Attachment 1 to Modification #15 to VA-051123-CAI
SMSA Bill Rates

CENTRAL REGION					
Job category	Position		Legacy NTE	Core NTE	Emerging NTE
			Bill	Bill	Bill
Applications	Programmer Analyst	Analyst 1	$ 36.72	$ 37.86	$ 40.51
		Analyst 2	$ 44.86	$ 46.24	$ 49.49
		Analyst 3	$ 64.86	$ 66.87	$ 71.55
		Analyst 4	$ 83.28	$ 85.86	$ 91.87
		Analyst 5	$ 86.96	$ 93.06	$ 95.67
	Programmer	Programmer 1	$ 46.12	$ 47.55	$ 50.88
		Programmer 2	$ 48.51	$ 50.00	$ 53.50
		Programmer 3	$ 55.08	$ 56.78	$ 62.46
		Programmer 4	$ 64.16	$ 66.14	$ 70.77
		Programmer 5	$ 83.40	$ 85.98	$ 92.01
	Software Test Analyst	Analyst 1	$ 40.11	$ 41.36	$ 44.26
		Analyst 2	$ 45.09	$ 46.49	$ 49.73
		Analyst 3	$ 55.48	$ 57.21	$ 61.21
		Analyst 4	$ 57.12	$ 58.89	$ 63.01
		Analyst 5	$ 69.41	$ 71.55	$ 76.56
	Technical Writer	Technical Writer 1	$ 29.30	$ 30.21	$ 32.33
		Technical Writer 2	$ 31.08	$ 32.04	$ 34.28
		Technical Writer 3	$ 39.49	$ 40.70	$ 43.56
	Business Analyst	Analyst 1	$ 39.23	$ 40.44	$ 43.27
		Analyst 2	$ 41.13	$ 42.40	$ 45.36
		Analyst 3	$ 57.21	$ 61.21	$ 62.93
		Analyst 4	$ 68.45	$ 70.56	$ 75.52
		Analyst 5	$ 77.14	$ 82.53	$ 84.86
	System Analyst	Analyst 1	$ 38.24	$ 39.44	$ 42.19
		Analyst 2	$ 40.28	$ 41.52	$ 44.43
		Analyst 3	$ 52.96	$ 54.60	$ 58.42
	Software Solutions Architect		$ 75.46	$ 77.80	$ 83.24
	Intelligent Transportation Systems Specialist		$ 37.44	$ 38.59	$ 41.30
	ERP Analyst	ERP Analyst 1	$ 40.98	$ 42.24	$ 45.20
		ERP Analyst 2	$ 49.99	$ 51.53	$ 59.27
		ERP Analyst 3	$ 66.92	$ 73.30	$ 76.49
		ERP Analyst 4	$ 82.86	$ 86.05	$ 92.41
		ERP Analyst 5	$ 108.36	$ 111.54	$ 114.72
	ERP Developer	ERP Developer 1	$ 51.04	$ 52.63	$ 56.32
		ERP Developer 2	$ 60.42	$ 62.29	$ 66.65
		ERP Developer 3	$ 74.75	$ 80.98	$ 84.10
		ERP Developer 4	$ 90.33	$ 105.89	$ 109.00
		ERP Developer 5	$ 110.70	$ 113.96	$ 120.46
	ERP Database Administrator	ERP Database Administrator 1	$ 56.96	$ 58.73	$ 62.84
		ERP Database Administrator 2	$ 65.61	$ 67.65	$ 72.39
		ERP Database Administrator 3	$ 81.37	$ 83.89	$ 89.77

		ERP Database Administrator 4	$ 98.10	$ 102.77	$ 112.12
		ERP Database Administrator 5	$ 121.44	$ 126.12	$ 130.79
	ERP Project Manager	ERP Project Manager 1	$ 99.57	$ 107.87	$ 112.02
		ERP Project Manager 2	$ 108.76	$ 117.83	$ 122.36
		ERP Project Manager 3	$ 123.44	$ 128.20	$ 137.70
	Geographic Information System	Geospatial Projects Manager	$ 79.73	$ 82.19	$ 87.94
		Analyst	$ 74.25	$ 76.54	$ 81.90
		Specialist I	$ 49.63	$ 51.16	$ 54.75
		Specialist II	$ 61.71	$ 63.62	$ 68.08
		Technician Trainee	$ 36.72	$ 37.86	$ 40.51
		Technician I	$ 40.73	$ 41.98	$ 44.92
		Technician II	$ 44.55	$ 45.94	$ 49.14
		Technician III	$ 48.09	$ 49.58	$ 53.05
Data Management	Database Architect	Database Architect 1	$ 57.87	$ 59.67	$ 63.84
		Database Architect 2	$ 70.00	$ 72.15	$ 77.21
		Database Architect 3	$ 80.66	$ 83.17	$ 88.98
		Database Architect 4	$ 96.65	$ 103.41	$ 106.31
	Data Warehouse Architect	Data Warehouse Architect 1	$ 60.54	$ 62.41	$ 66.78
		Data Warehouse Architect 2	$ 76.44	$ 78.81	$ 84.32
		Data Warehouse Architect 3	$ 89.24	$ 93.30	$ 97.36
	Database Administrator	Database Administrator 1	$ 47.76	$ 49.24	$ 52.68
		Database Administrator 2	$ 59.24	$ 61.08	$ 65.35
		Database Administrator 3	$ 67.94	$ 70.05	$ 74.96
		Database Administrator 4	$ 81.90	$ 85.80	$ 89.69
Project Management	Project Manager	Project Manager 1	$ 58.37	$ 60.17	$ 64.38
		Project Manager 2	$ 70.02	$ 72.19	$ 77.25
		Project Manager 3	$ 95.97	$ 98.93	$ 105.86
		Project Manager 4	$ 99.64	$ 102.73	$ 109.91
	Project Lead	Project Lead 1	$ 55.74	$ 57.47	$ 61.48
		Project Lead 2	$ 62.93	$ 64.87	$ 69.41
	Project Coodinator		$ 33.68	$ 34.71	$ 37.15
Telecom and Computer Networking	Network Administrator	Network Administrator 1	$ 38.80	$ 40.00	$ 42.80
		Network Administrator 2	$ 42.63	$ 43.94	$ 47.01
		Network Administrator 3	$ 46.10	$ 47.52	$ 50.84
	Network Architect	Network Architect 1	$ 56.60	$ 58.34	$ 62.42
		Network Architect 2	$ 63.34	$ 65.30	$ 69.88
		Network Architect 3	$ 78.11	$ 80.53	$ 86.17

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SMSA Bill Rates

	Network Engineer	Network Engineer 1	$ 43.26	$ 44.59	$ 47.71
		Network Engineer 2	$ 47.47	$ 48.92	$ 52.35
		Network Engineer 3	$ 56.27	$ 57.99	$ 62.06
		Network Engineer 4	$ 76.76	$ 79.13	$ 84.66
	Public Safety Consultant		$ 57.77	$ 59.56	$ 63.72
	Radio Engineer		$ 69.51	$ 71.66	$ 76.67
Customer / Technical Support	Help Desk	Help Desk 1	$ 30.17	$ 31.10	$ 33.27
		Help Desk 2	$ 35.14	$ 36.23	$ 38.78
		Help Desk 3	$ 39.89	$ 41.13	$ 44.00
	Technical Support	Technical Support 1	$ 45.03	$ 46.43	$ 49.68
		Technical Support 2	$ 51.38	$ 52.97	$ 56.67
		Technical Support 3	$ 57.67	$ 59.46	$ 63.62
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	$ 64.37	$ 66.36	$ 71.00
		Infrastructure Solutions Architect 2	$ 68.59	$ 70.71	$ 75.65
		Infrastructure Solutions Architect 3	$ 80.94	$ 83.44	$ 89.28
	System Administrator	System Administrator 1	$ 46.22	$ 47.65	$ 50.99
		System Administrator 2	$ 53.57	$ 55.23	$ 59.09
		System Administrator 3	$ 59.40	$ 61.24	$ 65.53
IT Security	IT Security Analyst	IT Security Analyst 1	$ 45.13	$ 46.52	$ 49.78
		IT Security Analyst 2	$ 54.75	$ 56.44	$ 60.39
		IT Security Analyst 3	$ 57.11	$ 58.87	$ 63.00
		IT Security Architect 1	$ 54.30	$ 55.97	$ 59.90
		IT Security Architect 2	$ 57.11	$ 58.87	$ 63.00
IT Management Services	Business Continuity Planner		$ 77.00	$ 79.38	$ 84.94
	Business Process Reengineering		$ 89.12	$ 92.30	$ 108.21
	Enterprise Architect		$ 110.44	$ 115.69	$ 120.95
	IT Strategist		$ 90.78	$ 93.60	$ 100.16
	I.T. Auditor	I.T. Auditor 1	$ 36.85	$ 37.98	$ 40.65
		I.T. Auditor 2	$ 40.47	$ 41.73	$ 44.65
		I.T. Auditor 3	$ 52.96	$ 54.60	$ 58.42
		I.T. Auditor 4	$ 59.22	$ 61.04	$ 65.32
		I.T. Auditor 5	$ 75.01	$ 77.33	$ 82.74

HAMPTON ROADS REGION					
Job category	Position		Legacy NTE	Core NTE	Emerging NTE
			Bill	Bill	Bill
Applications	Programmer Analyst	Analyst 1	$ 35.06	$ 36.13	$ 38.67
		Analyst 2	$ 43.00	$ 44.32	$ 47.43
		Analyst 3	$ 62.69	$ 64.64	$ 69.17
		Analyst 4	$ 80.83	$ 83.33	$ 89.17
		Analyst 5	$ 84.43	$ 90.35	$ 92.88
	Programmer	Programmer 1	$ 44.22	$ 45.59	$ 48.79
		Programmer 2	$ 46.57	$ 48.02	$ 51.37
		Programmer 3	$ 53.10	$ 54.74	$ 60.21
		Programmer 4	$ 62.01	$ 63.92	$ 68.38
		Programmer 5	$ 80.97	$ 83.46	$ 89.31
	Software Test Analyst	Analyst 1	$ 38.35	$ 39.54	$ 42.31
		Analyst 2	$ 43.22	$ 44.55	$ 47.67
		Analyst 3	$ 53.49	$ 55.14	$ 59.01
		Analyst 4	$ 55.09	$ 56.79	$ 60.77
		Analyst 5	$ 67.18	$ 69.25	$ 74.11
	Technical Writer	Technical Writer 1	$ 28.46	$ 29.34	$ 31.38
		Technical Writer 2	$ 30.28	$ 31.22	$ 33.40
		Technical Writer 3	$ 38.87	$ 40.07	$ 42.88
	Business Analyst	Analyst 1	$ 37.49	$ 38.65	$ 41.36
		Analyst 2	$ 39.35	$ 40.56	$ 43.40
		Analyst 3	$ 55.14	$ 59.01	$ 60.66
		Analyst 4	$ 66.24	$ 68.29	$ 73.07
		Analyst 5	$ 74.75	$ 79.99	$ 82.23
	System Analyst	Analyst 1	$ 36.54	$ 37.66	$ 40.31
		Analyst 2	$ 38.53	$ 39.72	$ 42.50
		Analyst 3	$ 51.02	$ 52.58	$ 56.27
	Software Solutions Architect		$ 73.12	$ 75.40	$ 80.66
	Intelligent Transportation Systems Specialist		$ 37.34	$ 38.51	$ 41.20
	ERP Analyst	ERP Analyst 1	$ 39.03	$ 40.23	$ 43.05
		ERP Analyst 2	$ 48.02	$ 49.50	$ 56.92
		ERP Analyst 3	$ 64.86	$ 71.03	$ 74.12
		ERP Analyst 4	$ 80.29	$ 83.38	$ 89.56
		ERP Analyst 5	$ 105.02	$ 108.10	$ 111.19
	ERP Developer	ERP Developer 1	$ 49.12	$ 50.64	$ 54.17
		ERP Developer 2	$ 58.52	$ 60.32	$ 64.54
		ERP Developer 3	$ 72.39	$ 78.42	$ 81.43
		ERP Developer 4	$ 87.47	$ 102.56	$ 105.56
		ERP Developer 5	$ 107.34	$ 110.51	$ 116.83
		ERP Database Administrator 1	$ 54.92	$ 56.62	$ 60.58
		ERP Database Administrator 2	$ 63.44	$ 65.41	$ 69.98

	ERP Database Administrator	ERP Database Administrator 3	$ 78.95	$ 81.38	$ 87.09
		ERP Database Administrator 4	$ 95.34	$ 99.89	$ 108.96
		ERP Database Administrator 5	$ 118.04	$ 122.58	$ 127.12
	ERP Project Manager	ERP Project Manager 1	$ 98.04	$ 106.22	$ 110.29
		ERP Project Manager 2	$ 107.20	$ 116.12	$ 120.59
		ERP Project Manager 3	$ 121.71	$ 126.38	$ 135.74
	Geographic Information System	Geospatial Projects Manager	$ 78.41	$ 80.83	$ 86.49
		Analyst	$ 72.95	$ 75.20	$ 80.46
		Specialist I	$ 47.69	$ 49.16	$ 52.61
		Specialist II	$ 59.61	$ 61.46	$ 65.75
		Technician Trainee	$ 35.06	$ 36.13	$ 38.67
		Technician I	$ 38.95	$ 40.16	$ 42.97
		Technician II	$ 42.69	$ 44.03	$ 47.11
		Technician III	$ 46.17	$ 47.59	$ 50.92
Data Management	Database Architect	Database Architect 1	$ 55.83	$ 57.55	$ 61.58
		Database Architect 2	$ 67.76	$ 69.84	$ 74.74
		Database Architect 3	$ 78.27	$ 80.70	$ 86.34
		Database Architect 4	$ 93.98	$ 100.55	$ 103.38
	Data Warehouse Architect	Data Warehouse Architect 1	$ 58.45	$ 60.26	$ 64.48
		Data Warehouse Architect 2	$ 74.09	$ 76.39	$ 81.73
		Data Warehouse Architect 3	$ 86.54	$ 90.48	$ 94.41
	Database Administrator	Database Administrator 1	$ 45.84	$ 47.26	$ 50.56
		Database Administrator 2	$ 57.17	$ 58.95	$ 63.07
		Database Administrator 3	$ 65.73	$ 67.77	$ 72.51
		Database Administrator 4	$ 79.38	$ 83.16	$ 86.94
Project Management	Project Manager	Project Manager 1	$ 57.23	$ 59.01	$ 63.13
		Project Manager 2	$ 68.85	$ 70.98	$ 75.95
		Project Manager 3	$ 94.64	$ 97.56	$ 104.39
		Project Manager 4	$ 98.29	$ 101.33	$ 108.43
	Project Lead	Project Lead 1	$ 53.73	$ 55.40	$ 59.28
		Project Lead 2	$ 60.78	$ 62.67	$ 67.06
	Project Coodinator		$ 32.40	$ 33.39	$ 35.73
	Network Administrator	Network Administrator 1	$ 36.88	$ 38.01	$ 40.67
		Network Administrator 2	$ 40.66	$ 41.92	$ 44.86

Telecom and Computer Networking		Network Administrator 3	$ 44.11	$ 45.48	$ 48.67
	Network Architect	Network Architect 1	$ 54.57	$ 56.27	$ 60.20
		Network Architect 2	$ 61.20	$ 63.10	$ 67.50
		Network Architect 3	$ 75.76	$ 78.09	$ 83.56
	Network Engineer	Network Engineer 1	$ 41.42	$ 42.71	$ 45.70
		Network Engineer 2	$ 45.53	$ 46.94	$ 50.23
		Network Engineer 3	$ 54.25	$ 55.92	$ 59.84
		Network Engineer 4	$ 74.42	$ 76.72	$ 82.08
	Public Safety Consultant		$ 56.65	$ 58.40	$ 62.48
	Radio Engineer		$ 68.48	$ 70.60	$ 75.54
Customer / Technical Support	Help Desk	Help Desk 1	$ 28.32	$ 29.19	$ 31.25
		Help Desk 2	$ 33.26	$ 34.28	$ 36.68
		Help Desk 3	$ 37.96	$ 39.13	$ 41.86
	Technical Support	Technical Support 1	$ 43.16	$ 44.50	$ 47.61
		Technical Support 2	$ 49.45	$ 50.98	$ 54.54
		Technical Support 3	$ 55.63	$ 57.36	$ 61.37
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	$ 63.35	$ 65.31	$ 69.89
		Infrastructure Solutions Architect 2	$ 67.55	$ 69.64	$ 74.52
		Infrastructure Solutions Architect 3	$ 79.83	$ 82.30	$ 88.07
	System Administrator	System Administrator 1	$ 44.33	$ 45.70	$ 48.90
		System Administrator 2	$ 51.60	$ 53.21	$ 56.93
		System Administrator 3	$ 57.33	$ 59.11	$ 63.24
IT Security	IT Security Analyst	IT Security Analyst 1	$ 43.26	$ 44.59	$ 47.71
		IT Security Analyst 2	$ 52.77	$ 54.39	$ 58.20
		IT Security Analyst 3	$ 55.08	$ 56.78	$ 60.76
		IT Security Architect 1	$ 53.29	$ 54.96	$ 58.80
		IT Security Architect 2	$ 56.11	$ 57.85	$ 61.90
IT Management Services	Business Continuity Planner		$ 74.64	$ 76.95	$ 82.34
	Business Process Reengineering		$ 88.13	$ 91.27	$ 107.00
	Enterprise Architect		$ 109.14	$ 114.34	$ 119.53
	IT Strategist		$ 89.51	$ 92.28	$ 98.74
	I.T. Auditor	I.T. Auditor 1	$ 35.69	$ 36.79	$ 39.38
		I.T. Auditor 2	$ 39.29	$ 40.51	$ 43.35
		I.T. Auditor 3	$ 51.84	$ 53.44	$ 57.17
		I.T. Auditor 4	$ 58.08	$ 59.87	$ 64.06
		I.T. Auditor 5	$ 73.79	$ 76.07	$ 81.41

NORTHERN REGION					
Job category	Position		Legacy NTE	Core NTE	Emerging NTE
			Bill	Bill	Bill
Applications	Programmer Analyst	Analyst 1	$ 39.77	$ 41.00	$ 43.87
		Analyst 2	$ 48.35	$ 49.84	$ 53.33
		Analyst 3	$ 69.88	$ 72.03	$ 77.07
		Analyst 4	$ 89.51	$ 92.28	$ 98.74
		Analyst 5	$ 93.46	$ 100.01	$ 102.81
	Programmer	Programmer 1	$ 49.68	$ 51.21	$ 54.79
		Programmer 2	$ 52.17	$ 53.78	$ 57.55
		Programmer 3	$ 59.36	$ 61.20	$ 67.32
		Programmer 4	$ 69.11	$ 71.24	$ 76.23
		Programmer 5	$ 89.64	$ 92.41	$ 98.87
	Software Test Analyst	Analyst 1	$ 43.34	$ 44.68	$ 47.81
		Analyst 2	$ 48.58	$ 50.09	$ 53.60
		Analyst 3	$ 59.80	$ 61.65	$ 65.96
		Analyst 4	$ 61.57	$ 63.46	$ 67.91
		Analyst 5	$ 74.72	$ 77.03	$ 82.42
	Technical Writer	Technical Writer 1	$ 33.11	$ 34.13	$ 36.52
		Technical Writer 2	$ 35.13	$ 36.21	$ 38.75
		Technical Writer 3	$ 44.59	$ 45.97	$ 49.20
	Business Analyst	Analyst 1	$ 42.41	$ 43.72	$ 46.78
		Analyst 2	$ 44.41	$ 45.79	$ 49.00
		Analyst 3	$ 61.65	$ 65.96	$ 67.81
		Analyst 4	$ 73.70	$ 75.97	$ 81.30
		Analyst 5	$ 82.99	$ 88.80	$ 91.28
	System Analyst	Analyst 1	$ 41.37	$ 42.66	$ 45.64
		Analyst 2	$ 43.51	$ 44.87	$ 48.02
		Analyst 3	$ 57.03	$ 58.79	$ 62.90
	Software Solutions Architect		$ 81.17	$ 83.68	$ 89.55
	Intelligent Transportation Systems Specialist		$ 40.98	$ 42.24	$ 45.20
	ERP Analyst	ERP Analyst 1	$ 44.00	$ 45.37	$ 48.54
		ERP Analyst 2	$ 53.70	$ 55.36	$ 63.67
		ERP Analyst 3	$ 72.40	$ 79.30	$ 82.74
		ERP Analyst 4	$ 89.64	$ 93.08	$ 99.99
		ERP Analyst 5	$ 117.22	$ 120.67	$ 124.12
	ERP Developer	ERP Developer 1	$ 54.90	$ 56.60	$ 60.55
		ERP Developer 2	$ 65.34	$ 67.36	$ 72.07
		ERP Developer 3	$ 80.83	$ 87.56	$ 90.94
		ERP Developer 4	$ 97.67	$ 114.50	$ 117.88
		ERP Developer 5	$ 119.75	$ 123.28	$ 130.33
		ERP Database Administrator 1	$ 61.37	$ 63.27	$ 67.70
		ERP Database Administrator 2	$ 70.67	$ 72.86	$ 77.96

	ERP Database Administrator	ERP Database Administrator 3	$ 87.47	$ 90.17	$ 96.49
		ERP Database Administrator 4	$ 105.37	$ 110.39	$ 120.43
		ERP Database Administrator 5	$ 130.46	$ 135.48	$ 140.49
	ERP Project Manager	ERP Project Manager 1	$ 106.22	$ 115.05	$ 119.48
		ERP Project Manager 2	$ 115.97	$ 125.63	$ 130.46
		ERP Project Manager 3	$ 131.58	$ 136.64	$ 146.77
	Geographic Information System	Geospatial Projects Manager	$ 85.02	$ 87.65	$ 93.78
		Analyst	$ 79.20	$ 81.65	$ 87.36
		Specialist I	$ 53.34	$ 54.99	$ 58.85
		Specialist II	$ 66.50	$ 68.56	$ 73.35
		Technician Trainee	$ 39.77	$ 41.00	$ 43.87
		Technician I	$ 43.98	$ 45.35	$ 48.52
		Technician II	$ 48.03	$ 49.51	$ 52.99
		Technician III	$ 51.74	$ 53.34	$ 57.07
Data Management	Database Architect	Database Architect 1	$ 62.37	$ 64.30	$ 68.79
		Database Architect 2	$ 75.34	$ 77.67	$ 83.11
		Database Architect 3	$ 86.73	$ 89.41	$ 95.67
		Database Architect 4	$ 103.77	$ 111.04	$ 114.15
	Data Warehouse Architect	Data Warehouse Architect 1	$ 65.23	$ 67.25	$ 71.96
		Data Warehouse Architect 2	$ 82.23	$ 84.76	$ 90.70
		Data Warehouse Architect 3	$ 95.97	$ 100.33	$ 104.69
	Database Administrator	Database Administrator 1	$ 51.40	$ 52.99	$ 56.68
		Database Administrator 2	$ 63.83	$ 65.80	$ 70.40
		Database Administrator 3	$ 73.15	$ 75.42	$ 80.70
		Database Administrator 4	$ 88.11	$ 92.30	$ 96.50
Project Management	Project Manager	Project Manager 1	$ 62.36	$ 64.28	$ 68.78
		Project Manager 2	$ 74.76	$ 77.07	$ 82.47
		Project Manager 3	$ 102.26	$ 105.42	$ 112.80
		Project Manager 4	$ 106.17	$ 109.45	$ 117.11
	Project Lead	Project Lead 1	$ 60.07	$ 61.93	$ 66.27
		Project Lead 2	$ 67.80	$ 69.89	$ 74.77
	Project Coodinator		$ 36.38	$ 37.49	$ 40.11
	Network Administrator	Network Administrator 1	$ 41.69	$ 42.97	$ 45.97
		Network Administrator 2	$ 45.79	$ 47.21	$ 50.51

Telecom and Computer Networking		Network Administrator 3	$ 49.52	$ 51.05	$ 54.64
	Network Architect	Network Architect 1	$ 60.99	$ 62.88	$ 67.27
		Network Architect 2	$ 68.24	$ 70.33	$ 75.25
		Network Architect 3	$ 84.01	$ 86.61	$ 92.68
	Network Engineer	Network Engineer 1	$ 46.66	$ 48.10	$ 51.47
		Network Engineer 2	$ 51.08	$ 52.66	$ 56.34
		Network Engineer 3	$ 60.64	$ 62.51	$ 66.88
		Network Engineer 4	$ 82.57	$ 85.12	$ 91.08
	Public Safety Consultant		$ 61.71	$ 63.62	$ 68.08
	Radio Engineer		$ 75.95	$ 78.30	$ 83.78
Customer / Technical Support	Help Desk	Help Desk 1	$ 32.40	$ 33.39	$ 35.73
		Help Desk 2	$ 37.75	$ 38.91	$ 41.63
		Help Desk 3	$ 42.86	$ 44.19	$ 47.27
	Technical Support	Technical Support 1	$ 48.53	$ 50.04	$ 53.54
		Technical Support 2	$ 55.25	$ 56.96	$ 60.95
		Technical Support 3	$ 62.15	$ 64.08	$ 68.56
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	$ 70.39	$ 72.56	$ 77.65
		Infrastructure Solutions Architect 2	$ 74.94	$ 77.26	$ 82.67
		Infrastructure Solutions Architect 3	$ 88.22	$ 90.95	$ 97.32
	System Administrator	System Administrator 1	$ 49.79	$ 51.33	$ 54.92
		System Administrator 2	$ 57.70	$ 59.49	$ 63.66
		System Administrator 3	$ 64.01	$ 66.00	$ 70.61
IT Security	IT Security Analyst	IT Security Analyst 1	$ 48.63	$ 50.12	$ 53.64
		IT Security Analyst 2	$ 58.98	$ 60.81	$ 65.08
		IT Security Analyst 3	$ 61.55	$ 63.45	$ 67.89
		IT Security Architect 1	$ 59.44	$ 61.27	$ 65.57
		IT Security Architect 2	$ 62.51	$ 64.44	$ 68.96
IT Management Services	Business Continuity Planner		$ 82.83	$ 85.37	$ 91.35
	Business Process Reengineering		$ 96.84	$ 100.29	$ 117.60
	Enterprise Architect		$ 119.99	$ 125.70	$ 131.42
	IT Strategist		$ 96.79	$ 99.78	$ 106.76
	I.T. Auditor	I.T. Auditor 1	$ 40.40	$ 41.64	$ 44.55
		I.T. Auditor 2	$ 44.28	$ 45.64	$ 48.85
		I.T. Auditor 3	$ 57.83	$ 59.62	$ 63.79
		I.T. Auditor 4	$ 64.69	$ 66.68	$ 71.36
		I.T. Auditor 5	$ 81.71	$ 84.25	$ 90.15

SOUTHSIDE REGION					
Job category	Position		Legacy NTE	Core NTE	Emerging NTE
			Bill	Bill	Bill
Applications	Programmer Analyst	Analyst 1	$ 32.22	$ 33.22	$ 35.53
		Analyst 2	$ 39.88	$ 41.11	$ 43.99
		Analyst 3	$ 60.13	$ 61.98	$ 66.33
		Analyst 4	$ 77.87	$ 80.27	$ 85.89
		Analyst 5	$ 81.32	$ 87.01	$ 89.45
	Programmer	Programmer 1	$ 41.07	$ 42.34	$ 45.30
		Programmer 2	$ 43.37	$ 44.70	$ 47.83
		Programmer 3	$ 50.15	$ 51.69	$ 56.85
		Programmer 4	$ 59.44	$ 61.27	$ 65.57
		Programmer 5	$ 77.97	$ 80.39	$ 86.02
	Software Test Analyst	Analyst 1	$ 35.40	$ 36.50	$ 39.05
		Analyst 2	$ 40.09	$ 41.33	$ 44.22
		Analyst 3	$ 50.58	$ 52.14	$ 55.79
		Analyst 4	$ 52.40	$ 54.03	$ 57.81
		Analyst 5	$ 64.54	$ 66.54	$ 71.20
	Technical Writer	Technical Writer 1	$ 26.98	$ 27.81	$ 29.74
		Technical Writer 2	$ 28.76	$ 29.65	$ 31.73
		Technical Writer 3	$ 37.09	$ 38.23	$ 40.91
	Business Analyst	Analyst 1	$ 34.57	$ 35.63	$ 38.13
		Analyst 2	$ 36.35	$ 37.48	$ 40.10
		Analyst 3	$ 52.14	$ 55.79	$ 57.36
		Analyst 4	$ 63.61	$ 65.58	$ 70.17
		Analyst 5	$ 71.91	$ 76.94	$ 79.09
	System Analyst	Analyst 1	$ 33.65	$ 34.69	$ 37.12
		Analyst 2	$ 35.57	$ 36.66	$ 39.23
		Analyst 3	$ 47.91	$ 49.38	$ 52.84
	Software Solutions Architect		$ 70.37	$ 72.53	$ 77.61
	Intelligent Transportation Systems Specialist		$ 34.21	$ 35.26	$ 37.74
	ERP Analyst	ERP Analyst 1	$ 36.23	$ 37.36	$ 39.96
		ERP Analyst 2	$ 44.81	$ 46.19	$ 53.12
		ERP Analyst 3	$ 61.85	$ 67.74	$ 70.67
		ERP Analyst 4	$ 76.56	$ 79.52	$ 85.41
		ERP Analyst 5	$ 100.13	$ 103.07	$ 106.02
	ERP Developer	ERP Developer 1	$ 45.88	$ 47.31	$ 50.61
		ERP Developer 2	$ 55.74	$ 57.47	$ 61.48
		ERP Developer 3	$ 68.96	$ 74.71	$ 77.58
		ERP Developer 4	$ 83.33	$ 97.69	$ 100.57
		ERP Developer 5	$ 102.40	$ 105.42	$ 111.44
		ERP Database Administrator 1	$ 52.22	$ 53.83	$ 57.60
		ERP Database Administrator 2	$ 60.87	$ 62.75	$ 67.15

	ERP Database Administrator	ERP Database Administrator 3	$ 76.03	$ 78.38	$ 83.88
		ERP Database Administrator 4	$ 91.87	$ 96.24	$ 104.99
		ERP Database Administrator 5	$ 113.74	$ 118.11	$ 122.50
	ERP Project Manager	ERP Project Manager 1	$ 89.62	$ 97.09	$ 100.82
		ERP Project Manager 2	$ 98.22	$ 106.40	$ 110.50
		ERP Project Manager 3	$ 111.66	$ 115.96	$ 124.55
	Geographic Information System	Geospatial Projects Manager	$ 71.62	$ 73.83	$ 79.00
		Analyst	$ 66.49	$ 68.53	$ 73.33
		Specialist I	$ 44.44	$ 45.83	$ 49.03
		Specialist II	$ 57.05	$ 58.81	$ 62.93
		Technician Trainee	$ 32.22	$ 33.22	$ 35.53
		Technician I	$ 35.97	$ 37.09	$ 39.68
		Technician II	$ 39.58	$ 40.81	$ 43.67
		Technician III	$ 42.95	$ 44.28	$ 47.38
Data Management	Database Architect	Database Architect 1	$ 53.19	$ 54.82	$ 58.67
		Database Architect 2	$ 65.10	$ 67.11	$ 71.81
		Database Architect 3	$ 75.35	$ 77.69	$ 83.12
		Database Architect 4	$ 90.57	$ 96.91	$ 99.63
	Data Warehouse Architect	Data Warehouse Architect 1	$ 55.89	$ 57.61	$ 61.65
		Data Warehouse Architect 2	$ 71.32	$ 73.52	$ 78.67
		Data Warehouse Architect 3	$ 83.30	$ 87.09	$ 90.88
	Database Administrator	Database Administrator 1	$ 42.64	$ 43.97	$ 47.04
		Database Administrator 2	$ 54.58	$ 56.28	$ 60.21
		Database Administrator 3	$ 63.12	$ 65.08	$ 69.62
		Database Administrator 4	$ 76.38	$ 80.01	$ 83.66
Project Management	Project Manager	Project Manager 1	$ 51.53	$ 53.13	$ 56.85
		Project Manager 2	$ 62.63	$ 64.57	$ 69.09
		Project Manager 3	$ 86.93	$ 89.62	$ 95.89
		Project Manager 4	$ 90.37	$ 93.17	$ 99.68
	Project Lead	Project Lead 1	$ 50.87	$ 52.44	$ 56.11
		Project Lead 2	$ 58.24	$ 60.04	$ 64.25
	Project Coodinator		$ 29.87	$ 30.80	$ 32.95
	Network Administrator	Network Administrator 1	$ 34.21	$ 35.26	$ 37.74
		Network Administrator 2	$ 37.77	$ 38.95	$ 41.69

Telecom and Computer Networking		Network Administrator 3	$ 41.05	$ 42.33	$ 45.29
	Network Architect	Network Architect 1	$ 51.82	$ 53.43	$ 57.16
		Network Architect 2	$ 58.64	$ 60.45	$ 64.69
		Network Architect 3	$ 72.91	$ 75.18	$ 80.43
	Network Engineer	Network Engineer 1	$ 38.35	$ 39.54	$ 42.31
		Network Engineer 2	$ 42.34	$ 43.65	$ 46.71
		Network Engineer 3	$ 51.46	$ 53.04	$ 56.76
		Network Engineer 4	$ 71.62	$ 73.83	$ 79.00
	Public Safety Consultant		$ 50.93	$ 52.51	$ 56.18
	Radio Engineer		$ 65.65	$ 67.69	$ 72.42
Customer / Technical Support	Help Desk	Help Desk 1	$ 26.13	$ 26.94	$ 28.83
		Help Desk 2	$ 30.80	$ 31.75	$ 33.98
		Help Desk 3	$ 35.23	$ 36.32	$ 38.86
	Technical Support	Technical Support 1	$ 40.04	$ 41.27	$ 44.16
		Technical Support 2	$ 46.22	$ 47.65	$ 50.99
		Technical Support 3	$ 52.99	$ 54.63	$ 58.45
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	$ 60.61	$ 62.48	$ 66.85
		Infrastructure Solutions Architect 2	$ 64.74	$ 66.74	$ 71.42
		Infrastructure Solutions Architect 3	$ 76.73	$ 79.11	$ 84.64
	System Administrator	System Administrator 1	$ 41.18	$ 42.45	$ 45.41
		System Administrator 2	$ 48.53	$ 50.04	$ 53.54
		System Administrator 3	$ 54.75	$ 56.44	$ 60.39
IT Security	IT Security Analyst	IT Security Analyst 1	$ 40.12	$ 41.37	$ 44.27
		IT Security Analyst 2	$ 49.76	$ 51.31	$ 54.90
		IT Security Analyst 3	$ 52.39	$ 54.01	$ 57.80
		IT Security Architect 1	$ 50.10	$ 51.64	$ 55.26
		IT Security Architect 2	$ 53.26	$ 54.91	$ 58.75
IT Management Services	Business Continuity Planner		$ 71.82	$ 74.05	$ 79.23
	Business Process Reengineering		$ 83.60	$ 86.60	$ 101.53
	Enterprise Architect		$ 105.02	$ 110.01	$ 115.02
	IT Strategist		$ 82.08	$ 84.63	$ 90.56
	I.T. Auditor	I.T. Auditor 1	$ 32.86	$ 33.87	$ 36.24
		I.T. Auditor 2	$ 36.32	$ 37.44	$ 40.06
		I.T. Auditor 3	$ 48.70	$ 50.21	$ 53.72
		I.T. Auditor 4	$ 55.51	$ 57.23	$ 61.24
		I.T. Auditor 5	$ 71.06	$ 73.26	$ 78.38

SOUTHWEST REGION					
Job category	Position		Legacy NTE	Core NTE	Emerging NTE
			Bill	Bill	Bill
Applications	Programmer Analyst	Analyst 1	$ 33.75	$ 34.79	$ 37.22
		Analyst 2	$ 41.51	$ 42.79	$ 45.79
		Analyst 3	$ 61.11	$ 63.00	$ 67.42
		Analyst 4	$ 78.87	$ 81.32	$ 87.01
		Analyst 5	$ 82.40	$ 88.16	$ 90.64
	Programmer	Programmer 1	$ 42.71	$ 44.04	$ 47.12
		Programmer 2	$ 45.02	$ 46.41	$ 49.67
		Programmer 3	$ 51.63	$ 53.23	$ 58.56
		Programmer 4	$ 60.42	$ 62.29	$ 66.65
		Programmer 5	$ 79.01	$ 81.46	$ 87.16
	Software Test Analyst	Analyst 1	$ 36.95	$ 38.10	$ 40.77
		Analyst 2	$ 41.73	$ 43.01	$ 46.02
		Analyst 3	$ 52.02	$ 53.62	$ 57.38
		Analyst 4	$ 53.62	$ 55.28	$ 59.14
		Analyst 5	$ 65.51	$ 67.54	$ 72.26
	Technical Writer	Technical Writer 1	$ 27.08	$ 27.92	$ 29.87
		Technical Writer 2	$ 28.83	$ 29.72	$ 31.80
		Technical Writer 3	$ 36.99	$ 38.13	$ 40.80
	Business Analyst	Analyst 1	$ 36.12	$ 37.25	$ 39.85
		Analyst 2	$ 37.93	$ 39.11	$ 41.84
		Analyst 3	$ 53.62	$ 57.38	$ 59.00
		Analyst 4	$ 64.59	$ 66.57	$ 71.24
		Analyst 5	$ 72.91	$ 78.03	$ 80.22
	System Analyst	Analyst 1	$ 35.18	$ 36.28	$ 38.81
		Analyst 2	$ 37.12	$ 38.27	$ 40.94
		Analyst 3	$ 49.51	$ 51.04	$ 54.63
	Software Solutions Architect		$ 71.35	$ 73.55	$ 78.70
	Intelligent Transportation Systems Specialist		$ 35.02	$ 36.10	$ 38.63
	ERP Analyst	ERP Analyst 1	$ 37.74	$ 38.90	$ 41.62
		ERP Analyst 2	$ 46.45	$ 47.88	$ 55.08
		ERP Analyst 3	$ 63.06	$ 69.06	$ 72.06
		ERP Analyst 4	$ 78.07	$ 81.06	$ 87.07
		ERP Analyst 5	$ 102.09	$ 105.08	$ 108.09
	ERP Developer	ERP Developer 1	$ 47.53	$ 49.01	$ 52.44
		ERP Developer 2	$ 56.88	$ 58.64	$ 62.74
		ERP Developer 3	$ 70.37	$ 76.24	$ 79.17
		ERP Developer 4	$ 85.02	$ 99.68	$ 102.62
		ERP Developer 5	$ 104.36	$ 107.43	$ 113.56
		ERP Database Administrator 1	$ 53.45	$ 55.10	$ 58.96
		ERP Database Administrator 2	$ 61.84	$ 63.75	$ 68.21

	ERP Database Administrator	ERP Database Administrator 3	$ 77.05	$ 79.42	$ 84.98
		ERP Database Administrator 4	$ 93.06	$ 97.50	$ 106.35
		ERP Database Administrator 5	$ 115.21	$ 119.64	$ 124.09
	ERP Project Manager	ERP Project Manager 1	$ 94.05	$ 101.90	$ 105.81
		ERP Project Manager 2	$ 102.91	$ 111.49	$ 115.78
		ERP Project Manager 3	$ 116.91	$ 121.41	$ 130.39
	Geographic Information System	Geospatial Projects Manager	$ 75.05	$ 77.37	$ 82.78
		Analyst	$ 69.77	$ 71.92	$ 76.95
		Specialist I	$ 46.11	$ 47.53	$ 50.87
		Specialist II	$ 58.08	$ 59.87	$ 64.06
		Technician Trainee	$ 33.75	$ 34.79	$ 37.22
		Technician I	$ 37.54	$ 38.70	$ 41.41
		Technician II	$ 41.22	$ 42.50	$ 45.47
		Technician III	$ 44.61	$ 45.99	$ 49.22
Data Management	Database Architect	Database Architect 1	$ 54.33	$ 56.02	$ 59.94
		Database Architect 2	$ 66.06	$ 68.10	$ 72.88
		Database Architect 3	$ 76.38	$ 78.74	$ 84.25
		Database Architect 4	$ 91.74	$ 98.15	$ 100.89
	Data Warehouse Architect	Data Warehouse Architect 1	$ 56.92	$ 58.68	$ 62.79
		Data Warehouse Architect 2	$ 72.29	$ 74.53	$ 79.75
		Data Warehouse Architect 3	$ 84.45	$ 88.29	$ 92.13
	Database Administrator	Database Administrator 1	$ 44.30	$ 45.67	$ 48.86
		Database Administrator 2	$ 55.67	$ 57.38	$ 61.40
		Database Administrator 3	$ 64.09	$ 66.07	$ 70.71
		Database Administrator 4	$ 77.44	$ 81.13	$ 84.82
Project Management	Project Manager	Project Manager 1	$ 54.69	$ 56.39	$ 60.33
		Project Manager 2	$ 65.95	$ 67.98	$ 72.74
		Project Manager 3	$ 90.93	$ 93.74	$ 100.29
		Project Manager 4	$ 94.48	$ 97.40	$ 104.22
	Project Lead	Project Lead 1	$ 52.29	$ 53.90	$ 57.67
		Project Lead 2	$ 59.23	$ 61.05	$ 65.34
	Project Coodinator		$ 31.00	$ 31.96	$ 34.20
	Network Administrator	Network Administrator 1	$ 35.63	$ 36.74	$ 39.30
		Network Administrator 2	$ 39.30	$ 40.53	$ 43.37

Telecom and Computer Networking		Network Administrator 3	$ 42.64	$ 43.97	$ 47.04
	Network Architect	Network Architect 1	$ 53.11	$ 54.75	$ 58.57
		Network Architect 2	$ 59.63	$ 61.48	$ 65.79
		Network Architect 3	$ 73.92	$ 76.19	$ 81.53
	Network Engineer	Network Engineer 1	$ 39.98	$ 41.21	$ 44.09
		Network Engineer 2	$ 43.99	$ 45.36	$ 48.53
		Network Engineer 3	$ 52.79	$ 54.42	$ 58.24
		Network Engineer 4	$ 72.61	$ 74.85	$ 80.07
	Public Safety Consultant		$ 54.11	$ 55.80	$ 59.71
	Radio Engineer		$ 65.62	$ 67.66	$ 72.40
Customer / Technical Support	Help Desk	Help Desk 1	$ 27.36	$ 28.20	$ 30.17
		Help Desk 2	$ 32.13	$ 33.13	$ 35.46
		Help Desk 3	$ 36.68	$ 37.82	$ 40.47
	Technical Support	Technical Support 1	$ 41.68	$ 42.95	$ 45.96
		Technical Support 2	$ 47.88	$ 49.36	$ 52.82
		Technical Support 3	$ 54.15	$ 55.83	$ 59.73
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	$ 60.66	$ 62.53	$ 66.90
		Infrastructure Solutions Architect 2	$ 64.72	$ 66.73	$ 71.41
		Infrastructure Solutions Architect 3	$ 76.63	$ 79.00	$ 84.53
	System Administrator	System Administrator 1	$ 42.82	$ 44.15	$ 47.23
		System Administrator 2	$ 50.15	$ 51.69	$ 55.31
		System Administrator 3	$ 55.83	$ 57.55	$ 61.58
IT Security	IT Security Analyst	IT Security Analyst 1	$ 41.75	$ 43.05	$ 46.07
		IT Security Analyst 2	$ 51.31	$ 52.89	$ 56.60
		IT Security Analyst 3	$ 53.61	$ 55.26	$ 59.13
		IT Security Architect 1	$ 50.93	$ 52.51	$ 56.18
		IT Security Architect 2	$ 53.66	$ 55.31	$ 59.18
IT Management Services	Business Continuity Planner		$ 72.83	$ 75.08	$ 80.34
	Business Process Reengineering		$ 84.63	$ 87.65	$ 102.75
	Enterprise Architect		$ 104.96	$ 109.96	$ 114.94
	IT Strategist		$ 85.95	$ 88.62	$ 94.82
	I.T. Auditor	I.T. Auditor 1	$ 33.94	$ 34.99	$ 37.44
		I.T. Auditor 2	$ 37.41	$ 38.57	$ 41.27
		I.T. Auditor 3	$ 49.65	$ 51.19	$ 54.76
		I.T. Auditor 4	$ 55.70	$ 57.43	$ 61.44
		I.T. Auditor 5	$ 70.95	$ 73.15	$ 78.27

WEST CENTRAL REGION					
Job category	Position		Legacy NTE	Core NTE	Emerging NTE
			Bill	Bill	Bill
Applications	Programmer Analyst	Analyst 1	$ 34.09	$ 35.14	$ 37.60
		Analyst 2	$ 42.03	$ 43.33	$ 46.35
		Analyst 3	$ 61.97	$ 63.89	$ 68.36
		Analyst 4	$ 80.02	$ 82.50	$ 88.27
		Analyst 5	$ 83.59	$ 89.44	$ 91.95
	Programmer	Programmer 1	$ 43.26	$ 44.59	$ 47.71
		Programmer 2	$ 45.62	$ 47.03	$ 50.32
		Programmer 3	$ 52.35	$ 53.97	$ 59.36
		Programmer 4	$ 61.27	$ 63.18	$ 67.60
		Programmer 5	$ 80.16	$ 82.63	$ 88.41
	Software Test Analyst	Analyst 1	$ 37.38	$ 38.54	$ 41.24
		Analyst 2	$ 42.24	$ 43.56	$ 46.61
		Analyst 3	$ 52.75	$ 54.38	$ 58.19
		Analyst 4	$ 54.38	$ 56.06	$ 59.98
		Analyst 5	$ 66.44	$ 68.49	$ 73.29
	Technical Writer	Technical Writer 1	$ 28.26	$ 29.14	$ 31.18
		Technical Writer 2	$ 30.07	$ 31.00	$ 33.17
		Technical Writer 3	$ 38.48	$ 39.68	$ 42.45
	Business Analyst	Analyst 1	$ 36.52	$ 37.65	$ 40.29
		Analyst 2	$ 38.36	$ 39.56	$ 42.33
		Analyst 3	$ 54.38	$ 58.19	$ 59.82
		Analyst 4	$ 65.50	$ 67.53	$ 72.25
		Analyst 5	$ 73.95	$ 79.13	$ 81.35
	System Analyst	Analyst 1	$ 35.57	$ 36.67	$ 39.24
		Analyst 2	$ 37.54	$ 38.70	$ 41.41
		Analyst 3	$ 50.21	$ 51.76	$ 55.39
	Software Solutions Architect		$ 72.36	$ 74.60	$ 79.82
	Intelligent Transportation Systems Specialist		$ 35.69	$ 36.79	$ 39.38
	ERP Analyst	ERP Analyst 1	$ 38.29	$ 39.47	$ 42.23
		ERP Analyst 2	$ 47.10	$ 48.56	$ 55.84
		ERP Analyst 3	$ 63.78	$ 69.85	$ 72.89
		ERP Analyst 4	$ 78.97	$ 82.01	$ 88.08
		ERP Analyst 5	$ 103.27	$ 106.31	$ 109.34
	ERP Developer	ERP Developer 1	$ 48.19	$ 49.68	$ 53.16
		ERP Developer 2	$ 57.55	$ 59.33	$ 63.48
		ERP Developer 3	$ 71.19	$ 77.12	$ 80.10
		ERP Developer 4	$ 86.02	$ 100.84	$ 103.82
		ERP Developer 5	$ 105.54	$ 108.64	$ 120.46
		ERP Database Administrator 1	$ 54.20	$ 55.89	$ 59.79
		ERP Database Administrator 2	$ 62.72	$ 64.65	$ 69.18

	ERP Database Administrator	ERP Database Administrator 3	$ 78.15	$ 80.57	$ 86.22
		ERP Database Administrator 4	$ 94.42	$ 98.92	$ 107.91
		ERP Database Administrator 5	$ 116.91	$ 121.41	$ 125.90
	ERP Project Manager	ERP Project Manager 1	$ 96.14	$ 104.15	$ 108.15
		ERP Project Manager 2	$ 105.18	$ 113.95	$ 118.32
		ERP Project Manager 3	$ 119.46	$ 124.06	$ 133.25
	Geographic Information System	Geospatial Projects Manager	$ 76.76	$ 79.13	$ 84.66
		Analyst	$ 71.35	$ 73.56	$ 78.71
		Specialist I	$ 46.73	$ 48.18	$ 51.55
		Specialist II	$ 58.90	$ 60.72	$ 64.97
		Technician Trainee	$ 34.09	$ 35.14	$ 37.60
		Technician I	$ 37.98	$ 39.16	$ 41.91
		Technician II	$ 41.74	$ 43.02	$ 46.03
		Technician III	$ 45.21	$ 46.61	$ 49.87
Data Management	Database Architect	Database Architect 1	$ 55.10	$ 56.81	$ 60.78
		Database Architect 2	$ 67.00	$ 69.08	$ 73.92
		Database Architect 3	$ 77.48	$ 79.88	$ 85.46
		Database Architect 4	$ 93.07	$ 99.58	$ 102.37
	Data Warehouse Architect	Data Warehouse Architect 1	$ 57.72	$ 59.51	$ 63.68
		Data Warehouse Architect 2	$ 73.33	$ 75.59	$ 80.88
		Data Warehouse Architect 3	$ 85.65	$ 89.55	$ 93.44
	Database Administrator	Database Administrator 1	$ 44.87	$ 46.27	$ 49.50
		Database Administrator 2	$ 56.44	$ 58.19	$ 62.26
		Database Administrator 3	$ 64.99	$ 67.00	$ 71.69
		Database Administrator 4	$ 78.54	$ 82.29	$ 86.02
Project Management	Project Manager	Project Manager 1	$ 55.91	$ 57.64	$ 61.68
		Project Manager 2	$ 67.42	$ 69.50	$ 74.37
		Project Manager 3	$ 92.94	$ 95.80	$ 102.51
		Project Manager 4	$ 96.54	$ 99.53	$ 106.50
	Project Lead	Project Lead 1	$ 53.01	$ 54.65	$ 58.48
		Project Lead 2	$ 60.06	$ 61.92	$ 66.25
	Project Coodinator		$ 32.02	$ 33.01	$ 35.31
	Network Administrator	Network Administrator 1	$ 36.19	$ 37.32	$ 39.93
		Network Administrator 2	$ 39.89	$ 41.13	$ 44.00

Telecom and Computer Networking		Network Administrator 3	$ 43.26	$ 44.59	$ 47.71
	Network Architect	Network Architect 1	$ 53.84	$ 55.51	$ 59.39
		Network Architect 2	$ 60.48	$ 62.34	$ 66.71
		Network Architect 3	$ 74.97	$ 77.29	$ 82.70
	Network Engineer	Network Engineer 1	$ 40.45	$ 41.71	$ 44.64
		Network Engineer 2	$ 44.57	$ 45.95	$ 49.16
		Network Engineer 3	$ 53.51	$ 55.17	$ 59.03
		Network Engineer 4	$ 73.65	$ 75.92	$ 81.24
	Public Safety Consultant		$ 55.32	$ 57.03	$ 61.02
	Radio Engineer		$ 66.82	$ 68.87	$ 73.70
Customer / Technical Support	Help Desk	Help Desk 1	$ 27.88	$ 28.75	$ 30.76
		Help Desk 2	$ 32.67	$ 33.68	$ 36.05
		Help Desk 3	$ 37.25	$ 38.40	$ 41.09
	Technical Support	Technical Support 1	$ 42.19	$ 43.49	$ 46.54
		Technical Support 2	$ 48.54	$ 50.05	$ 53.55
		Technical Support 3	$ 54.91	$ 56.61	$ 60.56
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	$ 61.73	$ 63.65	$ 68.09
		Infrastructure Solutions Architect 2	$ 65.89	$ 67.92	$ 72.67
		Infrastructure Solutions Architect 3	$ 78.02	$ 80.43	$ 86.06
	System Administrator	System Administrator 1	$ 43.37	$ 44.70	$ 47.83
		System Administrator 2	$ 50.86	$ 52.42	$ 56.10
		System Administrator 3	$ 56.61	$ 58.36	$ 62.44
IT Security	IT Security Analyst	IT Security Analyst 1	$ 42.28	$ 43.59	$ 46.63
		IT Security Analyst 2	$ 52.02	$ 53.62	$ 57.38
		IT Security Analyst 3	$ 54.35	$ 56.03	$ 59.95
		IT Security Architect 1	$ 51.80	$ 53.39	$ 57.14
		IT Security Architect 2	$ 54.58	$ 56.28	$ 60.21
IT Management Services	Business Continuity Planner		$ 73.88	$ 76.16	$ 81.48
	Business Process Reengineering		$ 87.17	$ 90.28	$ 105.85
	Enterprise Architect		$ 106.85	$ 111.96	$ 117.04
	IT Strategist		$ 87.86	$ 90.57	$ 96.91
	I.T. Auditor	I.T. Auditor 1	$ 34.33	$ 35.40	$ 37.87
		I.T. Auditor 2	$ 37.88	$ 39.06	$ 41.80
		I.T. Auditor 3	$ 50.45	$ 52.02	$ 55.64
		I.T. Auditor 4	$ 56.67	$ 58.42	$ 62.51
		I.T. Auditor 5	$ 72.20	$ 74.43	$ 79.64