telecom Engineer	\$ 28.60	\$ 44.10	\$ 42.91	\$ 73.50	\$ 71.51	\$ 117.60						
147	Telecom Technician	\$ 25.74	\$ 32.34	\$ 31.47	\$ 41.16	\$ 40.05	\$ 52.92						
148	UX Researcher	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 147.00						
149	UX/UI Designer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00						
150	VMWare Engineer	\$ 57.20	\$ 73.50	\$ 71.51	\$ 95.55	\$ 92.96	\$ 139.65						
151	Web Developer	\$ 42.90	\$ 58.80	\$ 57.21	\$ 88.20	\$ 85.81	\$ 147.00						
152	Workday Consultant	\$ 71.50	\$ 88.20	\$ 85.81	\$ 117.60	\$ 114.41	\$ 183.75						

IT PROFESSIONAL SERVICES									
	Roles	Bill Rate (\$/Hr)		Bill Rate (\$/Hr)		Bill Rate (\$/Hr)			
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	Active Directory Engineer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 90.00	\$ 127.50
2	Administrative Assistant	\$ 24.00	\$ 39.00	\$ 39.00	\$ 51.00	\$ 51.00	\$ 67.50	\$ 51.00	\$ 67.50
3	Advanced Technology Specialist	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
4	Agile Coach	\$ 112.50	\$ 127.50	\$ 127.50	\$ 150.00	\$ 150.00	\$ 210.00	\$ 150.00	\$ 210.00
5	AI/ML Engineer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 150.00	\$ 112.50	\$ 150.00
6	Amazon Architect	\$ 82.50	\$ 97.50	\$ 97.50	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
7	Analyst - Business	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
8	Analyst - Financial	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
9	Analyst - Risk Assessment	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
10	Analyst - Technical	\$ 45.00	\$ 60.00	\$ 60.00	\$ 82.50	\$ 82.50	\$ 112.50	\$ 82.50	\$ 112.50
11	Analyst-Re-engineering	\$ 45.00	\$ 60.00	\$ 60.00	\$ 82.50	\$ 82.50	\$ 112.50	\$ 82.50	\$ 112.50
12	Application Developer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
13	Application Support and/or Implementation	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 90.00	\$ 127.50
14	APPS Programmer/Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
15	APPS Systems Engineer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
16	Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
17	Architecture Planning & Assessment- Business	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
18	Architecture Planning & Assessment- Information/ Data	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
19	Architecture Planning & Assessment- Security	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
20	Architecture Planning & Assessment- Technical	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
21	Automation Tester/SDET	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 90.00	\$ 127.50
22	AWS & Azure Cloud	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 150.00	\$ 112.50	\$ 150.00
23	AWS Engineer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	\$ 112.50	\$ 165.00
24	Azure Architect	\$ 82.50	\$ 97.50	\$ 97.50	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
25	Banner Consultant	\$ 60.00	\$ 75.00	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 90.00	\$ 112.50
26	BigData Specialist	\$ 67.50	\$ 82.50	\$ 82.50	\$ 105.00	\$ 105.00	\$ 150.00	\$ 105.00	\$ 150.00
27	Block Chain Consultant	\$ 67.50	\$ 82.50	\$ 82.50	\$ 105.00	\$ 105.00	\$ 150.00	\$ 105.00	\$ 150.00
28	Business Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
29	Business Applications Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
30	Business Intelligence	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
31	Business Process Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
32	Business Process Consultant	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
33	Business Systems Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
34	Business Systems Consultant	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
35	CCIE Engineer	\$ 105.00	\$ 127.50	\$ 127.50	\$ 157.50	\$ 157.50	\$ 217.50	\$ 157.50	\$ 217.50
36	CCNA	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 142.50	\$ 112.50	\$ 142.50
37	CCNP	\$ 90.00	\$ 105.00	\$ 105.00	\$ 127.50	\$ 127.50	\$ 157.50	\$ 127.50	\$ 157.50
38	Chatbot Developer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	\$ 97.50	\$ 135.00
39	CI-CD manager	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	\$ 112.50	\$ 165.00
40	Cloud Architect	\$ 82.50	\$ 97.50	\$ 97.50	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
41	Cloud Architect (AWS/ Azure/ Google)	\$ 82.50	\$ 97.50	\$ 97.50	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
42	Cloud Engineer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 120.00	\$ 120.00	\$ 142.50	\$ 120.00	\$ 142.50
43	Cloud Specialist	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 142.50	\$ 112.50	\$ 142.50
44	Cloud Systems Consultant	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 150.00	\$ 112.50	\$ 150.00
45	COBOL	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
46	Computer Operations Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
47	Computer Operations Tech	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
48	Computer Programmer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	\$ 90.00	\$ 135.00
49	CRM Specialist (MS Dynamics/ Salesforce etc.)	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 150.00	\$ 112.50	\$ 150.00
50	CX Interaction Designer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 90.00	\$ 127.50
51	CX Producer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 150.00	\$ 105.00	\$ 150.00
52	CX Senior Producer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 120.00	\$ 120.00	\$ 172.50	\$ 120.00	\$ 172.50
53	Cyber Security	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	\$ 97.50	\$ 135.00
54	Cyber Security Analyst	\$ 67.50	\$ 82.50	\$ 82.50	\$ 105.00	\$ 105.00	\$ 150.00	\$ 105.00	\$ 150.00
55	Cyber Security Engineer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	\$ 112.50	\$ 165.00
56	Data Administration	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 90.00	\$ 127.50
57	Data Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
58	Data Architecture design and/or Implementation	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
59	Data Base Developer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
60	Data Center Engineer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 127.50	\$ 97.50	\$ 127.50
61	Data Scientist	\$ 67.50	\$ 82.50	\$ 82.50	\$ 105.00	\$ 105.00	\$ 150.00	\$ 105.00	\$ 150.00
62	Data warehouse Lead Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 90.00	\$ 127.50
63	Data Warehouse Manager	\$ 75.00	\$ 90.00	\$ 90.00	\$ 120.00	\$ 120.00	\$ 180.00	\$ 120.00	\$ 180.00
64	Data Warehouse Reporting - Business Intelligence	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
65	Data Warehouse Architect	\$ 82.50	\$ 97.50	\$ 97.50	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
66	Database - DB2	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
67	Database - Design/Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	\$ 127.50	\$ 187.50
68	Database - MS Access	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
69	Database - MS SQL	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
70	Database - Oracle	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
71	Database Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	\$ 75.00	\$ 105.00
72	Database Specialist	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
73	DataStage ETL Developer/Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00
74	Deployment Engineer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	\$ 97.50	\$ 135.00
75	Deployment Specialist - CA Service Desk Plus	\$ 27.00	\$ 33.00	\$ 33.00	\$ 42.00	\$ 42.00	\$ 54.00	\$ 42.00	\$ 54.00
76	Desktop - Application (Design & Development)	\$ 33.00	\$ 42.00	\$ 42.00	\$ 57.00	\$ 57.00	\$ 82.50	\$ 57.00	\$ 82.50
77	Desktop - Operating System	\$ 27.00	\$ 33.00	\$ 33.00	\$ 42.00	\$ 42.00	\$ 54.00	\$ 42.00	\$ 54.00
78	Desktop - Security	\$ 33.00	\$ 42.00	\$ 42.00	\$ 57.00	\$ 57.00	\$ 82.50	\$ 57.00	\$ 82.50
79	Desktop - Support	\$ 27.00	\$ 33.00	\$ 33.00	\$ 42.00	\$ 42.00	\$ 54.00	\$ 42.00	\$ 54.00
80	Developer/Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 90.00	\$ 150.00

Attachment C - Pricing

TekSystems Global Services, LLC & TekSystems, Inc.

IT PROFESSIONAL SERVICES								
	Roles	Bill Rate (\$/Hr)		Bill Rate (\$/Hr)		Bill Rate (\$/Hr)		
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
81	Developer/Application Specialist - Java/JSP/Servlets/XML	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	
82	Developer/Application Specialist - PHP (Hypertext Preprocessor)	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	
83	Developer/Application Specialist -.NET/ASP.NET Visual Basic	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	
84	DevOps Engineer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
85	DevOps Specialist	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
86	Digital Transformation Specialist (Microservices, API Management, Chatbot, RPA, AI/ML etc)	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 150.00	
87	Director of HIM	\$ 112.50	\$ 127.50	\$ 127.50	\$ 142.50	\$ 142.50	\$ 165.00	
88	Director Program Manager	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
89	Director Technology	\$ 90.00	\$ 127.50	\$ 127.50	\$ 165.00	\$ 165.00	\$ 202.50	
90	Distributed Server	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
91	Document Composition	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
92	Documentation Specialist	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
93	E-Business Sys Consultant	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
94	Eclipsys -- Analyst	\$ 52.50	\$ 67.50	\$ 67.50	\$ 82.50	\$ 82.50	\$ 97.50	
95	Eclipsys -- Build Analyst	\$ 60.00	\$ 75.00	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	
96	Eclipsys -- Go Live Support	\$ 52.50	\$ 67.50	\$ 67.50	\$ 75.00	\$ 82.50	\$ 97.50	
97	Eclipsys -- Principal Trainer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	
98	Eclipsys -- Program Manager	\$ 75.00	\$ 90.00	\$ 90.00	\$ 105.00	\$ 105.00	\$ 127.50	
99	Eclipsys -- Project Manager	\$ 60.00	\$ 75.00	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	
100	Eclipsys -- Trainer	\$ 52.50	\$ 67.50	\$ 67.50	\$ 75.00	\$ 82.50	\$ 97.50	
101	E-Commerce Specialist	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
102	EDW Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 150.00	
103	EMR Implementation Strategic Advisor	\$ 90.00	\$ 105.00	\$ 105.00	\$ 120.00	\$ 120.00	\$ 142.50	
104	Engagement Delivery Coordinator	\$ 48.00	\$ 60.00	\$ 60.00	\$ 75.00	\$ 75.00	\$ 90.00	
105	Engagement Director	\$ 135.00	\$ 165.00	\$ 165.00	\$ 262.50	\$ 262.50	\$ 300.00	
106	Engagement Manager	\$ 120.00	\$ 150.00	\$ 150.00	\$ 195.00	\$ 195.00	\$ 240.00	
107	Enterprise Cloud Architect	\$ 82.50	\$ 97.50	\$ 97.50	\$ 127.50	\$ 127.50	\$ 187.50	
108	ERP Functional Consultant	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
109	ERP Solution Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 187.50	
110	FHIR - HL7 Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 127.50	
111	Fullstack Developer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
112	Functional Configuration Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
113	Functional ERP Consultant - Intermediate	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 138.00	
114	Hadoop Specialist	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
115	Healthcare Application Consultant	\$ 60.00	\$ 75.00	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	
116	Healthcare Application Consultant - Decision Support & Reporting	\$ 67.50	\$ 82.50	\$ 82.50	\$ 97.50	\$ 97.50	\$ 120.00	
117	Healthcare Application Consultant -Clinical Applications	\$ 60.00	\$ 75.00	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	
118	Healthcare Application Consultant- Practice Management Applications	\$ 60.00	\$ 75.00	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	
119	Healthcare Application Consultant- Revenue Cycle Applications	\$ 60.00	\$ 75.00	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	
120	Healthcare Application Consultant-Meaningful Use	\$ 67.50	\$ 82.50	\$ 82.50	\$ 97.50	\$ 97.50	\$ 120.00	
121	Healthcare Integration Specialist	\$ 67.50	\$ 82.50	\$ 82.50	\$ 97.50	\$ 97.50	\$ 120.00	
122	Healthcare IT Project Management	\$ 67.50	\$ 82.50	\$ 82.50	\$ 97.50	\$ 97.50	\$ 120.00	
123	Healthcare IT Project Management - Director	\$ 112.50	\$ 127.50	\$ 127.50	\$ 142.50	\$ 142.50	\$ 165.00	
124	Healthcare IT Strategy Planning	\$ 90.00	\$ 105.00	\$ 105.00	\$ 120.00	\$ 120.00	\$ 142.50	
125	HIM Manager	\$ 75.00	\$ 90.00	\$ 90.00	\$ 105.00	\$ 105.00	\$ 127.50	
126	HIPAA Compliant Consultant	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
127	HubSpot Implementation Specialist	\$ 67.50	\$ 82.50	\$ 82.50	\$ 105.00	\$ 105.00	\$ 150.00	
128	IAM Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
129	IAM Manager	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 187.50	
130	Implementation Cons	\$ 60.00	\$ 75.00	\$ 75.00	\$ 112.50	\$ 112.50	\$ 142.50	
131	Implementation Mgr	\$ 60.00	\$ 75.00	\$ 75.00	\$ 112.50	\$ 112.50	\$ 142.50	
132	Info Security Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
133	Info Security Engineer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 120.00	\$ 120.00	\$ 165.00	
134	Infrastructure Core Services Specialist	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 142.50	
135	Instructional Designer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	
136	Integration Specialist	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 142.50	
137	IPT Engineer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
138	IT Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
139	IT Consulting Partner/Principal	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 150.00	
140	IT Contract Administrator	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
141	IT Manager	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	
142	IT PMO Consultant	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
143	IT Project Manager	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
144	IT Security	\$ 75.00	\$ 90.00	\$ 90.00	\$ 120.00	\$ 120.00	\$ 165.00	
145	IT Security Engineer	\$ 67.50	\$ 82.50	\$ 82.50	\$ 105.00	\$ 105.00	\$ 150.00	
146	LAN Security Specialist	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
147	LMS Administrator	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
148	Machine Learning Consultant	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
149	Mainframe - Operating System	\$ 33.00	\$ 42.00	\$ 42.00	\$ 54.00	\$ 54.00	\$ 67.50	
150	Mainframe - Operations	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
151	Mainframe Security	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
152	Mainframe Support	\$ 33.00	\$ 42.00	\$ 42.00	\$ 54.00	\$ 54.00	\$ 67.50	
153	Management Consultant	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 225.00	
154	Manager Technology	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	
155	Mature Languages & Mainframe	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
156	Modeling - Business	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
157	Modeling - Data	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
158	Modeling - Process	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	

IT PROFESSIONAL SERVICES								
	Roles	Bill Rate (\$/Hr)		Bill Rate (\$/Hr)		Bill Rate (\$/Hr)		
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
159	Network (Data, Radio, Video, Voice) - LAN/ WAN Internet Support	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
160	Network (Data, Radio, Video, Voice) - Network Telecommunications	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
161	Network (Data, Radio, Video, Voice) - Support	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
162	Network (Data, Radio, Video, Voice) - Voice over IPIIP Telephony	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
163	Network (Data, Radio, Video, Voice) - Operations	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
164	Network (Data, Radio, Video, Voice) - Security	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
165	Network and Information Security	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
166	Network Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
167	Network Engineer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
168	Network Integration Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
169	Network Operations Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
170	Network Technician	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	
171	Offshore Cloud Systems Administrator	\$ 30.00	\$ 45.00	\$ 45.00	\$ 54.00	\$ 54.00	\$ 63.00	
172	Offshore Functional Consultant	\$ 37.50	\$ 45.00	\$ 45.00	\$ 60.00	\$ 60.00	\$ 72.00	
173	Offshore NOC Technician	\$ 24.00	\$ 37.50	\$ 37.50	\$ 45.00	\$ 45.00	\$ 52.50	
174	Offshore Project Management Consultant	\$ 45.00	\$ 60.00	\$ 60.00	\$ 75.00	\$ 75.00	\$ 82.50	
175	Offshore Technical Consultant	\$ 45.00	\$ 60.00	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	
176	Oper Systems Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
177	Oper Systems Engineer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
178	Oracle Cloud Consultant	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
179	Oracle EBS Functional Consultant	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
180	Other Consultant	\$ 55.50	\$ 111.00	\$ 111.00	\$ 185.00	\$ 185.00	\$ 323.75	
181	PACS Administrator	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	
182	PC/LAN Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
183	Pega BPM Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 187.50	
184	Penetration Tester	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	
185	Peoplesoft Commitment Accounting	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	
186	Peoplesoft Tech Lead	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
187	Performance & Capacity Planning	\$ 45.00	\$ 60.00	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	
188	Practice Architect	\$ 150.00	\$ 195.00	\$ 195.00	\$ 240.00	\$ 240.00	\$ 300.00	
189	Process Mining Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	
190	Process Mining Engineer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	
191	Product Owner	\$ 52.50	\$ 67.50	\$ 67.50	\$ 105.00	\$ 105.00	\$ 150.00	
192	Program Manager	\$ 45.00	\$ 60.00	\$ 60.00	\$ 75.00	\$ 75.00	\$ 112.50	
193	Programmer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	
194	Programmer/ Developer - JCL/UNIX/C++	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	
195	Programmer/ Developer - NET/ ASP/Visual Basic	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	
196	Programmer/Developer - Java/JSP/Servlets/XSLT	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	
197	Project Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 67.50	\$ 75.00	\$ 105.00	
198	Project Coordinator	\$ 37.50	\$ 52.50	\$ 52.50	\$ 67.50	\$ 67.50	\$ 90.00	
199	Project Management Mgr	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 142.50	
200	Project Manager	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50	
201	QA Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
202	QA Engineer	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
203	Robotic Process Automation Developer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 135.00	
204	SAP BASIS Administrator	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 142.50	
205	SAP BW/BI Programmer/Analyst	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
206	SAP Consultant	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
207	SAP Engineer/Analyst	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
208	SAP Hanna Functional Expert	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
209	SAP S4 HANA	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
210	Scrum Master	\$ 52.50	\$ 67.50	\$ 67.50	\$ 105.00	\$ 105.00	\$ 150.00	
211	Security Architect	\$ 82.50	\$ 97.50	\$ 97.50	\$ 127.50	\$ 127.50	\$ 187.50	
212	Security Engineer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 120.00	\$ 120.00	\$ 165.00	
213	Server - Application (Design & Development)	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
214	Server - Operating System	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
215	Server - Security	\$ 67.50	\$ 82.50	\$ 82.50	\$ 105.00	\$ 105.00	\$ 150.00	
216	Server - Support	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
217	Service Delivery Manager	\$ 105.00	\$ 120.00	\$ 120.00	\$ 165.00	\$ 165.00	\$ 232.50	
218	ServiceNow Dev/ Eng/ Arch	\$ 82.50	\$ 97.50	\$ 97.50	\$ 127.50	\$ 127.50	\$ 187.50	
219	Site Reliability Engineer	\$ 52.50	\$ 67.50	\$ 67.50	\$ 105.00	\$ 105.00	\$ 150.00	
220	Software Engineer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	
221	Storage Integration & Support Eng	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50	
222	Subject Matter Expert	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	
223	System Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	
224	System Engineer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	
225	System Engineering and Administration	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	
226	System Integrator	\$ 75.00	\$ 90.00	\$ 90.00	\$ 112.50	\$ 112.50	\$ 165.00	
227	System QA Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
228	System/Software Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
229	Systems Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
230	Systems Analyst	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00	
231	Systems Engineer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 142.50	
232	Systems Support Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00	
233	Tech Project Coordinator	\$ 37.50	\$ 52.50	\$ 52.50	\$ 67.50	\$ 67.50	\$ 90.00	
234	TECH-066 PeopleSoft Developer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	
235	Technical Area Manager	\$ 105.00	\$ 120.00	\$ 120.00	\$ 180.00	\$ 180.00	\$ 240.00	
236	Technical Consultant	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	
237	Technical Developer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00	
238	Technical Editor/Writer	\$ 45.00	\$ 52.50	\$ 52.50	\$ 67.50	\$ 67.50	\$ 97.50	
239	Technical ERP Consultant	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50	

IT PROFESSIONAL SERVICES							
	Roles	Bill Rate (\$/Hr)		Bill Rate (\$/Hr)		Bill Rate (\$/Hr)	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
240	Technical Manager	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50
241	Technical Project Manager	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50
242	Technical Quality Monitor	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00
243	Technical Service Specialist	\$ 45.00	\$ 90.00	\$ 90.00	\$ 150.00	\$ 150.00	\$ 262.50
244	Technical Specialist	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50
245	Technical Writer	\$ 45.00	\$ 52.50	\$ 52.50	\$ 67.50	\$ 67.50	\$ 97.50
246	Telehealth Specialist	\$ 60.00	\$ 75.00	\$ 75.00	\$ 97.50	\$ 97.50	\$ 142.50
247	Telepresence Engineer	\$ 75.00	\$ 90.00	\$ 90.00	\$ 120.00	\$ 120.00	\$ 165.00
248	Testing - System Tester/HP LoadRunner	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00
249	Training - E-Learning Course Development	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50
250	UX/UI Designer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00
251	Vice President/Managing Director	\$ 97.50	\$ 120.00	\$ 120.00	\$ 172.50	\$ 172.50	\$ 225.00
252	Voice Engineer	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50
253	Web Analytics	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 135.00
254	Web Design & Development- HTML/XML/CSS/JavaScript/Jquery	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00
255	Web Designer- Graphic Artist & UI Design	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00
256	Web Developer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00
257	Web Information Architect	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50
258	Web Security & Accessibility - Security/ADA/Section 508Compliance	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50
259	Web Security Analyst	\$ 75.00	\$ 90.00	\$ 90.00	\$ 127.50	\$ 127.50	\$ 187.50
260	Web SITE Administrator	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 127.50
261	Web Site Security Consultant	\$ 60.00	\$ 75.00	\$ 75.00	\$ 105.00	\$ 105.00	\$ 142.50
262	Web Support Engineer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00
263	Web Systems Analyst	\$ 45.00	\$ 52.50	\$ 52.50	\$ 75.00	\$ 75.00	\$ 105.00
264	Web Usability Specialist	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00
265	Web/Internet Developer	\$ 45.00	\$ 60.00	\$ 60.00	\$ 90.00	\$ 90.00	\$ 150.00
266	WEBB Systems Engineer 4	\$ 75.00	\$ 90.00	\$ 90.00	\$ 120.00	\$ 120.00	\$ 165.00
267	Elections Project Coordinator	\$ 35.00	\$ 55.00	\$ 55.01	\$ 75.00	\$ 75.01	\$ 105.00
268	Elections Deployment/Support Team Lead	\$ 35.00	\$ 55.00	\$ 55.01	\$ 75.00	\$ 75.01	\$ 95.00
269	Elections Deployment/Support Technician	\$ 30.00	\$ 50.00	\$ 50.01	\$ 70.00	\$ 70.01	\$ 90.00



Classification	Proposed Maximum Hourly Rate
ITEM # 3. Senior Project Manager	\$90 -\$185
ITEM # 4. Project Manager	\$65-\$150
ITEM # 5. Senior Technical Lead	\$75-\$175
ITEM # 6. Technical Lead	\$60-\$140
ITEM # 7. Business Solutions Analyst	\$55-\$130
ITEM # 8. Senior Software Engineer	\$75-\$160
ITEM # 9. Software Engineer	\$45-\$125
ITEM # 10. Technical Writer	\$45-\$95
ITEM # 11. Information Security Specialist	\$60-\$170
ITEM # 12. Senior Enterprise Architect	\$80-\$175
ITEM # 13. Enterprise Architect	\$60-\$150
ITEM # 14. Technical Architect	\$75-\$150
ITEM # 15. Visual Designer	\$65-\$115
ITEM # 16. Front End Web Developer / Engineer	\$60-\$135
ITEM # 17. Back End Web Developer / Engineer	\$60-\$135
ITEM # 18. DevOps Engineer	\$60-\$135
ITEM # 19. Security Engineer	\$75-\$145
ITEM # 20. Delivery Manager	\$65-\$140
ITEM # 21. Agile Coach	\$90-\$150
ITEM # 22. Analyst	\$55-\$120
ITEM # 23. Digital Performance Analyst	\$60-\$125
ITEM # 24. Data Analyst	\$55-\$120

ITEM # 25. Senior Data Analyst	\$75-\$145
ITEM # 26. Geospatial Engineer	\$70-\$125
ITEM # 27. Geospatial Application Developer	\$80-\$145
ITEM # 28. Business Intelligence Analyst	\$65-\$130
ITEM # 29. Data Scientist	\$65-\$110
ITEM # 30. Senior Data Scientist	\$80-\$135
ITEM # 31. Data Engineer	\$65-\$120
ITEM # 32. Senior Data Engineer	\$80-\$135
ITEM # 33. Data Modeler	\$65-\$110
ITEM # 34. Data Warehouse Architect	\$80-\$150
ITEM # 35. Product Lead	\$75-\$125
ITEM # 36. Product Manager	\$80-\$150
ITEM # 37. Content Strategist	\$75-\$130
ITEM # 38. Content Designer	\$75-\$130
ITEM # 39. User Experience Researcher	\$75-\$130
ITEM # 40. Usability Tester	\$60-\$110
ITEM # 41. UX/Interaction Designer	\$80-\$130
ITEM # 42. Customer Experience Architect	\$85-\$150
ITEM # 43. Customer Experience Analyst	\$75-\$115
ITEM # 44. Information Technology Expert	\$75-\$185