

Company Name:		ENTERPRISE24x7 INC.				Fill in ALL Positions for Project Areas 1, 2, & 3			Project Area 4
email:		marco@e24x7inc.us , kathryn@e24x7inc.us				Project Area 1			Project Area 4
Phone:		(850) 728-3420 or (850) 445-7983				Project Area 2			Project Area 4
Job Family	Job No.	Job Title	Scope Variant	Hourly Ceiling Rate	Analysis & Design	Development & Integration	Operational Support	Staff Augmentation	
Senior IT Leadership	1000	Chief Information Officer		\$449.44	280.00	280.00	290.00	325.00	
	1010	Chief Technology Officer	No Variance	\$314.86	300.00	300.00	290.00	300.00	
	1020	IT Chief Operating Officer	No Variance	\$301.52	250.00	250.00	250.00	250.00	
	1030	Operating Unit IT Executive	No Variance	\$286.11	190.00	190.00	190.00	200.00	
	1040	Departmental IT Executive	No Variance	\$233.05	150.00	150.00	150.00	175.00	
	1050	E-Business Executive	No Variance	\$262.08	160.00	160.00	160.00	170.00	
	1060	Chief Information Security Officer	No Variance	\$233.47	180.00	180.00	180.00	180.00	
	1200	Director Systems and Programming							
		1. Team Leader		\$138.31	90.00	90.00	75.00	100.00	
		2. Manager		\$155.28	110.00	110.00	110.00	110.00	
		3. Sr. Manager		\$189.37	130.00	130.00	130.00	150.00	
		4. Executive		\$250.95	180.00	180.00	180.00	200.00	
	1210	Mgmt. Applications Development							
		1. Team Leader		\$129.06	90.00	90.00	70.00	100.00	
		2. Manager		\$149.91	120.00	125.00	100.00	120.00	
		3. Sr. Manager		\$151.81	130.00	135.00	105.00	130.00	
		4. Executive		\$225.75	200.00	200.00	125.00	200.00	
	1220	Applications Architect							
		A. Entry		\$104.65	50.00	50.00	50.00	80.00	
		B. Intermediate		\$112.29	90.00	100.00	90.00	90.00	
		C. Advanced		\$119.16	110.00	110.00	105.00	105.00	
		D. Expert		\$132.30	130.00	130.00	125.00	125.00	
	1230	Enterprise Application Integration (EA) Engineer							
			No Variance	\$128.61	115.00	115.00	115.00	115.00	
	1240	Systems Analyst							
		A. Entry		\$67.67	50.00	50.00	50.00	60.00	
		B. Intermediate		\$102.49	85.00	85.00	80.00	90.00	
		C. Advanced		\$109.15	95.00	95.00	90.00	95.00	
		D. Expert		\$128.83	120.00	120.00	115.00	115.00	
	1250	Applications Development Analyst							
		A. Entry		\$77.14	45.00	60.00	45.00	60.00	
		B. Intermediate		\$97.59	90.00	90.00	90.00	85.00	
		C. Advanced		\$110.84	95.00	100.00	95.00	100.00	
		D. Expert		\$124.58	118.00	120.00	115.00	114.00	
Data Strategy and Management	1400	Database Manager							
			1. Team Leader		\$134.43	65.00	65.00	65.00	100.00
			2. Manager		\$151.08	100.00	100.00	100.00	130.00
			3. Sr. Manager		\$159.56	110.00	120.00	130.00	135.00
		1410	Data Architect						
			A. Entry		\$92.26	65.00	65.00	65.00	80.00
			B. Intermediate		\$124.44	85.00	85.00	85.00	105.00
			C. Advanced		\$155.20	120.00	120.00	115.00	140.00
			D. Expert		\$168.53	155.00	150.00	150.00	154.00
		1420	Data Modeler						
			A. Entry		\$73.75	60.00	45.00	45.00	60.00
			B. Intermediate		\$99.44	90.00	85.00	90.00	88.00
		C. Advanced		\$120.41	110.00	105.00	110.00	110.00	
	1430	Database Analyst							
		A. Entry		\$90.38	50.00	50.00	50.00	80.00	
		B. Intermediate		\$106.39	90.00	85.00	85.00	92.00	
		C. Advanced		\$119.70	100.00	95.00	90.00	104.00	
		D. Expert		\$133.30	120.00	110.00	100.00	115.00	
	1440	Database Administrator							
		A. Entry		\$82.14	50.00	50.00	40.00	70.00	
		B. Intermediate		\$114.53	85.00	90.00	90.00	104.00	
		C. Advanced		\$127.75	95.00	105.00	105.00	115.00	
		D. Expert		\$146.60	120.00	135.00	135.00	135.00	
Quality Assurance	1600	Mgmt. Quality Assurance							
			1. Team Leader		\$105.29	85.00	85.00	85.00	90.00
			2. Manager		\$128.26	105.00	105.00	105.00	105.00
			3. Sr. Manager		\$151.54	125.00	135.00	125.00	125.00
			4. Executive		\$190.55	150.00	160.00	150.00	175.00
		1610	Quality Engineering Consultant						
			No Variance	\$114.58	95.00	95.00	95.00	100.00	
	1620	Quality Assurance Analyst							
		A. Entry		\$66.29	40.00	40.00	40.00	55.00	
		B. Intermediate		\$79.24	55.00	50.00	55.00	69.00	
		C. Advanced		\$96.50	85.00	85.00	85.00	88.00	
		D. Expert		\$104.21	93.00	95.00	93.00	95.00	
Technology Research	1800	Manager, Technology Research							
			No Variance	\$148.22	100.00	90.00	90.00	130.00	
		1810	Technology Research Analyst						
			A. Entry		\$84.87	55.00	55.00	50.00	72.00
		B. Intermediate		\$103.25	70.00	70.00	60.00	92.00	
		C. Advanced		\$121.62	75.00	75.00	70.00	102.00	
		D. Expert		\$139.85	100.00	95.00	95.00	112.00	
Client Technologies	2000	Manager, Client Technologies							
			1. Team Leader		\$84.02	60.00	60.00	60.00	70.00
			2. Manager		\$117.36	90.00	95.00	95.00	100.00
			3. Sr. Manager		\$162.22	130.00	130.00	140.00	145.00
		2010	Client Technologies Analyst						
			A. Entry		\$56.62	45.00	45.00	45.00	50.00
		B. Intermediate		\$73.90	55.00	55.00	55.00	65.00	
		C. Advanced		\$88.47	70.00	65.00	70.00	78.00	
		D. Expert		\$107.11	85.00	80.00	85.00	92.00	
	2020	Client Technologies Technician							
		A. Entry		\$53.23	40.00	43.00	43.00	47.00	
		B. Intermediate		\$58.63	45.00	45.00	45.00	50.00	
		C. Advanced		\$89.52	70.00	76.00	78.00	78.00	
Customer Support	2200	Mgmt. Customer Support							
			1. Team Leader		\$75.98	50.00	50.00	60.00	67.00
			2. Manager		\$105.02	85.00	85.00	95.00	95.00
			3. Sr. Manager		\$143.29	100.00	95.00	105.00	123.00
		2210	Customer Support Analyst						
		A. Entry		\$38.72	30.00	30.00	30.00	30.00	
		B. Intermediate		\$47.89	35.00	35.00	35.00	35.00	
		C. Advanced		\$80.64	60.00	50.00	60.00	70.00	
		D. Expert		\$109.33	90.00	70.00	80.00	90.00	

111		2220	Customer Support Technician						
112				A Entry	\$48.69	34.00	34.00	40.00	42.00
113				B Intermediate	\$52.15	40.00	45.00	50.00	49.00
114				C Advanced	\$67.57	55.00	65.00	65.00	60.00
115	<b>Network Management</b>	2400	Director, Network Operations						
116				1 Team Leader	\$156.31	85.00	85.00	75.00	135.00
117				2 Manager	\$168.07	105.00	105.00	140.00	145.00
118				3 Sr. Manager	\$273.43	205.00	215.00	215.00	225.00
119		2410	Manager, Network Operations						
120				1 Team Leader	\$87.83	70.00	70.00	80.00	75.00
121				2 Manager	\$130.32	110.00	110.00	115.00	115.00
122				3 Sr. Manager	\$170.95	135.00	135.00	150.00	150.00
123		2420	Network Architect						
124				A Entry	\$100.27	50.00	50.00	50.00	85.00
125				B Intermediate	\$119.07	90.00	90.00	90.00	95.00
126				C Advanced	\$127.27	117.00	115.00	115.00	115.00
127				D Expert	\$148.62	140.00	135.00	135.00	135.00
128		2430	Network Engineer						
129				B Intermediate	\$105.18	75.00	75.00	80.00	97.00
130				C Advanced	\$113.17	80.00	80.00	90.00	100.00
131				D Expert	\$123.47	85.00	85.00	100.00	110.00
132		2440	Network Analyst						
133				A Entry	\$69.66	45.00	45.00	45.00	55.00
134				B Intermediate	\$77.48	60.00	55.00	60.00	65.00
135				C Advanced	\$92.76	90.00	70.00	80.00	82.00
136				D Expert	\$122.10	100.00	80.00	90.00	102.00
137		2450	Network Administrator						
138				A Entry	\$64.02	45.00	45.00	50.00	54.00
139				B Intermediate	\$77.22	55.00	60.00	65.00	67.00
140				C Advanced	\$94.16	80.00	85.00	88.00	84.00
141				D Expert	\$111.52	105.00	110.00	110.00	101.00
142		2460	Network Technician						
143				A Entry	\$56.58	45.00	45.00	50.00	50.00
144				B Intermediate	\$68.32	55.00	55.00	60.00	57.00
145				C Advanced	\$69.66	60.00	60.00	65.00	60.00
146				D Expert	\$77.48	65.00	65.00	70.00	65.00
147	<b>Internet Planning, Eng. &amp; Operations</b>	2600	Mgmt. Internet Operations						
148				1 Team Leader	\$147.57	80.00	80.00	80.00	125.00
149				2 Manager	\$169.56	135.00	125.00	135.00	135.00
150				3 Sr. Manager	\$191.55	170.00	170.00	175.00	165.00
151		2610	Internet Web Architect						
152				A Entry	\$68.27	55.00	40.00	40.00	60.00
153				B Intermediate	\$98.40	85.00	85.00	85.00	85.00
154				C Advanced	\$125.95	120.00	115.00	115.00	112.00
155				D Expert	\$139.27	130.00	125.00	125.00	120.00
156		2620	Internet Web Engineer						
157				A Entry	\$66.39	40.00	40.00	40.00	55.00
158				B Intermediate	\$100.11	70.00	70.00	70.00	90.00
159				C Advanced	\$120.72	90.00	90.00	90.00	101.00
160		2630	Web Applications Programmer						
161				A Entry	\$65.97	40.00	50.00	50.00	55.00
162				B Intermediate	\$97.36	75.00	80.00	75.00	85.00
163				C Advanced	\$111.94	95.00	100.00	95.00	100.00
164				D Expert	\$130.55	115.00	120.00	115.00	118.00
165		2640	Web Designer						
166				A Entry	\$53.28	45.00	45.00	45.00	47.00
167				B Intermediate	\$64.53	60.00	60.00	50.00	57.00
168				C Advanced	\$106.82	100.00	95.00	90.00	95.00
169		2650	Webmaster						
170				A Entry	\$58.19	45.00	45.00	50.00	50.00
171				B Intermediate	\$72.08	60.00	60.00	70.00	65.00
172				C Advanced	\$98.61	82.00	85.00	90.00	89.00
173		2660	Internet Web Systems Administrator						
174				A Entry	\$58.49	45.00	45.00	50.00	50.00
175				B Intermediate	\$85.47	60.00	60.00	80.00	78.00
176				C Advanced	\$101.85	85.00	85.00	95.00	90.00
177		2670	Web Customer Support Specialist						
178				A Entry	\$56.38	45.00	45.00	45.00	50.00
179				B Intermediate	\$65.55	52.00	52.00	60.00	56.00
180				C Advanced	\$79.58	63.00	63.00	74.00	68.00
181	<b>Operations</b>	2800	Director, Data Center Operations						
182				No Variance	\$172.69	125.00	125.00	125.00	145.00
183		2810	Manager, Computer Operations						
184				1 Team Leader	\$84.06	65.00	70.00	70.00	72.00
185				2 Manager	\$115.84	85.00	90.00	90.00	105.00
186				3 Sr. Manager	\$167.55	100.00	135.00	135.00	145.00
187		2820	Supervisor, Computer Operations						
188				1 Team Leader	\$80.54	55.00	60.00	60.00	70.00
189				2 Manager	\$94.55	70.00	80.00	80.00	84.00
190		2830	Computer Operator						
191				A Entry	\$46.52	40.00	40.00	40.00	40.00
192				B Intermediate	\$49.58	42.00	42.00	44.00	44.00
193				C Advanced	\$55.97	48.00	48.00	48.00	48.00
194				D Expert	\$65.00	50.00	55.00	55.00	57.00
195		2840	Manager, Capacity Planning						
196				No Variance	\$133.79	100.00	95.00	100.00	115.00
197		2850	Manager, Production Support						
198				1 Team Leader	\$106.24	75.00	75.00	75.00	95.00
199				2 Manager	\$134.08	100.00	110.00	115.00	114.00
200		2860	Production Support Analyst						
201				A Entry	\$59.70	45.00	45.00	45.00	48.00
202				B Intermediate	\$70.35	55.00	55.00	65.00	60.00
203				C Advanced	\$92.55	80.00	75.00	85.00	82.00
204				D Expert	\$99.15	85.00	80.00	90.00	90.00
205	<b>Telecommunications</b>	3000	Manager, Telecommunication Operations						
206				1 Team Leader	\$105.62	75.00	80.00	80.00	90.00
207				2 Manager	\$141.87	120.00	120.00	120.00	120.00
208				3 Sr. Manager	\$169.34	150.00	150.00	150.00	148.00
209		3010	Telecommunication Engineer						
210				A Entry	\$58.28	55.00	55.00	55.00	53.00
211				B Intermediate	\$85.33	74.00	74.00	74.00	78.00
212				C Advanced	\$104.45	95.00	95.00	95.00	97.00
213				D Expert	\$134.58	130.00	130.00	130.00	120.00
214		3020	Telecommunication Technician						
215				A Entry	\$62.83	50.00	60.00	60.00	58.00
216				B Intermediate	\$72.33	60.00	67.00	67.00	67.00
217				C Advanced	\$84.74	80.00	80.00	80.00	77.00
218	<b>Electronic Commerce</b>	3200	Director, Electronic Commerce						
219				No Variance	\$198.88	120.00	120.00	120.00	158.00
220		3210	Manager, Electronic Commerce						
221				No Variance	\$126.07	115.00	100.00	90.00	106.00
222		3220	Electronic Commerce Analyst						
223				A Entry	\$59.81	45.00	45.00	45.00	50.00

224				B, Intermediate	\$85.05	75.00	65.00	65.00	75.00
225				C, Advanced	\$117.50	100.00	100.00	95.00	101.00
226		3230	EDI Specialist						
227				A, Entry	\$75.78	50.00	50.00	50.00	67.00
228				B, Intermediate	\$85.82	65.00	65.00	65.00	72.00
229				C, Advanced	\$89.67	70.00	70.00	70.00	74.00
230	<b>Business Intelligence Systems Management</b>								
231		3400	Director, Data Warehouse						
232				1, Team Leader	\$149.48	100.00	100.00	100.00	130.00
233				2, Manager	\$180.13	150.00	150.00	150.00	160.00
234				3, Sr. Manager	\$225.86	175.00	200.00	200.00	200.00
235		3410	Manager, Data Warehouse						
236				No Variance	\$165.58	130.00	135.00	140.00	140.00
237		3420	Business Intelligence Analyst						
238				No Variance	\$149.16	125.00	100.00	100.00	120.00
239		3430	Data Warehouse Analyst						
240				A, Entry	\$80.37	45.00	45.00	45.00	71.00
241				B, Intermediate	\$96.09	75.00	75.00	75.00	88.00
242				C, Advanced	\$117.41	95.00	95.00	95.00	101.00
243				D, Expert	\$124.28	115.00	115.00	115.00	112.00
244		3440	Data Warehouse Administrator						
245				No Variance	\$117.63	90.00	105.00	105.00	100.00
246		3600	Manager, Decision Support						
247				No Variance	\$139.71	100.00	100.00	125.00	115.00
248		3610	Decision Support Specialist						
249				A, Entry	\$65.63	45.00	45.00	45.00	57.00
250				B, Intermediate	\$78.58	65.00	60.00	70.00	67.00
251				C, Advanced	\$90.56	75.00	75.00	80.00	80.00
252				D, Expert	\$104.13	95.00	95.00	100.00	91.00
253		3620	Decision Support Administrator						
254				A, Entry	\$82.87	55.00	55.00	70.00	72.00
255				B, Intermediate	\$100.91	75.00	75.00	90.00	88.00
256				C, Advanced	\$127.88	100.00	100.00	110.00	110.00
257		3800	Manager, CRM Technology						
258				No Variance	\$196.80	135.00	115.00	135.00	165.00
259		4000	Knowledge Engineer						
260				No Variance	\$158.02	125.00	135.00	125.00	130.00
261	<b>Enterprise Resource Planning (ERP)</b>								
262		4200	ERP Team Lead						
263				No Variance	\$152.91	110.00	110.00	110.00	130.00
264		4210	ERP Team Member						
265				No Variance	\$125.13	85.00	90.00	95.00	105.00
266		4220	ERP Configurer						
267				No Variance	\$78.75	65.00	65.00	65.00	65.00
268		4230	ERP Programmer/Analyst						
269				A, Entry	\$71.52	60.00	60.00	50.00	60.00
270				B, Intermediate	\$86.80	70.00	70.00	65.00	76.00
271				C, Advanced	\$105.27	85.00	85.00	75.00	94.00
272				D, Expert	\$122.36	110.00	105.00	100.00	102.00
273		4240	ERP Systems Support Specialist						
274				No Variance	\$88.05	80.00	75.00	75.00	75.00
275		4250	ERP Systems Administrator						
276				No Variance	\$105.69	70.00	80.00	85.00	93.00
277		4600	Basis/Ale Technical Consultant						
278				No Variance	\$145.27	125.00	100.00	125.00	125.00
279	<b>Sourcing and Vendor Relationship Management</b>								
280		4800	Chief Sourcing Officer						
281				No Variance	\$207.77	150.00	140.00	150.00	175.00
282		4810	Manager IT Procurement						
283				No Variance	\$144.30	120.00	110.00	120.00	120.00
284		4820	IT Procurement Specialist						
285				No Variance	\$75.27	65.00	65.00	65.00	68.00
286		5000	Manager, Vendor Relationships						
287				1, Team Leader	\$87.77	70.00	65.00	70.00	72.00
288				2, Manager	\$125.15	95.00	90.00	95.00	105.00
289				3, Sr. Manager	\$170.13	120.00	110.00	120.00	152.00
290		5010	Manager, Outsourcing Contracts						
291				No Variance	\$138.50	115.00	115.00	120.00	120.00
292		5020	Contracts Manager						
293				No Variance	\$104.70	100.00	100.00	100.00	95.00
294		5040	Finance/Administration Specialist						
295				A, Entry	\$75.22	50.00	50.00	50.00	65.00
296				B, Intermediate	\$97.67	80.00	85.00	80.00	87.00
297				C, Advanced	\$123.57	105.00	105.00	100.00	105.00
298		5200	Technical Advisor						
299				No Variance	\$141.25	130.00	130.00	130.00	130.00
300	<b>Business Management / Administration</b>								
301		5400	Asset Manager						
302				No Variance	\$121.60	90.00	90.00	95.00	95.00
303		5410	Asset Management Administrator						
304				A, Entry	\$61.30	45.00	45.00	50.00	50.00
305				B, Intermediate	\$68.73	50.00	50.00	60.00	55.00
306				C, Advanced	\$74.48	55.00	55.00	67.00	65.00
307		5500	Director, HR/IT						
308				No Variance	\$183.61	140.00	130.00	150.00	150.00
309		5600	Manager, HR/IT Staffing						
310				No Variance		95.00	95.00	95.00	95.00
311		5610	Technical Recruiter						
312				A, Entry	\$60.66	50.00	50.00	50.00	50.00
313				B, Intermediate	\$82.33	60.00	70.00	60.00	72.00
314				C, Advanced	\$121.33	90.00	95.00	95.00	101.00
315		5620	HR/IT Generalist						
316				A, Entry	\$64.04	45.00	45.00	45.00	54.00
317				B, Intermediate	\$75.38	55.00	55.00	55.00	65.00
318				C, Advanced	\$108.61	75.00	75.00	75.00	89.00
319		5800	Documentation Specialist/Technical Writer						
320				A, Entry	\$60.69	50.00	55.00	55.00	53.00
321				B, Intermediate	\$72.91	70.00	70.00	70.00	62.00
322				C, Advanced	\$89.16	85.00	85.00	80.00	80.00
323		6000	Manager, IT Finance						
324				No Variance	\$147.22	135.00	125.00	135.00	130.00
325		6100	Director, IT Risk and Compliance						
326				No Variance	\$227.22	165.00	150.00	175.00	165.00
327		6200	Manager, IT Audit						
328				No Variance	\$153.90	140.00	135.00	145.00	143.00
329		6210	IT Auditor						
330				No Variance	\$107.47	100.00	90.00	100.00	97.00
331		6400	Business Management Specialist						
332				No Variance	\$116.80	100.00	100.00	100.00	100.00
333	<b>Training</b>								
334		6600	Manager, Technical Training						
335				1, Team Leader	\$87.25	65.00	75.00	75.00	72.00
336				2, Manager	\$105.20	95.00	100.00	100.00	95.00
337				3, Sr. Manager	\$146.59	118.00	130.00	130.00	130.00

333		<b>6610</b>	<b>Technical Trainer</b>						
334				A. Entry	\$60.66	55.00	55.00	55.00	55.00
335				B. Intermediate	\$66.44	60.00	62.00	60.00	53.00
336				C. Advanced	\$81.61	70.00	78.00	78.00	73.00
337				D. Expert	\$92.87	82.00	88.00	85.00	83.00
338	<b>Security Management</b>	<b>6800</b>	<b>Security Manager</b>						
339				1. Team Leader	\$96.94	80.00	85.00	85.00	85.00
340				2. Manager	\$131.25	110.00	120.00	120.00	120.00
341				3. Sr. Manager	\$159.16	138.00	145.00	145.00	145.00
342		<b>6810</b>	<b>Security Analyst</b>						
343				A. Entry	\$66.11	50.00	50.00	50.00	57.00
344				B. Intermediate	\$86.33	60.00	70.00	70.00	76.00
345				C. Advanced	\$110.44	100.00	95.00	95.00	95.00
346				D. Expert	\$123.82	115.00	115.00	115.00	111.00
347		<b>6820</b>	<b>Data Security Specialist</b>						
348				No Variance	\$102.08	95.00	95.00	95.00	95.00
349		<b>6830</b>	<b>Network Security Specialist</b>						
350				No Variance	\$132.77	125.00	125.00	125.00	123.00
351		<b>6840</b>	<b>System Security Specialist</b>						
352				No Variance	\$95.41	90.00	90.00	90.00	88.00
353		<b>6850</b>	<b>Web Security Specialist</b>						
354				No Variance	\$110.55	100.00	100.00	100.00	100.00
355	<b>Business Continiance Management</b>	<b>7000</b>	<b>Manager, Business Continiance</b>						
356				No Variance	\$151.80	120.00	120.00	120.00	125.00
357		<b>7010</b>	<b>Business Continiance Specialist</b>						
358				No Variance	\$112.63	90.00	75.00	75.00	98.00
359	<b>Product Development</b>	<b>7200</b>	<b>Manager, Product Development</b>						
360				1. Team Leader	\$91.01	80.00	88.00	80.00	85.00
361				2. Manager	\$123.64	110.00	115.00	100.00	113.00
362				3. Sr. Manager	\$163.25	145.00	150.00	140.00	150.00
363		<b>7210</b>	<b>Product Architect</b>						
364				No Variance	\$159.72	140.00	145.00	140.00	145.00
365		<b>7220</b>	<b>Product Engineer</b>						
366				A. Entry	\$65.32	45.00	55.00	45.00	58.00
367				B. Intermediate	\$86.78	65.00	70.00	65.00	76.00
368				C. Advanced	\$116.14	80.00	90.00	80.00	102.00
369				D. Expert	\$143.95	100.00	135.00	100.00	128.00
370		<b>7230</b>	<b>Product Developer</b>						
371				A. Entry	\$76.37	55.00	65.00	55.00	66.00
372				B. Intermediate	\$105.77	100.00	100.00	95.00	98.00
373				C. Advanced	\$124.60	120.00	120.00	115.00	103.00
374				D. Expert	\$143.11	135.00	135.00	130.00	131.00
375	<b>Systems Programming&amp; Admin.</b>	<b>7400</b>	<b>Manager, Systems Software</b>						
376				1. Team Leader	\$128.65	70.00	90.00	70.00	103.00
377				2. Manager	\$149.13	120.00	120.00	120.00	128.00
378				3. Sr. Manager	\$188.14	180.00	180.00	175.00	177.00
379		<b>7410</b>	<b>Systems Architect</b>						
380				A. Entry	\$66.96	45.00	50.00	45.00	55.00
381				B. Intermediate	\$99.25	85.00	85.00	85.00	88.00
382				C. Advanced	\$143.32	120.00	130.00	120.00	123.00
383				D. Expert	\$168.61	150.00	150.00	150.00	150.00
384		<b>7420</b>	<b>Systems Software Programmer</b>						
385				A. Entry	\$72.00	60.00	70.00	50.00	68.00
386				B. Intermediate	\$97.50	88.00	88.00	83.00	88.00
387				C. Advanced	\$118.95	100.00	105.00	95.00	103.00
388				D. Expert	\$132.00	120.00	125.00	115.00	120.00
389		<b>7430</b>	<b>Groupware Specialist</b>						
390				A. Entry	\$80.38	50.00	50.00	50.00	70.00
391				B. Intermediate	\$102.31	88.00	88.00	85.00	90.00
392				C. Advanced	\$109.82	95.00	95.00	90.00	95.00
393		<b>7440</b>	<b>Systems Administrator</b>						
394				A. Entry	\$66.95	50.00	50.00	50.00	57.00
395				B. Intermediate	\$79.10	75.00	75.00	75.00	73.00
396				C. Advanced	\$102.14	97.00	97.00	97.00	95.00
397				D. Expert	\$114.44	110.00	110.00	110.00	104.00
398		<b>7450</b>	<b>UNIX System Administrator</b>						
399				No Variance	\$117.50	110.00	110.00	110.00	105.00
400		<b>7460</b>	<b>Storage Management Specialist</b>						
401				No Variance	\$111.94	100.00	100.00	100.00	101.00
402	<b>Business Analysis and Planning</b>	<b>7500</b>	<b>Director, Enterprise Architecture</b>						
403				No Variance	\$224.44	170.00	150.00	120.00	185.00
404		<b>7600</b>	<b>Manager, IT Business Planning</b>						
405				1. Team Leader	\$126.02	100.00	85.00	85.00	112.00
406				2. Manager	\$165.47	125.00	110.00	110.00	145.00
407				3. Sr. Manager	\$167.70	150.00	140.00	140.00	147.00
408		<b>7610</b>	<b>Enterprise Architect</b>						
409				No Variance	\$156.25	150.00	150.00	150.00	140.00
410		<b>7620</b>	<b>Business Process Consultant</b>						
411				A. Entry	\$56.37	45.00	45.00	45.00	48.00
412				B. Intermediate	\$87.54	80.00	75.00	80.00	78.00
413				C. Advanced	\$114.43	108.00	105.00	105.00	104.00
414				D. Expert	\$143.76	138.00	130.00	130.00	131.00
415		<b>7630</b>	<b>IT Business Consultant</b>						
416				A. Entry	\$69.55	45.00	45.00	45.00	53.00
417				B. Intermediate	\$96.75	85.00	85.00	85.00	86.00
418				C. Advanced	\$100.58	95.00	95.00	95.00	92.00
419				D. Expert	\$127.64	120.00	110.00	115.00	111.00
420		<b>7640</b>	<b>Business Analyst</b>						
421				A. Entry	\$54.61	52.00	50.00	50.00	50.00
422				B. Intermediate	\$84.65	80.00	78.00	75.00	75.00
423				C. Advanced	\$96.57	94.00	92.00	90.00	86.00
424				D. Expert	\$98.63	95.00	95.00	95.00	90.00
425		<b>7700</b>	<b>Director, Business Relationships</b>						
426				No Variance	\$218.88	150.00	135.00	145.00	178.00
427		<b>7800</b>	<b>Manager, Customer Relations</b>						
428				No Variance	\$139.95	100.00	100.00	100.00	113.00
429	<b>Release Management</b>	<b>8000</b>	<b>Configuration Management Analyst</b>						
430				A. Entry	\$60.32	40.00	45.00	45.00	50.00
431				B. Intermediate	\$91.66	70.00	60.00	70.00	80.00
432				C. Advanced	\$93.19	85.00	70.00	70.00	83.00
433		<b>8010</b>	<b>Release Build Engineer</b>						
434				No Variance	\$102.43	65.00	79.00	75.00	89.00
435	<b>Program Management</b>	<b>8200</b>	<b>Director, Program Management</b>						
436				No Variance	\$201.25	150.00	150.00	150.00	165.00
437		<b>8210</b>	<b>Program Manager</b>						
438				1. Team Leader	\$110.83	90.00	90.00	90.00	90.00
439				2. Manager	\$127.91	100.00	100.00	100.00	110.00
440				3. Sr. Manager	\$153.19	110.00	110.00	110.00	133.00
441				4. Executive	\$186.25	120.00	120.00	120.00	158.00
442		<b>8220</b>	<b>Project Manager</b>						
443				1. Team Leader	\$109.22	100.00	100.00	100.00	93.00
444				2. Manager	\$122.68	118.00	118.00	115.00	112.00

445			3. Sr. Manager	\$127.35	122.00	122.00	120.00	115.00
446			4. Executive	\$158.38	150.00	150.00	150.00	147.00
447	8230	Project Leader						
448			A. Entry	\$68.88	40.00	40.00	40.00	58.00
449			B. Intermediate	\$113.84	80.00	80.00	80.00	103.00
450			C. Advanced	\$124.13	115.00	112.00	115.00	110.00
451			D. Expert	\$128.52	120.00	118.00	120.00	115.00
452	8235	Project Management Specialist						
453			No Variance	\$88.33	75.00	75.00	75.00	78.00
454	8240	Resource Manager						
455			No Variance	\$132.36	90.00	90.00	90.00	120.00
456	Customer Service Hotline	8400	Manager, Customer Service Hotline					
457			No Variance	\$86.66	65.00	70.00	75.00	76.00
458		8410	Customer Service Hotline Representative					
459			A. Entry	\$42.22	35.00	35.00	35.00	36.00
460			B. Intermediate	\$46.33	38.00	38.00	44.00	40.00
461			C. Advanced	\$58.47	42.00	48.00	53.00	50.00
462	Technical Product Support	8600	Manager, Technical Product Support					
463			1. Team Leader	\$82.15	65.00	70.00	75.00	75.00
464			2. Manager	\$94.64	75.00	80.00	88.00	89.00
465			3. Sr. Manager	\$108.85	85.00	90.00	100.00	98.00
466		8610	Technical Product Support Analyst					
467			No Variance	\$74.31	65.00	55.00	60.00	67.00
468		8620	Technical Product Support Specialist					
469			A. Entry	\$42.33	38.00	38.00	40.00	39.00
470			B. Intermediate	\$57.01	45.00	50.00	50.00	50.00
471			C. Advanced	\$71.92	55.00	63.00	65.00	67.00
472					29949	29939	30089	