

**ENTERPRISE 24X7 INC. - PUBLISHED HOURLY RATES BY JOB & LEVEL OF EXPERTISE (2009)**

<b>Job Family</b>	<b>Job No.</b>	<b>Job Title</b>	<b>Scope Variant</b>	<b>Hourly Rate</b>
<b>Senior IT Leadership</b>	<b>1000</b>	<b>Chief Information Officer</b>	No Variance	\$450.00
	<b>1010</b>	<b>Chief Technology Officer</b>	No Variance	\$315.00
	<b>1020</b>	<b>IT Chief Operating Officer</b>	No Variance	\$310.00
	<b>1030</b>	<b>Operating Unit IT Executive</b>	No Variance	\$290.00
	<b>1040</b>	<b>Departmental IT Executive</b>	No Variance	\$235.00
	<b>1050</b>	<b>E-Business Executive</b>	No Variance	\$265.00
	<b>1060</b>	<b>Chief Information Security Officer</b>	No Variance	\$235.00
<b>Applications Development</b>	<b>1200</b>	<b>Director Systems and Programming</b>	1. Team Leader	\$140.00
			2. Manager	\$158.00
			3. Sr.Manager	\$190.00
			4. Executive	\$251.00
	<b>1210</b>	<b>Mgmt. Applications Development</b>	1. Team Leader	\$130.00
			2. Manager	\$150.00
			3. Sr.Manager	\$152.00
			4. Executive	\$228.00
	<b>1220</b>	<b>Applications Architect</b>	A. Entry	\$104.00
			B. Intermediate	\$112.00
			C. Advanced	\$119.00
			D. Expert	\$132.00
<b>1230</b>	<b>Enterprise Application Integration (EA) Engineer</b>	No Variance	\$129.00	
<b>1240</b>	<b>Systems Analyst</b>	A. Entry	\$67.00	
		B. Intermediate	\$102.00	
		C. Advanced	\$110.00	
		D. Expert	\$128.00	
<b>1250</b>	<b>Applications Development Analyst</b>	A. Entry	\$77.00	
		B. Intermediate	\$98.00	
		C. Advanced	\$111.00	
		D. Expert	\$125.00	
<b>Data Strategy and Management</b>	<b>1400</b>	<b>Database Manager</b>	1. Team Leader	\$135.00

		2. Manager	\$152.00
		3. Sr.Manager	\$160.00
	<b>1410 Data Architect</b>		
		A. Entry	\$92.00
		B. Intermediate	\$125.00
		C. Advanced	\$155.00
		D. Expert	\$170.00
	<b>1420 Data Modeler</b>		
		A. Entry	\$74.00
		B. Intermediate	\$100.00
		C. Advanced	\$120.00
	<b>1430 Database Analyst</b>		
		A. Entry	\$90.00
		B. Intermediate	\$106.50
		C. Advanced	\$120.00
		D. Expert	\$133.00
	<b>1440 Database Administrator</b>		
		A. Entry	\$82.00
		B. Intermediate	\$115.00
		C. Advanced	\$128.00
		D. Expert	\$147.00
<b>Quality Assurance</b>	<b>1600 Mgmt. Quality Assurance</b>		
		1. Team Leader	\$105.00
		2. Manager	\$128.00
		3. Sr.Manager	\$152.00
		4. Executive	\$190.00
	<b>1610 Quality Engineering Consultant</b>		
		No Variance	\$115.00
	<b>1620 Quality Assurance Analyst</b>		
		A. Entry	\$66.00
		B. Intermediate	\$79.50
		C. Advanced	\$96.50
		D. Expert	\$104.00
<b>Technology Research</b>	<b>1800 Manager, Technology Research</b>		
		No Variance	\$150.00
	<b>1810 Technology Research Analyst</b>		
		A. Entry	\$85.00
		B. Intermediate	\$104.00
		C. Advanced	\$122.00
		D. Expert	\$140.00
<b>Client Technologies</b>	<b>2000 Manager, Client Technologies</b>		
		1. Team Leader	\$85.00
		2. Manager	\$117.00
		3. Sr.Manager	\$162.00
	<b>2010 Client Technologies Analyst</b>		
		A. Entry	\$57.00
		B. Intermediate	\$74.00
		C. Advanced	\$89.00
		D. Expert	\$108.00
	<b>2020 Client Technologies Technician</b>		

**Customer Support**

**2200 Mgmt. Customer Support**

A. Entry	\$53.00
B. Intermediate	\$60.00
C. Advanced	\$89.00

1. Team Leader	\$76.00
2. Manager	\$105.00
3. Sr.Manager	\$143.00

**2210 Customer Support Analyst**

A. Entry	\$39.00
B. Intermediate	\$48.00
C. Advanced	\$81.00
D. Expert	\$109.00

**2220 Customer Support Technician**

A. Entry	\$49.00
B. Intermediate	\$52.00
C. Advanced	\$68.00

**Network Management**

**2400 Director, Network Operations**

1. Team Leader	\$156.00
2. Manager	\$168.00
3. Sr.Manager	\$275.00

**2410 Manager, Network Operations**

1. Team Leader	\$88.00
2. Manager	\$130.00
3. Sr.Manager	\$175.00

**2420 Network Architect**

A. Entry	\$100.00
B. Intermediate	\$120.00
C. Advanced	\$127.00
D. Expert	\$150.00

**2430 Network Engineer**

B. Intermediate	\$105.00
C. Advanced	\$113.00
D. Expert	\$125.00

**2440 Network Analyst**

A. Entry	\$70.00
B. Intermediate	\$77.00
C. Advanced	\$92.00
D. Expert	\$122.00

**2450 Network Administrator**

A. Entry	\$65.00
B. Intermediate	\$77.00
C. Advanced	\$94.00
D. Expert	\$115.00

**2460 Network Technician**

A. Entry	\$57.00
B. Intermediate	\$68.00
C. Advanced	\$72.00
D. Expert	\$77.00

**Internet Planning, Eng. & Operations**

**2600 Mgmt. Internet Operations**

**Operations**

		1. Team Leader	\$147.00
		2. Manager	\$170.00
		3. Sr.Manager	\$195.00
	<b>2610 Internet/Web Architect</b>		
		A. Entry	\$68.00
		B. Intermediate	\$98.00
		C. Advanced	\$125.00
		D. Expert	\$140.00
	<b>2620 Internet/Web Engineer</b>		
		A. Entry	\$66.00
		B. Intermediate	\$100.00
		C. Advanced	\$120.00
	<b>2630 Web Applications Programmer</b>		
		A. Entry	\$66.00
		B. Intermediate	\$98.00
		C. Advanced	\$115.00
		D. Expert	\$130.00
	<b>2640 Web Designer</b>		
		A. Entry	\$53.00
		B. Intermediate	\$65.00
		C. Advanced	\$110.00
	<b>2650 Webmaster</b>		
		A. Entry	\$58.00
		B. Intermediate	\$72.00
		C. Advanced	\$99.00
	<b>2660 Internet/Web Systems Administrator</b>		
		A. Entry	\$59.00
		B. Intermediate	\$90.00
		C. Advanced	\$105.00
	<b>2670 Web Customer Support Specialist</b>		
		A. Entry	\$57.00
		B. Intermediate	\$65.00
		C. Advanced	\$80.00
	<b>2800 Director, Data Center Operations</b>		
		No Variance	\$173.00
	<b>2810 Manager, Computer Operations</b>		
		1. Team Leader	\$85.00
		2. Manager	\$116.00
		3. Sr.Manager	\$170.00
	<b>2820 Supervisor, Computer Operations</b>		
		1. Team Leader	\$80.00
		2. Manager	\$95.00
	<b>2830 Computer Operator</b>		
		A. Entry	\$47.00
		B. Intermediate	\$50.00
		C. Advanced	\$56.00
		D. Expert	\$65.00
	<b>2840 Manager, Capacity Planning</b>		
		No Variance	\$135.00
	<b>2850 Manager, Production Support</b>		

		1. Team Leader	\$106.00
		2. Manager	\$135.00
	<b>2860 Production Support Analyst</b>		
		A. Entry	\$60.00
		B. Intermediate	\$70.00
		C. Advanced	\$93.00
		D. Expert	\$100.00
<b>Telecommunications</b>	<b>3000 Manager, Telecommunication Operations</b>		
		1. Team Leader	\$106.00
		2. Manager	\$145.00
		3. Sr.Manager	\$170.00
	<b>3010 Telecommunication Engineer</b>		
		A. Entry	\$58.00
		B. Intermediate	\$85.00
		C. Advanced	\$105.00
		D. Expert	\$135.00
	<b>3020 Telecommunication Technician</b>		
		A. Entry	\$63.00
		B. Intermediate	\$72.00
		C. Advanced	\$85.00
<b>Electronic Commerce</b>	<b>3200 Director, Electronic Commerce</b>		
		No Variance	\$200.00
	<b>3210 Manager, Electronic Commerce</b>		
		No Variance	\$130.00
	<b>3220 Electronic Commerce Analyst</b>		
		A. Entry	\$60.00
		B. Intermediate	\$85.00
		C. Advanced	\$120.00
	<b>3230 EDI Specialist</b>		
		A. Entry	\$75.00
		B. Intermediate	\$85.00
		C. Advanced	\$90.00
<b>Business Intelligence Systems Management</b>	<b>3400 Director, Data Warehouse</b>		
		1. Team Leader	\$150.00
		2. Manager	\$180.00
		3. Sr.Manager	\$225.00
	<b>3410 Manager, Data Warehouse</b>		
		No Variance	\$165.00
	<b>3420 Business Intelligence Analyst</b>		
		No Variance	\$150.00
	<b>3430 Data Warehouse Analyst</b>		
		A. Entry	\$80.00
		B. Intermediate	\$97.00
		C. Advanced	\$120.00
		D. Expert	\$125.00
	<b>3440 Data Warehouse Administrator</b>		
		No Variance	\$115.00
	<b>3600 Manager, Decision Support</b>		
		No Variance	\$140.00

**3610 Decision Support Specialist**

A. Entry	\$65.00
B. Intermediate	\$78.00
C. Advanced	\$90.00
D. Expert	\$105.00

**3620 Decision Support Administrator**

A. Entry	\$83.00
B. Intermediate	\$100.00
C. Advanced	\$130.00

**3800 Manager, CRM Technology**

No Variance	\$195.00
-------------	----------

**4000 Knowledge Engineer**

No Variance	\$155.00
-------------	----------

**Enterprise Resource  
Planning (ERP)****4200 ERP Team Lead**

No Variance	\$175.00
-------------	----------

**4210 ERP Team Member**

No Variance	\$125.00
-------------	----------

**4220 ERP Configurer**

No Variance	\$78.00
-------------	---------

**4230 ERP Programmer/Analyst**

A. Entry	\$72.00
B. Intermediate	\$87.00
C. Advanced	\$105.00
D. Expert	\$122.00

**4240 ERP Systems Support Specialist**

No Variance	\$88.00
-------------	---------

**4250 ERP Systems Administrator**

No Variance	\$105.00
-------------	----------

**4600 Basis/Ale Technical Consultant**

No Variance	\$145.00
-------------	----------

**Sourcing and Vendor  
Relationship Management****4800 Chief Sourcing Officer**

No Variance	\$207.00
-------------	----------

**4810 Manager IT Procurement**

No Variance	\$145.00
-------------	----------

**4820 IT Procurement Specialist**

No Variance	\$75.00
-------------	---------

**5000 Manager, Vendor Relationships**

1. Team Leader	\$88.00
2. Manager	\$125.00
3. Sr. Manager	\$170.00

**5010 Manager, Outsourcing Contracts**

No Variance	\$140.00
-------------	----------

**5020 Contracts Manager**

No Variance	\$105.00
-------------	----------

**5040 Finance/Administration Specialist**

A. Entry	\$75.00
B. Intermediate	\$95.00

**Business Management /  
Administration**

<b>5200 Technical Advisor</b>	C. Advanced	\$125.00
	No Variance	\$150.00
<b>5400 Asset Manager</b>	No Variance	\$120.00
<b>5410 Asset Management Administrator</b>	A. Entry	\$60.00
	B. Intermediate	\$68.00
	C. Advanced	\$75.00
<b>5500 Director, HR/IT</b>	No Variance	\$180.00
<b>5600 Manager, HR/IT Staffing</b>	No Variance	\$107.00
<b>5610 Technical Recruiter</b>	A. Entry	\$60.00
	B. Intermediate	\$80.00
	C. Advanced	\$120.00
<b>5620 HR/IT Generalist</b>	A. Entry	\$65.00
	B. Intermediate	\$75.00
	C. Advanced	\$108.00
<b>5800 Documentation Specialist/Technical Writer</b>	A. Entry	\$60.00
	B. Intermediate	\$73.00
	C. Advanced	\$90.00
<b>6000 Manager, IT Finance</b>	No Variance	\$150.00
<b>6100 Director, IT Risk and Compliance</b>	No Variance	\$225.00
<b>6200 Manager, IT Audit</b>	No Variance	\$150.00
<b>6210 IT Auditor</b>	No Variance	\$110.00
<b>6400 Business Management Specialist</b>	No Variance	\$115.00
<b>6600 Manager, Technical Training</b>	1. Team Leader	\$88.00
	2. Manager	\$105.00
	3. Sr.Manager	\$146.00
<b>6610 Technical Trainer</b>	A. Entry	\$60.00
	B. Intermediate	\$67.00
	C. Advanced	\$82.00
	D. Expert	\$95.00
<b>6800 Security Manager</b>	1. Team Leader	\$97.00
	2. Manager	\$135.00
	3. Sr.Manager	\$170.00
<b>6810 Security Analyst</b>		

**Training**

**Security Management**

		A. Entry	\$65.00
		B. Intermediate	\$87.00
		C. Advanced	\$115.00
		D. Expert	\$125.00
	<b>6820 Data Security Specialist</b>	No Variance	\$103.00
	<b>6830 Network Security Specialist</b>	No Variance	\$133.00
	<b>6840 System Security Specialist</b>	No Variance	\$95.00
	<b>6850 Web Security Specialist</b>	No Variance	\$110.00
<b>Business Continuanace Management</b>	<b>7000 Manager, Business Continuanace</b>	No Variance	\$155.00
	<b>7010 Business Continuanace Specialist</b>	No Variance	\$115.00
<b>Product Development</b>	<b>7200 Manager, Product Development</b>	1. Team Leader	\$92.00
		2. Manager	\$125.00
		3. Sr.Manager	\$165.00
	<b>7210 Product Architect</b>	No Variance	\$160.00
	<b>7220 Product Engineer</b>	A. Entry	\$65.00
		B. Intermediate	\$87.00
		C. Advanced	\$120.00
		D. Expert	\$150.00
	<b>7230 Product Developer</b>	A. Entry	\$76.00
		B. Intermediate	\$105.00
		C. Advanced	\$125.00
		D. Expert	\$145.00
<b>Systems Programming&amp; Admin.</b>	<b>7400 Manager, Systems Software</b>	1. Team Leader	\$128.00
		2. Manager	\$149.00
		3. Sr.Manager	\$188.00
	<b>7410 Systems Architect</b>	A. Entry	\$65.00
		B. Intermediate	\$99.00
		C. Advanced	\$143.00
		D. Expert	\$165.00
	<b>7420 Systems Software Programmer</b>	A. Entry	\$78.00
		B. Intermediate	\$97.00
		C. Advanced	\$118.00
		D. Expert	\$132.00
	<b>7430 Groupware Specialist</b>	A. Entry	\$80.00

		B. Intermediate	\$102.00
		C. Advanced	\$110.00
	<b>7440 Systems Administrator</b>		
		A. Entry	\$65.00
		B. Intermediate	\$79.00
		C. Advanced	\$102.00
		D. Expert	\$114.00
	<b>7450 UNIX System Administrator</b>		
		No Variance	\$117.00
	<b>7460 Storage Management Specialist</b>		
		No Variance	\$115.00
<b>Business Analysis and Planning</b>	<b>7500 Director, Enterprise Architecture</b>		
		No Variance	\$225.00
	<b>7600 Manager, IT Business Planning</b>		
		1. Team Leader	\$125.00
		2. Manager	\$165.00
		3. Sr.Manager	\$175.00
	<b>7610 Enterprise Architect</b>		
		No Variance	\$156.00
	<b>7620 Business Process Consultant</b>		
		A. Entry	\$56.00
		B. Intermediate	\$87.00
		C. Advanced	\$115.00
		D. Expert	\$145.00
	<b>7630 IT Business Consultant</b>		
		A. Entry	\$70.00
		B. Intermediate	\$95.00
		C. Advanced	\$100.00
		D. Expert	\$127.00
	<b>7640 Business Analyst</b>		
		A. Entry	\$54.00
		B. Intermediate	\$85.00
		C. Advanced	\$95.00
		D. Expert	\$99.00
	<b>7700 Director, Business Relationships</b>		
		No Variance	\$220.00
	<b>7800 Manager, Customer Relations</b>		
		No Variance	\$140.00
<b>Release Management</b>	<b>8000 Configuration Management Analyst</b>		
		A. Entry	\$60.00
		B. Intermediate	\$92.00
		C. Advanced	\$94.00
	<b>8010 Release/Build Engineer</b>		
		No Variance	\$102.00
<b>Program Management</b>	<b>8200 Director, Program Management</b>		
		No Variance	\$200.00
	<b>8210 Program Manager</b>		
		1. Team Leader	\$110.00
		2. Manager	\$130.00

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