

**ENTERPRISE 24X7 INC-RETAIL/COMMERCIAL HOURLY RATES BY JOB & LEVEL OF EXPERTISE
(2016 - 2020)**

Job Family	Job No.	Job Title	Scope Variant	Hourly Rate
Senior IT Leadership	1000	Chief Information Officer	No Variance	\$450.00
	1010	Chief Technology Officer	No Variance	\$315.00
	1020	IT Chief Operating Officer	No Variance	\$310.00
	1030	Operating Unit IT Executive	No Variance	\$290.00
	1040	Departmental IT Executive	No Variance	\$235.00
	1050	E-Business Executive	No Variance	\$265.00
	1060	Chief Information Security Officer	No Variance	\$235.00
	Applications Development	1200	Director Systems and Programming	1. Team Leader
2. Manager				\$158.00
3. Sr.Manager				\$190.00
4. Executive				\$251.00
1210		Mgmt. Applications Development	1. Team Leader	\$130.00
			2. Manager	\$150.00
			3. Sr.Manager	\$152.00
			4. Executive	\$228.00
1220		Applications Architect	A. Entry	\$104.00
			B. Intermediate	\$112.00
			C. Advanced	\$119.00
			D. Expert	\$132.00
1230	Enterprise Application Integration (EA) Engineer	No Variance	\$129.00	
1240	Systems Analyst	A. Entry	\$67.00	
		B. Intermediate	\$102.00	
		C. Advanced	\$110.00	
		D. Expert	\$128.00	
1250	Applications Development Analyst	A. Entry	\$77.00	
		B. Intermediate	\$98.00	
		C. Advanced	\$111.00	
		D. Expert	\$125.00	

Data Strategy and Management

1400 Database Manager

1. Team Leader	\$135.00
2. Manager	\$152.00
3. Sr.Manager	\$160.00

1410 Data Architect

A. Entry	\$92.00
B. Intermediate	\$125.00
C. Advanced	\$155.00
D. Expert	\$170.00

1420 Data Modeler

A. Entry	\$74.00
B. Intermediate	\$100.00
C. Advanced	\$120.00

1430 Database Analyst

A. Entry	\$90.00
B. Intermediate	\$106.50
C. Advanced	\$120.00
D. Expert	\$133.00

1440 Database Administrator

A. Entry	\$82.00
B. Intermediate	\$115.00
C. Advanced	\$128.00
D. Expert	\$147.00

Quality Assurance

1600 Mgmt. Quality Assurance

1. Team Leader	\$105.00
2. Manager	\$128.00
3. Sr.Manager	\$152.00
4. Executive	\$190.00

1610 Quality Engineering Consultant

No Variance	\$115.00
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1620 Quality Assurance Analyst

A. Entry	\$66.00
B. Intermediate	\$79.50
C. Advanced	\$96.50
D. Expert	\$104.00

Technology Research

1800 Manager, Technology Research

No Variance	\$150.00
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1810 Technology Research Analyst

A. Entry	\$85.00
B. Intermediate	\$104.00
C. Advanced	\$122.00
D. Expert	\$140.00

Client Technologies

2000 Manager, Client Technologies

1. Team Leader	\$85.00
2. Manager	\$117.00
3. Sr.Manager	\$162.00

2010 Client Technologies Analyst

A. Entry	\$57.00
B. Intermediate	\$74.00

Customer Support	2020 Client Technologies Technician	C. Advanced	\$89.00
		D. Expert	\$108.00
		A. Entry	\$53.00
		B. Intermediate	\$60.00
		C. Advanced	\$89.00
		1. Team Leader	\$76.00
		2. Manager	\$105.00
		3. Sr.Manager	\$143.00
	2210 Customer Support Analyst	A. Entry	\$39.00
		B. Intermediate	\$48.00
	C. Advanced	\$81.00	
	D. Expert	\$109.00	
2220 Customer Support Technician	A. Entry	\$49.00	
	B. Intermediate	\$52.00	
	C. Advanced	\$68.00	
Network Management	2400 Director, Network Operations	1. Team Leader	\$156.00
		2. Manager	\$168.00
		3. Sr.Manager	\$275.00
	2410 Manager, Network Operations	1. Team Leader	\$88.00
		2. Manager	\$130.00
		3. Sr.Manager	\$175.00
	2420 Network Architect	A. Entry	\$100.00
		B. Intermediate	\$120.00
		C. Advanced	\$127.00
		D. Expert	\$150.00
2430 Network Engineer	B. Intermediate	\$105.00	
	C. Advanced	\$113.00	
	D. Expert	\$125.00	
2440 Network Analyst	A. Entry	\$70.00	
	B. Intermediate	\$77.00	
	C. Advanced	\$92.00	
	D. Expert	\$122.00	
2450 Network Administrator	A. Entry	\$65.00	
	B. Intermediate	\$77.00	
	C. Advanced	\$94.00	
	D. Expert	\$115.00	
2460 Network Technician	A. Entry	\$57.00	
	B. Intermediate	\$68.00	
	C. Advanced	\$72.00	

Internet Planning, Eng. & Operations

2600 Mgmt. Internet Operations

D. Expert \$77.00

2610 Internet/Web Architect

1. Team Leader \$147.00
2. Manager \$170.00
3. Sr.Manager \$195.00

2620 Internet/Web Engineer

A. Entry \$68.00
B. Intermediate \$98.00
C. Advanced \$125.00
D. Expert \$140.00

2630 Web Applications Programmer

A. Entry \$66.00
B. Intermediate \$100.00
C. Advanced \$120.00

2640 Web Designer

A. Entry \$66.00
B. Intermediate \$98.00
C. Advanced \$115.00
D. Expert \$130.00

2650 Webmaster

A. Entry \$53.00
B. Intermediate \$65.00
C. Advanced \$110.00

2660 Internet/Web Systems Administrator

A. Entry \$58.00
B. Intermediate \$72.00
C. Advanced \$99.00

2670 Web Customer Support Specialist

A. Entry \$59.00
B. Intermediate \$90.00
C. Advanced \$105.00

2800 Director, Data Center Operations

A. Entry \$57.00
B. Intermediate \$65.00
C. Advanced \$80.00

2810 Manager, Computer Operations

No Variance \$173.00

2820 Supervisor, Computer Operations

1. Team Leader \$85.00
2. Manager \$116.00
3. Sr.Manager \$170.00

2830 Computer Operator

1. Team Leader \$80.00
2. Manager \$95.00

Operations

A. Entry \$47.00
B. Intermediate \$50.00
C. Advanced \$56.00
D. Expert \$65.00

Telecommunications	2840 Manager, Capacity Planning	No Variance	\$135.00
	2850 Manager, Production Support	1. Team Leader	\$106.00
		2. Manager	\$135.00
	2860 Production Support Analyst	A. Entry	\$60.00
		B. Intermediate	\$70.00
		C. Advanced	\$93.00
		D. Expert	\$100.00
	3000 Manager, Telecommunication Operations	1. Team Leader	\$106.00
		2. Manager	\$145.00
		3. Sr.Manager	\$170.00
Electronic Commerce	3010 Telecommunication Engineer	A. Entry	\$58.00
		B. Intermediate	\$85.00
		C. Advanced	\$105.00
		D. Expert	\$135.00
	3020 Telecommunication Technician	A. Entry	\$63.00
		B. Intermediate	\$72.00
		C. Advanced	\$85.00
	3200 Director, Electronic Commerce	No Variance	\$200.00
	3210 Manager, Electronic Commerce	No Variance	\$130.00
	3220 Electronic Commerce Analyst	A. Entry	\$60.00
	B. Intermediate	\$85.00	
	C. Advanced	\$120.00	
Business Intelligence Systems Management	3230 EDI Specialist	A. Entry	\$75.00
		B. Intermediate	\$85.00
		C. Advanced	\$90.00
	3400 Director, Data Warehouse	1. Team Leader	\$150.00
		2. Manager	\$180.00
		3. Sr.Manager	\$225.00
	3410 Manager, Data Warehouse	No Variance	\$165.00
	3420 Business Intelligence Analyst	No Variance	\$150.00
	3430 Data Warehouse Analyst	A. Entry	\$80.00
		B. Intermediate	\$97.00
	C. Advanced	\$120.00	
	D. Expert	\$125.00	
	3440 Data Warehouse Administrator		

Enterprise Resource Planning (ERP)	3600 Manager, Decision Support	No Variance	\$115.00
	3610 Decision Support Specialist	No Variance	\$140.00
		A. Entry	\$65.00
		B. Intermediate	\$78.00
		C. Advanced	\$90.00
		D. Expert	\$105.00
	3620 Decision Support Administrator	A. Entry	\$83.00
		B. Intermediate	\$100.00
		C. Advanced	\$130.00
	3800 Manager, CRM Technology	No Variance	\$195.00
	4000 Knowledge Engineer	No Variance	\$155.00
	4200 ERP Team Lead	No Variance	\$175.00
	4210 ERP Team Member	No Variance	\$125.00
	4220 ERP Configurer	No Variance	\$78.00
	Sourcing and Vendor Relationship Management	4230 ERP Programmer/Analyst	A. Entry
		B. Intermediate	\$87.00
		C. Advanced	\$105.00
		D. Expert	\$122.00
4240 ERP Systems Support Specialist		No Variance	\$88.00
4250 ERP Systems Administrator		No Variance	\$105.00
4600 Basis/Ale Technical Consultant		No Variance	\$145.00
4800 Chief Sourcing Officer		No Variance	\$207.00
4810 Manager IT Procurement		No Variance	\$145.00
4820 IT Procurement Specialist		No Variance	\$75.00
Sourcing and Vendor Relationship Management	5000 Manager, Vendor Relationships	1. Team Leader	\$88.00
		2. Manager	\$125.00
		3. Sr. Manager	\$170.00
	5010 Manager, Outsourcing Contracts	No Variance	\$140.00
	5020 Contracts Manager	No Variance	\$105.00

Business Management / Administration	5040 Finance/Administration Specialist	A. Entry	\$75.00
		B. Intermediate	\$95.00
		C. Advanced	\$125.00
	5200 Technical Advisor	No Variance	\$150.00
	5400 Asset Manager	No Variance	\$120.00
	5410 Asset Management Administrator	A. Entry	\$60.00
		B. Intermediate	\$68.00
		C. Advanced	\$75.00
	5500 Director, HR/IT	No Variance	\$180.00
	5600 Manager, HR/IT Staffing	No Variance	\$107.00
Training	5610 Technical Recruiter	A. Entry	\$60.00
		B. Intermediate	\$80.00
		C. Advanced	\$120.00
	5620 HR/IT Generalist	A. Entry	\$65.00
		B. Intermediate	\$75.00
		C. Advanced	\$108.00
	5800 Documentation Specialist/Technical Writer	A. Entry	\$60.00
		B. Intermediate	\$73.00
		C. Advanced	\$90.00
	6000 Manager, IT Finance	No Variance	\$150.00
Security Management	6100 Director, IT Risk and Compliance	No Variance	\$225.00
	6200 Manager, IT Audit	No Variance	\$150.00
	6210 IT Auditor	No Variance	\$110.00
	6400 Business Management Specialist	No Variance	\$115.00
	6600 Manager, Technical Training	1. Team Leader	\$88.00
		2. Manager	\$105.00
		3. Sr. Manager	\$146.00
	6610 Technical Trainer	A. Entry	\$60.00
		B. Intermediate	\$67.00
		C. Advanced	\$82.00
	D. Expert	\$95.00	
	1. Team Leader	\$97.00	

6810 Security Analyst

6820 Data Security Specialist

6830 Network Security Specialist

6840 System Security Specialist

6850 Web Security Specialist

**Business Continuanace
Management**

7000 Manager, Business Continuanace

7010 Business Continuanace Specialist

Product Development

7200 Manager, Product Development

7210 Product Architect

7220 Product Engineer

7230 Product Developer

**Systems Programming &
Admin.**

7400 Manager, Systems Software

7410 Systems Architect

7420 Systems Software Programmer

2. Manager \$135.00

3. Sr.Manager \$170.00

A. Entry \$65.00

B. Intermediate \$87.00

C. Advanced \$115.00

D. Expert \$125.00

No Variance \$103.00

No Variance \$133.00

No Variance \$95.00

No Variance \$110.00

No Variance \$155.00

No Variance \$115.00

1. Team Leader \$92.00

2. Manager \$125.00

3. Sr.Manager \$165.00

No Variance \$160.00

A. Entry \$65.00

B. Intermediate \$87.00

C. Advanced \$120.00

D. Expert \$150.00

A. Entry \$76.00

B. Intermediate \$105.00

C. Advanced \$125.00

D. Expert \$145.00

1. Team Leader \$128.00

2. Manager \$149.00

3. Sr.Manager \$188.00

A. Entry \$65.00

B. Intermediate \$99.00

C. Advanced \$143.00

D. Expert \$165.00

A. Entry \$78.00

B. Intermediate \$97.00

C. Advanced \$118.00

Business Analysis and Planning	7430 Groupware Specialist	D. Expert	\$132.00
		A. Entry	\$80.00
		B. Intermediate	\$102.00
		C. Advanced	\$110.00
	7440 Systems Administrator	A. Entry	\$65.00
		B. Intermediate	\$79.00
		C. Advanced	\$102.00
		D. Expert	\$114.00
	7450 UNIX System Administrator	No Variance	\$117.00
	7460 Storage Management Specialist	No Variance	\$115.00
Release Management	7500 Director, Enterprise Architecture	No Variance	\$225.00
	7600 Manager, IT Business Planning	1. Team Leader	\$125.00
		2. Manager	\$165.00
		3. Sr.Manager	\$175.00
	7610 Enterprise Architect	No Variance	\$156.00
	7620 Business Process Consultant	A. Entry	\$56.00
		B. Intermediate	\$87.00
		C. Advanced	\$115.00
		D. Expert	\$145.00
	7630 IT Business Consultant	A. Entry	\$70.00
	B. Intermediate	\$95.00	
	C. Advanced	\$100.00	
	D. Expert	\$127.00	
Program Management	7640 Business Analyst	A. Entry	\$54.00
		B. Intermediate	\$85.00
		C. Advanced	\$95.00
		D. Expert	\$99.00
	7700 Director, Business Relationships	No Variance	\$220.00
	7800 Manager, Customer Relations	No Variance	\$140.00
	8000 Configuration Management Analyst	A. Entry	\$60.00
		B. Intermediate	\$92.00
		C. Advanced	\$94.00
	8010 Release/Build Engineer	No Variance	\$102.00
8200 Director, Program Management	No Variance	\$200.00	

Customer Service Hotline	8210 Program Manager	1. Team Leader	\$110.00
		2. Manager	\$130.00
		3. Sr.Manager	\$160.00
		4. Executive	\$190.00
	8220 Project Manager	1. Team Leader	\$110.00
		2. Manager	\$122.00
		3. Sr.Manager	\$125.00
		4. Executive	\$170.00
	8230 Project Leader	A. Entry	\$70.00
		B. Intermediate	\$115.00
		C. Advanced	\$125.00
		D. Expert	\$130.00
	8235 Project Management Specialist	No Variance	\$89.00
	8240 Resource Manager	No Variance	\$135.00
	8400 Manager, Customer Service Hotline	No Variance	\$87.00
	8410 Customer Service Hotline Representative	A. Entry	\$43.00
		B. Intermediate	\$57.00
		C. Advanced	\$60.00
Technical Product Support	8600 Manager, Technical Product Support	1. Team Leader	\$80.00
		2. Manager	\$95.00
		3. Sr.Manager	\$110.00
	8610 Technical Product Support Analyst	No Variance	\$75.00
	8620 Technical Product Support Specialist	A. Entry	\$40.00
	B. Intermediate	\$55.00	
	C. Advanced	\$70.00	