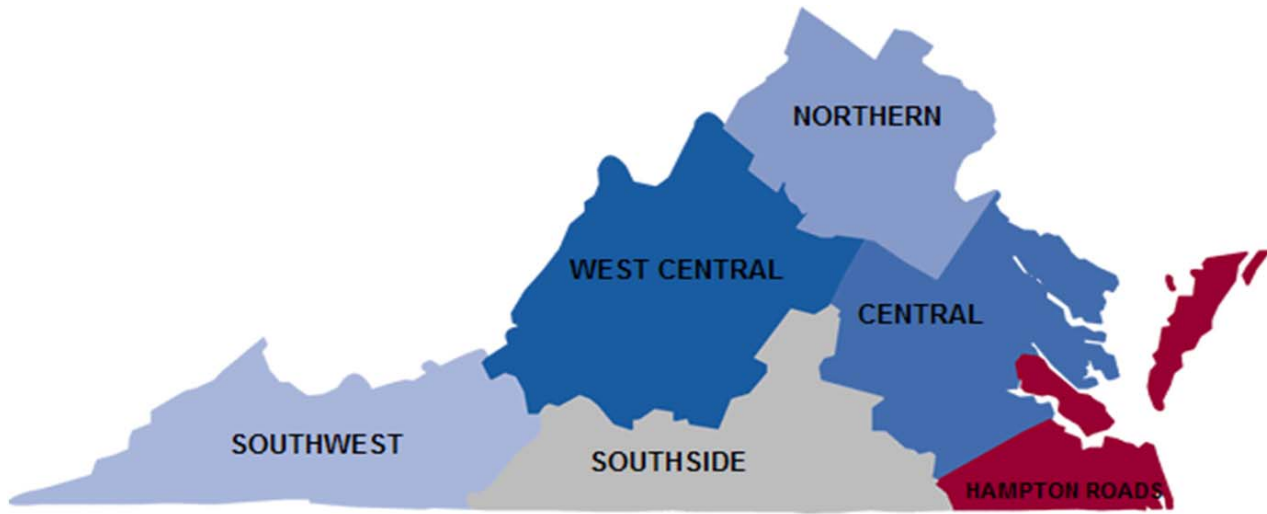


SMSA Vendor Rates
effective November 8, 2010



SMSA Vendor Rates
effective November 8, 2010

CENTRAL REGION						
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE	
			Vendor	Vendor	Vendor	
Applications	Programmer Analyst	Analyst 1	\$ 33.60	\$ 34.64	\$ 37.06	
		Analyst 2	\$ 41.04	\$ 42.31	\$ 45.28	
		Analyst 3	\$ 59.34	\$ 61.18	\$ 65.46	
		Analyst 4	\$ 76.19	\$ 78.55	\$ 84.05	
		Analyst 5	\$ 79.56	\$ 85.14	\$ 87.53	
	Programmer	Programmer 1	\$ 42.20	\$ 43.50	\$ 46.55	
		Programmer 2	\$ 44.38	\$ 45.75	\$ 48.95	
		Programmer 3	\$ 50.39	\$ 51.95	\$ 57.15	
		Programmer 4	\$ 58.70	\$ 60.51	\$ 64.75	
		Programmer 5	\$ 76.30	\$ 78.66	\$ 84.18	
	Software Test Analyst	Analyst 1	\$ 36.70	\$ 37.84	\$ 40.49	
		Analyst 2	\$ 41.25	\$ 42.53	\$ 45.50	
		Analyst 3	\$ 50.76	\$ 52.34	\$ 56.00	
		Analyst 4	\$ 52.26	\$ 53.88	\$ 57.65	
		Analyst 5	\$ 63.50	\$ 65.46	\$ 70.05	
	Technical Writer	Technical Writer 1	\$ 26.81	\$ 27.64	\$ 29.58	
		Technical Writer 2	\$ 28.44	\$ 29.31	\$ 31.36	
		Technical Writer 3	\$ 36.13	\$ 37.24	\$ 39.85	
	Business Analyst	Analyst 1	\$ 35.89	\$ 37.00	\$ 39.59	
		Analyst 2	\$ 37.63	\$ 38.79	\$ 41.50	
		Analyst 3	\$ 52.34	\$ 56.00	\$ 57.58	
		Analyst 4	\$ 62.63	\$ 64.56	\$ 69.09	
		Analyst 5	\$ 70.58	\$ 75.51	\$ 77.64	
	System Analyst	Analyst 1	\$ 34.99	\$ 36.08	\$ 38.60	
		Analyst 2	\$ 36.85	\$ 37.99	\$ 40.65	
		Analyst 3	\$ 48.45	\$ 49.95	\$ 53.45	
		Software Solutions Architect		\$ 69.04	\$ 71.18	\$ 76.16
		Intelligent Transportation Systems Specialist		\$ 34.25	\$ 35.31	\$ 37.79
	ERP Analyst	ERP Analyst 1	\$ 37.49	\$ 38.65	\$ 41.35	
		ERP Analyst 2	\$ 45.74	\$ 47.15	\$ 54.23	
		ERP Analyst 3	\$ 61.23	\$ 67.06	\$ 69.98	
		ERP Analyst 4	\$ 75.81	\$ 78.73	\$ 84.55	
		ERP Analyst 5	\$ 99.14	\$ 102.05	\$ 104.96	
	ERP Developer	ERP Developer 1	\$ 46.70	\$ 48.15	\$ 51.53	
		ERP Developer 2	\$ 55.28	\$ 56.99	\$ 60.98	
		ERP Developer 3	\$ 68.39	\$ 74.09	\$ 76.94	
		ERP Developer 4	\$ 82.64	\$ 96.88	\$ 99.73	
		ERP Developer 5	\$ 101.28	\$ 104.26	\$ 110.21	
	ERP Database Administrator	ERP Database Administrator 1	\$ 52.11	\$ 53.73	\$ 57.49	
		ERP Database Administrator 2	\$ 60.03	\$ 61.89	\$ 66.23	
		ERP Database Administrator 3	\$ 74.45	\$ 76.75	\$ 82.13	
		ERP Database Administrator 4	\$ 89.75	\$ 94.03	\$ 102.58	
		ERP Database Administrator 5	\$ 111.11	\$ 115.39	\$ 119.66	
	ERP Project Manager	ERP Project Manager 1	\$ 91.10	\$ 98.69	\$ 102.49	
		ERP Project Manager 2	\$ 99.51	\$ 107.80	\$ 111.95	
ERP Project Manager 3		\$ 112.94	\$ 117.29	\$ 125.98		
Geographic Information System	Geospatial Projects Manager	\$ 72.95	\$ 75.20	\$ 80.46		
	Analyst	\$ 67.93	\$ 70.03	\$ 74.93		
	Specialist I	\$ 45.41	\$ 46.81	\$ 50.09		
	Specialist II	\$ 56.46	\$ 58.21	\$ 62.29		
	Technician Trainee	\$ 33.60	\$ 34.64	\$ 37.06		
	Technician I	\$ 37.26	\$ 38.41	\$ 41.10		
	Technician II	\$ 40.76	\$ 42.03	\$ 44.96		
	Technician III	\$ 44.00	\$ 45.36	\$ 48.54		
	Database Architect	Database Architect 1	\$ 52.95	\$ 54.59	\$ 58.41	

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CENTRAL REGION					
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE
			Vendor	Vendor	Vendor
Data Management		Database Architect 2	\$ 64.04	\$ 66.01	\$ 70.64
		Database Architect 3	\$ 73.80	\$ 76.09	\$ 81.41
		Database Architect 4	\$ 88.43	\$ 94.61	\$ 97.26
	Data Warehouse Architect	Data Warehouse Architect 1	\$ 55.39	\$ 57.10	\$ 61.10
		Data Warehouse Architect 2	\$ 69.94	\$ 72.10	\$ 77.15
		Data Warehouse Architect 3	\$ 81.65	\$ 85.36	\$ 89.08
	Database Administrator	Database Administrator 1	\$ 43.70	\$ 45.05	\$ 48.20
		Database Administrator 2	\$ 54.20	\$ 55.88	\$ 59.79
		Database Administrator 3	\$ 62.16	\$ 64.09	\$ 68.58
		Database Administrator 4	\$ 74.93	\$ 78.50	\$ 82.06
Project Management	Project Manager	Project Manager 1	\$ 53.40	\$ 55.05	\$ 58.90
		Project Manager 2	\$ 64.06	\$ 66.05	\$ 70.68
		Project Manager 3	\$ 87.80	\$ 90.51	\$ 96.85
		Project Manager 4	\$ 91.16	\$ 93.99	\$ 100.56
	Project Lead	Project Lead 1	\$ 51.00	\$ 52.58	\$ 56.25
		Project Lead 2	\$ 57.58	\$ 59.35	\$ 63.50
	Project Coordinator		\$ 30.81	\$ 31.76	\$ 33.99
Telecom and Computer Networking	Network Administrator	Network Administrator 1	\$ 35.50	\$ 36.60	\$ 39.16
		Network Administrator 2	\$ 39.00	\$ 40.20	\$ 43.01
		Network Administrator 3	\$ 42.18	\$ 43.48	\$ 46.51
	Network Architect	Network Architect 1	\$ 51.78	\$ 53.38	\$ 57.11
		Network Architect 2	\$ 57.95	\$ 59.74	\$ 63.93
		Network Architect 3	\$ 71.46	\$ 73.68	\$ 78.84
	Network Engineer	Network Engineer 1	\$ 39.58	\$ 40.80	\$ 43.65
		Network Engineer 2	\$ 43.43	\$ 44.76	\$ 47.90
		Network Engineer 3	\$ 51.48	\$ 53.06	\$ 56.78
		Network Engineer 4	\$ 70.23	\$ 72.40	\$ 77.46
Public Safety Consultant		\$ 52.85	\$ 54.49	\$ 58.30	
Radio Engineer		\$ 63.60	\$ 65.56	\$ 70.15	
Customer / Technical Support	Help Desk	Help Desk 1	\$ 27.60	\$ 28.45	\$ 30.44
		Help Desk 2	\$ 32.15	\$ 33.15	\$ 35.48
		Help Desk 3	\$ 36.50	\$ 37.63	\$ 40.26
	Technical Support	Technical Support 1	\$ 41.20	\$ 42.48	\$ 45.45
		Technical Support 2	\$ 47.01	\$ 48.46	\$ 51.85
		Technical Support 3	\$ 52.76	\$ 54.40	\$ 58.21
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	\$ 58.89	\$ 60.71	\$ 64.96
		Infrastructure Solutions Architect 2	\$ 62.75	\$ 64.69	\$ 69.21
		Infrastructure Solutions Architect 3	\$ 74.05	\$ 76.34	\$ 81.68
	System Administrator	System Administrator 1	\$ 42.29	\$ 43.60	\$ 46.65
		System Administrator 2	\$ 49.01	\$ 50.53	\$ 54.06
System Administrator 3		\$ 54.35	\$ 56.03	\$ 59.95	
IT Security	IT Security Analyst	IT Security Analyst 1	\$ 41.29	\$ 42.56	\$ 45.54
		IT Security Analyst 2	\$ 50.09	\$ 51.64	\$ 55.25
		IT Security Analyst 3	\$ 52.25	\$ 53.86	\$ 57.64
		IT Security Architect 1	\$ 49.68	\$ 51.21	\$ 54.80
		IT Security Architect 2	\$ 52.25	\$ 53.86	\$ 57.64
IT Management Services	Business Continuity Planner		\$ 70.45	\$ 72.63	\$ 77.71
	Business Process Reengineering		\$ 81.54	\$ 84.45	\$ 99.00
	Enterprise Architect		\$ 101.04	\$ 105.85	\$ 110.66
	IT Strategist		\$ 83.06	\$ 85.64	\$ 91.64
	I.T. Auditor	I.T. Auditor 1	\$ 33.71	\$ 34.75	\$ 37.19
		I.T. Auditor 2	\$ 37.03	\$ 38.18	\$ 40.85
		I.T. Auditor 3	\$ 48.45	\$ 49.95	\$ 53.45
		I.T. Auditor 4	\$ 54.18	\$ 55.85	\$ 59.76
I.T. Auditor 5		\$ 68.63	\$ 70.75	\$ 75.70	

SMSA Vendor Rates
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HAMPTON ROADS REGION						
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE	
			Vendor	Vendor	Vendor	
Applications	Programmer Analyst	Analyst 1	\$ 32.08	\$ 33.06	\$ 35.38	
		Analyst 2	\$ 39.34	\$ 40.55	\$ 43.39	
		Analyst 3	\$ 57.36	\$ 59.14	\$ 63.28	
		Analyst 4	\$ 73.95	\$ 76.24	\$ 81.58	
		Analyst 5	\$ 77.25	\$ 82.66	\$ 84.98	
	Programmer	Programmer 1	\$ 40.46	\$ 41.71	\$ 44.64	
		Programmer 2	\$ 42.61	\$ 43.93	\$ 47.00	
		Programmer 3	\$ 48.58	\$ 50.08	\$ 55.09	
		Programmer 4	\$ 56.73	\$ 58.48	\$ 62.56	
		Programmer 5	\$ 74.08	\$ 76.36	\$ 81.71	
	Software Test Analyst	Analyst 1	\$ 35.09	\$ 36.18	\$ 38.71	
		Analyst 2	\$ 39.54	\$ 40.76	\$ 43.61	
		Analyst 3	\$ 48.94	\$ 50.45	\$ 53.99	
		Analyst 4	\$ 50.40	\$ 51.96	\$ 55.60	
		Analyst 5	\$ 61.46	\$ 63.36	\$ 67.80	
	Technical Writer	Technical Writer 1	\$ 26.04	\$ 26.84	\$ 28.71	
		Technical Writer 2	\$ 27.70	\$ 28.56	\$ 30.56	
		Technical Writer 3	\$ 35.56	\$ 36.66	\$ 39.23	
	Business Analyst	Analyst 1	\$ 34.30	\$ 35.36	\$ 37.84	
		Analyst 2	\$ 36.00	\$ 37.11	\$ 39.71	
		Analyst 3	\$ 50.45	\$ 53.99	\$ 55.50	
		Analyst 4	\$ 60.60	\$ 62.48	\$ 66.85	
		Analyst 5	\$ 68.39	\$ 73.18	\$ 75.23	
	System Analyst	Analyst 1	\$ 33.43	\$ 34.46	\$ 36.88	
		Analyst 2	\$ 35.25	\$ 36.34	\$ 38.88	
		Analyst 3	\$ 46.68	\$ 48.11	\$ 51.48	
		Software Solutions Architect		\$ 66.90	\$ 68.98	\$ 73.80
		Intelligent Transportation Systems Specialist		\$ 34.16	\$ 35.23	\$ 37.69
	ERP Analyst	ERP Analyst 1	\$ 35.71	\$ 36.81	\$ 39.39	
		ERP Analyst 2	\$ 43.93	\$ 45.29	\$ 52.08	
		ERP Analyst 3	\$ 59.34	\$ 64.99	\$ 67.81	
		ERP Analyst 4	\$ 73.46	\$ 76.29	\$ 81.94	
		ERP Analyst 5	\$ 96.08	\$ 98.90	\$ 101.73	
	ERP Developer	ERP Developer 1	\$ 44.94	\$ 46.33	\$ 49.56	
		ERP Developer 2	\$ 53.54	\$ 55.19	\$ 59.05	
		ERP Developer 3	\$ 66.23	\$ 71.75	\$ 74.50	
		ERP Developer 4	\$ 80.03	\$ 93.83	\$ 96.58	
		ERP Developer 5	\$ 98.21	\$ 101.11	\$ 106.89	
	ERP Database Administrator	ERP Database Administrator 1	\$ 50.25	\$ 51.80	\$ 55.43	
		ERP Database Administrator 2	\$ 58.04	\$ 59.84	\$ 64.03	
		ERP Database Administrator 3	\$ 72.23	\$ 74.46	\$ 79.68	
		ERP Database Administrator 4	\$ 87.23	\$ 91.39	\$ 99.69	
		ERP Database Administrator 5	\$ 108.00	\$ 112.15	\$ 116.30	
	ERP Project Manager	ERP Project Manager 1	\$ 89.70	\$ 97.18	\$ 100.91	
		ERP Project Manager 2	\$ 98.08	\$ 106.24	\$ 110.33	
		ERP Project Manager 3	\$ 111.35	\$ 115.63	\$ 124.19	
	Geographic Information System	Geospatial Projects Manager	\$ 71.74	\$ 73.95	\$ 79.13	
Analyst		\$ 66.74	\$ 68.80	\$ 73.61		
Specialist I		\$ 43.63	\$ 44.98	\$ 48.13		
Specialist II		\$ 54.54	\$ 56.23	\$ 60.16		
Technician Trainee		\$ 32.08	\$ 33.06	\$ 35.38		
Technician I		\$ 35.64	\$ 36.74	\$ 39.31		
Technician II		\$ 39.06	\$ 40.28	\$ 43.10		
	Technician III	\$ 42.24	\$ 43.54	\$ 46.59		
	Database Architect	Database Architect 1	\$ 51.08	\$ 52.65	\$ 56.34	

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HAMPTON ROADS REGION					
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE
			Vendor	Vendor	Vendor
Data Management		Database Architect 2	\$ 61.99	\$ 63.90	\$ 68.38
		Database Architect 3	\$ 71.61	\$ 73.83	\$ 78.99
		Database Architect 4	\$ 85.98	\$ 91.99	\$ 94.58
	Data Warehouse Architect	Data Warehouse Architect 1	\$ 53.48	\$ 55.13	\$ 58.99
		Data Warehouse Architect 2	\$ 67.79	\$ 69.89	\$ 74.78
		Data Warehouse Architect 3	\$ 79.18	\$ 82.78	\$ 86.38
	Database Administrator	Database Administrator 1	\$ 41.94	\$ 43.24	\$ 46.26
		Database Administrator 2	\$ 52.31	\$ 53.93	\$ 57.70
		Database Administrator 3	\$ 60.14	\$ 62.00	\$ 66.34
		Database Administrator 4	\$ 72.63	\$ 76.08	\$ 79.54
Project Management	Project Manager	Project Manager 1	\$ 52.36	\$ 53.99	\$ 57.76
		Project Manager 2	\$ 62.99	\$ 64.94	\$ 69.49
		Project Manager 3	\$ 86.59	\$ 89.26	\$ 95.51
		Project Manager 4	\$ 89.93	\$ 92.71	\$ 99.20
	Project Lead	Project Lead 1	\$ 49.16	\$ 50.69	\$ 54.24
		Project Lead 2	\$ 55.61	\$ 57.34	\$ 61.35
	Project Coordinator		\$ 29.64	\$ 30.55	\$ 32.69
Telecom and Computer Networking	Network Administrator	Network Administrator 1	\$ 33.74	\$ 34.78	\$ 37.21
		Network Administrator 2	\$ 37.20	\$ 38.35	\$ 41.04
		Network Administrator 3	\$ 40.36	\$ 41.61	\$ 44.53
	Network Architect	Network Architect 1	\$ 49.93	\$ 51.48	\$ 55.08
		Network Architect 2	\$ 55.99	\$ 57.73	\$ 61.76
		Network Architect 3	\$ 69.31	\$ 71.45	\$ 76.45
	Network Engineer	Network Engineer 1	\$ 37.90	\$ 39.08	\$ 41.81
		Network Engineer 2	\$ 41.66	\$ 42.95	\$ 45.96
		Network Engineer 3	\$ 49.63	\$ 51.16	\$ 54.75
		Network Engineer 4	\$ 68.09	\$ 70.19	\$ 75.10
Public Safety Consultant		\$ 51.83	\$ 53.43	\$ 57.16	
Radio Engineer		\$ 62.65	\$ 64.59	\$ 69.11	
Customer / Technical Support	Help Desk	Help Desk 1	\$ 25.91	\$ 26.71	\$ 28.59
		Help Desk 2	\$ 30.43	\$ 31.36	\$ 33.56
		Help Desk 3	\$ 34.73	\$ 35.80	\$ 38.30
	Technical Support	Technical Support 1	\$ 39.49	\$ 40.71	\$ 43.56
		Technical Support 2	\$ 45.24	\$ 46.64	\$ 49.90
		Technical Support 3	\$ 50.90	\$ 52.48	\$ 56.15
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	\$ 57.96	\$ 59.75	\$ 63.94
		Infrastructure Solutions Architect 2	\$ 61.80	\$ 63.71	\$ 68.18
		Infrastructure Solutions Architect 3	\$ 73.04	\$ 75.30	\$ 80.58
	System Administrator	System Administrator 1	\$ 40.56	\$ 41.81	\$ 44.74
System Administrator 2		\$ 47.21	\$ 48.68	\$ 52.09	
System Administrator 3		\$ 52.45	\$ 54.08	\$ 57.86	
IT Security	IT Security Analyst	IT Security Analyst 1	\$ 39.58	\$ 40.80	\$ 43.65
		IT Security Analyst 2	\$ 48.28	\$ 49.76	\$ 53.25
		IT Security Analyst 3	\$ 50.39	\$ 51.95	\$ 55.59
		IT Security Architect 1	\$ 48.76	\$ 50.28	\$ 53.80
		IT Security Architect 2	\$ 51.34	\$ 52.93	\$ 56.63
IT Management Services	Business Continuity Planner		\$ 68.29	\$ 70.40	\$ 75.33
	Business Process Reengineering		\$ 80.63	\$ 83.50	\$ 97.90
	Enterprise Architect		\$ 99.85	\$ 104.61	\$ 109.36
	IT Strategist		\$ 81.89	\$ 84.43	\$ 90.34
	I.T. Auditor	I.T. Auditor 1	\$ 32.65	\$ 33.66	\$ 36.03
		I.T. Auditor 2	\$ 35.95	\$ 37.06	\$ 39.66
		I.T. Auditor 3	\$ 47.43	\$ 48.89	\$ 52.31
		I.T. Auditor 4	\$ 53.14	\$ 54.78	\$ 58.61
I.T. Auditor 5		\$ 67.51	\$ 69.60	\$ 74.48	

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NORTHERN REGION						
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE	
			Vendor	Vendor	Vendor	
Applications	Programmer Analyst	Analyst 1	\$ 36.39	\$ 37.51	\$ 40.14	
		Analyst 2	\$ 44.24	\$ 45.60	\$ 48.79	
		Analyst 3	\$ 63.93	\$ 65.90	\$ 70.51	
		Analyst 4	\$ 81.89	\$ 84.43	\$ 90.34	
		Analyst 5	\$ 85.51	\$ 91.50	\$ 94.06	
	Programmer	Programmer 1	\$ 45.45	\$ 46.85	\$ 50.13	
		Programmer 2	\$ 47.73	\$ 49.20	\$ 52.65	
		Programmer 3	\$ 54.31	\$ 55.99	\$ 61.59	
		Programmer 4	\$ 63.23	\$ 65.18	\$ 69.74	
		Programmer 5	\$ 82.01	\$ 84.55	\$ 90.46	
	Software Test Analyst	Analyst 1	\$ 39.65	\$ 40.88	\$ 43.74	
		Analyst 2	\$ 44.45	\$ 45.83	\$ 49.04	
		Analyst 3	\$ 54.71	\$ 56.40	\$ 60.35	
		Analyst 4	\$ 56.33	\$ 58.06	\$ 62.13	
		Analyst 5	\$ 68.36	\$ 70.48	\$ 75.41	
	Technical Writer	Technical Writer 1	\$ 30.29	\$ 31.23	\$ 33.41	
		Technical Writer 2	\$ 32.14	\$ 33.13	\$ 35.45	
		Technical Writer 3	\$ 40.80	\$ 42.06	\$ 45.01	
	Business Analyst	Analyst 1	\$ 38.80	\$ 40.00	\$ 42.80	
		Analyst 2	\$ 40.63	\$ 41.89	\$ 44.83	
		Analyst 3	\$ 56.40	\$ 60.35	\$ 62.04	
		Analyst 4	\$ 67.43	\$ 69.51	\$ 74.38	
		Analyst 5	\$ 75.93	\$ 81.24	\$ 83.51	
	System Analyst	Analyst 1	\$ 37.85	\$ 39.03	\$ 41.76	
		Analyst 2	\$ 39.81	\$ 41.05	\$ 43.93	
		Analyst 3	\$ 52.18	\$ 53.79	\$ 57.55	
		Software Solutions Architect		\$ 74.26	\$ 76.56	\$ 81.93
		Intelligent Transportation Systems Specialist		\$ 37.49	\$ 38.65	\$ 41.35
	ERP Analyst	ERP Analyst 1	\$ 40.26	\$ 41.51	\$ 44.41	
		ERP Analyst 2	\$ 49.13	\$ 50.65	\$ 58.25	
		ERP Analyst 3	\$ 66.24	\$ 72.55	\$ 75.70	
		ERP Analyst 4	\$ 82.01	\$ 85.16	\$ 91.48	
		ERP Analyst 5	\$ 107.25	\$ 110.40	\$ 113.56	
	ERP Developer	ERP Developer 1	\$ 50.23	\$ 51.78	\$ 55.40	
		ERP Developer 2	\$ 59.78	\$ 61.63	\$ 65.94	
		ERP Developer 3	\$ 73.95	\$ 80.11	\$ 83.20	
		ERP Developer 4	\$ 89.36	\$ 104.76	\$ 107.85	
		ERP Developer 5	\$ 109.56	\$ 112.79	\$ 119.24	
	ERP Database Administrator	ERP Database Administrator 1	\$ 56.15	\$ 57.89	\$ 61.94	
		ERP Database Administrator 2	\$ 64.66	\$ 66.66	\$ 71.33	
		ERP Database Administrator 3	\$ 80.03	\$ 82.50	\$ 88.28	
		ERP Database Administrator 4	\$ 96.40	\$ 101.00	\$ 110.18	
		ERP Database Administrator 5	\$ 119.36	\$ 123.95	\$ 128.54	
	ERP Project Manager	ERP Project Manager 1	\$ 97.18	\$ 105.26	\$ 109.31	
		ERP Project Manager 2	\$ 106.10	\$ 114.94	\$ 119.36	
		ERP Project Manager 3	\$ 120.38	\$ 125.01	\$ 134.28	
	Geographic Information System	Geospatial Projects Manager	\$ 77.79	\$ 80.19	\$ 85.80	
Analyst		\$ 72.46	\$ 74.70	\$ 79.93		
Specialist I		\$ 48.80	\$ 50.31	\$ 53.84		
Specialist II		\$ 60.84	\$ 62.73	\$ 67.11		
Technician Trainee		\$ 36.39	\$ 37.51	\$ 40.14		
Technician I		\$ 40.24	\$ 41.49	\$ 44.39		
Technician II		\$ 43.94	\$ 45.30	\$ 48.48		
	Technician III	\$ 47.34	\$ 48.80	\$ 52.21		
	Database Architect	Database Architect 1	\$ 57.06	\$ 58.83	\$ 62.94	

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NORTHERN REGION					
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE
			Vendor	Vendor	Vendor
Data Management		Database Architect 2	\$ 68.93	\$ 71.06	\$ 76.04
		Database Architect 3	\$ 79.35	\$ 81.80	\$ 87.53
		Database Architect 4	\$ 94.94	\$ 101.59	\$ 104.44
	Data Warehouse Architect	Data Warehouse Architect 1	\$ 59.68	\$ 61.53	\$ 65.84
		Data Warehouse Architect 2	\$ 75.23	\$ 77.55	\$ 82.98
		Data Warehouse Architect 3	\$ 87.80	\$ 91.79	\$ 95.78
	Database Administrator	Database Administrator 1	\$ 47.03	\$ 48.48	\$ 51.86
		Database Administrator 2	\$ 58.40	\$ 60.20	\$ 64.41
		Database Administrator 3	\$ 66.93	\$ 69.00	\$ 73.83
		Database Administrator 4	\$ 80.61	\$ 84.45	\$ 88.29
Project Management	Project Manager	Project Manager 1	\$ 57.05	\$ 58.81	\$ 62.93
		Project Manager 2	\$ 68.40	\$ 70.51	\$ 75.45
		Project Manager 3	\$ 93.56	\$ 96.45	\$ 103.20
		Project Manager 4	\$ 97.14	\$ 100.14	\$ 107.15
	Project Lead	Project Lead 1	\$ 54.96	\$ 56.66	\$ 60.63
		Project Lead 2	\$ 62.03	\$ 63.94	\$ 68.41
	Project Coordinator		\$ 33.28	\$ 34.30	\$ 36.70
Telecom and Computer Networking	Network Administrator	Network Administrator 1	\$ 38.14	\$ 39.31	\$ 42.06
		Network Administrator 2	\$ 41.89	\$ 43.19	\$ 46.21
		Network Administrator 3	\$ 45.31	\$ 46.71	\$ 49.99
	Network Architect	Network Architect 1	\$ 55.80	\$ 57.53	\$ 61.55
		Network Architect 2	\$ 62.43	\$ 64.35	\$ 68.85
		Network Architect 3	\$ 76.86	\$ 79.24	\$ 84.79
	Network Engineer	Network Engineer 1	\$ 42.69	\$ 44.01	\$ 47.09
		Network Engineer 2	\$ 46.73	\$ 48.18	\$ 51.55
		Network Engineer 3	\$ 55.48	\$ 57.19	\$ 61.19
		Network Engineer 4	\$ 75.54	\$ 77.88	\$ 83.33
Public Safety Consultant		\$ 56.46	\$ 58.21	\$ 62.29	
Radio Engineer		\$ 69.49	\$ 71.64	\$ 76.65	
Customer / Technical Support	Help Desk	Help Desk 1	\$ 29.64	\$ 30.55	\$ 32.69
		Help Desk 2	\$ 34.54	\$ 35.60	\$ 38.09
		Help Desk 3	\$ 39.21	\$ 40.43	\$ 43.25
	Technical Support	Technical Support 1	\$ 44.40	\$ 45.78	\$ 48.98
		Technical Support 2	\$ 50.55	\$ 52.11	\$ 55.76
		Technical Support 3	\$ 56.86	\$ 58.63	\$ 62.73
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	\$ 64.40	\$ 66.39	\$ 71.04
		Infrastructure Solutions Architect 2	\$ 68.56	\$ 70.69	\$ 75.64
		Infrastructure Solutions Architect 3	\$ 80.71	\$ 83.21	\$ 89.04
	System Administrator	System Administrator 1	\$ 45.55	\$ 46.96	\$ 50.25
System Administrator 2		\$ 52.79	\$ 54.43	\$ 58.24	
System Administrator 3		\$ 58.56	\$ 60.38	\$ 64.60	
IT Security	IT Security Analyst	IT Security Analyst 1	\$ 44.49	\$ 45.86	\$ 49.08
		IT Security Analyst 2	\$ 53.96	\$ 55.64	\$ 59.54
		IT Security Analyst 3	\$ 56.31	\$ 58.05	\$ 62.11
		IT Security Architect 1	\$ 54.38	\$ 56.06	\$ 59.99
		IT Security Architect 2	\$ 57.19	\$ 58.96	\$ 63.09
IT Management Services	Business Continuity Planner		\$ 75.78	\$ 78.11	\$ 83.58
	Business Process Reengineering		\$ 88.60	\$ 91.76	\$ 107.59
	Enterprise Architect		\$ 109.78	\$ 115.00	\$ 120.24
	IT Strategist		\$ 88.55	\$ 91.29	\$ 97.68
	I.T. Auditor	I.T. Auditor 1	\$ 36.96	\$ 38.10	\$ 40.76
		I.T. Auditor 2	\$ 40.51	\$ 41.76	\$ 44.69
		I.T. Auditor 3	\$ 52.91	\$ 54.55	\$ 58.36
		I.T. Auditor 4	\$ 59.19	\$ 61.01	\$ 65.29
I.T. Auditor 5		\$ 74.76	\$ 77.08	\$ 82.48	

SMSA Vendor Rates
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SOUTHSIDE REGION						
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE	
			Vendor	Vendor	Vendor	
Applications	Programmer Analyst	Analyst 1	\$ 29.48	\$ 30.39	\$ 32.51	
		Analyst 2	\$ 36.49	\$ 37.61	\$ 40.25	
		Analyst 3	\$ 55.01	\$ 56.71	\$ 60.69	
		Analyst 4	\$ 71.24	\$ 73.44	\$ 78.58	
		Analyst 5	\$ 74.40	\$ 79.61	\$ 81.84	
	Programmer	Programmer 1	\$ 37.58	\$ 38.74	\$ 41.45	
		Programmer 2	\$ 39.68	\$ 40.90	\$ 43.76	
		Programmer 3	\$ 45.88	\$ 47.29	\$ 52.01	
		Programmer 4	\$ 54.38	\$ 56.06	\$ 59.99	
		Programmer 5	\$ 71.34	\$ 73.55	\$ 78.70	
	Software Test Analyst	Analyst 1	\$ 32.39	\$ 33.39	\$ 35.73	
		Analyst 2	\$ 36.68	\$ 37.81	\$ 40.46	
		Analyst 3	\$ 46.28	\$ 47.70	\$ 51.04	
		Analyst 4	\$ 47.94	\$ 49.43	\$ 52.89	
		Analyst 5	\$ 59.05	\$ 60.88	\$ 65.14	
	Technical Writer	Technical Writer 1	\$ 24.68	\$ 25.44	\$ 27.21	
		Technical Writer 2	\$ 26.31	\$ 27.13	\$ 29.03	
		Technical Writer 3	\$ 33.93	\$ 34.98	\$ 37.43	
	Business Analyst	Analyst 1	\$ 31.63	\$ 32.60	\$ 34.89	
		Analyst 2	\$ 33.26	\$ 34.29	\$ 36.69	
		Analyst 3	\$ 47.70	\$ 51.04	\$ 52.48	
		Analyst 4	\$ 58.20	\$ 60.00	\$ 64.20	
		Analyst 5	\$ 65.79	\$ 70.39	\$ 72.36	
	System Analyst	Analyst 1	\$ 30.79	\$ 31.74	\$ 33.96	
		Analyst 2	\$ 32.54	\$ 33.54	\$ 35.89	
		Analyst 3	\$ 43.83	\$ 45.18	\$ 48.34	
		Software Solutions Architect		\$ 64.38	\$ 66.36	\$ 71.01
		Intelligent Transportation Systems Specialist		\$ 31.30	\$ 32.26	\$ 34.53
	ERP Analyst	ERP Analyst 1	\$ 33.15	\$ 34.18	\$ 36.56	
		ERP Analyst 2	\$ 41.00	\$ 42.26	\$ 48.60	
		ERP Analyst 3	\$ 56.59	\$ 61.98	\$ 64.66	
		ERP Analyst 4	\$ 70.05	\$ 72.75	\$ 78.14	
		ERP Analyst 5	\$ 91.61	\$ 94.30	\$ 97.00	
	ERP Developer	ERP Developer 1	\$ 41.98	\$ 43.28	\$ 46.30	
		ERP Developer 2	\$ 51.00	\$ 52.58	\$ 56.25	
		ERP Developer 3	\$ 63.09	\$ 68.35	\$ 70.98	
		ERP Developer 4	\$ 76.24	\$ 89.38	\$ 92.01	
		ERP Developer 5	\$ 93.69	\$ 96.45	\$ 101.96	
	ERP Database Administrator	ERP Database Administrator 1	\$ 47.78	\$ 49.25	\$ 52.70	
		ERP Database Administrator 2	\$ 55.69	\$ 57.41	\$ 61.44	
		ERP Database Administrator 3	\$ 69.56	\$ 71.71	\$ 76.74	
		ERP Database Administrator 4	\$ 84.05	\$ 88.05	\$ 96.06	
		ERP Database Administrator 5	\$ 104.06	\$ 108.06	\$ 112.08	
	ERP Project Manager	ERP Project Manager 1	\$ 81.99	\$ 88.83	\$ 92.24	
		ERP Project Manager 2	\$ 89.86	\$ 97.35	\$ 101.10	
ERP Project Manager 3		\$ 102.16	\$ 106.09	\$ 113.95		
Geographic Information System	Geospatial Projects Manager	\$ 65.53	\$ 67.55	\$ 72.28		
	Analyst	\$ 60.83	\$ 62.70	\$ 67.09		
	Specialist I	\$ 40.66	\$ 41.93	\$ 44.86		
	Specialist II	\$ 52.20	\$ 53.81	\$ 57.58		
	Technician Trainee	\$ 29.48	\$ 30.39	\$ 32.51		
	Technician I	\$ 32.91	\$ 33.93	\$ 36.30		
	Technician II	\$ 36.21	\$ 37.34	\$ 39.95		
	Technician III	\$ 39.30	\$ 40.51	\$ 43.35		
	Database Architect	Database Architect 1	\$ 48.66	\$ 50.16	\$ 53.68	

SMSA Vendor Rates
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SOUTHSIDE REGION					
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE
			Vendor	Vendor	Vendor
Data Management		Database Architect 2	\$ 59.56	\$ 61.40	\$ 65.70
		Database Architect 3	\$ 68.94	\$ 71.08	\$ 76.05
		Database Architect 4	\$ 82.86	\$ 88.66	\$ 91.15
	Data Warehouse Architect	Data Warehouse Architect 1	\$ 51.13	\$ 52.71	\$ 56.40
		Data Warehouse Architect 2	\$ 65.25	\$ 67.26	\$ 71.98
		Data Warehouse Architect 3	\$ 76.21	\$ 79.68	\$ 83.15
	Database Administrator	Database Administrator 1	\$ 39.01	\$ 40.23	\$ 43.04
		Database Administrator 2	\$ 49.94	\$ 51.49	\$ 55.09
		Database Administrator 3	\$ 57.75	\$ 59.54	\$ 63.70
		Database Administrator 4	\$ 69.88	\$ 73.20	\$ 76.54
Project Management	Project Manager	Project Manager 1	\$ 47.15	\$ 48.61	\$ 52.01
		Project Manager 2	\$ 57.30	\$ 59.08	\$ 63.21
		Project Manager 3	\$ 79.53	\$ 81.99	\$ 87.73
		Project Manager 4	\$ 82.68	\$ 85.24	\$ 91.20
	Project Lead	Project Lead 1	\$ 46.54	\$ 47.98	\$ 51.34
		Project Lead 2	\$ 53.28	\$ 54.93	\$ 58.78
Project Coordinator		\$ 27.33	\$ 28.18	\$ 30.15	
Telecom and Computer Networking	Network Administrator	Network Administrator 1	\$ 31.30	\$ 32.26	\$ 34.53
		Network Administrator 2	\$ 34.56	\$ 35.64	\$ 38.14
		Network Administrator 3	\$ 37.56	\$ 38.73	\$ 41.44
	Network Architect	Network Architect 1	\$ 47.41	\$ 48.88	\$ 52.30
		Network Architect 2	\$ 53.65	\$ 55.31	\$ 59.19
		Network Architect 3	\$ 66.71	\$ 68.78	\$ 73.59
	Network Engineer	Network Engineer 1	\$ 35.09	\$ 36.18	\$ 38.71
		Network Engineer 2	\$ 38.74	\$ 39.94	\$ 42.74
		Network Engineer 3	\$ 47.08	\$ 48.53	\$ 51.93
		Network Engineer 4	\$ 65.53	\$ 67.55	\$ 72.28
Public Safety Consultant		\$ 46.60	\$ 48.04	\$ 51.40	
Radio Engineer		\$ 60.06	\$ 61.93	\$ 66.26	
Customer / Technical Support	Help Desk	Help Desk 1	\$ 23.91	\$ 24.65	\$ 26.38
		Help Desk 2	\$ 28.18	\$ 29.05	\$ 31.09
		Help Desk 3	\$ 32.23	\$ 33.23	\$ 35.55
	Technical Support	Technical Support 1	\$ 36.63	\$ 37.76	\$ 40.40
		Technical Support 2	\$ 42.29	\$ 43.60	\$ 46.65
		Technical Support 3	\$ 48.48	\$ 49.98	\$ 53.48
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	\$ 55.45	\$ 57.16	\$ 61.16
		Infrastructure Solutions Architect 2	\$ 59.23	\$ 61.06	\$ 65.34
		Infrastructure Solutions Architect 3	\$ 70.20	\$ 72.38	\$ 77.44
	System Administrator	System Administrator 1	\$ 37.68	\$ 38.84	\$ 41.55
System Administrator 2		\$ 44.40	\$ 45.78	\$ 48.98	
System Administrator 3		\$ 50.09	\$ 51.64	\$ 55.25	
IT Security	IT Security Analyst	IT Security Analyst 1	\$ 36.71	\$ 37.85	\$ 40.50
		IT Security Analyst 2	\$ 45.53	\$ 46.94	\$ 50.23
		IT Security Analyst 3	\$ 47.93	\$ 49.41	\$ 52.88
		IT Security Architect 1	\$ 45.84	\$ 47.25	\$ 50.56
		IT Security Architect 2	\$ 48.73	\$ 50.24	\$ 53.75
IT Management Services	Business Continuity Planner		\$ 65.71	\$ 67.75	\$ 72.49
	Business Process Reengineering		\$ 76.49	\$ 79.23	\$ 92.89
	Enterprise Architect		\$ 96.08	\$ 100.65	\$ 105.23
	IT Strategist		\$ 75.10	\$ 77.43	\$ 82.85
	I.T. Auditor	I.T. Auditor 1	\$ 30.06	\$ 30.99	\$ 33.16
		I.T. Auditor 2	\$ 33.23	\$ 34.25	\$ 36.65
		I.T. Auditor 3	\$ 44.56	\$ 45.94	\$ 49.15
I.T. Auditor 4		\$ 50.79	\$ 52.36	\$ 56.03	
I.T. Auditor 5		\$ 65.01	\$ 67.03	\$ 71.71	

SMSA Vendor Rates
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SOUTHWEST REGION					
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE
			Vendor	Vendor	Vendor
Applications	Programmer Analyst	Analyst 1	\$ 30.88	\$ 31.83	\$ 34.05
		Analyst 2	\$ 37.98	\$ 39.15	\$ 41.89
		Analyst 3	\$ 55.91	\$ 57.64	\$ 61.68
		Analyst 4	\$ 72.16	\$ 74.40	\$ 79.61
		Analyst 5	\$ 75.39	\$ 80.66	\$ 82.93
	Programmer	Programmer 1	\$ 39.08	\$ 40.29	\$ 43.11
		Programmer 2	\$ 41.19	\$ 42.46	\$ 45.44
		Programmer 3	\$ 47.24	\$ 48.70	\$ 53.58
		Programmer 4	\$ 55.28	\$ 56.99	\$ 60.98
		Programmer 5	\$ 72.29	\$ 74.53	\$ 79.74
	Software Test Analyst	Analyst 1	\$ 33.81	\$ 34.86	\$ 37.30
		Analyst 2	\$ 38.18	\$ 39.35	\$ 42.10
		Analyst 3	\$ 47.59	\$ 49.06	\$ 52.50
		Analyst 4	\$ 49.06	\$ 50.58	\$ 54.11
		Analyst 5	\$ 59.94	\$ 61.79	\$ 66.11
	Technical Writer	Technical Writer 1	\$ 24.78	\$ 25.54	\$ 27.33
		Technical Writer 2	\$ 26.38	\$ 27.19	\$ 29.09
		Technical Writer 3	\$ 33.84	\$ 34.89	\$ 37.33
	Business Analyst	Analyst 1	\$ 33.05	\$ 34.08	\$ 36.46
		Analyst 2	\$ 34.70	\$ 35.78	\$ 38.28
		Analyst 3	\$ 49.06	\$ 52.50	\$ 53.98
		Analyst 4	\$ 59.09	\$ 60.91	\$ 65.18
		Analyst 5	\$ 66.71	\$ 71.39	\$ 73.39
	System Analyst	Analyst 1	\$ 32.19	\$ 33.19	\$ 35.51
		Analyst 2	\$ 33.96	\$ 35.01	\$ 37.46
		Analyst 3	\$ 45.30	\$ 46.70	\$ 49.98
	Software Solutions Architect		\$ 65.28	\$ 67.29	\$ 72.00
	Intelligent Transportation Systems Specialist		\$ 32.04	\$ 33.03	\$ 35.34
	ERP Analyst	ERP Analyst 1	\$ 34.53	\$ 35.59	\$ 38.08
		ERP Analyst 2	\$ 42.50	\$ 43.81	\$ 50.39
		ERP Analyst 3	\$ 57.69	\$ 63.18	\$ 65.93
		ERP Analyst 4	\$ 71.43	\$ 74.16	\$ 79.66
		ERP Analyst 5	\$ 93.40	\$ 96.14	\$ 98.89
	ERP Developer	ERP Developer 1	\$ 43.49	\$ 44.84	\$ 47.98
		ERP Developer 2	\$ 52.04	\$ 53.65	\$ 57.40
		ERP Developer 3	\$ 64.38	\$ 69.75	\$ 72.43
		ERP Developer 4	\$ 77.79	\$ 91.20	\$ 93.89
		ERP Developer 5	\$ 95.48	\$ 98.29	\$ 103.90
	ERP Database Administrator	ERP Database Administrator 1	\$ 48.90	\$ 50.41	\$ 53.94
		ERP Database Administrator 2	\$ 56.58	\$ 58.33	\$ 62.41
		ERP Database Administrator 3	\$ 70.49	\$ 72.66	\$ 77.75
		ERP Database Administrator 4	\$ 85.14	\$ 89.20	\$ 97.30
		ERP Database Administrator 5	\$ 105.41	\$ 109.46	\$ 113.53
	ERP Project Manager	ERP Project Manager 1	\$ 86.05	\$ 93.23	\$ 96.81
		ERP Project Manager 2	\$ 94.15	\$ 102.00	\$ 105.93
		ERP Project Manager 3	\$ 106.96	\$ 111.08	\$ 119.30
	Geographic Information System	Geospatial Projects Manager	\$ 68.66	\$ 70.79	\$ 75.74
Analyst		\$ 63.83	\$ 65.80	\$ 70.40	
Specialist I		\$ 42.19	\$ 43.49	\$ 46.54	
Specialist II		\$ 53.14	\$ 54.78	\$ 58.61	
Technician Trainee		\$ 30.88	\$ 31.83	\$ 34.05	
Technician I		\$ 34.35	\$ 35.41	\$ 37.89	
Technician II		\$ 37.71	\$ 38.88	\$ 41.60	
Technician III	\$ 40.81	\$ 42.08	\$ 45.03		
Database Architect	Database Architect 1	\$ 49.71	\$ 51.25	\$ 54.84	

SMSA Vendor Rates
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SOUTHWEST REGION					
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE
			Vendor	Vendor	Vendor
Data Management		Database Architect 2	\$ 60.44	\$ 62.31	\$ 66.68
		Database Architect 3	\$ 69.88	\$ 72.04	\$ 77.08
		Database Architect 4	\$ 83.93	\$ 89.80	\$ 92.31
	Data Warehouse Architect	Data Warehouse Architect 1	\$ 52.08	\$ 53.69	\$ 57.45
		Data Warehouse Architect 2	\$ 66.14	\$ 68.19	\$ 72.96
		Data Warehouse Architect 3	\$ 77.26	\$ 80.78	\$ 84.29
	Database Administrator	Database Administrator 1	\$ 40.53	\$ 41.78	\$ 44.70
		Database Administrator 2	\$ 50.93	\$ 52.50	\$ 56.18
		Database Administrator 3	\$ 58.64	\$ 60.45	\$ 64.69
		Database Administrator 4	\$ 70.85	\$ 74.23	\$ 77.60
Project Management	Project Manager	Project Manager 1	\$ 50.04	\$ 51.59	\$ 55.20
		Project Manager 2	\$ 60.34	\$ 62.20	\$ 66.55
		Project Manager 3	\$ 83.19	\$ 85.76	\$ 91.76
		Project Manager 4	\$ 86.44	\$ 89.11	\$ 95.35
	Project Lead	Project Lead 1	\$ 47.84	\$ 49.31	\$ 52.76
		Project Lead 2	\$ 54.19	\$ 55.86	\$ 59.78
Project Coordinator		\$ 28.36	\$ 29.24	\$ 31.29	
Telecom and Computer Networking	Network Administrator	Network Administrator 1	\$ 32.60	\$ 33.61	\$ 35.96
		Network Administrator 2	\$ 35.96	\$ 37.08	\$ 39.68
		Network Administrator 3	\$ 39.01	\$ 40.23	\$ 43.04
	Network Architect	Network Architect 1	\$ 48.59	\$ 50.09	\$ 53.59
		Network Architect 2	\$ 54.56	\$ 56.25	\$ 60.19
		Network Architect 3	\$ 67.63	\$ 69.71	\$ 74.59
	Network Engineer	Network Engineer 1	\$ 36.58	\$ 37.70	\$ 40.34
		Network Engineer 2	\$ 40.25	\$ 41.50	\$ 44.40
		Network Engineer 3	\$ 48.30	\$ 49.79	\$ 53.28
		Network Engineer 4	\$ 66.43	\$ 68.48	\$ 73.26
Public Safety Consultant		\$ 49.51	\$ 51.05	\$ 54.63	
Radio Engineer		\$ 60.04	\$ 61.90	\$ 66.24	
Customer / Technical Support	Help Desk	Help Desk 1	\$ 25.03	\$ 25.80	\$ 27.60
		Help Desk 2	\$ 29.40	\$ 30.31	\$ 32.44
		Help Desk 3	\$ 33.56	\$ 34.60	\$ 37.03
	Technical Support	Technical Support 1	\$ 38.13	\$ 39.30	\$ 42.05
		Technical Support 2	\$ 43.81	\$ 45.16	\$ 48.33
		Technical Support 3	\$ 49.54	\$ 51.08	\$ 54.65
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	\$ 55.50	\$ 57.21	\$ 61.21
		Infrastructure Solutions Architect 2	\$ 59.21	\$ 61.05	\$ 65.33
		Infrastructure Solutions Architect 3	\$ 70.11	\$ 72.28	\$ 77.34
	System Administrator	System Administrator 1	\$ 39.18	\$ 40.39	\$ 43.21
System Administrator 2		\$ 45.88	\$ 47.29	\$ 50.60	
System Administrator 3		\$ 51.08	\$ 52.65	\$ 56.34	
IT Security	IT Security Analyst	IT Security Analyst 1	\$ 38.20	\$ 39.39	\$ 42.15
		IT Security Analyst 2	\$ 46.94	\$ 48.39	\$ 51.78
		IT Security Analyst 3	\$ 49.05	\$ 50.56	\$ 54.10
		IT Security Architect 1	\$ 46.60	\$ 48.04	\$ 51.40
		IT Security Architect 2	\$ 49.09	\$ 50.60	\$ 54.14
IT Management Services	Business Continuity Planner		\$ 66.63	\$ 68.69	\$ 73.50
	Business Process Reengineering		\$ 77.43	\$ 80.19	\$ 94.01
	Enterprise Architect		\$ 96.03	\$ 100.60	\$ 105.16
	IT Strategist		\$ 78.64	\$ 81.08	\$ 86.75
	I.T. Auditor	I.T. Auditor 1	\$ 31.05	\$ 32.01	\$ 34.25
		I.T. Auditor 2	\$ 34.23	\$ 35.29	\$ 37.76
		I.T. Auditor 3	\$ 45.43	\$ 46.83	\$ 50.10
		I.T. Auditor 4	\$ 50.96	\$ 52.54	\$ 56.21
I.T. Auditor 5		\$ 64.91	\$ 66.93	\$ 71.61	

SMSA Vendor Rates
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WEST CENTRAL REGION						
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE	
			Vendor	Vendor	Vendor	
Applications	Programmer Analyst	Analyst 1	\$ 31.19	\$ 32.15	\$ 34.40	
		Analyst 2	\$ 38.45	\$ 39.64	\$ 42.41	
		Analyst 3	\$ 56.70	\$ 58.45	\$ 62.54	
		Analyst 4	\$ 73.21	\$ 75.48	\$ 80.76	
		Analyst 5	\$ 76.48	\$ 81.83	\$ 84.13	
	Programmer	Programmer 1	\$ 39.58	\$ 40.80	\$ 43.65	
		Programmer 2	\$ 41.74	\$ 43.03	\$ 46.04	
		Programmer 3	\$ 47.90	\$ 49.38	\$ 54.31	
		Programmer 4	\$ 56.06	\$ 57.80	\$ 61.85	
		Programmer 5	\$ 73.34	\$ 75.60	\$ 80.89	
	Software Test Analyst	Analyst 1	\$ 34.20	\$ 35.26	\$ 37.73	
		Analyst 2	\$ 38.65	\$ 39.85	\$ 42.64	
		Analyst 3	\$ 48.26	\$ 49.75	\$ 53.24	
		Analyst 4	\$ 49.75	\$ 51.29	\$ 54.88	
		Analyst 5	\$ 60.79	\$ 62.66	\$ 67.05	
	Technical Writer	Technical Writer 1	\$ 25.86	\$ 26.66	\$ 28.53	
		Technical Writer 2	\$ 27.51	\$ 28.36	\$ 30.35	
		Technical Writer 3	\$ 35.21	\$ 36.30	\$ 38.84	
	Business Analyst	Analyst 1	\$ 33.41	\$ 34.45	\$ 36.86	
		Analyst 2	\$ 35.10	\$ 36.19	\$ 38.73	
		Analyst 3	\$ 49.75	\$ 53.24	\$ 54.73	
		Analyst 4	\$ 59.93	\$ 61.78	\$ 66.10	
		Analyst 5	\$ 67.66	\$ 72.40	\$ 74.43	
	System Analyst	Analyst 1	\$ 32.54	\$ 33.55	\$ 35.90	
		Analyst 2	\$ 34.35	\$ 35.41	\$ 37.89	
		Analyst 3	\$ 45.94	\$ 47.36	\$ 50.68	
		Software Solutions Architect		\$ 66.20	\$ 68.25	\$ 73.03
		Intelligent Transportation Systems Specialist		\$ 32.65	\$ 33.66	\$ 36.03
	ERP Analyst	ERP Analyst 1	\$ 35.03	\$ 36.11	\$ 38.64	
		ERP Analyst 2	\$ 43.09	\$ 44.43	\$ 51.09	
		ERP Analyst 3	\$ 58.35	\$ 63.91	\$ 66.69	
		ERP Analyst 4	\$ 72.25	\$ 75.03	\$ 80.59	
		ERP Analyst 5	\$ 94.48	\$ 97.26	\$ 100.04	
	ERP Developer	ERP Developer 1	\$ 44.09	\$ 45.45	\$ 48.64	
		ERP Developer 2	\$ 52.65	\$ 54.28	\$ 58.08	
		ERP Developer 3	\$ 65.13	\$ 70.56	\$ 73.28	
		ERP Developer 4	\$ 78.70	\$ 92.26	\$ 94.99	
		ERP Developer 5	\$ 96.56	\$ 99.40	\$ 110.21	
	ERP Database Administrator	ERP Database Administrator 1	\$ 49.59	\$ 51.13	\$ 54.70	
		ERP Database Administrator 2	\$ 57.38	\$ 59.15	\$ 63.29	
		ERP Database Administrator 3	\$ 71.50	\$ 73.71	\$ 78.88	
		ERP Database Administrator 4	\$ 86.39	\$ 90.50	\$ 98.73	
		ERP Database Administrator 5	\$ 106.96	\$ 111.08	\$ 115.19	
	ERP Project Manager	ERP Project Manager 1	\$ 87.96	\$ 95.29	\$ 98.95	
		ERP Project Manager 2	\$ 96.23	\$ 104.25	\$ 108.25	
		ERP Project Manager 3	\$ 109.30	\$ 113.50	\$ 121.91	
	Geographic Information System	Geospatial Projects Manager	\$ 70.23	\$ 72.40	\$ 77.46	
Analyst		\$ 65.28	\$ 67.30	\$ 72.01		
Specialist I		\$ 42.75	\$ 44.08	\$ 47.16		
Specialist II		\$ 53.89	\$ 55.55	\$ 59.44		
Technician Trainee		\$ 31.19	\$ 32.15	\$ 34.40		
Technician I		\$ 34.75	\$ 35.83	\$ 38.34		
Technician II		\$ 38.19	\$ 39.36	\$ 42.11		
	Technician III	\$ 41.36	\$ 42.64	\$ 45.63		
	Database Architect	Database Architect 1	\$ 50.41	\$ 51.98	\$ 55.61	

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WEST CENTRAL REGION					
Job Category	Position		Legacy NTE	Core NTE	Mission Critical NTE
			Vendor	Vendor	Vendor
Data Management		Database Architect 2	\$ 61.30	\$ 63.20	\$ 67.63
		Database Architect 3	\$ 70.89	\$ 73.08	\$ 78.19
		Database Architect 4	\$ 85.15	\$ 91.11	\$ 93.66
	Data Warehouse Architect	Data Warehouse Architect 1	\$ 52.81	\$ 54.45	\$ 58.26
		Data Warehouse Architect 2	\$ 67.09	\$ 69.16	\$ 74.00
		Data Warehouse Architect 3	\$ 78.36	\$ 81.93	\$ 85.49
	Database Administrator	Database Administrator 1	\$ 41.05	\$ 42.33	\$ 45.29
		Database Administrator 2	\$ 51.64	\$ 53.24	\$ 56.96
		Database Administrator 3	\$ 59.46	\$ 61.30	\$ 65.59
		Database Administrator 4	\$ 71.86	\$ 75.29	\$ 78.70
Project Management	Project Manager	Project Manager 1	\$ 51.15	\$ 52.74	\$ 56.43
		Project Manager 2	\$ 61.68	\$ 63.59	\$ 68.04
		Project Manager 3	\$ 85.03	\$ 87.65	\$ 93.79
		Project Manager 4	\$ 88.33	\$ 91.06	\$ 97.44
	Project Lead	Project Lead 1	\$ 48.50	\$ 50.00	\$ 53.50
		Project Lead 2	\$ 54.95	\$ 56.65	\$ 60.61
Project Coordinator		\$ 29.30	\$ 30.20	\$ 32.31	
Telecom and Computer Networking	Network Administrator	Network Administrator 1	\$ 33.11	\$ 34.14	\$ 36.53
		Network Administrator 2	\$ 36.50	\$ 37.63	\$ 40.26
		Network Administrator 3	\$ 39.58	\$ 40.80	\$ 43.65
	Network Architect	Network Architect 1	\$ 49.26	\$ 50.79	\$ 54.34
		Network Architect 2	\$ 55.33	\$ 57.04	\$ 61.03
		Network Architect 3	\$ 68.59	\$ 70.71	\$ 75.66
	Network Engineer	Network Engineer 1	\$ 37.01	\$ 38.16	\$ 40.84
		Network Engineer 2	\$ 40.78	\$ 42.04	\$ 44.98
		Network Engineer 3	\$ 48.96	\$ 50.48	\$ 54.01
		Network Engineer 4	\$ 67.38	\$ 69.46	\$ 74.33
Public Safety Consultant		\$ 50.61	\$ 52.18	\$ 55.83	
Radio Engineer		\$ 61.13	\$ 63.01	\$ 67.43	
Customer / Technical Support	Help Desk	Help Desk 1	\$ 25.51	\$ 26.30	\$ 28.14
		Help Desk 2	\$ 29.89	\$ 30.81	\$ 32.98
		Help Desk 3	\$ 34.08	\$ 35.13	\$ 37.59
	Technical Support	Technical Support 1	\$ 38.60	\$ 39.79	\$ 42.58
		Technical Support 2	\$ 44.41	\$ 45.79	\$ 48.99
		Technical Support 3	\$ 50.24	\$ 51.79	\$ 55.41
	Infrastructure Solutions Architect	Infrastructure Solutions Architect 1	\$ 56.48	\$ 58.23	\$ 62.30
		Infrastructure Solutions Architect 2	\$ 60.28	\$ 62.14	\$ 66.49
		Infrastructure Solutions Architect 3	\$ 71.38	\$ 73.59	\$ 78.74
	System Administrator	System Administrator 1	\$ 39.68	\$ 40.90	\$ 43.76
System Administrator 2		\$ 46.53	\$ 47.96	\$ 51.33	
System Administrator 3		\$ 51.79	\$ 53.39	\$ 57.13	
IT Security	IT Security Analyst	IT Security Analyst 1	\$ 38.68	\$ 39.88	\$ 42.66
		IT Security Analyst 2	\$ 47.59	\$ 49.06	\$ 52.50
		IT Security Analyst 3	\$ 49.73	\$ 51.26	\$ 54.85
		IT Security Architect 1	\$ 47.39	\$ 48.85	\$ 52.28
		IT Security Architect 2	\$ 49.94	\$ 51.49	\$ 55.09
IT Management Services	Business Continuity Planner		\$ 67.59	\$ 69.68	\$ 74.55
	Business Process Reengineering		\$ 79.75	\$ 82.60	\$ 96.84
	Enterprise Architect		\$ 97.76	\$ 102.43	\$ 107.08
	IT Strategist		\$ 80.38	\$ 82.86	\$ 88.66
	I.T. Auditor	I.T. Auditor 1	\$ 31.41	\$ 32.39	\$ 34.65
		I.T. Auditor 2	\$ 34.66	\$ 35.74	\$ 38.24
		I.T. Auditor 3	\$ 46.16	\$ 47.59	\$ 50.91
I.T. Auditor 4		\$ 51.85	\$ 53.45	\$ 57.19	
I.T. Auditor 5		\$ 66.06	\$ 68.10	\$ 72.86	