

RFP# 15-973-561-R  
IT Consulting Services

| Job Family               | Job No. | Job Title                         | Scope Variant  | Hourly Ceiling Rate | Proposer's Hourly Rate |
|--------------------------|---------|-----------------------------------|----------------|---------------------|------------------------|
| Applications Development | 2.04    | Director, Systems and Programming |                |                     |                        |
|                          |         |                                   | 2.Manager      | 153.75              | 95                     |
|                          |         |                                   | 3.Sr.Manager   | 187.50              | 118                    |
|                          |         |                                   | 4.Executive    | 248.47              | 155                    |
|                          | 2.05    | Manager, Applications Development |                |                     |                        |
|                          |         |                                   | 1.Team Leader  | 122.92              | 85                     |
|                          |         |                                   | 2.Manager      | 142.78              | 95                     |
|                          |         |                                   | 3.Sr.Manager   | 144.58              | 90                     |
|                          |         |                                   | 4.Executive    | 215.00              | 115                    |
|                          | 2.07    | Applications Architect            |                |                     |                        |
|                          |         |                                   | B.Intermediate | 102.08              | 75                     |
|                          |         |                                   | C.Advanced     | 108.33              | 80                     |
|                          |         |                                   | D.Expert       | 120.28              | 85                     |
|                          | 2.08    | Systems Analyst                   |                |                     |                        |
|                          |         |                                   | A.Entry        | 62.08               | 43                     |
|                          |         |                                   | B.Intermediate | 94.03               | 65                     |
|                          |         |                                   | C.Advanced     | 100.14              | 67                     |
|                          |         |                                   | D.Expert       | 118.19              | 86                     |
|                          | 2.09    | Applications Development Analyst  |                |                     |                        |
|                          |         |                                   | A.Entry        | 67.08               | 49                     |
|                          |         |                                   | B.Intermediate | 84.86               | 62                     |
|                          |         |                                   | C.Advanced     | 96.39               | 73                     |
|                          |         |                                   | D.Expert       | 108.33              | 81                     |
| Data Strategy and        | 3.12    | Database Manager                  |                |                     |                        |
|                          |         |                                   | 2.Manager      | 138.61              | 98                     |
|                          |         |                                   | 3.Sr.Manager   | 146.39              | 112                    |
|                          | 3.13    | Data Security Specialist          |                |                     |                        |

RFP# 15-973-561-R  
IT Consulting Services

|                   |      |                            |                |        |       |
|-------------------|------|----------------------------|----------------|--------|-------|
|                   |      |                            | A.Entry        | 68.33  | 46    |
|                   |      |                            | B.Intermediate | 112.64 | 58    |
|                   |      |                            | C.Advanced     | 130.28 | 69    |
|                   |      |                            | D.Expert       | 135.97 | 83    |
| 3.14              |      | Database Analyst           |                |        |       |
|                   |      |                            | A.Entry        | 88.61  | 58    |
|                   |      |                            | B.Intermediate | 104.31 | 66    |
|                   |      |                            | C.Advanced     | 117.36 | 75    |
|                   |      |                            | D.Expert       | 130.69 | 89    |
| 3.15              |      | Data Architect             |                |        |       |
|                   |      |                            | B.Intermediate | 97.22  | 70    |
|                   |      |                            | C.Advanced     | 121.25 | 85    |
|                   |      |                            | D.Expert       | 131.67 | 95.5  |
| 3.16              |      | Data Modeler               |                |        |       |
|                   |      |                            | B.Intermediate | 99.44  | 72    |
|                   |      |                            | C.Advanced     | 120.42 | 83    |
| 3.50              |      | Database Administrator     |                |        |       |
|                   |      |                            | A.Entry        | 69.03  | 50    |
|                   |      |                            | B.Intermediate | 96.25  | 65    |
|                   |      |                            | C.Advanced     | 107.36 | 75    |
|                   |      |                            | D.Expert       | 123.19 | 93    |
| Quality Assurance | 4.18 | Manager, Quality Assurance |                |        |       |
|                   |      |                            | 1.Team Leader  | 94.86  | 65    |
|                   |      |                            | 2.Manager      | 115.56 | 75    |
|                   |      |                            | 3.Sr.Manager   | 136.53 | 85    |
|                   |      |                            | 4.Executive    | 171.67 | 102.5 |
| 4.19              |      | Quality Assurance Analyst  |                |        |       |
|                   |      |                            | A.Entry        | 59.72  | 36    |
|                   |      |                            | B.Intermediate | 71.39  | 43    |
|                   |      |                            | C.Advanced     | 86.94  | 52.5  |
|                   |      |                            | D.Expert       | 93.89  | 63    |

RFP# 15-973-561-R  
IT Consulting Services

|                     |      |                                |                |              |
|---------------------|------|--------------------------------|----------------|--------------|
| Technology Research | 5.20 | Manager, Technology Research   |                |              |
|                     |      |                                | 2.Manager      | 127.78 90    |
|                     | 5.21 | Technology Research Analyst    |                |              |
|                     |      |                                | B.Intermediate | 98.33 70     |
|                     |      |                                | C.Advanced     | 115.83 82    |
|                     |      |                                | D.Expert       | 133.19 96    |
| Client Technologies | 6.22 | Manager, Client Technologies   |                |              |
|                     |      |                                | 1.Team Leader  | 84.03 67     |
|                     |      |                                | 2.Manager      | 117.36 76    |
|                     |      |                                | 3.Sr.Manager   | 162.22 102.5 |
|                     | 6.23 | Client Technologies Analyst    |                |              |
|                     |      |                                | A.Entry        | 57.78 40     |
|                     |      |                                | B.Intermediate | 75.42 53     |
|                     |      |                                | C.Advanced     | 90.28 65     |
|                     |      |                                | D.Expert       | 109.31 81    |
|                     | 6.79 | Client Technologies Technician |                |              |
|                     |      |                                | A.Entry        | 58.89 32     |
|                     |      |                                | B.Intermediate | 64.86 41     |
|                     |      |                                | C.Advanced     | 99.03 53     |
| Customer Support    | 7.24 | Manager, Customer Support      |                |              |
|                     |      |                                | 1.Team Leader  | 77.78 62     |
|                     |      |                                | 2.Manager      | 107.50 73    |
|                     |      |                                | 3.Sr.Manager   | 146.67 92    |
|                     | 7.26 | Customer Support Analyst       |                |              |
|                     |      |                                | A.Entry        | 50.42 30.5   |
|                     |      |                                | B.Intermediate | 62.36 37     |
|                     |      |                                | C.Advanced     | 105.00 54    |
|                     |      |                                | D.Expert       | 142.36 76    |
|                     | 7.80 | Customer Support Technician    |                |              |

RFP# 15-973-561-R  
IT Consulting Services

|                    |      |                              |                |        |     |
|--------------------|------|------------------------------|----------------|--------|-----|
|                    |      |                              | A.Entry        | 52.64  | 35  |
|                    |      |                              | B.Intermediate | 56.39  | 42  |
|                    |      |                              | C.Advanced     | 73.06  | 53  |
| Network Management | 8.27 | Director, Network Operations |                |        |     |
|                    |      |                              | 2.Manager      | 101.25 | 85  |
|                    |      |                              | 3.Sr.Manager   | 164.72 | 102 |
|                    | 8.44 | Manager, Network Operations  |                |        |     |
|                    |      |                              | 1.Team Leader  | 85.28  | 62  |
|                    |      |                              | 2.Manager      | 126.53 | 76  |
|                    |      |                              | 3.Sr.Manager   | 165.97 | 95  |
|                    | 8.81 | Network Architect            |                |        |     |
|                    |      |                              | B.Intermediate | 96.81  | 72  |
|                    |      |                              | C.Advanced     | 103.47 | 90  |
|                    |      |                              | D.Expert       | 120.83 | 89  |
|                    | 8.33 | Network Engineer             |                |        |     |
|                    |      |                              | B.Intermediate | 113.47 | 65  |
|                    |      |                              | C.Advanced     | 122.08 | 80  |
|                    |      |                              | D.Expert       | 133.19 | 97  |
|                    | 8.89 | Network Analyst              |                |        |     |
|                    |      |                              | A.Entry        | 79.17  | 55  |
|                    |      |                              | B.Intermediate | 88.06  | 65  |
|                    |      |                              | C.Advanced     | 105.42 | 75  |
|                    |      |                              | D.Expert       | 138.75 | 85  |
|                    | 8.49 | Network Administrator        |                |        |     |
|                    |      |                              | A.Entry        | 64.03  | 43  |
|                    |      |                              | B.Intermediate | 77.22  | 51  |
|                    |      |                              | C.Advanced     | 94.17  | 65  |
|                    |      |                              | D.Expert       | 111.53 | 78  |
|                    | 8.82 | Network Technician           |                |        |     |

RFP# 15-973-561-R  
IT Consulting Services

|   |                                    |                              |        |      |
|---|------------------------------------|------------------------------|--------|------|
|   |                                    | A.Entry                      | 64.31  | 40   |
|   |                                    | B.Intermediate               | 77.64  | 45   |
|   |                                    | C.Advanced                   | 79.17  | 50   |
|   |                                    | D.Expert                     | 88.06  | 55   |
| 8.61  | Network Security Specialist        |                              |        |      |
|   |                                    | B.Intermediate               | 98.89  | 73   |
|   |                                    | C.Advanced                   | 105.56 | 84.5 |
| Internet Planning, Engineering and Operations | 9.87                               | Manager, Internet Operations |        |      |
|   |                                    | 1.Team Leader                | 110.28 | 77   |
|   |                                    | 2.Manager                    | 131.39 | 89.5 |
|   |                                    | 3.Sr.Manager                 | 166.25 | 118  |
| 9.37  | Internet/Web Architect             |                              |        |      |
|   |                                    | B.Intermediate               | 90.28  | 70   |
|   |                                    | C.Advanced                   | 115.56 | 81.5 |
|   |                                    | D.Expert                     | 127.78 | 99   |
| 9.38  | Webmaster                          |                              |        |      |
|   |                                    | B.Intermediate               | 72.08  | 65   |
|   |                                    | C.Advanced                   | 98.61  | 83   |
| 9.39  | Web Applications Programmer        |                              |        |      |
|   |                                    | A.Entry                      | 65.97  | 43   |
|   |                                    | B.Intermediate               | 97.36  | 66   |
|   |                                    | C.Advanced                   | 111.94 | 78.5 |
|   |                                    | D.Expert                     | 130.56 | 95   |
| 9.40  | Internet/Web Engineer              |                              |        |      |
|   |                                    | B.Intermediate               | 94.44  | 74   |
|   |                                    | C.Advanced                   | 113.89 | 86   |
| 9.41  | Internet/Web Systems Administrator |                              |        |      |
|   |                                    | B.Intermediate               | 105.14 | 80.5 |
|   |                                    | C.Advanced                   | 125.28 | 104  |

RFP# 15-973-561-R  
IT Consulting Services

|            |       |                                  |                |        |       |
|------------|-------|----------------------------------|----------------|--------|-------|
|            | 9.88  | Web Customer Support Specialist  |                |        |       |
|            |       |                                  | A.Entry        | 56.39  | 43    |
|            |       |                                  | B.Intermediate | 65.56  | 56    |
|            | 9.30  | Web Designer                     |                |        |       |
|            |       |                                  | B.Intermediate | 73.33  | 63    |
|            |       |                                  | C.Advanced     | 121.39 | 87    |
|            | 9.111 | Web Security Specialist          |                |        |       |
|            |       |                                  | No Variance    | 140.28 | 105   |
| Operations | 10.43 | Director, Data Center Operations |                |        |       |
|            |       |                                  | No Variance    | 162.92 | 143.5 |
|            | 10.45 | Manager, Computer Operations     |                |        |       |
|            |       |                                  | 1.Team Leader  | 80.83  | 58    |
|            |       |                                  | 2.Manager      | 111.39 | 69.5  |
|            |       |                                  | 3.Sr.Manager   | 161.11 | 126   |
|            | 10.46 | Supervisor, Computer Operations  |                |        |       |
|            |       |                                  | 1.Team Leader  | 78.19  | 54    |
|            |       |                                  | 2.Manager      | 91.81  | 63    |
|            | 10.47 | Computer Operator                |                |        |       |
|            |       |                                  | A.Entry        | 46.53  | 36    |
|            |       |                                  | B.Intermediate | 49.58  | 42    |
|            |       |                                  | C.Advanced     | 55.97  | 49    |
|            |       |                                  | D.Expert       | 65.00  | 56    |
|            | 10.83 | Manager, Capacity Planning       |                |        |       |
|            |       |                                  | No Variance    | 135.83 | 106   |
|            | 10.62 | Manager, Production Support      |                |        |       |
|            |       |                                  | 1.Team Leader  | 94.86  | 73    |
|            |       |                                  | 2.Manager      | 119.72 | 86.5  |
|            | 10.63 | Production Support Analyst       |                |        |       |

RFP# 15-973-561-R  
IT Consulting Services

|  |       |                                       |                |        |        |
|--|-------|---------------------------------------|----------------|--------|--------|
|  |       |                                       | A.Entry        | 55.28  | 43     |
|  |       |                                       | B.Intermediate | 65.14  | 49     |
|  |       |                                       | C.Advanced     | 85.69  | 58     |
|  |       |                                       | D.Expert       | 91.81  | 66     |
| Telecommunications                       | 11.55 | Manager, Telecommunication Operations |                |        |        |
|  |       |                                       | 1.Team Leader  | 93.47  | 65     |
|  |       |                                       | 2.Manager      | 125.56 | 90     |
|  |       |                                       | 3.Sr.Manager   | 149.86 | 116.5  |
|  | 11.34 | Telecommunication Engineer            |                |        |        |
|  |       |                                       | A.Entry        | 53.47  | 46     |
|  |       |                                       | B.Intermediate | 78.75  | 58     |
|  |       |                                       | C.Advanced     | 95.83  | 72.5   |
|  |       |                                       | D.Expert       | 123.47 | 86.25  |
|  | 11.35 | Telecommunication Technician          |                |        |        |
|  |       |                                       | A.Entry        | 54.17  | 39     |
|  |       |                                       | B.Intermediate | 62.36  | 48     |
|  |       |                                       | C.Advanced     | 73.06  | 64.5   |
| Electronic Commerce                      | 12.36 | Director, Electronic Commerce         |                |        |        |
|  |       |                                       | No Variance    | 198.89 | 145    |
|  | 12.57 | Manager, Electronic Commerce          |                |        |        |
|  |       |                                       | No Variance    | 140.56 | 115.25 |
|  | 12.58 | Electronic Commerce Analyst           |                |        |        |
|  |       |                                       | B.Intermediate | 72.08  | 52     |
|  |       |                                       | C.Advanced     | 99.58  | 78     |
|  | 12.42 | EDI Specialist                        |                |        |        |
|  |       |                                       | B.Intermediate | 96.11  | 80     |
|  |       |                                       | C.Advanced     | 100.42 | 99.5   |
| Business Intelligence Systems Management | 13.11 | Director, Data Warehouse              |                |        |        |

RFP# 15-973-561-R  
IT Consulting Services

|                                    |                                |                |             |        |       |
|------------------------------------|--------------------------------|----------------|-------------|--------|-------|
|                                    |                                | 2.Manager      | 160.83      | 111.5  |       |
|                                    |                                | 3.Sr.Manager   | 201.67      | 148    |       |
| 13.123                             | Manager, Data Warehouse        |                |             |        |       |
| 13.122                             | Data Warehouse Analyst         | No Variance    | 141.53      | 113    |       |
|                                    |                                | B.Intermediate | 95.14       | 71     |       |
|                                    |                                | C.Advanced     | 116.25      | 82     |       |
|                                    |                                | D.Expert       | 123.06      | 93     |       |
| 13.121                             | Data Warehouse Administrator   |                |             |        |       |
| 13.76                              | Manager, Decision Support      | No Variance    | 106.94      | 83.5   |       |
| 13.77                              | Decision Support Specialist    | No Variance    | 162.08      | 128    |       |
|                                    |                                | B.Intermediate | 89.31       | 62     |       |
|                                    |                                | C.Advanced     | 102.92      | 83.5   |       |
|                                    |                                | D.Expert       | 118.33      | 99     |       |
| 13.78                              | Decision Support Administrator |                |             |        |       |
|                                    |                                | A.Entry        | 70.83       | 55     |       |
|                                    |                                | B.Intermediate | 86.25       | 73.5   |       |
| 13.84                              | Knowledge Engineer             |                |             |        |       |
| Enterprise Resource Planning (ERP) | 14.60                          | ERP Configurer | No Variance | 142.36 | 102.5 |
| 14.90                              | ERP Programmer/Analyst         | B.Intermediate | 78.75       | 68     |       |
|                                    |                                | B.Intermediate | 86.81       | 70     |       |
|                                    |                                | C.Advanced     | 105.28      | 78     |       |

RFP# 15-973-561-R  
IT Consulting Services

|                                |        |                                   |                |        |      |
|--------------------------------|--------|-----------------------------------|----------------|--------|------|
|                                |        |                                   | D.Expert       | 122.36 | 102  |
| Vendor Relationship Management | 15.67  | Manager, Vendor Relationships     |                |        |      |
|                                |        |                                   | 2.Manager      | 134.86 | n/a  |
|                                |        |                                   | 3.Sr.Manager   | 183.33 | n/a  |
|                                | 15.53  | Manager, Outsourcing Contracts    |                |        |      |
|                                |        |                                   | No Variance    | 116.39 | n/a  |
|                                | 15.120 | Contracts Manager                 |                |        |      |
|                                |        |                                   | No Variance    | 99.72  | n/a  |
|                                | 15.113 | Service Manager                   |                |        |      |
|                                |        |                                   | No Variance    | 78.19  | n/a  |
|                                | 15.114 | Finance/Administration Specialist |                |        |      |
|                                |        |                                   | A.Entry        | 63.75  | n/a  |
|                                |        |                                   | C.Advanced     | 104.72 | n/a  |
| Administration                 | 16.68  | Asset Manager                     |                |        |      |
|                                |        |                                   | No Variance    | 114.72 | n/a  |
|                                | 16.98  | Asset Management Administrator    |                |        |      |
|                                |        |                                   | A.Entry        | 60.69  | n/a  |
|                                |        |                                   | B.Intermediate | 68.06  | n/a  |
|                                |        |                                   | C.Advanced     | 73.75  | n/a  |
|                                | 16.73  | Manager, HR/IT Staffing           |                |        |      |
|                                |        |                                   | No Variance    | 122.50 | 88.5 |
|                                | 16.112 | Technical Recruiter               |                |        |      |
|                                |        |                                   | A.Entry        | 58.33  | 43   |
|                                |        |                                   | B.Intermediate | 79.17  | 63   |
|                                |        |                                   | C.Advanced     | 116.67 | 93   |
|                                | 16.48  | HR/IT Generalist                  |                |        |      |

RFP# 15-973-561-R  
IT Consulting Services

|                                  |   |                             |                |        |       |
|----------------------------------|---|-----------------------------|----------------|--------|-------|
|                                  |   |                             | B.Intermediate | 65.56  | 50    |
|                                  |   |                             | C.Advanced     | 94.44  | 75    |
| 16.99                            | Resource Manager                          |                             |                |        |       |
| 16.51                            | Documentation Specialist/Technical Writer |                             | No Variance    | 123.75 | 98.5  |
|                                  |   |                             | A.Entry        | 60.69  | 45    |
|                                  |   |                             | B.Intermediate | 72.92  | 56    |
|                                  |   |                             | C.Advanced     | 89.17  | 73    |
| 16.124                           | Manager, IT Audit                         |                             |                |        |       |
| 16.115                           | IT Auditor                                |                             | No Variance    | 135.00 | 100   |
| Training                         | 17.100                                    | Manager, Technical Training |                |        |       |
|                                  |   |                             | No Variance    | 101.39 | 87.5  |
|                                  |   |                             | 1.Team Leader  | 86.39  | 70    |
|                                  |   |                             | 2.Manager      | 104.17 | 85    |
|                                  |   |                             | 3.Sr.Manager   | 145.14 | 108.5 |
| 17.101                           | Technical Trainer                         |                             |                |        |       |
|                                  |   |                             | A.Entry        | 58.33  | 46    |
|                                  |   |                             | B.Intermediate | 63.89  | 54    |
|                                  |   |                             | C.Advanced     | 78.47  | 70.5  |
|                                  |   |                             | D.Expert       | 89.31  | 78    |
| Security/Business<br>Continuance | 18.102                                    | Security Manager            |                |        |       |
|                                  |   |                             | 2.Manager      | 131.25 | 96    |
|                                  |   |                             | 3.Sr.Manager   | 159.17 | 122   |
| 18.103                           | Security Analyst                          |                             |                |        |       |
|                                  |   |                             | A.Entry        | 59.03  | 45    |
|                                  |   |                             | B.Intermediate | 77.08  | 60    |
|                                  |   |                             | C.Advanced     | 98.61  | 80    |

RFP# 15-973-561-R  
IT Consulting Services

|  |        |                                 |                |        |       |
|--|--------|---------------------------------|----------------|--------|-------|
|  | 18.85  | Manager, Business Continuance   | D.Expert       | 110.56 | 97    |
|  | 18.86  | Business Continuance Specialist | No Variance    | 140.83 | 112   |
| Product Development                    | 19.107 | Manager, Product Development    | B.Intermediate | 76.39  | 58.5  |
|  |        |                                 | C.Advanced     | 112.36 | 84    |
|  | 19.108 | Product Architect               | 2.Manager      | 135.28 | 102   |
|  |        |                                 | 3.Sr.Manager   | 178.61 | 122   |
|  | 19.109 | Product Engineer                | No Variance    | 159.72 | 109.5 |
| 19.110                                 |        | Product Developer               | B.Intermediate | 102.22 | 76    |
|  |        |                                 | C.Advanced     | 136.81 | 96.5  |
|  |        |                                 | D.Expert       | 169.44 | 138   |
| Systems Programming and Administration | 20.28  | Manager, Systems Software       | B.Intermediate | 94.44  | 68.5  |
|  |        |                                 | C.Advanced     | 111.25 | 83    |
|  |        |                                 | D.Expert       | 127.78 | 102   |
|  | 20.29  | Systems Architect               | 1.Team Leader  | 109.03 | 76    |
|  |        |                                 | 2.Manager      | 126.39 | 96    |
|  |        |                                 | 3.Sr.Manager   | 159.44 | 126   |
|  | 20.32  | Systems Software Programmer     | B.Intermediate | 80.69  | 71    |
|  |        |                                 | C.Advanced     | 116.53 | 80    |
|  |        |                                 | D.Expert       | 137.08 | 119   |

RFP# 15-973-561-R  
IT Consulting Services

|                                |                             |                               |        |      |
|--------------------------------|-----------------------------|-------------------------------|--------|------|
|                                |                             | A.Entry                       | 72.22  | 52   |
|                                |                             | B.Intermediate                | 90.28  | 63   |
|                                |                             | C.Advanced                    | 110.14 | 87   |
|                                |                             | D.Expert                      | 122.22 | 92.5 |
| 20.31                          | Groupware Specialist        |                               |        |      |
|                                |                             | A.Entry                       | 75.83  | 55.5 |
|                                |                             | B.Intermediate                | 96.53  | 71   |
|                                |                             | C.Advanced                    | 103.61 | 93   |
| 20.116                         | Systems Administrator       |                               |        |      |
|                                |                             | A.Entry                       | 65.00  | 50   |
|                                |                             | B.Intermediate                | 76.81  | 63   |
|                                |                             | C.Advanced                    | 99.17  | 76   |
|                                |                             | D.Expert                      | 111.11 | 96.5 |
| 20.117                         | Systems Security Specialist |                               |        |      |
|                                |                             | No Variance                   | 79.31  | 69   |
| Business Analysis and Planning | 21.70                       | Manager, IT Business Planning |        |      |
|                                |                             | 2.Manager                     | 143.89 | 107  |
|                                |                             | 3.Sr.Manager                  | 145.83 | 114  |
| 21.69                          | Business Process Consultant |                               |        |      |
|                                |                             | B.Intermediate                | 79.58  | 55.5 |
|                                |                             | C.Advanced                    | 104.03 | 68   |
|                                |                             | D.Expert                      | 130.69 | 83.5 |
| 21.10                          | Business Analyst            |                               |        |      |
|                                |                             | A.Entry                       | 51.53  | 39   |
|                                |                             | B.Intermediate                | 79.86  | 58   |
|                                |                             | C.Advanced                    | 91.11  | 68.5 |
|                                |                             | D.Expert                      | 93.06  | 79.5 |
| 21.75                          | IT Business Consultant      |                               |        |      |

RFP# 15-973-561-R  
IT Consulting Services

|                          |   |                                   |                |        |       |
|--------------------------|---|-----------------------------------|----------------|--------|-------|
|                          |   |                                   | B.Intermediate | 94.86  | 74    |
|                          |   |                                   | C.Advanced     | 98.61  | 78.5  |
|                          |   |                                   | D.Expert       | 125.14 | 108   |
| 21.118                   | Enterprise Architect                    |                                   |                |        |       |
|                          |   |                                   | No Variance    | 156.25 | 125   |
| 21.71                    | Manager, Customer Relations             |                                   |                |        |       |
|                          |   |                                   | No Variance    | 150.97 | 118.5 |
| Release Management       | 22.52                                   | Configuration Management Analyst  |                |        |       |
|                          |   |                                   | B.Intermediate | 75.14  | 58    |
|                          |   |                                   | C.Advanced     | 76.39  | 61.5  |
| 22.119                   | Release/Build Engineer                  |                                   |                |        |       |
|                          |   |                                   | No Variance    | 68.75  | 56.5  |
| Program Management       | 23.97                                   | Program Manager                   |                |        |       |
|                          |   |                                   | 2.Manager      | 127.92 | 84.5  |
|                          |   |                                   | 3.Sr.Manager   | 153.19 | 110   |
|                          |   |                                   | 4.Executive    | 186.25 | 156   |
| 23.64                    | Project Manager                         |                                   |                |        |       |
|                          |   |                                   | 1.Team Leader  | 107.08 | 75    |
|                          |   |                                   | 2.Manager      | 120.28 | 80    |
|                          |   |                                   | 3.Sr.Manager   | 124.86 | 90    |
|                          |   |                                   | 4.Executive    | 155.28 | 112   |
| 23.65                    | Project Leader                          |                                   |                |        |       |
|                          |   |                                   | A.Entry        | 63.19  | 50    |
|                          |   |                                   | B.Intermediate | 104.44 | 70    |
|                          |   |                                   | C.Advanced     | 113.89 | 86    |
|                          |   |                                   | D.Expert       | 117.92 | 111   |
| Customer Service Hotline | 24.54                                   | Manager, Customer Service Hotline |                |        |       |
|                          |   |                                   | No Variance    | 105.69 | 73.25 |
| 24.59                    | Customer Service Hotline Representative |                                   |                |        |       |

RFP# 15-973-561-R  
IT Consulting Services

|                           |        |                                      |                |        |      |
|---------------------------|--------|--------------------------------------|----------------|--------|------|
|                           |        |                                      | A.Entry        | 55.56  | 30   |
|                           |        |                                      | B.Intermediate | 60.97  | 41   |
|                           |        |                                      | C.Advanced     | 76.94  | 68   |
| Technical Product Support | 25.66  | Manager, Technical Product Support   |                |        |      |
|                           |        |                                      | 2.Manager      | 114.72 | 80   |
|                           |        |                                      | 3.Sr.Manager   | 131.94 | 90.5 |
|                           | 25.106 | Technical Product Support Analyst    |                |        |      |
|                           |        |                                      | No Variance    | 84.44  | 65   |
|                           | 25.72  | Technical Product Support Specialist |                |        |      |
|                           |        |                                      | A.Entry        | 48.89  | 32   |
|                           |        |                                      | B.Intermediate | 65.83  | 48   |
|                           |        |                                      | C.Advanced     | 83.06  | 61   |