



EVANHOE & ASSOCIATES

SOLUTIONS TO KEEP YOU ON COURSE!®

Commercial Price List

15 May 2019

Evanhoe & Associates, Inc.
5089 Norman Blvd., Dayton, OH 45431
Tel: (937) 235-2995 | Fax: (937) 235-8692
Web: www.evanhoe.com



CMMIDEV/3SM
Exp. 2020-05-05 / Appraisal #29432

1. Introduction

Evanhoe & Associates, Inc. (Evanhoe) is a full-service Information Technology (IT) Solutions Provider, Systems Integrator, and Program Management firm. Our focus is on developing IT environments and applications that produce accurate, actionable data. These capabilities are backed by our ISO 9001:2015, ISO/IEC 20000-1:2011, and CMMI Maturity Level (ML) 3 appraised and certified, agile and traditional software development processes, low code/no code application development, software and systems engineering, data management, and information presentation skills.

At Evanhoe & Associates...It's all about the data!

Our mission is to design and build world class solutions for capturing data and making it actionable. This includes current and past performance in the development and fielding of solutions for: Internet of Things (IoT), Artificial Intelligence (AI), Business Intelligence (BI), Business Process Management (BPM), Big Data, Asset Management, Mobile Applications, and Automatic Identification & Data Capture solutions, including RFID and Real Time Location Systems (RTLS).

We have performed these services for many commercial and public sector customers, including:

- BASF
- Citi
- PepsiCo
- A very large consumer products manufacturer
- Scotts Miracle-Gro
- Nationwide Children's Hospital
- US Army
- US Air Force
- US Navy
- US Marine Corps
- US Transportation Command
- US Department of Commerce, US Patent and Trademark Office
- US Department of the Interior, Bureau of Reclamation

All rates represent continental United States (CONUS) rates.

2. Labor Categories and Rates

Labor Category	Rate	Description
Administrative Support Specialist Entry	\$ 92.10	Performs high-level and complex bookkeeping and administrative support duties; supports specialized programs for an administrative department or program; and uses discretion to make judgments based on operating guidelines and with respect to communications and confidentiality. Conducts research, extracts data from appropriate relational databases, prepares statistical reports and spreadsheets, prepares presentations, plans conferences, provides purchasing and payroll support, and may assign work to or supervise lower-level office support staff. Responds to and initiates inquiries, explains policies, answers questions, and independently resolves problems whenever feasible.
Administrative Support Specialist Intermediate	\$ 107.77	
Administrative Support Specialist Journeyman	\$ 117.57	
Administrative Support Specialist Senior	\$ 127.37	
Administrative Support Specialist SME	\$ 137.16	
AIDC/RFID Consultant/SME Entry	\$ 280.99	Provides technical leadership, guidance, and expertise in the implementation of AIDC/RFID technology, as a Subject Matter Expert in the field. Activities may include: research and analysis; hardware procurement, installation and configuration; software development and configuration; system engineering; system architecture; physical infrastructure installation; system interfacing; testing; conducting site surveys; data analysis; developing/capturing metrics; reporting; documentation; and training.
AIDC/RFID Consultant/SME Intermediate	\$ 316.26	
AIDC/RFID Consultant/SME Journeyman	\$ 356.24	
Artificial Intelligence SME Entry	\$ 240.54	Develops and utilizes simulations and models. Evaluates tools, technologies, architectures, models,
Artificial Intelligence SME Intermediate	\$ 260.23	

Artificial Intelligence SME Journeyman	\$ 302.34	and test results. Heads meetings regarding AI with external parties and internal business-embedded innovation teams. Collaborates with lead engineers to define subsystem requirements and acceptance criteria
Artificial Intelligence SME Senior	\$ 337.68	
Artificial Intelligence SME SME	\$ 386.28	
Business Process Modeler Entry	\$ 151.66	Acts as the liaison between the business and IT side of the project to help ensure that knowledge stakeholders and key customers are being serviced in a way that is aligned with any operating model. Primarily responsible for designing, modeling, testing, and implementing business process models. Also responsible for analyzing, validating, verifying and managing requirements needs for existing and new projects. Responsible for designing and creating business process classification frameworks with various levels of detail and levels of decomposition. Design and create end-to-end sector and cross-sector processes. Applies common enterprise architecture (EA) practices on relevant projects. Creates EA reference models, preferably business, information systems and technology architectures. Estimates project scope and level of effort for new projects and/or existing projects that require changes and tasks, duration, resourcing, etc. Maintains a pulse on leading practices trends around business process management, EA, modeling standards, etc.
Business Process Modeler Intermediate	\$ 170.48	
Business Process Modeler Journeyman	\$ 191.64	
Business Process Modeler Senior	\$ 215.15	
Business Process Modeler SME	\$ 242.19	
Business/Process Analyst Entry	\$ 151.66	

Business/Process Analyst Intermediate	\$ 170.48	scope and objectives, and formulates systems to parallel overall business strategies. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a manager.
Business/Process Analyst Journeyman	\$ 191.64	
Business/Process Analyst Senior	\$ 215.15	
Business/Process Analyst SME	\$ 242.19	
Cloud Solution Specialist Entry	\$ 215.54	Manages the agreed scope of the organization's cloud solution projects and provides innovative solutions to complex problems for the purpose of increasing the speed of development and change and of driving the achievement of business objectives. Oversees the development of cloud solution roadmaps of the overall vision that underlies the projected solution, transforms that vision through execution into the solution, and assures projects meet the quality requirements. Coordinates solution planning for cloud-based offerings, heads a cloud solution team required to support the business sales channels, and executes the cloud strategy as a leader within the business, utilizing strong technical leadership and ongoing coaching of direct reports
Cloud Solution Specialist Intermediate	\$ 235.14	
Cloud Solution Specialist Journeyman	\$ 274.33	
Cloud Solution Specialist Senior	\$ 293.92	
Cloud Solution Specialist SME	\$ 313.52	
Digital Graphic Designer Entry	\$ 117.57	Designs art and copy layouts for material to be presented by visual communications media such as books, magazines, newspapers, internet websites, television, and packaging. Develops materials manually or utilizes graphic software to design and produce finished artwork or product. Plans
Digital Graphic Designer Intermediate	\$ 137.16	
Digital Graphic Designer Journeyman	\$ 164.60	
Digital Graphic Designer Senior	\$ 182.23	

Digital Graphic Designer SME	\$ 195.95	content, graphic aspects, and presentation material, product, or services
Computer Network Administrator Entry	\$ 156.76	Administers design, organization, and implementation of network, and heads technical support staff who manage and maintain hubs, servers, and routers. Utilizes knowledge and understanding of both networking and telecommunications theory and practice. Communicates with users, technical teams, and vendors on new technology and system upgrades and to determine software and hardware installation requirements.
Computer Network Administrator Intermediate	\$ 176.35	
Computer Network Administrator Journeyman	\$ 215.54	
Computer Network Administrator Senior	\$ 235.14	
Computer Network Administrator SME	\$ 248.86	
Computer Systems Analyst Entry	\$ 176.35	Analyzes and solves computer problems, and assures technology meets the needs of the organization. Implements system studies to assist organization to realize maximum benefit from investments in equipment, personnel, and business processes. Plans and designs new computer systems or devises ways to apply existing systems resources to additional operations. Analyzes user requirements procedures, and problems to automate processing to improve existing computer system.
Computer Systems Analyst Intermediate	\$ 195.95	
Computer Systems Analyst Journeyman	\$ 229.26	
Computer Systems Analyst Senior	\$ 254.73	
Computer Systems Analyst SME	\$ 274.33	
Configuration Management Specialist Entry	\$ 149.31	Analyzes changes of product design to determine the effect on the end product design and function and determines and prepares documentation necessary for change. Coordinates with customers and manufacturers to determine a process for change reporting. Reviews released engineering change data and changes documenting activities to ensure adherence to configuration
Configuration Management Specialist Intermediate	\$ 168.12	
Configuration Management Specialist Journeyman	\$ 186.94	

Configuration Management Specialist Senior	\$ 213.98	management procedures and policies. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a supervisor.
Configuration Management Specialist SME	\$ 236.32	
Cybersecurity Specialist Entry	\$ 195.95	Identifies and resolves highly complex issues to prevent cyber-attacks on information systems and to keep computer information systems secure from interruption of service, intellectual property theft, network viruses, data mining, financial theft, and theft of sensitive customer data, allowing business to continue as normal. Designs, installs, and manages security mechanisms that protect networks and information systems against hackers, breaches, viruses, and spyware. Responds to incidents, investigates violations, and recommends enhancements to plug potential security gaps.
Cybersecurity Specialist Intermediate	\$ 225.34	
Cybersecurity Specialist Journeyman	\$ 244.94	
Cybersecurity Specialist Senior	\$ 274.33	
Cybersecurity Specialist SME	\$ 293.92	
Data Architect Entry	\$ 186.15	
Data Architect Intermediate	\$ 205.75	
Data Architect Journeyman	\$ 244.94	
Data Architect Senior	\$ 264.53	
Data Architect SME	\$ 284.13	
Data Engineer Entry	\$ 186.15	Manages and coordinates with internal or external parties the collection, compilation, normalization, and standard analysis of data assets across diverse projects and data platforms.
Data Engineer Intermediate	\$ 215.54	

Data Engineer Journeyman	\$ 244.94	Develops, maintains, evaluates, and tests valuated data solutions within an organization. Develops and executes plans, policies, and practices that control, protect, deliver, and enhance the value and integrity of the organization's data and information assets and programs.
Data Engineer Senior	\$ 258.65	
Data Engineer SME	\$ 274.33	
Data Scientist Entry	\$ 209.67	Collects and analyzes statistics and information from multiple sources to spot trends and to gain maximum insight that can give the company a competitive advantage, and communicates informed conclusions and recommendations across an organization's leadership structure. Strategizes and identifies unique opportunities to located and collect new data, explores and mines data from many angles, and determines what it means. Communicates data findings to both business and IT leaders to influence how an organization approaches and meets business challenges of an evolving customer base and changing marketplace, using strong business acumen. Finds and recommends new uses for existing data sources; designs, modifies, and builds new data processes; and builds large, complex data sets.
Data Scientist Intermediate	\$ 235.14	
Data Scientist Journeyman	\$ 274.33	
Data Scientist Senior	\$ 293.92	
Data Scientist SME	\$ 313.52	
Database Administrator Entry	\$ 176.35	
Database Administrator Intermediate	\$ 209.67	
Database Administrator Journeyman	\$ 235.14	Administrates organization's database, using database management system to organize and store data. Ascertaines user requirements, creates computer databases, and tests and coordinates changes. Interacts with development and end-user personnel to determine application

Database Administrator Senior	\$ 250.82	data access requirements, transaction rates, volume analysis, and other pertinent data required to develop and maintain integrated databases. Ensures performance of database.
Database Administrator SME	\$ 264.53	
Database Architect Entry	\$ 184.19	Designs, develops, and implements infrastructure to provide highly complex, reliable, and scalable databases to meet the organization's objectives and requirements. Analyzes organization's business requirements for database design and executes changes to database as required.
Database Architect Intermediate	\$ 205.75	
Database Architect Journeyman	\$ 241.02	
Database Architect Senior	\$ 254.73	
Database Architect SME	\$ 274.33	
Database Manager Entry	\$ 215.54	
Database Manager Intermediate	\$ 244.94	
Database Manager Journeyman	\$ 284.13	
Database Manager Senior	\$ 313.52	
Database Manager SME	\$ 333.11	
Database Programmer Entry	\$ 150.88	Designs and maintains SQL queries and routines. Collaborates with team members and business partners in defining, designing, developing, and implementing technology solutions to improve business functions. Analyzes user requirements and translates into
Database Programmer Intermediate	\$ 166.56	
Database Programmer Journeyman	\$ 192.03	
Database Programmer Senior	\$ 215.54	

Database Programmer SME	\$ 225.34	database requirements and implements in database code.
Desktop Support Specialist Entry	\$ 109.73	Installs and sustains hardware and software at industry standards. Assesses and troubleshoots individual problems via the phone, in person, or online, associated with network infrastructure and desktop software and hardware. Proposes hardware and software solutions, including upgrades.
Desktop Support Specialist Intermediate	\$ 121.49	
Desktop Support Specialist Journeyman	\$ 137.16	
Desktop Support Specialist Senior	\$ 148.92	
Desktop Support Specialist SME	\$ 160.68	
Director Entry	\$ 283.34	Manages technical planning, system integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total systems. Responsible for coordinating subordinate employee recruitment, selection and training, performance assessment, work assignments, salary, and recognition/disciplinary actions. Ensures analyses are performed at all levels of total system product to include: concept, design, fabrication, test, installation, operation, maintenance and disposal. Directs the logical and systematic conversion of customer or product requirements into total systems solutions that acknowledge technical, schedule, and cost constraints. Manages the functional analysis, timeline analysis, detail trade studies, requirements allocation and interface definition studies to translate customer requirements into hardware and software specifications.
Director Intermediate	\$ 338.60	
Director Journeyman	\$ 372.49	
Documentation Specialist Entry	\$ 72.50	Classifies, catalogs, stores, and retrieves documentation generated by Information Systems department personnel, under immediate supervision. Classifies and codes documents according to specified
Documentation Specialist Intermediate	\$ 86.22	
Documentation Specialist Journeyman	\$ 97.97	

Documentation Specialist Senior	\$ 111.69	system. Assigns cross-indexing numbers if subject matter should be classified and filed under more than one heading.
Document Specialist SME	\$ 123.96	
Electrical Engineer Entry	\$ 176.35	Designs, tests, installs, and maintains large-scale electronic equipment or machinery for use in manufacturing or power generation or transmission. May use computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.
Electrical Engineer Intermediate	\$ 198.69	
Electrical Engineer Journeyman	\$ 223.38	
Electrical Engineer Senior	\$ 251.60	
Electrical Engineer SME	\$ 283.34	
Electronics Technician Entry	\$ 123.45	
Electronics Technician Intermediate	\$ 137.16	Fixes technical problems by applying principles and theories of electronics, electrical circuitry, engineering mathematics, electronic and electrical testing, and physics. Lays out, builds, tests, troubleshoots, repairs, and modifies developmental and production electronic components, parts, equipment, systems, and related products and services.
Electronics Technician Journeyman	\$ 152.84	
Electronics Technician Senior	\$ 164.60	
Electronics Technician SME	\$ 176.35	
Field Service Technician Entry	\$ 84.65	
Field Service Technician Intermediate	\$ 91.70	Installs, troubleshoots, and repairs various hardware equipment. Inspects, tests, and troubleshoots issues with setup and tracking performance. Documents processes and communicates implementation progress, status, and issues with team and customer as needed.
Field Service Technician Journeyman	\$ 99.93	

Functional Analyst Entry	\$ 132.07	Professionals with expertise in the field of application who review, improve, and approve technical work; guide others; and teach. They exhibit the highest level of expertise in performing a specialized job, task, or skill in a particular area. Serves as the subject-matter expert (SME) who analyzes user needs to determine functional requirements that apply to development of Information Technology (IT) solutions. Works with engineers and technical analysts to incorporate functional requirements into new or existing systems. May remain involved through system design and implementation.
Functional Analyst Intermediate	\$ 141.08	
Functional Analyst Journeyman	\$ 162.26	
Functional Analyst Senior	\$ 179.37	
Functional Analyst SME	\$ 198.98	
Help Desk Support Specialist Entry	\$ 107.77	Assesses and troubleshoots computer support problems and applies understanding of computer software and hardware products and services to resolve problems of users. Receives telephone calls and e-mails from users having problems using computer software and hardware or inquiring how to use specific software, programming languages, electronic mail, or operating systems. Ascertain from computer users the nature of problem, determines whether problem is caused by hardware, such as modem, printer, cables, or telephone, formulates diagnosis, and assists users through problem solving steps.
Help Desk Support Specialist Intermediate	\$ 123.45	
Help Desk Support Specialist Journeyman	\$ 137.16	
Help Desk Support Specialist Senior	\$ 156.76	
Help Desk Support Specialist SME	\$ 176.35	
Information Assurance Specialist Entry	\$ 141.08	Reviews and evaluates computer equipment and network architecture in an effort to ensure optimized digital security. Identifies areas of potential risk and develops plans and procedures to mitigate those risks. Coordinates with system
Information Assurance Specialist Intermediate	\$ 158.72	
Information Assurance Specialist Journeyman	\$ 190.07	

Information Assurance Specialist Senior	\$ 199.87	administrators to ensure computer systems are maintained and comply with basic security standards.
Information Assurance Specialist SME	\$ 219.46	
Manager Entry	\$ 203.40	Supervises, guides and/or directs staff to accomplish tasks and/or projects
Manager Intermediate	\$ 224.56	
Manager Journeyman	\$ 253.95	
Manager Senior	\$ 269.16	
Manager SME	\$ 282.78	
Network Administrator Entry	\$ 142.26	
Network Administrator Intermediate	\$ 159.89	
Network Administrator Journeyman	\$ 179.88	
Program Director Entry	\$ 274.33	Implements long-term goals and objectives to achieve the successful outcome of the program. Confirms that the program operates within the policies and procedures of the organization. Coordinates the delivery of services among the different program activities to increase the effectiveness and efficiency. Identifies the risks associated with the program activities and manages the risks.
Program Director Intermediate	\$ 293.92	
Program Director Journeyman	\$ 323.32	

Program Executive	\$ 370.34	Provides organizational expertise and direction to plan, coordinate, and execute operations of public or private sector activities or projects. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Generally categorized as Senior Organizational manager that has direct control of budget execution and reallocation to provide issue resolution and approval of planned execution actions or deviations that impact a program or project. Shall have experience in operational support or implementation of a large MIS project. For the purpose of this document, large MIS is defined as a system generally analogous to one containing approximately five hundred or more programs supporting in the vicinity of a million lines of code.
Program Manager Entry	\$ 264.53	Responsible for the coordination and completion of projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project.
Program Manager Intermediate	\$ 293.92	Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan

Program Manager Journeyman	\$ 342.91	and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.
Program/Project Control Specialist Entry	\$ 149.31	Junior to mid-level Program Control expertise to support the various contract programs and special projects. Develop program related financial data and metrics to include program budgets and forecasting. Provide oversight on financial tracking and the efficiency and effectiveness of financial programs as well as follow up on audit resolution and corrective actions. Apply your understanding of the strategic picture and drill down into the analysis of financial data. Use government accounting background to include month end closing. Serve as a business partner and adviser to leadership on all program financial matters for the assigned contracts.
Program/Project Control Specialist Intermediate	\$ 171.65	
Program/Project Control Specialist Journeyman	\$ 209.27	
Project Manager Entry	\$ 203.40	Responsible for the coordination and completion of IT projects. Oversees all aspects of projects. Sets deadlines, assigns responsibilities, and monitors and summarizes progress of project. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others. A wide degree
Project Manager Intermediate	\$ 224.56	
Project Manager Journeyman	\$ 253.95	
Project Manager Senior	\$ 269.16	

Project Manager SME	\$ 282.78	of creativity and latitude is expected. Typically reports to a manager or head of a unit/department.
RF Engineer Entry	\$ 178.71	<p>Designs, tests, installs, and maintains large-scale RF equipment or machinery for use in manufacturing or power generation or transmission. May use computer-assisted engineering and design software and equipment to perform assignments. Applies principles and techniques of electrical engineering to accomplish goals. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a supervisor or manager.</p>
RF Engineer Intermediate	\$ 198.69	
RF Engineer Journeyman	\$ 221.03	
RF Engineer Senior	\$ 242.19	
RF Engineer SME	\$ 291.57	
Software Developer Entry	\$ 175.18	
Software Developer Intermediate	\$ 195.17	
Software Developer Journeyman	\$ 213.98	
Software Developer Senior	\$ 232.79	
Software Developer SME	\$ 251.34	
Software Development Manager Entry	\$ 291.57	<p>Manages a team of computer programmers in the review, analysis, and modification of programming systems including encoding, testing, debugging, and documenting programs. Develops</p>

Software Development Manager Intermediate	\$ 314.27	team goals and monitors performance against goals. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of tasks. Leads and directs the work of others, providing technical support and guidance to programmers. Typically reports to a head of a unit/department.
Software Development Manager Journeyman	\$ 334.68	
Subject Matter Expert Entry	\$ 342.91	Defines problems and analyzes and develops plans and requirements in a subject area for complex systems. Coordinates and manages preparation of analyses, evaluations, and recommendations for proper implementation of programs and system specifications in IT architecture, solutions, automation, telecommunications, networking, communication protocols, software, email, Modeling & Simulation, and data storage and retrieval, etc.
Subject Matter Expert Intermediate	\$ 365.24	
Subject Matter Expert Journeyman	\$ 390.48	
Subject Matter Expert Senior	\$ 411.39	
Subject Matter Expert SME	\$ 442.81	
Systems Administrator Entry	\$ 150.49	Installs new software releases and system upgrades, evaluates and installs patches, and resolves software related problems. Performs system backups and recovery. Maintains data files and monitors system configuration to ensure data integrity. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager.
Systems Administrator Intermediate	\$ 164.60	
Systems Administrator Journeyman	\$ 178.71	
Systems Administrator Senior	\$ 190.35	
Systems Administrator SME	\$ 206.17	

Systems Architect Entry	\$ 231.61	Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Leads and directs the work of others. A wide degree of creativity and latitude is expected. Typically reports to a head of a unit/department or top management.
Systems Architect Intermediate	\$ 244.62	
Systems Architect Journeyman	\$ 261.23	
Systems Architect Senior	\$ 279.56	
Systems Architect SME	\$ 293.48	
Systems Engineer Entry	\$ 205.75	Performs complex software design activities integrating multiple technologies. Provides architectural guidelines for all software design activities to current and future technological environments. Maintains state-of-the-art knowledge of technologies, planning, design, and analysis methodologies. Responsible for the design and architectural guidelines required for current and future software technological activities.
Systems Engineer Intermediate	\$ 263.36	
Systems Engineer Journeyman	\$ 335.07	
Systems Engineer Senior	\$ 382.65	
Systems Engineer SME	\$ 405.67	
Technical Editor Entry	\$ 132.87	Refines work of writers, and heads and coordinates activities of writers engaged in preparing technical, scientific, medical, or other material for publication in conjunction with or independent from manufacturing, research, and related activities. Assigns staff
Technical Editor Intermediate	\$ 151.36	
Technical Editor Journeyman	\$ 170.48	

Technical Editor Senior	\$ 182.23	writers or contracts with specialists in subject area to produce draft of manuscript. Oversees staff writers and delineates standard procedures for gathering data and writing.
Technical Editor SME	\$ 191.42	
Technical Writer Entry	\$ 129.33	Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document. Has knowledge of commonly used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Primary job functions do not typically require exercising independent judgment. Works under immediate supervision; typically reports to a supervisor or manager.
Technical Writer Intermediate	\$ 145.79	
Technical Writer Journeyman	\$ 164.60	
Testing Specialist Entry	\$ 186.15	Plans and administers environmental, operational, or performance test on aeronautical, electrical, mechanical, electro-mechanical, general industrial, experimental, automotive equipment, industrial machinery and equipment, controls, and systems, and other products and systems. Designs and directs engineering and technical personnel in fabrication of testing and test-control apparatus and equipment.
Testing Specialist Intermediate	\$ 209.67	
Testing Specialist Journeyman	\$ 241.02	
Testing Specialist Senior	\$ 254.73	
Testing Specialist SME	\$ 270.41	
Training Specialist Entry	\$ 141.08	Develops and runs programs for employees of industrial, commercial, service, or government establishment. Confers with management to gain knowledge of

Training Specialist Intermediate	\$ 152.84	work situations requiring training for employees to better understand changes in policies, procedures, regulations, and technologies. Develops teaching outline and determines instructional methods, utilizing knowledge of specified training needs and effectiveness of such methods as individual training, group instruction, lectures, demonstrations, conferences, meetings, and workshops. Heads training sessions covering specified areas such as those concerned with new employee orientations, on-the-job training, use of computers and software, apprenticeship programs, sales techniques, safety and health practices, public relations, refresher training, promotional development, upgrading, retraining displaced workers, and leadership development.
Training Specialist Journeyman	\$ 176.35	
Training Specialist Senior	\$ 199.87	
Training Specialist SME	\$ 186.15	
User Interface/User Experience (UI/UX) Specialist Entry	\$ 135.21	Designs, develops and implements cross-browser and cross-platform user interface, such as graphics and multimedia, for web applications, web pages and web components. Maintains and enhances user interface of existing web applications, web pages and web components.
User Interface/User Experience (UI/UX) Specialist Intermediate	\$ 146.96	
User Interface/User Experience (UI/UX) Specialist Journeyman	\$ 170.48	
User Interface/User Experience (UI/UX) Specialist Senior	\$ 180.27	
User Interface/User Experience (UI/UX) Specialist SME	\$ 192.03	
VTC/LAN/Telecom Specialist Entry	\$ 109.73	Prepares and operates telecommunication systems. Tests system to ensure it functions as needed. Troubleshoots technical communications problems. Interacts with customers to identify telecommunication system requirements
VTC/LAN/Telecom Specialist Intermediate	\$ 127.37	
VTC/LAN/Telecom Specialist Journeyman	\$ 146.96	
VTC/LAN/Telecom Specialist Senior	\$ 156.76	
VTC/LAN/Telecom Specialist SME	\$ 176.35	

Web Designer Entry	\$ 127.37	Designs, plans, and executes design and layout for Internet sites and web pages, which often includes combining text with sounds, pictures, graphics, and video-clips.
Web Designer Intermediate	\$ 141.08	Communicates with clients to assess their needs, discuss requirements, and clarify their goals for establishing a website. Meets with clients on a regular basis to evaluate and modify site as it seems appropriate and keeps them informed of project progress.
Web Designer Journeyman	\$ 166.56	Designs a custom-tailored plan for a proposed site using combination of graphic and written material, and modifies proposal as necessary until the client is satisfied.
Web Designer Senior	\$ 178.31	Designs, maintains, and updates information and digitized images, banners, bullets, charts, image maps, and other graphics to enhance appearance of site and keep the content and graphics current.
Web Designer SME	\$ 195.95	Maintains site appearance by developing and enforcing content display standards.