

Position Title	Offered Min Hourly Pay Rate (\$)	Offered Max Hourly Pay Rate (\$)	BAFO Max Provider Markup Rate Per Position (%)	BAFO MSP (Respondent) Fee For All Positions (%)	Max Hourly Billable Rate (\$)
Account Clerk 2	\$18.34	\$21.13	26.00%	0.45%	\$26.72
Account Clerk 3	\$17.30	\$19.93	25.00%	0.45%	\$25.00
Account Clerk 4	\$16.23	\$18.68	32.00%	0.45%	\$24.74
Accountant 1	\$30.36	\$35.67	26.00%	0.45%	\$45.10
Accountant 2	\$29.25	\$34.29	25.00%	0.45%	\$43.02
Accountant 3	\$28.08	\$32.87	19.00%	0.45%	\$39.26
Accountant 4	\$26.88	\$31.40	16.00%	0.45%	\$36.57
Accountant 5	\$25.67	\$29.91	20.00%	0.45%	\$36.03
Administrative Assistant 1	\$20.45	\$24.43	29.00%	0.45%	\$31.62
Administrative Assistant 2	\$19.41	\$23.18	24.00%	0.45%	\$28.85
Administrative Assistant 3	\$18.26	\$21.82	28.00%	0.45%	\$28.03
Administrative Assistant 4	\$17.05	\$20.39	21.00%	0.45%	\$24.76
Administrative Assistant 5	\$15.81	\$18.90	22.00%	0.45%	\$23.14
Application Developer/Associate	\$28.85	\$33.75	27.00%	0.45%	\$43.01
Application Developer/Intermediate	\$31.00	\$36.33	31.00%	0.45%	\$47.76
Application Developer/Senior	\$34.56	\$40.60	30.00%	0.45%	\$52.96
Application Systems Analysis/Programming/Manager	\$31.25	\$36.63	28.00%	0.45%	\$47.05
Applications Systems Analyst/Programmer/Associate	\$28.66	\$33.52	20.00%	0.45%	\$40.37
Applications Systems Analyst/Programmer/Intermediate	\$30.40	\$35.62	21.00%	0.45%	\$43.26
Applications Systems Analyst/Programmer/Senior	\$33.63	\$39.48	16.00%	0.45%	\$45.97
Applications Systems Analyst/Programmer/Specialist	\$35.06	\$41.20	19.00%	0.45%	\$49.21
Attorney E7	\$42.37	\$52.03	16.00%	0.45%	\$60.59
Barber/Beautician	\$14.59	\$16.75	31.00%	0.45%	\$22.02
Behavioral Clinician 3	\$26.89	\$30.70	27.00%	0.45%	\$39.13
Business Analyst/Associate	\$29.49	\$34.52	19.00%	0.45%	\$41.23
Business Analyst/Intermediate	\$31.33	\$36.74	15.00%	0.45%	\$42.42
Business Analyst/Senior	\$34.68	\$40.75	21.00%	0.45%	\$49.49
Business Systems Consultant/Associate	\$20.29	\$30.17	20.00%	0.45%	\$36.34
Business Systems Consultant/Intermediate	\$21.95	\$36.73	16.00%	0.45%	\$42.77
Business Systems Consultant/Manager	\$29.44	\$58.92	35.00%	0.45%	\$79.81
Business Systems Consultant/Senior	\$24.87	\$43.20	35.00%	0.45%	\$58.51
Charge Nurse	\$31.88	\$36.69	31.00%	0.45%	\$48.23
Clerical Assistant 1	\$15.23	\$17.56	20.00%	0.45%	\$21.15
Clerical Assistant 2	\$14.17	\$16.30	21.00%	0.45%	\$19.80
Clinical Nurse Specialist	\$36.81	\$42.62	23.00%	0.45%	\$52.61
Communications Analyst/Associate	\$28.89	\$33.75	25.00%	0.45%	\$42.34
Communications Analyst/Senior	\$31.18	\$36.56	32.00%	0.45%	\$48.42
Computer Operator 3	\$20.25	\$22.85	28.00%	0.45%	\$29.35
CRM Administrator	\$29.91	\$50.73	35.00%	0.45%	\$68.71
CRM Architect	\$50.52	\$89.69	35.00%	0.45%	\$121.49
CRM Designer	\$36.57	\$59.03	35.00%	0.45%	\$79.96
CRM Developer	\$33.99	\$63.95	35.00%	0.45%	\$86.62
Data Administrator	\$32.61	\$38.72	18.00%	0.45%	\$45.86
Data Architect	\$33.54	\$39.38	19.00%	0.45%	\$47.04
Data Scientist	\$36.43	\$43.35	35.00%	0.45%	\$58.72
Data Warehousing Administrator	\$29.95	\$35.49	23.00%	0.45%	\$43.81
Data Warehousing Analyst	\$28.88	\$34.18	26.00%	0.45%	\$43.22
Data Warehousing Programmer	\$31.52	\$37.40	24.00%	0.45%	\$46.54

Database Analyst/Associate	\$28.69	\$33.56	31.00%	0.45%	\$44.11
Database Analyst/Intermediate	\$30.96	\$36.29	25.00%	0.45%	\$45.53
Database Analyst/Senior	\$34.90	\$41.02	16.00%	0.45%	\$47.77
Database Manager/Administrator	\$34.85	\$41.43	35.00%	0.45%	\$56.12
Dental Assistant 4	\$16.53	\$19.04	30.00%	0.45%	\$24.84
Deputy/Assistant IT Director	\$57.07	\$73.90	35.00%	0.45%	\$100.10
Dietician 4	\$23.75	\$27.88	30.00%	0.45%	\$36.37
Epidemiologist E6	\$33.54	\$39.60	29.00%	0.45%	\$51.26
Field Auditor 3	\$22.57	\$26.14	26.00%	0.45%	\$33.05
Food Service Worker	\$12.50	\$14.12	26.00%	0.45%	\$17.85
Grant Coordinator 3	\$23.22	\$26.92	32.00%	0.45%	\$35.66
Grounds Foreman 2	\$23.47	\$27.20	27.00%	0.45%	\$34.67
Health Information Admin 5	\$14.04	\$25.14	30.00%	0.45%	\$32.80
Help Desk Coordinator/Associate	\$19.61	\$22.79	31.00%	0.45%	\$29.96
Help Desk Coordinator/Intermediate	\$20.85	\$24.31	28.00%	0.45%	\$31.23
Help Desk Coordinator/Senior	\$21.88	\$25.59	31.00%	0.45%	\$33.64
Help Desk Manager	\$32.05	\$37.60	30.00%	0.45%	\$49.05
Information Security Analyst	\$26.65	\$42.70	35.00%	0.45%	\$57.84
Information Security Analyst/Senior	\$29.76	\$48.88	35.00%	0.45%	\$66.21
Information Security Manager	\$42.52	\$58.74	35.00%	0.45%	\$79.56
Information Systems Auditor/Associate	\$26.92	\$31.79	31.00%	0.45%	\$41.79
Information Systems Auditor/Intermediate	\$28.75	\$34.02	23.00%	0.45%	\$42.00
Information Systems Auditor/Senior	\$32.09	\$38.09	29.00%	0.45%	\$49.31
Information Technology Director	\$61.02	\$81.49	35.00%	0.45%	\$110.38
Inventory Administrator 6	\$23.92	\$27.78	32.00%	0.45%	\$36.79
Laboratory Technician 2	\$21.43	\$24.74	28.00%	0.45%	\$31.78
Laborer 3	\$14.22	\$16.34	24.00%	0.45%	\$20.34
LAN Administration/Manager	\$30.06	\$35.61	28.00%	0.45%	\$45.74
LAN Administrator/Associate	\$26.29	\$31.02	21.00%	0.45%	\$37.67
LAN Administrator/Intermediate	\$28.25	\$33.41	19.00%	0.45%	\$39.91
LAN Administrator/Senior	\$31.65	\$37.55	28.00%	0.45%	\$48.23
Laundry Assistant 3	\$12.50	\$14.32	26.00%	0.45%	\$18.11
Legal Assistant 5	\$21.47	\$25.08	25.00%	0.45%	\$31.46
Licensed Practical Nurse	\$21.51	\$24.96	27.00%	0.45%	\$31.81
Maintenance Supervisor 3	\$28.27	\$33.03	28.00%	0.45%	\$42.43
Network Engineer/Associate	\$29.81	\$35.31	24.00%	0.45%	\$43.94
Network Engineer/Intermediate	\$32.06	\$38.05	23.00%	0.45%	\$46.97
Network Engineer/Senior	\$36.11	\$42.96	35.00%	0.45%	\$58.19
Nurse 4	\$27.69	\$31.67	20.00%	0.45%	\$38.15
Nurse Consultant	\$34.63	\$40.00	27.00%	0.45%	\$50.98
Nurse Practitioner	\$43.12	\$50.35	30.00%	0.45%	\$65.68
Occupational Therapist 3	\$32.60	\$38.50	25.00%	0.45%	\$48.30
Oracle Financials	\$41.77	\$49.23	32.00%	0.45%	\$65.21
Peoplesoft Functional Analyst	\$27.88	\$32.63	21.00%	0.45%	\$39.63
Pharmacist 3	\$47.58	\$55.23	26.00%	0.45%	\$69.84
Pharmacy Technician	\$15.40	\$17.99	30.00%	0.45%	\$23.47
Plant Foreman 1	\$27.05	\$31.52	25.00%	0.45%	\$39.54
Project Manager/Associate	\$32.26	\$39.57	24.00%	0.45%	\$49.24
Project Manager/Intermediate	\$37.53	\$46.32	35.00%	0.45%	\$62.74
Project Manager/Senior	\$41.67	\$51.51	35.00%	0.45%	\$69.77
Project Manager/Specialist	\$43.41	\$53.67	16.00%	0.45%	\$62.50
Public Health Investigator 2	\$24.05	\$28.27	27.00%	0.45%	\$36.03
Purchasing Administrator 2	\$26.41	\$31.16	28.00%	0.45%	\$40.03
Quality Assurance Analyst	\$25.34	\$29.52	17.00%	0.45%	\$34.67

Quality Assurance Analyst/Senior	\$27.33	\$31.92	21.00%	0.45%	\$38.77
Quality Assurance Manager	\$38.78	\$46.65	29.00%	0.45%	\$60.39
Sharepoint Developer	\$31.39	\$36.81	21.00%	0.45%	\$44.71
Software Architect/Senior	\$50.16	\$83.21	35.00%	0.45%	\$112.71
Stores Clerk 2	\$21.44	\$24.74	25.00%	0.45%	\$31.04
Systems Administrator/Associate	\$28.26	\$33.42	27.00%	0.45%	\$42.59
Systems Administrator/Intermediate	\$30.07	\$35.62	21.00%	0.45%	\$43.26
Systems Administrator/Senior	\$33.41	\$39.69	17.00%	0.45%	\$46.62
Systems Architect	\$34.03	\$39.97	35.00%	0.45%	\$54.14
Systems Architect/Specialist	\$38.27	\$45.05	35.00%	0.45%	\$61.02
Tax Analyst 4	\$21.66	\$25.04	29.00%	0.45%	\$32.41
Tax Analyst Sup 5	\$23.18	\$26.88	15.00%	0.45%	\$31.03
Tax Analyst Sup 6	\$25.79	\$30.06	17.00%	0.45%	\$35.31
Technical Writer	\$26.08	\$29.79	24.00%	0.45%	\$37.07
Technical Writer/Senior	\$28.15	\$32.25	23.00%	0.45%	\$39.81
Warehouse Foreman 1	\$24.50	\$28.43	28.00%	0.45%	\$36.52