

## State of Idaho Bill Rate Card - 02.01.2022

EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Application Developer	\$ 43.95	\$ 50.00
Level 2	Application Developer	\$ 49.88	\$ 55.94
Level 3	Application Developer	\$ 55.09	\$ 61.11
Level 4	Application Developer	\$ 60.58	\$ 66.57
Level 1	Application Systems Analysis/Programming Manager	\$ 54.09	\$ 58.53
Level 2	Application Systems Analysis/Programming Manager	\$ 60.58	\$ 64.94
Level 3	Application Systems Analysis/Programming Manager	\$ 66.75	\$ 71.13
Level 4	Application Systems Analysis/Programming Manager	\$ 74.43	\$ 78.83
Level 1	Application Systems Analyst/Programmer	\$ 38.38	\$ 44.30
Level 2	Application Systems Analyst/Programmer	\$ 42.12	\$ 48.13
Level 3	Application Systems Analyst/Programmer	\$ 45.59	\$ 51.66
Level 4	Application Systems Analyst/Programmer	\$ 49.57	\$ 55.64
Level 1	Architect	\$ 42.36	\$ 48.53
Level 2	Architect	\$ 48.25	\$ 54.48
Level 3	Architect	\$ 53.57	\$ 59.80
Level 4	Architect	\$ 59.27	\$ 65.45
Level 1	Business Analyst	\$ 39.00	\$ 44.94
Level 2	Business Analyst	\$ 43.77	\$ 49.82
Level 3	Business Analyst	\$ 48.18	\$ 54.25
Level 4	Business Analyst	\$ 53.14	\$ 59.18
Level 1	Business Subject Matter Expert	\$ 55.90	\$ 62.51
Level 2	Business Subject Matter Expert	\$ 64.54	\$ 70.95
Level 3	Business Subject Matter Expert	\$ 72.32	\$ 78.68
Level 4	Business Subject Matter Expert	\$ 80.82	\$ 87.26
Level 1	Business Systems Consultant	\$ 49.88	\$ 62.51
Level 2	Business Systems Consultant	\$ 55.55	\$ 70.95
Level 3	Business Systems Consultant	\$ 60.81	\$ 78.68
Level 4	Business Systems Consultant	\$ 67.02	\$ 87.26
Level 1	Business Systems Consultant Manager	\$ 55.90	\$ 62.51
Level 2	Business Systems Consultant Manager	\$ 64.54	\$ 70.95
Level 3	Business Systems Consultant Manager	\$ 72.32	\$ 78.68
Level 4	Business Systems Consultant Manager	\$ 80.82	\$ 87.26
Level 1	CADD/GIS Administrator	\$ 39.29	\$ 45.44
Level 2	CADD/GIS Administrator	\$ 44.45	\$ 50.80
Level 3	CADD/GIS Administrator	\$ 49.26	\$ 55.62
Level 4	CADD/GIS Administrator	\$ 54.51	\$ 60.76
Level 1	Client Technologies Specialist	\$ 27.05	\$ 32.40
Level 2	Client Technologies Specialist	\$ 30.49	\$ 36.01
Level 3	Client Technologies Specialist	\$ 33.41	\$ 39.09
Level 4	Client Technologies Specialist	\$ 36.62	\$ 42.45

## State of Idaho Bill Rate Card - 02.01.2022

EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Communications Analyst	\$ 33.66	\$ 38.33
Level 2	Communications Analyst	\$ 38.43	\$ 43.20
Level 3	Communications Analyst	\$ 42.57	\$ 47.35
Level 4	Communications Analyst	\$ 46.84	\$ 51.57
Level 1	Computer Operations Manager	\$ 39.97	\$ 46.77
Level 2	Computer Operations Manager	\$ 44.35	\$ 51.34
Level 3	Computer Operations Manager	\$ 48.42	\$ 55.49
Level 4	Computer Operations Manager	\$ 53.17	\$ 60.22
Level 1	Computer Operator	\$ 23.73	\$ 29.00
Level 2	Computer Operator	\$ 26.08	\$ 31.71
Level 3	Computer Operator	\$ 28.12	\$ 33.94
Level 4	Computer Operator	\$ 30.39	\$ 36.39
Level 1	Computer Scheduler	\$ 31.89	\$ 37.48
Level 2	Computer Scheduler	\$ 35.30	\$ 41.07
Level 3	Computer Scheduler	\$ 38.44	\$ 44.36
Level 4	Computer Scheduler	\$ 42.31	\$ 48.34
Level 1	Configuration Management Specialist	\$ 38.88	\$ 45.22
Level 2	Configuration Management Specialist	\$ 45.05	\$ 51.70
Level 3	Configuration Management Specialist	\$ 50.51	\$ 57.21
Level 4	Configuration Management Specialist	\$ 55.94	\$ 62.55
Level 1	Data Administrator	\$ 39.75	\$ 45.71
Level 2	Data Administrator	\$ 45.49	\$ 51.56
Level 3	Data Administrator	\$ 50.68	\$ 56.73
Level 4	Data Administrator	\$ 56.11	\$ 62.14
Level 1	Data Architect	\$ 42.36	\$ 48.53
Level 2	Data Architect	\$ 48.25	\$ 54.48
Level 3	Data Architect	\$ 53.57	\$ 59.80
Level 4	Data Architect	\$ 59.27	\$ 65.45
Level 1	Data Entry Operator	\$ 18.09	\$ 22.19
Level 2	Data Entry Operator	\$ 19.97	\$ 24.46
Level 3	Data Entry Operator	\$ 21.50	\$ 26.30
Level 4	Data Entry Operator	\$ 22.43	\$ 27.44
Level 1	Data Processing Operator	\$ 18.09	\$ 22.19
Level 2	Data Processing Operator	\$ 19.97	\$ 24.46
Level 3	Data Processing Operator	\$ 21.50	\$ 26.30
Level 4	Data Processing Operator	\$ 22.43	\$ 27.44
Level 1	Data Warehousing Administrator	\$ 39.75	\$ 45.71
Level 2	Data Warehousing Administrator	\$ 45.49	\$ 51.56
Level 3	Data Warehousing Administrator	\$ 50.68	\$ 56.73
Level 4	Data Warehousing Administrator	\$ 56.11	\$ 62.14

## State of Idaho Bill Rate Card - 02.01.2022

EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Data Warehousing Analyst	\$ 35.20	\$ 40.98
Level 2	Data Warehousing Analyst	\$ 40.00	\$ 45.97
Level 3	Data Warehousing Analyst	\$ 44.31	\$ 50.36
Level 4	Data Warehousing Analyst	\$ 48.84	\$ 54.92
Level 1	Data/Voice Communications Manager	\$ 35.97	\$ 41.56
Level 2	Data/Voice Communications Manager	\$ 40.99	\$ 46.72
Level 3	Data/Voice Communications Manager	\$ 45.68	\$ 51.45
Level 4	Data/Voice Communications Manager	\$ 50.98	\$ 56.72
Level 1	Database Administrator	\$ 39.75	\$ 45.71
Level 2	Database Administrator	\$ 45.49	\$ 51.56
Level 3	Database Administrator	\$ 50.68	\$ 56.73
Level 4	Database Administrator	\$ 56.11	\$ 62.14
Level 1	Database Analyst	\$ 37.72	\$ 43.60
Level 2	Database Analyst	\$ 43.10	\$ 49.15
Level 3	Database Analyst	\$ 47.96	\$ 54.03
Level 4	Database Analyst	\$ 53.07	\$ 59.11
Level 1	Database Architect	\$ 55.90	\$ 62.51
Level 2	Database Architect	\$ 64.54	\$ 70.95
Level 3	Database Architect	\$ 72.32	\$ 78.68
Level 4	Database Architect	\$ 80.82	\$ 87.26
Level 1	Database Manager/Administrator	\$ 51.56	\$ 56.02
Level 2	Database Manager/Administrator	\$ 57.76	\$ 62.16
Level 3	Database Manager/Administrator	\$ 63.56	\$ 67.93
Level 4	Database Manager/Administrator	\$ 70.49	\$ 74.89
Level 1	Disaster Recovery Administrator	\$ 43.91	\$ 49.96
Level 2	Disaster Recovery Administrator	\$ 50.44	\$ 56.50
Level 3	Disaster Recovery Administrator	\$ 56.19	\$ 62.22
Level 4	Disaster Recovery Administrator	\$ 61.95	\$ 67.96
Level 1	Disaster Recovery Analyst	\$ 43.91	\$ 49.96
Level 2	Disaster Recovery Analyst	\$ 50.44	\$ 56.50
Level 3	Disaster Recovery Analyst	\$ 56.19	\$ 62.22
Level 4	Disaster Recovery Analyst	\$ 61.95	\$ 67.96
Level 1	Enterprise Architect	\$ 55.90	\$ 62.51
Level 2	Enterprise Architect	\$ 64.54	\$ 70.95
Level 3	Enterprise Architect	\$ 72.32	\$ 78.68
Level 4	Enterprise Architect	\$ 80.82	\$ 87.26
Level 1	Functional Architect	\$ 38.34	\$ 44.25
Level 2	Functional Architect	\$ 44.65	\$ 50.71
Level 3	Functional Architect	\$ 50.17	\$ 56.23
Level 4	Functional Architect	\$ 55.85	\$ 61.87

## State of Idaho Bill Rate Card - 02.01.2022

EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Graphic Artist	\$ 27.01	\$ 31.65
Level 2	Graphic Artist	\$ 30.44	\$ 35.14
Level 3	Graphic Artist	\$ 33.39	\$ 38.17
Level 4	Graphic Artist	\$ 36.72	\$ 41.57
Level 1	Help Desk Analyst	\$ 16.28	\$ 19.90
Level 2	Help Desk Analyst	\$ 18.04	\$ 21.97
Level 3	Help Desk Analyst	\$ 19.50	\$ 23.73
Level 4	Help Desk Analyst	\$ 20.95	\$ 25.49
Level 1	Help Desk Coordinator	\$ 24.01	\$ 29.10
Level 2	Help Desk Coordinator	\$ 26.80	\$ 32.14
Level 3	Help Desk Coordinator	\$ 29.00	\$ 34.45
Level 4	Help Desk Coordinator	\$ 31.41	\$ 36.99
Level 1	Help Desk Manager	\$ 38.10	\$ 44.00
Level 2	Help Desk Manager	\$ 42.57	\$ 48.59
Level 3	Help Desk Manager	\$ 46.74	\$ 52.80
Level 4	Help Desk Manager	\$ 51.84	\$ 57.89
Level 1	Help Desk Service Specialist	\$ 27.21	\$ 32.56
Level 2	Help Desk Service Specialist	\$ 30.58	\$ 36.11
Level 3	Help Desk Service Specialist	\$ 33.19	\$ 38.86
Level 4	Help Desk Service Specialist	\$ 35.97	\$ 41.79
Level 1	Help Desk Technician	\$ 16.28	\$ 19.90
Level 2	Help Desk Technician	\$ 18.04	\$ 21.97
Level 3	Help Desk Technician	\$ 19.50	\$ 23.73
Level 4	Help Desk Technician	\$ 20.95	\$ 25.49
Level 1	IBM Specialty Software Architect	\$ 40.25	\$ 46.22
Level 2	IBM Specialty Software Architect	\$ 46.70	\$ 52.77
Level 3	IBM Specialty Software Architect	\$ 52.42	\$ 58.47
Level 4	IBM Specialty Software Architect	\$ 58.17	\$ 64.17
Level 1	IBM Specialty Technical Specialist	\$ 55.90	\$ 62.51
Level 2	IBM Specialty Technical Specialist	\$ 64.54	\$ 70.95
Level 3	IBM Specialty Technical Specialist	\$ 72.32	\$ 78.68
Level 4	IBM Specialty Technical Specialist	\$ 80.82	\$ 87.26
Level 1	Independent Verification &Validation	\$ 45.51	\$ 50.01
Level 2	Independent Verification &Validation	\$ 52.39	\$ 56.69
Level 3	Independent Verification &Validation	\$ 58.47	\$ 62.61
Level 4	Independent Verification &Validation	\$ 64.97	\$ 69.01
Level 1	Information Security Analyst	\$ 50.15	\$ 56.21
Level 2	Information Security Analyst	\$ 55.58	\$ 61.60
Level 3	Information Security Analyst	\$ 60.55	\$ 66.54
Level 4	Information Security Analyst	\$ 66.11	\$ 72.12

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EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Information Security Manager	\$ 51.08	\$ 55.56
Level 2	Information Security Manager	\$ 56.82	\$ 61.22
Level 3	Information Security Manager	\$ 62.37	\$ 66.73
Level 4	Information Security Manager	\$ 69.38	\$ 73.77
Level 1	Information Security Project Manager	\$ 51.08	\$ 55.56
Level 2	Information Security Project Manager	\$ 56.82	\$ 61.22
Level 3	Information Security Project Manager	\$ 62.37	\$ 66.73
Level 4	Information Security Project Manager	\$ 69.38	\$ 73.77
Level 1	Information Systems Auditor	\$ 35.52	\$ 41.31
Level 2	Information Systems Auditor	\$ 39.85	\$ 45.82
Level 3	Information Systems Auditor	\$ 43.92	\$ 49.97
Level 4	Information Systems Auditor	\$ 48.56	\$ 54.62
Level 1	Information Systems Security Compliance Manager	\$ 54.55	\$ 58.98
Level 2	Information Systems Security Compliance Manager	\$ 61.10	\$ 65.48
Level 3	Information Systems Security Compliance Manager	\$ 67.31	\$ 71.70
Level 4	Information Systems Security Compliance Manager	\$ 74.94	\$ 79.35
Level 1	LAN Administration Manager	\$ 47.97	\$ 52.25
Level 2	LAN Administration Manager	\$ 52.92	\$ 57.12
Level 3	LAN Administration Manager	\$ 57.86	\$ 62.02
Level 4	LAN Administration Manager	\$ 64.40	\$ 68.56
Level 1	LAN Administrator	\$ 34.86	\$ 40.62
Level 2	LAN Administrator	\$ 39.57	\$ 45.52
Level 3	LAN Administrator	\$ 43.76	\$ 49.80
Level 4	LAN Administrator	\$ 48.34	\$ 54.40
Level 1	LAN Support Technician	\$ 30.76	\$ 36.30
Level 2	LAN Support Technician	\$ 34.25	\$ 39.97
Level 3	LAN Support Technician	\$ 37.42	\$ 43.29
Level 4	LAN Support Technician	\$ 41.23	\$ 47.22
Level 1	Linux System Administrator	\$ 36.38	\$ 42.21
Level 2	Linux System Administrator	\$ 41.21	\$ 47.20
Level 3	Linux System Administrator	\$ 45.70	\$ 51.77
Level 4	Linux System Administrator	\$ 50.82	\$ 56.88
Level 1	Microsoft Specialty Principal Consultant	\$ 42.16	\$ 47.91
Level 2	Microsoft Specialty Principal Consultant	\$ 49.16	\$ 54.91
Level 3	Microsoft Specialty Principal Consultant	\$ 55.60	\$ 61.31
Level 4	Microsoft Specialty Principal Consultant	\$ 62.55	\$ 68.27
Level 1	Microsoft Specialty Technician	\$ 53.24	\$ 59.52
Level 2	Microsoft Specialty Technician	\$ 61.45	\$ 67.53
Level 3	Microsoft Specialty Technician	\$ 68.85	\$ 74.88
Level 4	Microsoft Specialty Technician	\$ 76.91	\$ 83.04

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EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Mobile Specialist	\$ 55.90	\$ 62.51
Level 2	Mobile Specialist	\$ 64.54	\$ 70.95
Level 3	Mobile Specialist	\$ 72.32	\$ 78.68
Level 4	Mobile Specialist	\$ 80.82	\$ 87.26
Level 1	Network Engineer	\$ 39.62	\$ 45.57
Level 2	Network Engineer	\$ 44.68	\$ 50.74
Level 3	Network Engineer	\$ 49.47	\$ 55.55
Level 4	Network Engineer	\$ 55.03	\$ 61.05
Level 1	Oracle Policy Automation Functional Consultant	\$ 61.81	\$ 67.82
Level 2	Oracle Policy Automation Functional Consultant	\$ 72.03	\$ 78.13
Level 3	Oracle Policy Automation Functional Consultant	\$ 80.18	\$ 86.35
Level 4	Oracle Policy Automation Functional Consultant	\$ 88.83	\$ 93.80
Level 1	Oracle UPK Technical Administrator	\$ 52.12	\$ 58.80
Level 2	Oracle UPK Technical Administrator	\$ 59.23	\$ 65.76
Level 3	Oracle UPK Technical Administrator	\$ 65.63	\$ 72.02
Level 4	Oracle UPK Technical Administrator	\$ 72.35	\$ 78.70
Level 1	Oracle/PeopleSoft Administrator	\$ 47.60	\$ 53.66
Level 2	Oracle/PeopleSoft Administrator	\$ 54.25	\$ 60.28
Level 3	Oracle/PeopleSoft Administrator	\$ 60.38	\$ 66.37
Level 4	Oracle/PeopleSoft Administrator	\$ 67.22	\$ 73.25
Level 1	Oracle/Peoplesoft Customer Experience Consultant	\$ 61.81	\$ 67.82
Level 2	Oracle/Peoplesoft Customer Experience Consultant	\$ 72.03	\$ 78.13
Level 3	Oracle/Peoplesoft Customer Experience Consultant	\$ 80.18	\$ 86.35
Level 4	Oracle/Peoplesoft Customer Experience Consultant	\$ 88.83	\$ 93.80
Level 1	ORACLE/PEOPLESOFT DBA	\$ 52.25	\$ 58.30
Level 2	ORACLE/PEOPLESOFT DBA	\$ 60.10	\$ 66.10
Level 3	ORACLE/PEOPLESOFT DBA	\$ 67.03	\$ 73.05
Level 4	ORACLE/PEOPLESOFT DBA	\$ 74.20	\$ 80.33
Level 1	Oracle/PeopleSoft EPM Business Intelligence Analyst	\$ 50.92	\$ 56.98
Level 2	Oracle/PeopleSoft EPM Business Intelligence Analyst	\$ 56.77	\$ 62.79
Level 3	Oracle/PeopleSoft EPM Business Intelligence Analyst	\$ 62.11	\$ 68.10
Level 4	Oracle/PeopleSoft EPM Business Intelligence Analyst	\$ 68.01	\$ 74.05
Level 1	Oracle/PeopleSoft EPM Business Intelligence Architect	\$ 53.84	\$ 59.89
Level 2	Oracle/PeopleSoft EPM Business Intelligence Architect	\$ 61.54	\$ 67.53
Level 3	Oracle/PeopleSoft EPM Business Intelligence Architect	\$ 68.35	\$ 74.40
Level 4	Oracle/PeopleSoft EPM Business Intelligence Architect	\$ 75.52	\$ 81.68
Level 1	Oracle/PeopleSoft EPM Business Intelligence Developer/Administrator	\$ 50.92	\$ 56.98
Level 2	Oracle/PeopleSoft EPM Business Intelligence Developer/Administrator	\$ 56.77	\$ 62.79
Level 3	Oracle/PeopleSoft EPM Business Intelligence Developer/Administrator	\$ 62.11	\$ 68.10
Level 4	Oracle/PeopleSoft EPM Business Intelligence Developer/Administrator	\$ 68.01	\$ 74.05

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EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Oracle/PeopleSoft EPM Technical Analyst	\$ 50.92	\$ 56.98
Level 2	Oracle/PeopleSoft EPM Technical Analyst	\$ 56.77	\$ 62.79
Level 3	Oracle/PeopleSoft EPM Technical Analyst	\$ 62.11	\$ 68.10
Level 4	Oracle/PeopleSoft EPM Technical Analyst	\$ 68.01	\$ 74.05
Level 1	Oracle/PeopleSoft Financial (FIN/SCM/ESA) Developer	\$ 50.92	\$ 56.98
Level 2	Oracle/PeopleSoft Financial (FIN/SCM/ESA) Developer	\$ 56.77	\$ 62.79
Level 3	Oracle/PeopleSoft Financial (FIN/SCM/ESA) Developer	\$ 62.11	\$ 68.10
Level 4	Oracle/PeopleSoft Financial (FIN/SCM/ESA) Developer	\$ 68.01	\$ 74.05
Level 1	Oracle/PeopleSoft Financial (FIN/SCM/ESA) Functional Consultant	\$ 61.81	\$ 67.82
Level 2	Oracle/PeopleSoft Financial (FIN/SCM/ESA) Functional Consultant	\$ 72.03	\$ 78.13
Level 3	Oracle/PeopleSoft Financial (FIN/SCM/ESA) Functional Consultant	\$ 80.18	\$ 86.35
Level 4	Oracle/PeopleSoft Financial (FIN/SCM/ESA) Functional Consultant	\$ 88.83	\$ 93.80
Level 1	Oracle/PeopleSoft HRMS Functional Consultant	\$ 61.81	\$ 67.82
Level 2	Oracle/PeopleSoft HRMS Functional Consultant	\$ 72.03	\$ 78.13
Level 3	Oracle/PeopleSoft HRMS Functional Consultant	\$ 80.18	\$ 86.35
Level 4	Oracle/PeopleSoft HRMS Functional Consultant	\$ 88.83	\$ 93.80
Level 1	Oracle/PeopleSoft Human Resource Developer	\$ 50.92	\$ 56.98
Level 2	Oracle/PeopleSoft Human Resource Developer	\$ 56.77	\$ 62.79
Level 3	Oracle/PeopleSoft Human Resource Developer	\$ 62.11	\$ 68.10
Level 4	Oracle/PeopleSoft Human Resource Developer	\$ 68.01	\$ 74.05
Level 1	Oracle/PeopleSoft Project Manager	\$ 70.57	\$ 74.97
Level 2	Oracle/PeopleSoft Project Manager	\$ 77.33	\$ 81.72
Level 3	Oracle/PeopleSoft Project Manager	\$ 84.26	\$ 87.87
Level 4	Oracle/PeopleSoft Project Manager	\$ 93.07	\$ 95.74
Level 1	Oracle/PeopleSoft Security Analyst/Engineer	\$ 50.92	\$ 56.98
Level 2	Oracle/PeopleSoft Security Analyst/Engineer	\$ 56.77	\$ 62.79
Level 3	Oracle/PeopleSoft Security Analyst/Engineer	\$ 62.11	\$ 68.10
Level 4	Oracle/PeopleSoft Security Analyst/Engineer	\$ 68.01	\$ 74.05
Level 1	Oracle/PeopleSoft Systems Analyst/Designer	\$ 52.04	\$ 58.10
Level 2	Oracle/PeopleSoft Systems Analyst/Designer	\$ 60.70	\$ 66.69
Level 3	Oracle/PeopleSoft Systems Analyst/Designer	\$ 68.19	\$ 74.24
Level 4	Oracle/PeopleSoft Systems Analyst/Designer	\$ 75.62	\$ 81.77
Level 1	Oracle/Peoplesoft Technical Architect	\$ 53.84	\$ 59.89
Level 2	Oracle/Peoplesoft Technical Architect	\$ 61.54	\$ 67.53
Level 3	Oracle/Peoplesoft Technical Architect	\$ 68.35	\$ 74.40
Level 4	Oracle/Peoplesoft Technical Architect	\$ 75.52	\$ 81.68
Level 1	Oracle/Peoplesoft Testing Consultant	\$ 36.76	\$ 42.62
Level 2	Oracle/Peoplesoft Testing Consultant	\$ 42.38	\$ 48.40
Level 3	Oracle/Peoplesoft Testing Consultant	\$ 47.21	\$ 53.28
Level 4	Oracle/Peoplesoft Testing Consultant	\$ 52.06	\$ 58.12

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EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	PeopleSoft Functional/Technical Planning & Budgeting Resource	\$ 50.92	\$ 56.98
Level 2	PeopleSoft Functional/Technical Planning & Budgeting Resource	\$ 56.77	\$ 62.79
Level 3	PeopleSoft Functional/Technical Planning & Budgeting Resource	\$ 62.11	\$ 68.10
Level 4	PeopleSoft Functional/Technical Planning & Budgeting Resource	\$ 68.01	\$ 74.05
Level 1	Product Specialist	\$ 43.95	\$ 50.00
Level 2	Product Specialist	\$ 49.88	\$ 55.94
Level 3	Product Specialist	\$ 55.09	\$ 61.11
Level 4	Product Specialist	\$ 60.58	\$ 66.57
Level 1	Production Control Manager	\$ 38.11	\$ 44.57
Level 2	Production Control Manager	\$ 42.27	\$ 48.91
Level 3	Production Control Manager	\$ 46.13	\$ 52.84
Level 4	Production Control Manager	\$ 50.65	\$ 57.35
Level 1	Programmer	\$ 38.38	\$ 44.30
Level 2	Programmer	\$ 42.12	\$ 48.13
Level 3	Programmer	\$ 45.59	\$ 51.66
Level 4	Programmer	\$ 49.57	\$ 55.64
Level 1	Project Controller	\$ 45.51	\$ 50.01
Level 2	Project Controller	\$ 52.39	\$ 56.69
Level 3	Project Controller	\$ 58.47	\$ 62.61
Level 4	Project Controller	\$ 64.97	\$ 69.01
Level 1	Project/Program Manager	\$ 45.51	\$ 50.01
Level 2	Project/Program Manager	\$ 52.39	\$ 56.69
Level 3	Project/Program Manager	\$ 58.47	\$ 62.61
Level 4	Project/Program Manager	\$ 64.97	\$ 69.01
Level 1	Quality Assurance Analyst	\$ 28.86	\$ 34.28
Level 2	Quality Assurance Analyst	\$ 33.09	\$ 38.75
Level 3	Quality Assurance Analyst	\$ 36.67	\$ 42.51
Level 4	Quality Assurance Analyst	\$ 40.26	\$ 46.23
Level 1	Quality Assurance Manager	\$ 44.92	\$ 49.50
Level 2	Quality Assurance Manager	\$ 49.41	\$ 53.92
Level 3	Quality Assurance Manager	\$ 53.62	\$ 58.07
Level 4	Quality Assurance Manager	\$ 58.57	\$ 62.97
Level 1	SAN Administrator	\$ 36.38	\$ 42.21
Level 2	SAN Administrator	\$ 41.21	\$ 47.20
Level 3	SAN Administrator	\$ 45.70	\$ 51.77
Level 4	SAN Administrator	\$ 50.82	\$ 56.88
Level 1	Senior Quality Assurance Analyst	\$ 28.86	\$ 34.28
Level 2	Senior Quality Assurance Analyst	\$ 33.09	\$ 38.75
Level 3	Senior Quality Assurance Analyst	\$ 36.67	\$ 42.51
Level 4	Senior Quality Assurance Analyst	\$ 40.26	\$ 46.23



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EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Software Engineer	\$ 40.25	\$ 46.22
Level 2	Software Engineer	\$ 46.70	\$ 52.77
Level 3	Software Engineer	\$ 52.42	\$ 58.47
Level 4	Software Engineer	\$ 58.17	\$ 64.17
Level 1	Software Process Engineer	\$ 40.53	\$ 46.51
Level 2	Software Process Engineer	\$ 46.98	\$ 53.06
Level 3	Software Process Engineer	\$ 52.80	\$ 58.85
Level 4	Software Process Engineer	\$ 58.91	\$ 64.91
Level 1	Solution Architect	\$ 55.90	\$ 62.51
Level 2	Solution Architect	\$ 64.54	\$ 70.95
Level 3	Solution Architect	\$ 72.32	\$ 78.68
Level 4	Solution Architect	\$ 80.82	\$ 87.26
Level 1	System Administrator	\$ 36.38	\$ 42.21
Level 2	System Administrator	\$ 41.21	\$ 47.20
Level 3	System Administrator	\$ 45.70	\$ 51.77
Level 4	System Administrator	\$ 50.82	\$ 56.88
Level 1	System Engineer	\$ 40.84	\$ 47.31
Level 2	System Engineer	\$ 46.23	\$ 52.90
Level 3	System Engineer	\$ 51.24	\$ 57.94
Level 4	System Engineer	\$ 56.71	\$ 63.30
Level 1	System Specialist	\$ 36.82	\$ 42.44
Level 2	System Specialist	\$ 39.99	\$ 45.70
Level 3	System Specialist	\$ 43.10	\$ 48.86
Level 4	System Specialist	\$ 47.07	\$ 52.83
Level 1	Systems Administrator	\$ 36.38	\$ 42.21
Level 2	Systems Administrator	\$ 41.21	\$ 47.20
Level 3	Systems Administrator	\$ 45.70	\$ 51.77
Level 4	Systems Administrator	\$ 50.82	\$ 56.88
Level 1	Systems Administrator Manager	\$ 51.56	\$ 56.02
Level 2	Systems Administrator Manager	\$ 57.76	\$ 62.16
Level 3	Systems Administrator Manager	\$ 63.56	\$ 67.93
Level 4	Systems Administrator Manager	\$ 70.49	\$ 74.89
Level 1	Team Lead	\$ 46.77	\$ 52.84
Level 2	Team Lead	\$ 54.46	\$ 60.50
Level 3	Team Lead	\$ 60.65	\$ 66.64
Level 4	Team Lead	\$ 66.66	\$ 72.69
Level 1	Technical Architect	\$ 51.56	\$ 56.02
Level 2	Technical Architect	\$ 57.76	\$ 62.16
Level 3	Technical Architect	\$ 63.56	\$ 67.93
Level 4	Technical Architect	\$ 70.49	\$ 74.89

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EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Technical Specialist	\$ 46.77	\$ 52.84
Level 2	Technical Specialist	\$ 54.46	\$ 60.50
Level 3	Technical Specialist	\$ 60.65	\$ 66.64
Level 4	Technical Specialist	\$ 66.66	\$ 72.69
Level 1	Technical Writer	\$ 33.17	\$ 37.89
Level 2	Technical Writer	\$ 37.87	\$ 42.67
Level 3	Technical Writer	\$ 41.93	\$ 46.74
Level 4	Technical Writer	\$ 46.13	\$ 50.88
Level 1	Telecom Engineer	\$ 36.59	\$ 42.59
Level 2	Telecom Engineer	\$ 41.17	\$ 47.43
Level 3	Telecom Engineer	\$ 45.39	\$ 51.75
Level 4	Telecom Engineer	\$ 49.98	\$ 56.33
Level 1	Tester	\$ 39.69	\$ 46.09
Level 2	Tester	\$ 44.84	\$ 51.49
Level 3	Tester	\$ 49.59	\$ 56.28
Level 4	Tester	\$ 54.73	\$ 61.37
Level 1	Testing Manager	\$ 44.92	\$ 49.50
Level 2	Testing Manager	\$ 49.41	\$ 53.92
Level 3	Testing Manager	\$ 53.62	\$ 58.07
Level 4	Testing Manager	\$ 58.57	\$ 62.97
Level 1	Trainers	\$ 27.76	\$ 34.84
Level 2	Trainers	\$ 31.76	\$ 39.36
Level 3	Trainers	\$ 35.24	\$ 43.27
Level 4	Trainers	\$ 38.73	\$ 47.16
Level 1	Training Developers	\$ 30.90	\$ 35.50
Level 2	Training Developers	\$ 35.04	\$ 39.79
Level 3	Training Developers	\$ 38.56	\$ 43.41
Level 4	Training Developers	\$ 42.09	\$ 46.96
Level 1	Unisys Specialty Architectural Specialist	\$ 42.36	\$ 48.53
Level 2	Unisys Specialty Architectural Specialist	\$ 48.25	\$ 54.48
Level 3	Unisys Specialty Architectural Specialist	\$ 53.57	\$ 59.80
Level 4	Unisys Specialty Architectural Specialist	\$ 59.27	\$ 65.45
Level 1	Unisys Specialty Equipment Operator	\$ 23.73	\$ 29.00
Level 2	Unisys Specialty Equipment Operator	\$ 26.08	\$ 31.71
Level 3	Unisys Specialty Equipment Operator	\$ 28.12	\$ 33.94
Level 4	Unisys Specialty Equipment Operator	\$ 30.39	\$ 36.39
Level 1	Unisys Specialty Production Control Operator	\$ 31.89	\$ 37.48
Level 2	Unisys Specialty Production Control Operator	\$ 35.30	\$ 41.07
Level 3	Unisys Specialty Production Control Operator	\$ 38.44	\$ 44.36
Level 4	Unisys Specialty Production Control Operator	\$ 42.31	\$ 48.34

## State of Idaho Bill Rate Card - 02.01.2022

EXPERIENCE LEVELS: 1: <2 years 2: 2-5 years 3: 6-8 years 4: >9 years	Position Title	Minimum Hourly Bill Rate	Maximum Hourly Bill Rate
Level 1	Unisys Specialty Service Delivery Specialist	\$ 30.25	\$ 35.99
Level 2	Unisys Specialty Service Delivery Specialist	\$ 34.28	\$ 40.39
Level 3	Unisys Specialty Service Delivery Specialist	\$ 37.96	\$ 44.38
Level 4	Unisys Specialty Service Delivery Specialist	\$ 42.39	\$ 49.11
Level 1	UPK TECHNICAL ADMINISTRATOR	\$ 52.12	\$ 58.80
Level 2	UPK TECHNICAL ADMINISTRATOR	\$ 59.23	\$ 65.76
Level 3	UPK TECHNICAL ADMINISTRATOR	\$ 65.63	\$ 72.02
Level 4	UPK TECHNICAL ADMINISTRATOR	\$ 72.35	\$ 78.70
Level 1	Video Conference Specialist	\$ 37.30	\$ 43.34
Level 2	Video Conference Specialist	\$ 42.79	\$ 49.10
Level 3	Video Conference Specialist	\$ 47.84	\$ 54.20
Level 4	Video Conference Specialist	\$ 53.23	\$ 59.50
Level 1	Voice/Data Engineer	\$ 35.97	\$ 41.56
Level 2	Voice/Data Engineer	\$ 40.99	\$ 46.72
Level 3	Voice/Data Engineer	\$ 45.68	\$ 51.45
Level 4	Voice/Data Engineer	\$ 50.98	\$ 56.72
Level 1	Web Content Designer	\$ 23.12	\$ 28.10
Level 2	Web Content Designer	\$ 26.44	\$ 31.75
Level 3	Web Content Designer	\$ 29.30	\$ 34.76
Level 4	Web Content Designer	\$ 32.21	\$ 37.83
Level 1	WINDOWS 2008/VMWARE ESX SYSTEM ADMINISTRATOR	\$ 36.38	\$ 42.21
Level 2	WINDOWS 2008/VMWARE ESX SYSTEM ADMINISTRATOR	\$ 41.21	\$ 47.20
Level 3	WINDOWS 2008/VMWARE ESX SYSTEM ADMINISTRATOR	\$ 45.70	\$ 51.77
Level 4	WINDOWS 2008/VMWARE ESX SYSTEM ADMINISTRATOR	\$ 50.82	\$ 56.88