CONTRACT SUPPLEMENT
RFP-37 Rev. 11/22/16

Elizabeth Basso
Contract Specialist

860-713-5611
Telephone Number

STATE OF CONNECTICUT

DEPARTMENT OF ADMINISTRATIVE SERVICES
PROCUREMENT DIVISION
450 Columbus Boulevard, Hartford, CT 06103

CONTRACT AWARD NO.: **14PSX0338**
Contract Award Date: 25 August 2017
Proposal Due Date: 1 December 2016
SUPPLEMENT DATE: 18 October 2018

CONTRACT AWARD SUPPLEMENT #5

IMPORTANT: THIS IS NOT A PURCHASE ORDER. DO NOT PRODUCE OR SHIP WITHOUT AN AGENCY PURCHASE ORDER.

DESCRIPTION: Information Technology Vendor Managed Service Providers

FOR:	TERM OF CONTRACT:
Department of Administrative Services, All Using State Agencies, Political Subdivisions, and Not-for-Profit Organizations, NASPO ValuePoint Using Entities	1 September 2017 through 1 September 2020
	AGENCY REQUISITION NUMBER:

CHANGE TO IN STATE (NON-SB) CONTRACT VALUE	CHANGE TO DAS-CERTIFIED SMALL BUSINESS CONTRACT VALUE	CHANGE TO OUT OF STATE CONTRACT VALUE	CHANGE TO TOTAL CONTRACT AWARD VALUE

NOTICE TO CONTRACTORS: This notice is not an order to ship. Purchase Orders against contracts will be furnished by the using agency or agencies on whose behalf the contract is made. INVOICE SHALL BE RENDERED DIRECT TO THE ORDERING AGENCY.
NOTE: Dollar amounts listed next to each contractor are possible award amounts, however, they do not reflect any expected purchase amounts (actual or implied). They are for CHRO use only.
NOTICE TO AGENCIES: A complete explanatory report shall be furnished promptly to the Procurement Manager concerning items delivered and/or services rendered on orders placed against awards listed herein which are found not to comply with the specifications or which are otherwise unsatisfactory from the agency's viewpoint, as well as failure of the contractor to deliver within a reasonable period of time specified. Please issue orders and process invoices promptly.
CASH DISCOUNTS: Cash discounts, if any, shall be given SPECIAL ATTENTION, but such cash discount shall not be taken unless payment is made within the discount period.
PRICE BASIS: Unless otherwise noted, prices include delivery and transportation charges fully prepaid f.o.b. agency. No extra charge is to be made for packing or packages.

CONTRACTOR INFORMATION:
REFER TO THE CONTRACT ON THE DAS PROCUREMENT WEB PAGE FOR THE MOST CURRENT CONTRACTOR INFORMATION. (http://das.ct.gov/mp1.aspx?page=8)

Company Number: 14PSX0338AA
Company Name: uWork.com, Inc. dba Covendis
New Contact: Alicia Homsher, Program Manager 714.614.3216 alicia.homsher@covendis.com

The following position pricing has been updated for Region 1, New England (CT, ME, MA, NH, RI, VT)

See included updated Price Schedule.

1. Oracle/Peoplesoft DBA, Level 4 only

PLEASE NOTE:

All terms and conditions not otherwise affected by this supplement remain unchanged and in full force and effect.

APPROVED

ELIZABETH BASSO
Contract Specialist
(Original Signature on Document in Procurement Files)

NEW ENGLAND: Connecticut - Maine - Massachusetts - New Hampshire - Rhode Island - Vermont

CONTRACTOR: Uwork.com dba Covendis

Portion of business to Micro/Small/Minority/Woman-owned suppliers Contractor commits to: 60%

VMS Fee for Spend = $0 to $2.5	$0.87
VMS Fee for Spend = $2.6 to $5.0	$0.87
VMS Fee for Spend = $5.1 to $7.5	$0.87
VMS Fee for Spend = $7.6 to $10.0	$0.87
VMS Fee for Spend = $10.1 to $12.5	$0.76
VMS Fee for Spend = $12.6 to $15.0	$0.76
VMS Fee for Spend = $15.1 and over	$0.56

Note the fixed VMS per hour fee by spend level. Tiered fee discount methodology based on cumulative regional annual totals (in millions).

Rates are inclusive of all charges and fees excluding VMS fee. The State shall not pay any separate costs associated with the implementation, training, or other delivery requirements.

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
Application Developer	Level 1	$ 23.50	$ 63.50
Application Developer	Level 2	$ 29.00	$ 74.50
Application Developer	Level 3	$ 36.00	$ 90.50
Application Developer	Level 4	$ 42.00	$ 105.00
Application Systems Analysis/Programming Manager	Level 1	$ 23.50	$ 65.50
Application Systems Analysis/Programming Manager	Level 2	$ 29.00	$ 76.00
Application Systems Analysis/Programming Manager	Level 3	$ 36.00	$ 91.00
Application Systems Analysis/Programming Manager	Level 4	$ 42.00	$ 109.00
Application Systems Analyst/Programmer	Level 1	$ 23.50	$ 60.00
Application Systems Analyst/Programmer	Level 2	$ 29.00	$ 71.50
Application Systems Analyst/Programmer	Level 3	$ 36.00	$ 84.50
Application Systems Analyst/Programmer	Level 4	$ 42.00	$ 97.00
Architect	Level 1	$ 31.00	$ 80.50
Architect	Level 2	$ 39.00	$ 91.00
Architect	Level 3	$ 47.00	$ 105.00
Architect	Level 4	$ 55.50	$ 116.50
Business Analyst	Level 1	$ 22.50	$ 60.00
Business Analyst	Level 2	$ 29.00	$ 71.50
Business Analyst	Level 3	$ 36.00	$ 84.50
Business Analyst	Level 4	$ 44.00	$ 93.00
Business Subject Matter Expert	Level 1	$ 20.50	$ 67.00
Business Subject Matter Expert	Level 2	$ 29.00	$ 82.00
Business Subject Matter Expert	Level 3	$ 36.00	$ 92.00
Business Subject Matter Expert	Level 4	$ 44.00	$ 104.50
Business Systems Consultant	Level 1	$ 22.50	$ 67.00
Business Systems Consultant	Level 2	$ 29.00	$ 80.50
Business Systems Consultant	Level 3	$ 36.00	$ 92.00
Business Systems Consultant	Level 4	$ 44.00	$ 105.50
Business Systems Consultant Manager	Level 1	$ 22.50	$ 71.00
Business Systems Consultant Manager	Level 2	$ 29.00	$ 90.00
Business Systems Consultant Manager	Level 3	$ 36.00	$ 96.50
Business Systems Consultant Manager	Level 4	$ 44.00	$ 112.50
CADD/GIS Administrator	Level 1	$ 18.50	$ 64.50

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
CADD/GIS Administrator	Level 2	$ 22.50	$ 74.00
CADD/GIS Administrator	Level 3	$ 28.00	$ 93.50
CADD/GIS Administrator	Level 4	$ 31.00	$ 109.00
Client Technologies Specialist	Level 1	$ 12.50	$ 65.50
Client Technologies Specialist	Level 2	$ 17.50	$ 76.50
Client Technologies Specialist	Level 3	$ 19.50	$ 91.00
Client Technologies Specialist	Level 4	$ 22.50	$ 107.50
Communications Analyst	Level 1	$ 15.50	$ 60.50
Communications Analyst	Level 2	$ 20.50	$ 70.50
Communications Analyst	Level 3	$ 26.00	$ 79.50
Communications Analyst	Level 4	$ 31.00	$ 88.00
Computer Operations Manager	Level 1	$ 15.50	$ 61.50
Computer Operations Manager	Level 2	$ 18.50	$ 71.50
Computer Operations Manager	Level 3	$ 22.50	$ 89.50
Computer Operations Manager	Level 4	$ 27.00	$ 99.50
Computer Operator	Level 1	$ 12.50	$ 42.00
Computer Operator	Level 2	$ 17.50	$ 52.00
Computer Operator	Level 3	$ 19.50	$ 63.00
Computer Operator	Level 4	$ 22.50	$ 74.00
Computer Scheduler	Level 1	$ 12.50	$ 43.00
Computer Scheduler	Level 2	$ 17.50	$ 52.00
Computer Scheduler	Level 3	$ 19.50	$ 64.50
Computer Scheduler	Level 4	$ 22.50	$ 77.00
Configuration Management Specialist	Level 1	$ 12.50	$ 60.00
Configuration Management Specialist	Level 2	$ 17.50	$ 71.50
Configuration Management Specialist	Level 3	$ 19.50	$ 84.50
Configuration Management Specialist	Level 4	$ 22.50	$ 98.50
Cyber Security Forensics Analyst	Level 1	$ 50.00	$ 60.00
Cyber Security Forensics Analyst	Level 2	$ 60.00	$ 70.00
Cyber Security Forensics Analyst	Level 3	$ 70.00	$ 80.00
Cyber Security Forensics Analyst	Level 4	$ 80.00	$ 90.00
Data Administrator	Level 1	$ 18.50	$ 64.00
Data Administrator	Level 2	$ 22.50	$ 74.00
Data Administrator	Level 3	$ 26.00	$ 92.00
Data Administrator	Level 4	$ 29.00	$ 105.00
Data Architect	Level 1	$ 22.50	$ 79.00
Data Architect	Level 2	$ 26.00	$ 91.00
Data Architect	Level 3	$ 29.00	$ 104.50
Data Architect	Level 4	$ 33.00	$ 127.00
Data Entry Operator	Level 1	$ 12.50	$ 42.00
Data Entry Operator	Level 2	$ 14.50	$ 52.00
Data Entry Operator	Level 3	$ 16.50	$ 63.00
Data Entry Operator	Level 4	$ 18.50	$ 74.00
Data Processing Operator	Level 1	$ 12.50	$ 43.00
Data Processing Operator	Level 2	$ 14.50	$ 49.00
Data Processing Operator	Level 3	$ 16.50	$ 59.50
Data Processing Operator	Level 4	$ 18.50	$ 72.00
Data Warehousing Administrator	Level 1	$ 22.50	$ 68.00

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
Data Warehousing Administrator	Level 2	$ 26.00	$ 82.00
Data Warehousing Administrator	Level 3	$ 29.00	$ 96.00
Data Warehousing Administrator	Level 4	$ 33.00	$ 106.50
Data Warehousing Analyst	Level 1	$ 22.50	$ 68.50
Data Warehousing Analyst	Level 2	$ 26.00	$ 78.50
Data Warehousing Analyst	Level 3	$ 29.00	$ 91.00
Data Warehousing Analyst	Level 4	$ 33.00	$ 101.50
Data/Voice Communications Manager	Level 1	$ 17.50	$ 67.00
Data/Voice Communications Manager	Level 2	$ 19.50	$ 73.00
Data/Voice Communications Manager	Level 3	$ 24.50	$ 85.50
Data/Voice Communications Manager	Level 4	$ 29.00	$ 101.00
Database Administrator	Level 1	$ 22.50	$ 68.00
Database Administrator	Level 2	$ 26.00	$ 78.50
Database Administrator	Level 3	$ 29.00	$ 92.00
Database Administrator	Level 4	$ 36.00	$ 102.50
Database Analyst	Level 1	$ 31.00	$ 60.50
Database Analyst	Level 2	$ 36.00	$ 73.00
Database Analyst	Level 3	$ 41.00	$ 88.50
Database Analyst	Level 4	$ 46.00	$ 101.50
Database Architect	Level 1	$ 31.00	$ 80.50
Database Architect	Level 2	$ 36.00	$ 89.00
Database Architect	Level 3	$ 41.00	$ 102.50
Database Architect	Level 4	$ 46.00	$ 122.50
Database Manager/Administrator	Level 1	$ 31.00	$ 68.00
Database Manager/Administrator	Level 2	$ 36.00	$ 82.00
Database Manager/Administrator	Level 3	$ 41.00	$ 94.50
Database Manager/Administrator	Level 4	$ 46.00	$ 112.50
Disaster Recovery Administrator	Level 1	$ 31.00	$ 68.00
Disaster Recovery Administrator	Level 2	$ 36.00	$ 79.00
Disaster Recovery Administrator	Level 3	$ 41.00	$ 92.00
Disaster Recovery Administrator	Level 4	$ 46.00	$ 111.00
Disaster Recovery Analyst	Level 1	$ 31.00	$ 63.00
Disaster Recovery Analyst	Level 2	$ 36.00	$ 77.00
Disaster Recovery Analyst	Level 3	$ 41.00	$ 88.50
Disaster Recovery Analyst	Level 4	$ 46.00	$ 94.50
Enterprise Architect	Level 1	$ 33.00	$ 82.00
Enterprise Architect	Level 2	$ 39.00	$ 97.00
Enterprise Architect	Level 3	$ 44.00	$ 111.50
Enterprise Architect	Level 4	$ 49.00	$ 132.00
Enterprise Integration Architect/Project Manager	Level 1	$ 150.00	$ 175.00
Enterprise Integration Architect/Project Manager	Level 2	$ 175.00	$ 195.00
Enterprise Integration Software Engineer	Level 1	$ 100.00	$ 150.00
Enterprise Integration Software Engineer	Level 2	$ 150.00	$ 175.00
Functional Architect	Level 1	$ 33.00	$ 81.00
Functional Architect	Level 2	$ 39.00	$ 95.00
Functional Architect	Level 3	$ 44.00	$ 110.50
Functional Architect	Level 4	$ 49.00	$ 129.50
Graphic Artist	Level 1	$ 18.50	$ 56.50

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
Graphic Artist	Level 2	$ 24.50	$ 66.50
Graphic Artist	Level 3	$ 33.00	$ 76.00
Graphic Artist	Level 4	$ 37.00	$ 89.50
Help Desk Analyst	Level 1	$ 10.50	$ 45.00
Help Desk Analyst	Level 2	$ 14.50	$ 53.50
Help Desk Analyst	Level 3	$ 18.50	$ 67.00
Help Desk Analyst	Level 4	$ 22.50	$ 82.00
Help Desk Coordinator	Level 1	$ 10.50	$ 45.00
Help Desk Coordinator	Level 2	$ 13.50	$ 53.50
Help Desk Coordinator	Level 3	$ 15.50	$ 67.00
Help Desk Coordinator	Level 4	$ 18.50	$ 78.50
Help Desk Manager	Level 1	$ 14.50	$ 56.00
Help Desk Manager	Level 2	$ 18.50	$ 68.00
Help Desk Manager	Level 3	$ 23.50	$ 83.00
Help Desk Manager	Level 4	$ 28.00	$ 101.50
Help Desk Service Specialist	Level 1	$ 10.50	$ 47.50
Help Desk Service Specialist	Level 2	$ 12.50	$ 58.00
Help Desk Service Specialist	Level 3	$ 14.50	$ 68.50
Help Desk Service Specialist	Level 4	$ 15.50	$ 84.50
Help Desk Technician	Level 1	$ 12.50	$ 45.00
Help Desk Technician	Level 2	$ 14.50	$ 53.50
Help Desk Technician	Level 3	$ 15.50	$ 67.00
Help Desk Technician	Level 4	$ 16.50	$ 78.50
IBM Specialty Software Architect	Level 1	$ 20.50	$ 81.00
IBM Specialty Software Architect	Level 2	$ 24.50	$ 96.00
IBM Specialty Software Architect	Level 3	$ 29.00	$ 106.50
IBM Specialty Software Architect	Level 4	$ 35.00	$ 128.00
IBM Specialty Technical Specialist	Level 1	$ 14.50	$ 71.50
IBM Specialty Technical Specialist	Level 2	$ 18.50	$ 85.50
IBM Specialty Technical Specialist	Level 3	$ 23.50	$ 91.50
IBM Specialty Technical Specialist	Level 4	$ 28.00	$ 102.50
IIS Interface Analyst/Subject Matter Expert	Level 1	$ 29.50	$ 67.00
IIS Interface Analyst/Subject Matter Expert	Level 2	$ 36.00	$ 82.00
IIS Interface Analyst/Subject Matter Expert	Level 3	$ 56.00	$ 105.00
IIS Interface Analyst/Subject Matter Expert	Level 4	$ 75.00	$ 150.00
IIS Immunization Project Manager/CDC SME	Level 1	$ 26.00	$ 71.00
IIS Immunization Project Manager/CDC SME	Level 2	$ 29.00	$ 80.50
IIS Immunization Project Manager/CDC SME	Level 3	$ 75.00	$ 150.00
IIS Immunization Project Manager/CDC SME	Level 4	$ 150.00	$ 213.00
Independent Verification &Validation	Level 1	$ 14.50	$ 69.50
Independent Verification &Validation	Level 2	$ 18.50	$ 79.00
Independent Verification &Validation	Level 3	$ 23.50	$ 90.00
Independent Verification &Validation	Level 4	$ 28.00	$ 102.50
Information Security Analyst	Level 1	$ 20.50	$ 69.00
Information Security Analyst	Level 2	$ 24.50	$ 79.50
Information Security Analyst	Level 3	$ 30.00	$ 93.50
Information Security Analyst	Level 4	$ 35.00	$ 109.00
Information Security Manager	Level 1	$ 22.50	$ 82.00

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
Information Security Manager	Level 2	$ 26.00	$ 91.00
Information Security Manager	Level 3	$ 33.00	$ 100.00
Information Security Manager	Level 4	$ 36.00	$ 112.50
Information Security Project Manager	Level 1	$ 26.00	$ 82.00
Information Security Project Manager	Level 2	$ 31.00	$ 96.00
Information Security Project Manager	Level 3	$ 36.00	$ 110.50
Information Security Project Manager	Level 4	$ 41.00	$ 122.50
Information Systems Auditor	Level 1	$ 20.50	$ 76.00
Information Systems Auditor	Level 2	$ 24.50	$ 86.00
Information Systems Auditor	Level 3	$ 29.00	$ 96.00
Information Systems Auditor	Level 4	$ 33.00	$ 111.50
Information Systems Security Compliance Manager	Level 1	$ 29.00	$ 78.50
Information Systems Security Compliance Manager	Level 2	$ 35.00	$ 92.00
Information Systems Security Compliance Manager	Level 3	$ 41.00	$ 102.50
Information Systems Security Compliance Manager	Level 4	$ 46.00	$ 120.50
IT Business Intelligence Architect	Level 1	$ 31.00	$ 80.00
IT Business Intelligence Architect	Level 2	$ 37.00	$ 100.50
IT Business Intelligence Architect	Level 3	$ 42.00	$ 110.00
IT Business Intelligence Architect	Level 4	$ 47.00	$ 125.00
IT Business Intelligence Developer	Level 1	$ 31.00	$ 75.00
IT Business Intelligence Developer	Level 2	$ 37.00	$ 85.00
IT Business Intelligence Developer	Level 3	$ 42.00	$ 102.50
IT Business Intelligence Developer	Level 4	$ 47.00	$ 110.50
Kronos Solution & Implementation Program Manager	Level 1	$ 27.00	$ 86.00
Kronos Solution & Implementation Program Manager	Level 2	$ 33.00	$ 99.50
Kronos Solution & Implementation Program Manager	Level 3	$ 39.00	$ 112.50
Kronos Solution & Implementation Program Manager	Level 4	$ 80.00	$ 190.50
LAN Administration Manager	Level 1	$ 29.00	$ 71.50
LAN Administration Manager	Level 2	$ 35.00	$ 83.50
LAN Administration Manager	Level 3	$ 41.00	$ 92.00
LAN Administration Manager	Level 4	$ 46.00	$ 109.00
LAN Administrator	Level 1	$ 26.00	$ 63.00
LAN Administrator	Level 2	$ 29.00	$ 73.00
LAN Administrator	Level 3	$ 35.00	$ 88.50
LAN Administrator	Level 4	$ 41.00	$ 98.50
LAN Support Technician	Level 1	$ 12.50	$ 51.50
LAN Support Technician	Level 2	$ 15.50	$ 63.00
LAN Support Technician	Level 3	$ 18.50	$ 73.50
LAN Support Technician	Level 4	$ 20.50	$ 86.00
Linux System Administrator	Level 1	$ 26.00	$ 65.50
Linux System Administrator	Level 2	$ 29.00	$ 74.00
Linux System Administrator	Level 3	$ 35.00	$ 92.00
Linux System Administrator	Level 4	$ 41.00	$ 105.00
Microsoft Specialty Principal Consultant	Level 1	$ 15.50	$ 82.00
Microsoft Specialty Principal Consultant	Level 2	$ 24.50	$ 99.50
Microsoft Specialty Principal Consultant	Level 3	$ 33.00	$ 125.00
Microsoft Specialty Principal Consultant	Level 4	$ 39.00	$ 147.00
Microsoft Specialty Technician	Level 1	$ 15.50	$ 60.50

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
Microsoft Specialty Technician	Level 2	$ 21.50	$ 69.00
Microsoft Specialty Technician	Level 3	$ 23.50	$ 82.00
Microsoft Specialty Technician	Level 4	$ 26.00	$ 93.50
Mobile Specialist	Level 1	$ 15.50	$ 68.50
Mobile Specialist	Level 2	$ 21.50	$ 76.00
Mobile Specialist	Level 3	$ 23.50	$ 94.50
Mobile Specialist	Level 4	$ 26.00	$ 115.00
Network Engineer	Level 1	$ 15.50	$ 64.00
Network Engineer	Level 2	$ 21.50	$ 74.00
Network Engineer	Level 3	$ 23.50	$ 92.00
Network Engineer	Level 4	$ 26.00	$ 105.00
Network Security Engineer	Level 1	$ 60.00	$ 70.00
Network Security Engineer	Level 2	$ 70.00	$ 80.00
Network Security Engineer	Level 3	$ 80.00	$ 90.00
Network Security Engineer	Level 4	$ 90.00	$ 105.00
Oracle Policy Automation Functional Consultant	Level 1	$ 27.00	$ 86.00
Oracle Policy Automation Functional Consultant	Level 2	$ 33.00	$ 99.50
Oracle Policy Automation Functional Consultant	Level 3	$ 39.00	$ 112.50
Oracle Policy Automation Functional Consultant	Level 4	$ 46.00	$ 130.50
Oracle UPK Technical Administrator	Level 1	$ 27.00	$ 85.50
Oracle UPK Technical Administrator	Level 2	$ 33.00	$ 95.50
Oracle UPK Technical Administrator	Level 3	$ 39.00	$ 106.50
Oracle UPK Technical Administrator	Level 4	$ 46.00	$ 121.50
Oracle/PeopleSoft Administrator	Level 1	$ 29.00	$ 78.50
Oracle/PeopleSoft Administrator	Level 2	$ 33.00	$ 89.50
Oracle/PeopleSoft Administrator	Level 3	$ 39.00	$ 105.00
Oracle/PeopleSoft Administrator	Level 4	$ 46.00	$ 120.00
Oracle/Peoplesoft Customer Experience Consultant	Level 1	$ 24.50	$ 74.00
Oracle/Peoplesoft Customer Experience Consultant	Level 2	$ 30.00	$ 87.00
Oracle/Peoplesoft Customer Experience Consultant	Level 3	$ 35.00	$ 102.50
Oracle/Peoplesoft Customer Experience Consultant	Level 4	$ 40.00	$ 121.50
ORACLE/PEOPLESOFT DBA	Level 1	$ 31.00	$ 83.00
ORACLE/PEOPLESOFT DBA	Level 2	$ 37.00	$ 94.00
ORACLE/PEOPLESOFT DBA	Level 3	$ 42.00	$ 106.50
ORACLE/PEOPLESOFT DBA	**Level 4**	**$ 47.00**	**$ 150.00**
Oracle/PeopleSoft EPM Business Intelligence Analyst	Level 1	$ 31.00	$ 78.00
Oracle/PeopleSoft EPM Business Intelligence Analyst	Level 2	$ 37.00	$ 88.00
Oracle/PeopleSoft EPM Business Intelligence Analyst	Level 3	$ 42.00	$ 102.50
Oracle/PeopleSoft EPM Business Intelligence Analyst	Level 4	$ 47.00	$ 121.50
Oracle/PeopleSoft EPM Business Intelligence Architect	Level 1	$ 31.00	$ 91.00
Oracle/PeopleSoft EPM Business Intelligence Architect	Level 2	$ 37.00	$ 102.50
Oracle/PeopleSoft EPM Business Intelligence Architect	Level 3	$ 42.00	$ 114.00
Oracle/PeopleSoft EPM Business Intelligence Architect	Level 4	$ 47.00	$ 131.00
Oracle/PeopleSoft EPM Business Intelligence Developer/Administrator	Level 1	$ 31.00	$ 79.50
Oracle/PeopleSoft EPM Business Intelligence Developer/Administrator	Level 2	$ 37.00	$ 94.50
Oracle/PeopleSoft EPM Business Intelligence Developer/Administrator	Level 3	$ 42.00	$ 106.50
Oracle/PeopleSoft EPM Business Intelligence Developer/Administrator	Level 4	$ 47.00	$ 122.50
Oracle/PeopleSoft EPM Technical Analyst	Level 1	$ 31.00	$ 71.50

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
Oracle/PeopleSoft EPM Technical Analyst	Level 2	$ 37.00	$ 83.50
Oracle/PeopleSoft EPM Technical Analyst	Level 3	$ 42.00	$ 92.00
Oracle/PeopleSoft EPM Technical Analyst	Level 4	$ 47.00	$ 115.00
Oracle/PeopleSoft Financial (FIN/SCM/ESA) Developer	Level 1	$ 31.00	$ 83.50
Oracle/PeopleSoft Financial (FIN/SCM/ESA) Developer	Level 2	$ 37.00	$ 94.00
Oracle/PeopleSoft Financial (FIN/SCM/ESA) Developer	Level 3	$ 42.00	$ 105.50
Oracle/PeopleSoft Financial (FIN/SCM/ESA) Developer	Level 4	$ 47.00	$ 121.50
Oracle/PeopleSoft Financial (FIN/SCM/ESA) Functional Consultant	Level 1	$ 31.00	$ 85.00
Oracle/PeopleSoft Financial (FIN/SCM/ESA) Functional Consultant	Level 2	$ 37.00	$ 99.50
Oracle/PeopleSoft Financial (FIN/SCM/ESA) Functional Consultant	Level 3	$ 42.00	$ 110.50
Oracle/PeopleSoft Financial (FIN/SCM/ESA) Functional Consultant	Level 4	$ 47.00	$ 124.50
Oracle/PeopleSoft HRMS Functional Consultant	Level 1	$ 31.00	$ 79.50
Oracle/PeopleSoft HRMS Functional Consultant	Level 2	$ 37.00	$ 92.00
Oracle/PeopleSoft HRMS Functional Consultant	Level 3	$ 42.00	$ 107.50
Oracle/PeopleSoft HRMS Functional Consultant	Level 4	$ 47.00	$ 127.00
Oracle/PeopleSoft Human Resource Developer	Level 1	$ 31.00	$ 80.50
Oracle/PeopleSoft Human Resource Developer	Level 2	$ 37.00	$ 93.00
Oracle/PeopleSoft Human Resource Developer	Level 3	$ 42.00	$ 104.50
Oracle/PeopleSoft Human Resource Developer	Level 4	$ 47.00	$ 120.00
Oracle/PeopleSoft Project Manager	Level 1	$ 31.00	$ 76.00
Oracle/PeopleSoft Project Manager	Level 2	$ 37.00	$ 84.50
Oracle/PeopleSoft Project Manager	Level 3	$ 42.00	$ 94.50
Oracle/PeopleSoft Project Manager	Level 4	$ 47.00	$ 114.00
Oracle/PeopleSoft Security Analyst/Engineer	Level 1	$ 31.00	$ 77.00
Oracle/PeopleSoft Security Analyst/Engineer	Level 2	$ 37.00	$ 87.00
Oracle/PeopleSoft Security Analyst/Engineer	Level 3	$ 42.00	$ 97.00
Oracle/PeopleSoft Security Analyst/Engineer	Level 4	$ 47.00	$ 121.50
Oracle/PeopleSoft Systems Analyst/Designer	Level 1	$ 31.00	$ 74.00
Oracle/PeopleSoft Systems Analyst/Designer	Level 2	$ 37.00	$ 84.50
Oracle/PeopleSoft Systems Analyst/Designer	Level 3	$ 42.00	$ 95.50
Oracle/PeopleSoft Systems Analyst/Designer	Level 4	$ 47.00	$ 115.00
Oracle/Peoplesoft Technical Architect	Level 1	$ 31.00	$ 82.00
Oracle/Peoplesoft Technical Architect	Level 2	$ 37.00	$ 97.00
Oracle/Peoplesoft Technical Architect	Level 3	$ 42.00	$ 107.50
Oracle/Peoplesoft Technical Architect	Level 4	$ 47.00	$ 122.50
Oracle/Peoplesoft Testing Consultant	Level 1	$ 26.00	$ 69.00
Oracle/Peoplesoft Testing Consultant	Level 2	$ 29.00	$ 82.00
Oracle/Peoplesoft Testing Consultant	Level 3	$ 35.00	$ 92.00
Oracle/Peoplesoft Testing Consultant	Level 4	$ 41.00	$ 110.00
PeopleSoft Functional/Technical Planning & Budgeting Resource	Level 1	$ 31.00	$ 77.00
PeopleSoft Functional/Technical Planning & Budgeting Resource	Level 2	$ 37.00	$ 87.00
PeopleSoft Functional/Technical Planning & Budgeting Resource	Level 3	$ 42.00	$ 99.50
PeopleSoft Functional/Technical Planning & Budgeting Resource	Level 4	$ 47.00	$ 114.00
Product Specialist	Level 1	$ 26.00	$ 65.50
Product Specialist	Level 2	$ 29.00	$ 76.00
Product Specialist	Level 3	$ 35.00	$ 89.50
Product Specialist	Level 4	$ 41.00	$ 107.50
Production Control Manager	Level 1	$ 26.00	$ 77.00

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
Production Control Manager	Level 2	$ 29.00	$ 87.00
Production Control Manager	Level 3	$ 35.00	$ 92.00
Production Control Manager	Level 4	$ 41.00	$ 107.50
Programmer	Level 1	$ 26.00	$ 59.50
Programmer	Level 2	$ 29.00	$ 71.50
Programmer	Level 3	$ 35.00	$ 88.50
Programmer	Level 4	$ 41.00	$ 97.00
Project Controller	Level 1	$ 26.00	$ 69.00
Project Controller	Level 2	$ 29.00	$ 79.50
Project Controller	Level 3	$ 35.00	$ 93.50
Project Controller	Level 4	$ 41.00	$ 109.00
Project/Program Manager	Level 1	$ 26.00	$ 71.00
Project/Program Manager	Level 2	$ 29.00	$ 80.50
Project/Program Manager	Level 3	$ 35.00	$ 92.00
Project/Program Manager	Level 4	$ 41.00	$ 115.00
Quality Assurance Analyst	Level 1	$ 24.50	$ 64.00
Quality Assurance Analyst	Level 2	$ 29.00	$ 74.00
Quality Assurance Analyst	Level 3	$ 36.00	$ 92.00
Quality Assurance Analyst	Level 4	$ 41.00	$ 104.00
Quality Assurance Manager	Level 1	$ 31.00	$ 70.50
Quality Assurance Manager	Level 2	$ 33.00	$ 82.50
Quality Assurance Manager	Level 3	$ 39.00	$ 93.50
Quality Assurance Manager	Level 4	$ 46.00	$ 115.00
SAN Administrator	Level 1	$ 26.00	$ 74.00
SAN Administrator	Level 2	$ 29.00	$ 87.00
SAN Administrator	Level 3	$ 35.00	$ 97.00
SAN Administrator	Level 4	$ 41.00	$ 122.50
Senior Quality Assurance Analyst	Level 1	$ 36.00	$ 72.00
Senior Quality Assurance Analyst	Level 2	$ 41.00	$ 83.00
Senior Quality Assurance Analyst	Level 3	$ 43.00	$ 93.50
Senior Quality Assurance Analyst	Level 4	$ 46.00	$ 105.00
Software Engineer	Level 1	$ 26.00	$ 60.50
Software Engineer	Level 2	$ 29.00	$ 71.50
Software Engineer	Level 3	$ 35.00	$ 86.00
Software Engineer	Level 4	$ 41.00	$ 101.50
Software Process Engineer	Level 1	$ 26.00	$ 61.50
Software Process Engineer	Level 2	$ 29.00	$ 71.50
Software Process Engineer	Level 3	$ 35.00	$ 86.00
Software Process Engineer	Level 4	$ 41.00	$ 101.50
Solution Architect	Level 1	$ 31.00	$ 80.50
Solution Architect	Level 2	$ 37.00	$ 90.00
Solution Architect	Level 3	$ 42.00	$ 101.50
Solution Architect	Level 4	$ 47.00	$ 120.50
System Administrator	Level 1	$ 20.50	$ 66.50
System Administrator	Level 2	$ 24.50	$ 78.50
System Administrator	Level 3	$ 27.00	$ 92.00
System Administrator	Level 4	$ 30.00	$ 105.00
System Engineer	Level 1	$ 18.50	$ 65.50

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
System Engineer	Level 2	$ 21.50	$ 71.50
System Engineer	Level 3	$ 23.50	$ 84.50
System Engineer	Level 4	$ 26.00	$ 98.00
System Specialist	Level 1	$ 20.50	$ 66.50
System Specialist	Level 2	$ 24.50	$ 77.00
System Specialist	Level 3	$ 27.00	$ 90.50
System Specialist	Level 4	$ 30.00	$ 115.00
Systems Administrator	Level 1	$ 20.50	$ 61.50
Systems Administrator	Level 2	$ 24.50	$ 71.50
Systems Administrator	Level 3	$ 27.00	$ 87.00
Systems Administrator	Level 4	$ 30.00	$ 97.00
Systems Administrator Manager	Level 1	$ 20.50	$ 73.00
Systems Administrator Manager	Level 2	$ 24.50	$ 83.50
Systems Administrator Manager	Level 3	$ 27.00	$ 93.50
Systems Administrator Manager	Level 4	$ 30.00	$ 112.50
Team Lead	Level 1	$ 18.50	$ 77.00
Team Lead	Level 2	$ 21.50	$ 87.00
Team Lead	Level 3	$ 23.50	$ 96.00
Team Lead	Level 4	$ 26.00	$ 120.50
Technical Architect	Level 1	$ 29.00	$ 81.00
Technical Architect	Level 2	$ 33.00	$ 91.00
Technical Architect	Level 3	$ 36.00	$ 101.50
Technical Architect	Level 4	$ 40.00	$ 122.50
Technical Specialist	Level 1	$ 12.50	$ 66.50
Technical Specialist	Level 2	$ 15.50	$ 77.00
Technical Specialist	Level 3	$ 18.50	$ 91.00
Technical Specialist	Level 4	$ 21.50	$ 105.00
Technical Writer	Level 1	$ 18.50	$ 53.00
Technical Writer	Level 2	$ 22.50	$ 68.00
Technical Writer	Level 3	$ 26.00	$ 78.50
Technical Writer	Level 4	$ 31.00	$ 94.50
Telecom Engineer	Level 1	$ 12.50	$ 61.50
Telecom Engineer	Level 2	$ 15.50	$ 71.00
Telecom Engineer	Level 3	$ 18.50	$ 82.00
Telecom Engineer	Level 4	$ 21.50	$ 95.50
Tester	Level 1	$ 22.50	$ 65.50
Tester	Level 2	$ 26.00	$ 76.00
Tester	Level 3	$ 33.00	$ 84.50
Tester	Level 4	$ 41.00	$ 96.00
Testing Manager	Level 1	$ 31.00	$ 70.50
Testing Manager	Level 2	$ 37.00	$ 82.50
Testing Manager	Level 3	$ 42.00	$ 93.50
Testing Manager	Level 4	$ 46.00	$ 115.00
Trainers	Level 1	$ 22.50	$ 56.50
Trainers	Level 2	$ 26.00	$ 63.00
Trainers	Level 3	$ 33.00	$ 75.00
Trainers	Level 4	$ 41.00	$ 90.00
Training Developers	Level 1	$ 22.50	$ 61.50

Position Title	EXPERIENCE LEVELS: 1: <2 yrs exp. 2: 2-5 yrs exp 3: 6-8 yrs exp 4: >9 yrs exp	Regional Rate Range Minimum Hourly Rate	Regional Rate Range Maximum Hourly Rate
Training Developers	Level 2	$ 26.00	$ 71.50
Training Developers	Level 3	$ 29.00	$ 88.50
Training Developers	Level 4	$ 33.00	$ 110.00
Unisys Specialty Architectural Specialist	Level 1	$ 20.50	$ 71.50
Unisys Specialty Architectural Specialist	Level 2	$ 24.50	$ 83.00
Unisys Specialty Architectural Specialist	Level 3	$ 29.00	$ 97.00
Unisys Specialty Architectural Specialist	Level 4	$ 33.00	$ 114.00
Unisys Specialty Equipment Operator	Level 1	$ 18.50	$ 55.50
Unisys Specialty Equipment Operator	Level 2	$ 24.50	$ 64.00
Unisys Specialty Equipment Operator	Level 3	$ 29.00	$ 74.50
Unisys Specialty Equipment Operator	Level 4	$ 33.00	$ 86.00
Unisys Specialty Production Control Operator	Level 1	$ 20.50	$ 59.00
Unisys Specialty Production Control Operator	Level 2	$ 24.50	$ 67.00
Unisys Specialty Production Control Operator	Level 3	$ 29.00	$ 81.00
Unisys Specialty Production Control Operator	Level 4	$ 33.00	$ 94.00
Unisys Specialty Service Delivery Specialist	Level 1	$ 20.50	$ 66.50
Unisys Specialty Service Delivery Specialist	Level 2	$ 24.50	$ 77.00
Unisys Specialty Service Delivery Specialist	Level 3	$ 29.00	$ 87.00
Unisys Specialty Service Delivery Specialist	Level 4	$ 33.00	$ 96.50
UPK TECHNICAL ADMINISTRATOR	Level 1	$ 21.50	$ 66.50
UPK TECHNICAL ADMINISTRATOR	Level 2	$ 26.00	$ 78.50
UPK TECHNICAL ADMINISTRATOR	Level 3	$ 30.00	$ 90.50
UPK TECHNICAL ADMINISTRATOR	Level 4	$ 33.00	$ 107.50
Video Conference Specialist	Level 1	$ 12.50	$ 56.50
Video Conference Specialist	Level 2	$ 15.50	$ 61.50
Video Conference Specialist	Level 3	$ 18.50	$ 70.50
Video Conference Specialist	Level 4	$ 21.50	$ 82.00
Voice/Data Engineer	Level 1	$ 12.50	$ 64.00
Voice/Data Engineer	Level 2	$ 15.50	$ 72.00
Voice/Data Engineer	Level 3	$ 18.50	$ 85.00
Voice/Data Engineer	Level 4	$ 21.50	$ 117.50
Web Content Designer	Level 1	$ 15.50	$ 59.00
Web Content Designer	Level 2	$ 18.50	$ 73.00
Web Content Designer	Level 3	$ 21.50	$ 90.50
Web Content Designer	Level 4	$ 26.00	$ 109.00
WINDOWS 2008/VMWARE ESX SYSTEM ADMINISTRATOR	Level 1	$ 26.00	$ 66.50
WINDOWS 2008/VMWARE ESX SYSTEM ADMINISTRATOR	Level 2	$ 31.00	$ 79.50
WINDOWS 2008/VMWARE ESX SYSTEM ADMINISTRATOR	Level 3	$ 33.00	$ 91.00
WINDOWS 2008/VMWARE ESX SYSTEM ADMINISTRATOR	Level 4	$ 36.00	$ 107.50
Total			