


# CENTRAL FLORIDA EXPRESSWAY AUTHORITY

## MEMORANDUM

TO: CFX Board Members

FROM: Aneth Williams   
Director of Procurement

DATE: February 21, 2017

RE: Renewal of Agreement with  
Computer Aid, Inc., for  
Information Technology Services  
Contract No. 000939


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Board approval is requested for the second renewal of the referenced contract with Computer Aid, Inc., (CAI) in the amount of \$0.00. The renewal period will be from May 1, 2017, to April 30, 2018, at the same hourly rates currently being charged by CAI under the original Contract. The original contract term is three years with two one-year renewals.

Original Contract Amount	\$350,000.00
First Renewal	\$125,000.00
Second Renewal	<u>\$ 0.00</u>
Total Revised Contract Amount	\$452,000.00

CAI provides support personnel for the Information Technology (IT) Department on an as-needed basis.

This contract is budgeted for in the OM&A budget.

Reviewed by:   
Joann M. Chizlett  
Director of Special Projects

Central Florida Expressway Authority  
CONTRACT RENEWAL AGREEMENT  
CONTRACT NO. 000939

THIS CONTRACT RENEWAL AGREEMENT (the "Renewal Agreement"), made and entered into this 9<sup>th</sup> day of March, 2017, by and between the Central Florida Expressway Authority, hereinafter called "CFX" and Computer Aid, Inc., hereinafter called "Contractor".

WITNESSETH

WHEREAS, CFX and Contractor entered into a Contract Agreement (the "Original Agreement") dated January 24, 2013, with a Notice to Proceed date of May 1, 2013, whereby CFX retained Contractor to perform information technology services in connection with CFX's business operations; and

WHEREAS, pursuant to Article 3 of the Original Agreement, CFX and Contractor wish to renew the Original Agreement for a period of one (1) year

NOW, THEREFORE, for and in consideration of the mutual benefits to flow each to the other, CFX and Contractor agree to the second renewal of said Original Agreement beginning the 1<sup>st</sup> day of May, 2017 and ending the 30<sup>th</sup> day of April, 2018, at the cost of \$0.00.

Contractor states that, upon its receipt and acceptance of Final Payment for Services rendered under the Original Agreement ending April 30, 2017, Contractor shall execute a 'Certificate of Completion of the Original Agreement and Acceptance of Final Payment' that waives all future right of claim for additional compensation for services rendered under the Original Agreement ending April 30, 2017.

All terms and conditions of said Original Agreement and any supplements and amendments thereto shall remain in full force and effect during the full term of this Renewal Agreement

IN WITNESS WHEREOF, the parties have executed this Renewal Agreement by their duly authorized officers on the day, month and year set forth above.

COMPUTER AID, INC.

CENTRAL FLORIDA EXPRESSWAY AUTHORITY

BY: \_\_\_\_\_  
Authorized Signature

BY: \_\_\_\_\_  
Director of Procurement

Print Name: \_\_\_\_\_

Title: \_\_\_\_\_

ATTEST: \_\_\_\_\_ (SEAL)  
Secretary or Notary

If Individual, furnish two witnesses:

Witness (1) \_\_\_\_\_

LEGAL APPROVAL: \_\_\_\_\_  
AS TO FORM General Counsel for CFX

Witness (2) \_\_\_\_\_

14 DEC 15 PM 1:56

Central Florida Expressway Authority  
CONTRACT RENEWAL AGREEMENT  
CONTRACT NO. 000939

THIS CONTRACT RENEWAL AGREEMENT (the "Renewal Agreement"), made and entered into this 12<sup>th</sup> day of November, 2015, by and between the Central Florida Expressway Authority, hereinafter called "CFX" and Computer Aid, Inc., hereinafter called "Contractor".

4 FEB 16 PM 5:50

WITNESSETH

WHEREAS, CFX and Contractor entered into a Contract Agreement (the "Original Agreement") dated January 24, 2013, with a Notice to Proceed date of May 1, 2013, whereby CFX retained Contractor to perform information technology services in connection with CFX's business operations; and

WHEREAS, pursuant to Article 3 of the Original Agreement, CFX and Contractor wish to renew the Original Agreement for a period of one (1) year;

NOW, THEREFORE, for and in consideration of the mutual benefits to flow each to the other, CFX and Contractor agree to the first renewal of said Original Agreement beginning the 1<sup>st</sup> day of May, 2016 and ending the 30<sup>th</sup> day of April, 2017, at the cost of \$125,000.00, which amount restates the amount of the Original Agreement.

Contractor states that, upon its receipt and acceptance of Final Payment for Services rendered under the Original Agreement ending April 30, 2016, Contractor shall execute a 'Certificate of Completion of the Original Agreement and Acceptance of Final Payment' that waives all future right of claim for additional compensation for services rendered under the Original Agreement ending April 30, 2016.

All terms and conditions of said Original Agreement and any supplements and amendments thereto shall remain in full force and effect during the full term of this Renewal Agreement.

IN WITNESS WHEREOF, the parties have executed this Renewal Agreement by their duly authorized officers on the day, month and year set forth above.

COMPUTER AID, INC.

BY: Jennifer Boyer  
Authorized Signature

Print Name: Jennifer Boyer

Title: General Manager

ATTEST: \_\_\_\_\_ (SEAL)  
Secretary or Notary

CENTRAL FLORIDA EXPRESSWAY AUTHORITY

BY: Lisa Floyd  
Director of Procurement

If Individual, furnish two witnesses:

Witness (1) D. W. [Signature]

Witness (2) B. [Signature]

LEGAL APPROVAL: Joseph Hassiatore  
AS TO FORM General Counsel for CFX

CONTRACT NO. 000939

This Agreement entered into this 24<sup>th</sup> day of January, 2013, is by and between the Orlando-Orange County Expressway Authority ("AUTHORITY"), a body corporate and politic and agency of the State of Florida, having its principal place of business at 4974 ORL Tower Road, Orlando, Florida 32807 and Computer Aid, Inc. (CAI), a Pennsylvania corporation, having its principal place of business in Florida at ~~1451 West Cypress Creek Road, Suite 300, Ft. Lauderdale, Florida 33309~~ ("CAI").  
*6750 N. Andrews Ave., Suite 200*

1. PURPOSE AND SCOPE

Whereas, AUTHORITY desires to retain CAI to perform information technology services on an ongoing basis in connection with AUTHORITY's business operations.

This Contract sets forth the terms and conditions under which CAI shall provide AUTHORITY time and materials or deliverable based services as defined in each Statement of Work, said services to be provided to AUTHORITY.

2. DEFINITIONS

A. ACCEPTANCE

Acceptance shall take the form of completed acceptance testing for deliverable work, in conformance with the requirements as set forth by the AUTHORITY in the applicable Statement of Work to CAI.

B. CONFIDENTIALLY

Notwithstanding anything in this Contract to the contrary, CAI acknowledges that AUTHORITY is a public agency of the State of Florida and as such, is subject to the requirements of Chapter 119, Florida Statutes, with regard to public records. Under no circumstances will AUTHORITY's compliance with the requirements of Chapter 119, Florida Statutes, constitute a breach of this contract or a violation of any copyright or other rights held by CAI. AUTHORITY agrees to acknowledge all legally allowable exemptions from Chapter 119's disclosure and public inspection and copying requirements, in the interest of protecting proprietary and confidential data (collectively, hereinafter, the "Chapter 119 Clause").

Subject to the foregoing, this contract includes proprietary and confidential data that shall not be disclosed outside AUTHORITY and shall not be duplicated, used, or disclosed in whole or in part for any purpose other than to evaluate this proposal. This restriction does not limit any right to use information contained in this contract if it is obtained from another source without restriction.

C. DAYS

Unless specifically indicated otherwise, days mean regular business days that are not listed as official federal or state holidays.

D. DELIVERABLE(S)

Means the tangible embodiment of the product, service or result performed or provided by a CAI as described in the approved Statement of Work.

E. PARTY

A person or group involved in a legal contract.

F. SERVICE

Work done for others as an occupation or business.

G. STATEMENT OF WORK (SOW)

A Statement of Work means any incorporated, attached or subsequent document to an order which, upon acceptance by CAI in response thereto, shall be deemed a part of this Contract, and which describes the Deliverables, due dates, assignment duration and payment obligations for a specific project, engagement, or assignment for which CAI shall be providing Services.

H. WORK PRODUCT

The discovery, creation or development of inventions, combinations, machines, methods, formula, techniques, processes, improvements, software designs, computer programs, strategies, specific computer-related know-how, data and original works of authorship (collectively, the "Work Product").

NOW, THEREFORE, in consideration of the mutual promises contained herein, the Parties hereto, intending to be legally bound, do hereby agree as follows:

3. TERM

The term of this Agreement shall be for three (3) years from the date of the Notice to Proceed from the AUTHORITY. Unless terminated by AUTHORITY or CAI giving written notice to the other not less than sixty (60) days prior to the end of its term, this Agreement may be renewed for two (2) additional one (1) year periods. The options to renew are at the sole discretion and election of the AUTHORITY. Renewals will be based, in part, on a determination by the AUTHORITY that the value and level of service provided by CAI are satisfactory and adequate for the AUTHORITY's needs. If a renewal option is exercised, the AUTHORITY will provide CAI with written notice of its intent at least 90 days prior to the expiration of the initial three-year Contract Term.

#### 4. SERVICES TO BE PROVIDED BY CAI

AUTHORITY shall issue a statement of work ("Statement of Work") for each project to be completed by CAI. The terms of each Statement of Work are incorporated herein by reference and will define the scope of work for a particular project assignment, the type of work, skill levels provided, location and approximate length of the project assignment, the applicable fee structure (e.g. fixed price, time and materials, or deliverable based), deliverable descriptions and due dates and criteria for successful completion and acceptance of the project assignment. Additional written and detailed technical specifications for the work to be performed may be attached to each Statement of Work as numbered exhibits. The Statement of Work shall be signed by both parties.

#### 5. AUTHORITY RESPONSIBILITIES

AUTHORITY shall be responsible for providing those requirements as set forth in the Statement of Work.

#### 6. FEES FOR SERVICES AND SUPPORT

AUTHORITY agrees to pay the charges as set forth in the Statement of Work. Additional expenses for materials and hardware may only be incurred by CAI and charged to AUTHORITY if prior written approval from AUTHORITY has been obtained. In the event any federal, state or local use, sales or other taxes or fees are assessed on, or in connection with, any of the services to be rendered herein, the amount of such tax or fee will be billed to AUTHORITY (excluding taxes based on CAI's net income). In the event that AUTHORITY approves overtime work under this Agreement, CAI will be compensated at overtime rates (time and one-half) for those positions required to be paid overtime under the Fair Labor Standards Act and governing state laws.

Fees for any renewal of this Agreement shall be at the then current rates charged by CAI for such services as outlined in Contract No. 973-561-06-1 between CAI and the State of Florida, and its renewal dated August 31, 2012, both of which are incorporated by reference as if fully set forth herein. Total fees incurred and paid under this Agreement shall not exceed \$350,000.00 (Three Hundred and Fifty Thousand Dollars) during the original three year period.

#### 7. INSPECTION AND ACCEPTANCE OF DELIVERABLES

Acceptance of work performed for Time and Materials Statements of Work is the approval of the submitted timesheet. If AUTHORITY deems the work to be unacceptable AUTHORITY shall identify to CAI, in writing, the failure of the work to comply with the direction, provided listing all such errors and omissions with reasonable detail.

If, in the opinion of AUTHORITY, the work continues to not meet direction AUTHORITY shall have the option either to:

- (1) Request a replacement resource; or
- (2) Terminate the applicable Statement of Work and no further payment under it shall be rendered.

Acceptance of deliverables will occur in accordance with the deliverable approval plan and/or criteria set forth in the Deliverable Statement of Work. For Statements of Work where software is the deliverable, the deliverable approval plan must include an acceptance test plan. The acceptance test plan will provide for a final acceptance test, and may provide for interim milestone acceptance tests. Each acceptance test will be designed to demonstrate that the developed materials conform to the functional specification for the developed materials, if any, and/or the requirements of the Statement of Work. CAI shall notify AUTHORITY when the deliverable is completed and ready for acceptance testing. AUTHORITY will not unreasonably delay commencement of acceptance testing.

CAI shall certify, in writing, to AUTHORITY when a particular milestone, interim or final, is completed and ready for acceptance (hereinafter Acceptance). Unless otherwise agreed to in a Statement of Work, the Acceptance period shall be ten (10) days for interim milestones and thirty (30) days for final milestones. On or before the 10th day for interim milestones or 30th day for the final milestone, following receipt by AUTHORITY of CAI's certification of completion of a particular milestone, AUTHORITY shall either: (1) provide CAI with its written conditional acceptance of the developed materials in the completed milestone, subject to AUTHORITY's final acceptance or (2) identify to CAI, in writing, the failure of the developed materials to comply with the specifications, listing all such errors and omissions with reasonable detail.

If, in the opinion of AUTHORITY, the corrected developed materials still contain material failures, AUTHORITY shall have the option either to:

- (1) repeat the procedure set forth above; or
- (2) terminate the applicable Statement of Work and no further payment under it shall be rendered

If the AUTHORITY fails to notify CAI in writing of any failures in the developed materials within the applicable Acceptance period, the developed materials shall be deemed accepted.

## 8. CHANGES

At any time during the performance of a Statement of Work, AUTHORITY may request a change to the Statement of Work, CAI will make reasonable efforts to investigate the impact of the change request on the price, timetable, specifications, and other terms and conditions of the Statement of Work. If AUTHORITY is the requestor of the change, CAI will inform the requestor if there will be any charges for CAI's services in investigating the change request prior to incurring such charges. If AUTHORITY and CAI agree on the results of the investigation and any necessary amendments to the Statement of Work, the Statement of Work will be modified to take into account the agreed upon changes and the change will be implemented. If the parties cannot agree upon the results of the investigation or the necessary amendments to the Statement of Work, the change request will not be implemented.

Changes outside the scope of a Statement of Work shall not be accomplished until an amended Statement of Work or a new Statement of Work has been executed in accordance with the provisions of this Agreement.

## 9. BACKGROUND CHECKS / SECURITY POLICY

If requested by AUTHORITY, CAI will, at its expense, arrange for background checks for each of its employees, as well as the employees of any of its subcontractors. Background checks will include the following: (i) State Police Criminal History Record as governed by local code, and (ii) a drug test. Requests for additional background checks beyond those cited must be documented in the Statement of Work and will be charged to AUTHORITY. AUTHORITY may request a quote prior to the additional checks being performed and work commencing. Prior to any employee/subcontractor performing work for AUTHORITY, CAI shall provide written proof to AUTHORITY that such employee/subcontractor has not had positive responses to the criminal history and/or the drug test referenced above. Additionally, all CAI employees/subcontractors shall be bound by and adhere to the AUTHORITY's Security Policy, a copy of which is attached hereto and incorporated herein as Exhibit "A."

## 10. PAYMENT TERMS

AUTHORITY will be invoiced monthly for any charges incurred pursuant to the Statement of Work. Payment shall be due thirty (30) days after receipt of the invoice unless AUTHORITY notifies CAI of a billing dispute in writing prior to the payment due date.

## 11. TERMINATION

This Agreement may be terminated by AUTHORITY at any time with or without cause upon ten (10) days written notice to CAI. In the event of a termination of this Agreement, AUTHORITY shall be liable for any materials, articles, and work already furnished to AUTHORITY; for work performed to the date of termination; and for materials already purchased by CAI specifically for the performance of the project referenced herein unless the breach is caused by CAI. Upon final payment, AUTHORITY shall be entitled to all such materials or the product of any such work.

## 12. CONFIDENTIALITY

Subject to the Chapter 119 Clause at the beginning of this Contract, each party shall hold in confidence all materials or information disclosed to it in confidence hereunder ("Confidential Information") which are marked as confidential or proprietary, or if disclosed verbally, would ordinarily be regarded as confidential in the course of business on account of the nature of the information or the circumstances of its disclosure. Each party agrees to take precautions to prevent any unauthorized disclosure or use of Confidential Information consistent with precautions used to protect such party's own confidential or proprietary information, but in no event less than reasonable care. The obligations of the parties hereunder shall not apply to any Confidential Information which: (i) is no, or hereafter becomes, through no act or failure to act on the part of the receiving party, generally known or available; (ii) is known by the receiving party at the time of receiving such information; (iii) is hereafter furnished to the receiving party by a third party, as a matter of right and without restriction on disclosure; (iv) is independently developed by the receiving party without use of any of the other party's Confidential Information, or (v) is non-exempt information under Chapter 119, Florida Statutes. Notwithstanding the foregoing, disclosure of Confidential Information shall also not be precluded if such disclosure is in response to a valid order of a court or other governmental body or otherwise required by law; provided, however, that



the responding party shall first have given notice to the other party hereto to enable such other party to timely seek a protective order or otherwise prevent such disclosure.

### 13. EMPLOYEE NON-SOLICITATION

During the term of this Agreement and for a period of twelve (12) months thereafter, neither Party may directly or indirectly through a third party (including, but not limited to, an associate, affiliate or group company), refer employment, solicit, offer employment nor employ the other Party's employees without the written consent of the other Party. AUTHORITY contracts with numerous consultants in connection with its IT activities and does not have an employer/employee relationship with said consultants. Therefore, AUTHORITY does not warrant or represent an employer/employee relationship with said consultants.

### 14. LIMITATION OF LIABILITY

CAI agrees that it will take necessary steps consistent with accepted business practices to safeguard programs, files and data from loss or damage due to inadvertent action by the computer system or by CAI personnel. AUTHORITY agrees that CAI is an independent contractor and is solely responsible for providing the services described in this Agreement.

AUTHORITY agrees that CAI shall not be liable to AUTHORITY for (1) any liability claims, loss, damages or expense of any kind arising directly or indirectly out of services provided herein unless caused by the gross negligence of CAI; or (2) for any consequential, exemplary, punitive, incidental, lost profits or lost opportunity or special damages (even if it has been advised of the possibility of such damages), however caused, and AUTHORITY agrees to indemnify and hold CAI harmless against such liabilities, claims, losses, damages (consequential or otherwise) or expenses, or actions in respect thereof, asserted or brought against CAI by or in right of third parties.

CAI's liability to AUTHORITY under any Statement of Work issued under this Agreement shall in no event exceed the amount of fees paid by CAI to AUTHORITY as of the date the alleged damages were incurred. This limitation will apply, except as otherwise stated in this Section, regardless of the form of action, whether in contract or in tort, including negligence. This limitation does not, however, apply to damages for: a) bodily injury; b) damage to real property or tangible personal property for which CAI is legally liable; or c) CAI's indemnity of AUTHORITY for patent, copyright, trade secret, or trademark protection. In no event will CAI be liable for lost profits, lost revenue or lost savings unless otherwise stated and agreed to by AUTHORITY and CAI in the Statement of Work.

Notwithstanding the foregoing, CAI will indemnify and hold AUTHORITY harmless from and against any and all loss, damage, claims or liability resulting from personal injury or property damage caused by the gross negligence or willful misconduct of CAI or its employees or agents.

CAI shall be liable for all worker's compensation benefits, employment, wage, income and other taxes which may be payable by it on behalf of its employees and/or agents.

## 15. WARRANTY AND DISCLAIMER OF WARRANTIES

CAI warrants that the services performed under this Agreement will be of a quality conforming to generally accepted industry standards and practices.

Where specific Statements of Work pertain to software projects, CAI warrants all programs developed as part of the services described in the Statement of Work to be free of programming defects for a period of sixty (60) days from turnover to AUTHORITY. This Warranty will become null and void should any code turned over to AUTHORITY be modified by non-CAI personnel during the warranty period. CAI does not warrant that the functions contained in a program will meet AUTHORITY's requirements. However, each warranted program will conform, when CAI delivers it, to the program specifications, if applicable. This Warranty applies only if the program is executed in the specified operating environment. A program may not operate in the combinations which AUTHORITY selects for its use other than as set forth in the Statement of Work.

Where Statements of Work are for time and material services, CAI will operate under a Best Efforts Basis. Under a time and material Statement of Work, AUTHORITY's obligation for payment to CAI is unconditional (subject only to the work having been performed) and not contingent upon the work product of CAI staff. The acceptance criterion is solely the approval of weekly timesheets.

Where Statements of Work are for deliverable based services, CAI will operate under a Best Efforts Basis. Under a deliverables based Statement of Work, AUTHORITY's obligation for payment to CAI is conditional upon acceptance of each deliverable using the criteria as defined in the Statement of Work.

CAI DOES NOT MAKE ANY OTHER EXPRESS OR IMPLIED WARRANTIES, INCLUDING BUT NOT LIMITED TO, ANY WARRANTY ARISING BY STATUTE OR OTHERWISE IN LAW, FROM A COURSE OF DEALING OR A USAGE OF TRADE, OR THE IMPLIED WARRANTIES OF MERCHANTABILITY AND FITNESS FOR A PARTICULAR PURPOSE.

AUTHORITY represents and warrants that it has valid ownership or licenses for all of the software with which CAI will work and/or perform services and that it is entitled to modify or alter said software and AUTHORITY will indemnify, defend and hold CAI harmless from and against all claims, demands, suits, actions or damages of any kind resulting from claims that AUTHORITY does not have the rights as represented herein.

## 16. OWNERSHIP OF WORK PRODUCT

CAI hereby agrees that AUTHORITY shall own all rights, title and interest, including but not limited to copyright, patent, trademarks, trade secrets, and all other intellectual property rights in any and all software, technical information, specifications, drawings, records, documentation, creative works, concepts, residual knowledge or data, written, oral or otherwise arising out of, related to or resulting from this Agreement ("Work Product").

CAI hereby agrees that the Work Product is being developed as a "work made for hire", provided the Work Product qualifies as such in accordance with the United States copyright laws. If, for any reason, CAI is ever held or deemed to be the owner of any intellectual property rights set forth herein in the Work Product, then CAI hereby irrevocably assigns to AUTHORITY all such

rights, title and interest and agrees to execute all documents necessary to implement and confirm the letter and intent of this section. To the extent that any intellectual property owned by CAI is incorporated into any Work Product, then CAI hereby grants an irrevocable, nonexclusive, fully paid-up license to AUTHORITY for the use of said intellectual property.

If CAI or one or more of its employees, consultants, representatives, subcontractors or agents (collectively called "Associates") first conceives, reduces to practice, makes or develops in the course of work performed under this Agreement any inventions, discoveries or improvements (collectively called "Inventions"), CAI hereby agrees to assign to AUTHORITY all of CAI's and its Associates' entire right, title and interest in and to such Inventions and any patents any country may grant thereon.

#### 17. GOVERNING LAW

The validity, construction, interpretation and enforceability of this Agreement and the capacity of the parties shall be determined and governed by the laws of the State of Florida. The forum for any dispute or litigation arising out of this Agreement shall be in the Circuit Court of the Ninth Judicial Circuit in and for Orange County, Florida. The prevailing party in any litigation shall be entitled to recover its reasonable attorney's fees and costs from the other party. BOTH PARTIES HEREBY WAIVE THE RIGHT TO A JURY TRIAL AND AGREE TO SUBMIT ANY DISPUTE TO A JUDGE AS THE TRIER OF FACT.

#### 18. ASSIGNMENT

Neither party may assign nor delegate any of the rights or obligations herein without first obtaining the written consent of the other party, which consent shall not be unreasonably withheld.

#### 19. RIGHTS AND REMEDIES

The rights and remedies provided each of the parties herein shall be cumulative and in addition to any other rights and remedies provided by law or otherwise. Any failure in the exercise by either party of its right to terminate this Agreement or to enforce any provision of this Agreement for default or violation by the other party shall not prejudice such party's rights of termination or enforcement for any further or other's default or violation.

#### 20. INSURANCE

CAI shall purchase and maintain insurance for protection from claims under the Worker's Compensation Act and other statutory employee benefit provisions which are applicable in the state in which this Agreement is being performed. CAI shall obtain and keep in force throughout the term of this Agreement, comprehensive general liability insurance to cover claims for damages because of bodily injury, including death, of AUTHORITY personnel and third parties and from claims for damage to property of AUTHORITY or third parties which may arise out of or result from CAI's performance of work under the Agreement whether such work be by CAI or by a subcontractor or anyone directly or indirectly employed by any of them. Such liability insurance shall have the following: single limit liability with a minimum amount of \$2,000,000 in coverage. Further, CAI shall maintain errors and omissions coverage in the minimum amount of \$1,000,000. CAI shall submit a Certificate of Insurance to AUTHORITY listing AUTHORITY as an additional

insured and stating that thirty (30) days prior written notice must be given to AUTHORITY before cancellation of the policy.

## 21. ENTIRE AGREEMENT

This Agreement together with the Exhibits attached hereto and referenced herein and any Statements of Work constitute the entire agreement between the parties and supersedes any prior agreements and there are no representations, warranties, commitments, agreements or understandings, verbal or otherwise, relative to its subject matter except as set forth herein and on said Exhibits. This Agreement and the Exhibits may be amended only by an instrument in writing executed by the parties hereto.

## 22. ADVERTISING AND USE OF PROPRIETARY MARKS

CAI shall not use any AUTHORITY's name or refer to any AUTHORITY directly or indirectly, in any press release or formal advertisement without receiving prior written consent of AUTHORITY respectfully. In no event may CAI use a proprietary mark without receiving the prior written consent of AUTHORITY.

## 23. FORCE MAJEURE

Neither party shall be responsible for failure to meet its obligations under this Agreement if the failure arises from causes beyond the control and without the fault or negligence of the non-performing party. If any performance date under this Agreement is postponed or extended pursuant to this section for longer than thirty (30) calendar days, AUTHORITY, by written notice given during the postponement or extension, may terminate CAI's right to render further performance after the effective date of termination without liability for that termination.

## 24. NOTICES

Any notice, demand, request, or other communication (any "Communication") required or permitted to be given or made to or by either party hereunder or under the Agreement shall be in writing. Any Communication shall be deemed to have been delivered on the earlier of the day actually received (by whatever means sent) if received on a business day (or if not received on a business day, on the first business day after the day of receipt) or, regardless of whether or not received after the dates hereinafter specified, on the first business day after having been delivered to Federal Express or comparable air courier service, or on the second business day after having been deposited with the United States Postal Service, Express Mail, return receipt requested, or on the third business day after having been deposited with the United States Postal Service, registered or certified mail, return receipt requested, in each case addressed to the respective party at the several addresses indicated below or to such other addresses as may hereafter be indicated by notice delivered in accordance with the terms hereof to the other party:

If to CAI:

Contract Administrator  
Computer Aid, Inc.  
1390 Ridgeview Drive  
Allentown, PA 18104-9065

If to AUTHORITY:

Joann Chizlett, Director of I.T.  
OOCEA  
4974 ORL Tower Road  
Orlando, FL 32807

Copy to:

Gregg M. Feinberg, Esq.  
Feinberg Law Office  
1390 Ridgeview Drive, Suite 301  
Allentown, PA 18104-9065

## 25. MISCELLANEOUS

All of the terms and provisions of this Agreement shall be binding upon, inure to the benefit of, and be enforceable by, the parties hereto and their respective heirs, successors, legal representatives and permitted assigns. Neither party may assign this Agreement or any of its rights or obligations hereunder without the prior written consent of the other party, except an assignment to a successor corporation of either one of the parties.

If the Party signing this Agreement is doing so as representative of either Party, that person guarantees and represents that they have the express authority to bind their respective Party.

If any of the provisions of this Agreement are ultimately deemed by a court of competent jurisdiction to be illegal, invalid or unenforceable, such provisions shall be deleted and the remaining terms and provisions of this Agreement shall continue in full force and effect.

Each party hereto shall be excused from performance hereunder for any period and to the extent that it is prevented from performing any services pursuant hereto in whole or in part, as a result of delays caused by the other party or an act of God, or other cause beyond its reasonable control and which it could not have prevented by reasonable precautions, including failures or fluctuations in electric power, heat, light or telecommunication equipment, and such nonperformance shall not be a default hereunder or a ground for termination hereof. CAI's time of performance shall be enlarged, if and to the extent reasonably necessary, in the event that: (i) AUTHORITY fails to submit input data in the prescribed form or in accordance with the agreed upon schedules; (ii) special request by AUTHORITY or any governmental agency authorized to regulate, supervise, or impact CAI's normal processing schedule; (iii) AUTHORITY fails to provide any equipment, software, premises or performance called for by this Agreement, and the same is necessary for CAI's performance hereunder. CAI will notify AUTHORITY of the estimated impact on its processing schedule, if any. In the event CAI is responsible for an error in processing AUTHORITY's data, CAI promptly will correct such error.

The parties will attempt in good faith to resolve any controversy or claim arising out of or relating to this Agreement promptly by negotiations between senior staff/executives of the parties who have authority to settle the controversy.

The disputing party shall give the other party written notice of the dispute. Within twenty days after receipt of said notice, the receiving party shall submit to the other a written response. The notice and response shall include (a) a statement of each party's position and a summary of the evidence and arguments supporting its position, and (b) the name and title of the executive who will represent that party. The executives shall meet at a mutually acceptable time and place within thirty days of the date of the disputing party's notice and thereafter as often as they reasonably deem necessary to exchange relevant information and to attempt to resolve the dispute.

In the event a dispute arising out of or related to this Agreement (on the Services performed thereunder) has not been resolved pursuant to the aforesaid procedure within sixty days of the initiation of such procedures, or if either party will not participate in the resolution procedure, such dispute shall be resolved by binding arbitration conducted pursuant to the Rules of the American Arbitration Association. The arbitration shall occur in Orange County, Florida.

If any dispute regarding CAI claims arising hereunder or relating to the Agreement (and CAI's services hereunder) results in binding arbitration, the prevailing party in such arbitration shall be entitled to recover reasonable attorney's fees and costs including costs and expenses of expert witnesses.

In order for CAI to be the prevailing party, CAI must receive an adjusted judgment or adjusted award equal to at least eighty percent (80%) of its contested claims filed with the AUTHORITY, failing which the AUTHORITY will be deemed the prevailing party in such arbitration proceedings.

For purposes of determining whether the judgment or award is eighty percent (80%) or more of the contested claims, "adjusted award" or "adjusted judgment" shall mean the amount designated in the award or final judgment as compensation to CAI for its claims (exclusive of interest, cost or expenses), less: (i) any amount awarded to the AUTHORITY (exclusive of interest, costs or expenses) on claims asserted by the AUTHORITY against CAI in connection with the Agreement, and (ii) any amount offered in settlement prior to initiation of CAI arbitration claims (exclusive of interest, cost or expenses).

The term "contested claim" or "claims" shall mean the initial written claim(s) submitted to the AUTHORITY by CAI (disputed by the AUTHORITY) which have not otherwise been resolved prior to the initiation of binding arbitration. CAI claims or portions thereof which the AUTHORITY agreed to pay or offered to pay prior to initiation of arbitration shall not be deemed contested claims for purposes of this provision. If CAI submits a modified, amended or substituted claim after its original claim and such modified, amended or substituted claim(s) is for an amount greater than the prior claim(s), the higher amount shall be the claim(s) for purposes of determining whether the award is at least eighty percent (80%) of CAI's claim(s).

Attorney's fees and costs awarded to the prevailing party shall mean reasonable fees and costs incurred in connection with and measured from the date a claim is initially submitted through and including the arbitration hearing, appeal and collection. In the circumstance where an original claim is subsequently modified, amended or a substituted claim is filed therefore, fees and costs shall accrue from the date of the first written claim submitted, regardless of whether such original claim amount is ultimately used in determining if the judgment or award is at least eighty percent (80%) of the cumulative claims.

The term "costs" shall include any and all costs incurred, including without limitation consultant fees, expert witness fees, court reporter costs, photocopy costs, telephone charges and travel expenses, whether or not such costs are provided by statute or contained in the Florida State-Wide Guidelines.

This Agreement may be executed in several counterparts, all of which taken together shall constitute one single agreement between the parties hereto.

The section headings used herein are for reference and convenience only and shall not enter into the interpretation hereof.

## 26. INDEPENDENT CONTRACTOR

It is expressly understood that CAI, its agents, successors and assigns are independent contractors and are not employees, officers, directors, agents, successors or assigns of AUTHORITY, and have no authority whatsoever to bind AUTHORITY, by contract or otherwise. CAI's personnel and subcontractors shall observe the working hours, working rules and policies of AUTHORITY while working on AUTHORITY's premises.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized officers to execute this Agreement as of the date first written above.

ORLANDO-ORANGE COUNTY EXPRESSWAY AUTHORITY

By: *Randy Miller*  
Director of Procurement

COMPUTER AID, INC.

By: *Kimberly Boyer*  
Authorized Signature  
*Jennifer Boyer*  
Print Name  
*General Manager, CAE Florida*  
Title

Attest: *Lavern C. Dye* (Seal)  
Secretary or Notary



LAVERN C. DYE  
MY COMMISSION # DD 865702  
EXPIRES: July 1, 2013  
Bonded Thru Budget Notary Services

Approved as to form and execution, only.

*Joseph Hasciature*  
General Counsel for the Orlando-Orange County  
Expressway Authority

RECEIVED  
CONTRACTS DEPT  
*ces* *3/20/13*  
SIGNATURE / DATE



PROJECT AREA 1: Analysis & Design	Job No.	Job Title	Scope Variant	Computer Aid, Inc.
Senior IT Leadership	1000.00	Chief Information Officer		
			No Variance	175.00
	1010.00	Chief Technology Officer		
			No Variance	175.00
	1020.00	IT Chief Operating Officer		
			No Variance	175.00
	1030.00	Operating Unit IT Executive		
			No Variance	150.00
	1040.00	Departmental IT Executive		
			No Variance	150.00
	1050.00	E-Business Executive		
			No Variance	150.00
	1060.00	Chief Information Security Officer		
			No Variance	150.00
Applications Development	1200.00	Director Systems and Programming		
			1. Team Leader	110.00
			2. Manager	125.00
			3. Sr. Manager	135.00
			4. Executive	150.00
	1210.00	Mgmt. Applications Development		
			1. Team Leader	110.00
			2. Manager	125.00
			3. Sr. Manager	135.00
			4. Executive	150.00
	1220.00	Applications Architect		
			A. Entry	86.00
			B. Intermediate	92.00
			C. Advanced	98.00
			D. Expert	108.00
	1230.00	Enterprise Application Integration (EA) Engineer		
			No Variance	115.00
	1240.00	Systems Analyst		
			A. Entry	60.00
			B. Intermediate	90.00
			C. Advanced	95.00
			D. Expert	115.00
	1250.00	Applications Development Analyst		
			A. Entry	65.00
			B. Intermediate	82.00
			C. Advanced	93.00
			D. Expert	105.00
Data Strategy and Management	1400.00	Database Manager		

			1. Team Leader	90.00
			2. Manager	110.00
			3. Sr.Manager	125.00
1410.00	Data Architect			
			A. Entry	75.00
			B. Intermediate	90.00
			C. Advanced	120.00
			D. Expert	135.00
1420.00	Data Modeler			
			A. Entry	65.00
			B. Intermediate	89.00
			C. Advanced	108.00
1430.00	Database Analyst			
			A. Entry	80.00
			B. Intermediate	95.00
			C. Advanced	105.00
			D. Expert	120.00
1440.00	Database Administrator			
			A. Entry	65.00
			B. Intermediate	85.00
			C. Advanced	100.00
			D. Expert	120.00
Quality Assurance	1600.00	Mgmt. Quality Assurance		
			1. Team Leader	85.00
			2. Manager	105.00
			3. Sr.Manager	120.00
			4. Executive	135.00
	1610.00	Quality Engineering Consultant		
			No Variance	95.00
	1620.00	Quality Assurance Analyst		
			A. Entry	58.00
			B. Intermediate	68.00
			C. Advanced	83.00
			D. Expert	89.00
Technology Research	1800.00	Manager, Technology Research		
			No Variance	100.00
	1810.00	Technology Research Analyst		
			A. Entry	70.00
			B. Intermediate	86.00
			C. Advanced	105.00
			D. Expert	120.00
Client Technologies	2000.00	Manager, Client Technologies		
			1. Team Leader	75.00
			2. Manager	106.00
			3. Sr.Manager	146.00
	2010.00	Client Technologies Analyst		
			A. Entry	51.00
			B. Intermediate	66.00
			C. Advanced	80.00
			D. Expert	96.00
	2020.00	Client Technologies Technician		

			A. Entry	51.00
			B. Intermediate	56.00
			C. Advanced	75.00
Customer Support	2200.00	Mgmt. Customer Support		
			1. Team Leader	65.00
			2. Manager	90.00
			3. Sr. Manager	110.00
	2210.00	Customer Support Analyst		
			A. Entry	38.00
			B. Intermediate	45.00
			C. Advanced	72.00
			D. Expert	95.00
	2220.00	Customer Support Technician		
			A. Entry	47.00
			B. Intermediate	50.00
			C. Advanced	65.00
Network Management	2400.00	Director, Network Operations		
			1. Team Leader	110.00
			2. Manager	120.00
			3. Sr. Manager	150.00
	2410.00	Manager, Network Operations		
			1. Team Leader	75.00
			2. Manager	105.00
			3. Sr. Manager	135.00
	2420.00	Network Architect		
			A. Entry	80.00
			B. Intermediate	95.00
			C. Advanced	100.00
			D. Expert	120.00
	2430.00	Network Engineer		
			B. Intermediate	90.00
			C. Advanced	100.00
			D. Expert	110.00
	2440.00	Network Analyst		
			A. Entry	63.00
			B. Intermediate	70.00
			C. Advanced	80.00
			D. Expert	105.00
	2450.00	Network Administrator		
			A. Entry	57.00
			B. Intermediate	70.00
			C. Advanced	85.00
			D. Expert	101.00
	2460.00	Network Technician		
			A. Entry	55.00
			B. Intermediate	65.00
			C. Advanced	67.00
			D. Expert	75.00
Internet Planning, Eng. & Operations	2600.00	Mgmt. Internet Operations		
			1. Team Leader	100.00
			2. Manager	125.00
			3. Sr. Manager	140.00
	2610.00	Internet/Web Architect		

		A. Entry	65.00
		B. Intermediate	81.00
		C. Advanced	104.00
		D. Expert	115.00
2620.00	Internet/Web Engineer		
		A. Entry	65.00
		B. Intermediate	90.00
		C. Advanced	108.00
2630.00	Web Applications Programmer		
		A. Entry	63.00
		B. Intermediate	88.00
		C. Advanced	100.00
		D. Expert	118.00
2640.00	Web Designer		
		A. Entry	50.00
		B. Intermediate	61.00
		C. Advanced	96.00
2650.00	Webmaster		
		A. Entry	55.00
		B. Intermediate	65.00
		C. Advanced	89.00
2660.00	Internet/Web Systems Administrator		
		A. Entry	53.00
		B. Intermediate	80.00
		C. Advanced	85.00
2670.00	Web Customer Support Specialist		
		A. Entry	51.00
		B. Intermediate	59.00
		C. Advanced	72.00
Operations	2800.00	Director, Data Center Operations	
		No Variance	125.00
	2810.00	Manager, Computer Operations	
		1. Team Leader	70.00
		2. Manager	95.00
		3. Sr. Manager	125.00
	2820.00	Supervisor, Computer Operations	
		1. Team Leader	70.00
		2. Manager	80.00
	2830.00	Computer Operator	
		A. Entry	42.00
		B. Intermediate	45.00
		C. Advanced	50.00
		D. Expert	56.00
	2840.00	Manager, Capacity Planning	
		No Variance	100.00
	2850.00	Manager, Production Support	
		1. Team Leader	100.00
		2. Manager	115.00
	2860.00	Production Support Analyst	
		A. Entry	55.00
		B. Intermediate	62.00

			C. Advanced	80.00
			D. Expert	85.00
Telecommunications	3000.00	Manager, Telecommunication Operations		
			1. Team Leader	90.00
			2. Manager	100.00
			3. Sr. Manager	125.00
	3010.00	Telecommunication Engineer		
			A. Entry	48.00
			B. Intermediate	71.00
			C. Advanced	86.00
			D. Expert	111.00
	3020.00	Telecommunication Technician		
			A. Entry	49.00
			B. Intermediate	56.00
			C. Advanced	75.00
Electronic Commerce	3200.00	Director, Electronic Commerce		
			No Variance	125.00
	3210.00	Manager, Electronic Commerce		
			No Variance	100.00
	3220.00	Electronic Commerce Analyst		
			A. Entry	53.00
			B. Intermediate	75.00
			C. Advanced	100.00
	3230.00	EDI Specialist		
			A. Entry	72.00
			B. Intermediate	80.00
			C. Advanced	85.00
Business Intelligence Systems Management	3400.00	Director, Data Warehouse		
			1. Team Leader	115.00
			2. Manager	125.00
			3. Sr. Manager	140.00
	3410.00	Manager, Data Warehouse		
			No Variance	135.00
	3420.00	Business Intelligence Analyst		
			No Variance	120.00
	3430.00	Data Warehouse Analyst		
			A. Entry	75.00
			B. Intermediate	86.00
			C. Advanced	105.00
			D. Expert	111.00
	3440.00	Data Warehouse Administrator		
			No Variance	100.00
	3600.00	Manager, Decision Support		
			No Variance	110.00
	3610.00	Decision Support Specialist		
			A. Entry	58.00
			B. Intermediate	70.00
			C. Advanced	80.00



			D. Expert	95.00
	3620.00	Decision Support Administrator		
			A. Entry	70.00
			B. Intermediate	85.00
			C. Advanced	110.00
	3800.00	Manager, CRM Technology		
			No Variance	150.00
	4000.00	Knowledge Engineer		
			No Variance	128.00
Enterprise Resource Planning (ERP)	4200.00	ERP Team Lead		
			No Variance	140.00
	4210.00	ERP Team Member		
			No Variance	110.00
	4220.00	ERP Configurer		
			No Variance	75.00
	4230.00	ERP Programmer/Analyst		
			A. Entry	68.00
			B. Intermediate	83.00
			C. Advanced	100.00
			D. Expert	115.00
	4240.00	ERP Systems Support Specialist		
			No Variance	85.00
	4250.00	ERP Systems Administrator		
			No Variance	100.00
	4600.00	Basis/Ale Technical Consultant		
			No Variance	115.00
Sourcing and Vendor Relationship Management	4800.00	Chief Sourcing Officer		
			No Variance	150.00
	4810.00	Manager IT Procurement		
			No Variance	125.00
	4820.00	IT Procurement Specialist		
			No Variance	70.00
	5000.00	Manager, Vendor Relationships		
			1. Team Leader	75.00
			2. Manager	100.00
			3. Sr. Manager	125.00
	5010.00	Manager, Outsourcing Contracts		
			No Variance	125.00
	5020.00	Contracts Manager		
			No Variance	89.00
	5040.00	Finance/Administration Specialist		
			A. Entry	60.00
			B. Intermediate	85.00
			C. Advanced	110.00
	5200.00	Technical Advisor		
			No Variance	120.00
Business Management / Administration	5400.00	Asset Manager		

		No Variance	110.00
5410.00	Asset Management Administrator		
		A. Entry	54.00
		B. Intermediate	61.00
		C. Advanced	66.00
5500.00	Director, HR/IT		
		No Variance	150.00
5600.00	Manager, HR/IT Staffing		
		No Variance	100.00
5610.00	Technical Recruiter		
		A. Entry	50.00
		B. Intermediate	65.00
		C. Advanced	80.00
5620.00	HR/IT Generalist		
		A. Entry	50.00
		B. Intermediate	59.00
		C. Advanced	75.00
5800.00	Documentation Specialist/Technical Writer		
		A. Entry	54.00
		B. Intermediate	66.00
		C. Advanced	80.00
6000.00	Manager, IT Finance		
		No Variance	120.00
6100.00	Director, IT Risk and Compliance		
		No Variance	150.00
6200.00	Manager, IT Audit		
		No Variance	125.00
6210.00	IT Auditor		
		No Variance	100.00
6400.00	Business Management Specialist		
		No Variance	100.00
6600.00	Manager, Technical Training		
		1. Team Leader	75.00
		2. Manager	85.00
		3. Sr. Manager	110.00
6610.00	Technical Trainer		
		A. Entry	52.00
		B. Intermediate	58.00
		C. Advanced	71.00
		D. Expert	85.00
6800.00	Security Manager		
		1. Team Leader	86.00
		2. Manager	110.00
		3. Sr. Manager	120.00
6810.00	Security Analyst		
		A. Entry	60.00
		B. Intermediate	75.00
		C. Advanced	90.00
		D. Expert	115.00
6820.00	Data Security Specialist		
		No Variance	98.00
6830.00	Network Security Specialist		

			No Variance	125.00
	6840.00	System Security Specialist		
			No Variance	90.00
	6850.00	Web Security Specialist		
			No Variance	100.00
Business Continuanace Management	7000.00	Manager, Business Continuance		
			No Variance	125.00
	7010.00	Business Continuanace Specialist		
			No Variance	90.00
Product Development	7200.00	Manager, Product Development		
			1. Team Leader	85.00
			2. Manager	110.00
			3. Sr. Manager	135.00
	7210.00	Product Architect		
			No Variance	130.00
	7220.00	Product Engineer		
			A. Entry	60.00
			B. Intermediate	80.00
			C. Advanced	90.00
			D. Expert	130.00
	7230.00	Product Developer		
			A. Entry	73.00
			B. Intermediate	85.00
			C. Advanced	95.00
			D. Expert	120.00
Systems Programming & Admin.	7400.00	Manager, Systems Software		
			1. Team Leader	90.00
			2. Manager	125.00
			3. Sr. Manager	150.00
	7410.00	Systems Architect		
			A. Entry	65.00
			B. Intermediate	80.00
			C. Advanced	105.00
			D. Expert	135.00
	7420.00	Systems Software Programmer		
			A. Entry	65.00
			B. Intermediate	81.00
			C. Advanced	99.00
			D. Expert	115.00
	7430.00	Groupware Specialist		
			A. Entry	70.00
			B. Intermediate	90.00
			C. Advanced	98.00
	7440.00	Systems Administrator		
			A. Entry	59.00
			B. Intermediate	69.00
			C. Advanced	89.00
			D. Expert	100.00
	7450.00	UNIX System Administrator		
			No Variance	105.00



			C. Advanced	110.00
			D. Expert	115.00
	8235.00	Project Management Specialist		
			No Variance	85.00
	8240.00	Resource Manager		
			No Variance	110.00
Customer Service Hotline	8400.00	Manager, Customer Service Hotline		
			No Variance	75.00
	8410.00	Customer Service Hotline Representative		
			A. Entry	40.00
			B. Intermediate	43.00
			C. Advanced	50.00
Technical Product Support	8600.00	Manager, Technical Product Support		
			1. Team Leader	75.00
			2. Manager	85.00
			3. Sr. Manager	95.00
	8610.00	Technical Product Support Analyst		
			No Variance	70.00
	8620.00	Technical Product Support Specialist		
			A. Entry	40.00
			B. Intermediate	55.00
			C. Advanced	68.00

	7460.00	Storage Management Specialist			
				No Variance	100.00
Business Analysis and Planning	7500.00	Director, Enterprise Architecture			
				No Variance	150.00
	7600.00	Manager, IT Business Planning			
				1. Team Leader	100.00
				2. Manager	125.00
				3. Sr. Manager	150.00
	7610.00	Enterprise Architect			
				No Variance	125.00
	7620.00	Business Process Consultant			
				A. Entry	50.00
				B. Intermediate	71.00
				C. Advanced	93.00
				D. Expert	117.00
	7630.00	IT Business Consultant			
				A. Entry	65.00
				B. Intermediate	90.00
				C. Advanced	97.00
				D. Expert	124.00
	7640.00	Business Analyst			
				A. Entry	46.00
				B. Intermediate	72.00
				C. Advanced	82.00
				D. Expert	91.00
	7700.00	Director, Business Relationships			
				No Variance	150.00
	7800.00	Manager, Customer Relations			
				No Variance	100.00
Release Management	8000.00	Configuration Management Analyst			
				A. Entry	55.00
				B. Intermediate	75.00
				C. Advanced	80.00
	8010.00	Release/Build Engineer			
				No Variance	75.00
Program Management	8200.00	Director, Program Management			
				No Variance	150.00
	8210.00	Program Manager			
				1. Team Leader	90.00
				2. Manager	100.00
				3. Sr. Manager	125.00
				4. Executive	150.00
	8220.00	Project Manager			
				1. Team Leader	90.00
				2. Manager	100.00
				3. Sr. Manager	120.00
				4. Executive	135.00
	8230.00	Project Leader			
				A. Entry	65.00
				B. Intermediate	103.00

PROJECT AREA 2: Development & Integration	Job No.	Job Title	Scope Variant	Computer Aid, Inc.
Senior IT Leadership	1000.00	Chief Information Officer		
			No Variance	175.00
	1010.00	Chief Technology Officer		
			No Variance	175.00
	1020.00	IT Chief Operating Officer		
			No Variance	175.00
	1030.00	Operating Unit IT Executive		
			No Variance	150.00
	1040.00	Departmental IT Executive		
			No Variance	150.00
	1050.00	E-Business Executive		
			No Variance	150.00
	1060.00	Chief Information Security Officer		
			No Variance	150.00
Applications Development	1200.00	Director Systems and Programming		
			1. Team Leader	110.00
			2. Manager	125.00
			3. Sr. Manager	135.00
			4. Executive	150.00
	1210.00	Mgmt. Applications Development		
			1. Team Leader	110.00
			2. Manager	125.00
			3. Sr. Manager	135.00
			4. Executive	150.00
	1220.00	Applications Architect		
			A. Entry	86.00
			B. Intermediate	92.00
			C. Advanced	98.00
			D. Expert	108.00
	1230.00	Enterprise Application Integration (EA) Engineer		

			No Variance	115.00
1240.00	Systems Analyst			
			A. Entry	60.00
			B. Intermediate	90.00
			C. Advanced	95.00
			D. Expert	115.00
1250.00	Applications Development Analyst			
			A. Entry	65.00
			B. Intermediate	82.00
			C. Advanced	93.00
			D. Expert	105.00
Data Strategy and Management	1400.00	Database Manager		
			1. Team Leader	90.00
			2. Manager	110.00
			3. Sr. Manager	125.00
1410.00	Data Architect			
			A. Entry	75.00
			B. Intermediate	90.00
			C. Advanced	120.00
			D. Expert	135.00
1420.00	Data Modeler			
			A. Entry	65.00
			B. Intermediate	89.00
			C. Advanced	108.00
1430.00	Database Analyst			
			A. Entry	80.00
			B. Intermediate	95.00
			C. Advanced	105.00
			D. Expert	120.00
1440.00	Database Administrator			
			A. Entry	65.00
			B. Intermediate	85.00
			C. Advanced	100.00
			D. Expert	120.00
Quality Assurance	1600.00	Mgmt. Quality Assurance		
			1. Team Leader	85.00
			2. Manager	105.00

			3. Sr. Manager	120.00
			4. Executive	135.00
1610.00	Quality Engineering Consultant			
			No Variance	95.00
1620.00	Quality Assurance Analyst			
			A. Entry	58.00
			B. Intermediate	68.00
			C. Advanced	83.00
			D. Expert	89.00
Technology Research	1800.00	Manager, Technology Research		
			No Variance	100.00
1810.00	Technology Research Analyst			
			A. Entry	70.00
			B. Intermediate	86.00
			C. Advanced	105.00
			D. Expert	120.00
Client Technologies	2000.00	Manager, Client Technologies		
			1. Team Leader	75.00
			2. Manager	106.00
			3. Sr. Manager	146.00
2010.00	Client Technologies Analyst			
			A. Entry	51.00
			B. Intermediate	66.00
			C. Advanced	80.00
			D. Expert	96.00
2020.00	Client Technologies Technician			
			A. Entry	51.00
			B. Intermediate	56.00
			C. Advanced	75.00
Customer Support	2200.00	Mgmt. Customer Support		
			1. Team Leader	65.00
			2. Manager	90.00
			3. Sr. Manager	110.00
2210.00	Customer Support Analyst			
			A. Entry	38.00
			B. Intermediate	45.00
			C. Advanced	72.00
			D. Expert	95.00
2220.00	Customer Support Technician			
			A. Entry	47.00
			B. Intermediate	50.00
			C. Advanced	65.00
Network Management	2400.00	Director, Network Operations		
			1. Team Leader	110.00

			2. Manager	120.00
			3. Sr. Manager	150.00
2410.00	Manager, Network Operations			
			1. Team Leader	75.00
			2. Manager	105.00
			3. Sr. Manager	135.00
2420.00	Network Architect			
			A. Entry	80.00
			B. Intermediate	95.00
			C. Advanced	100.00
			D. Expert	120.00
2430.00	Network Engineer			
			B. Intermediate	90.00
			C. Advanced	100.00
			D. Expert	110.00
2440.00	Network Analyst			
			A. Entry	63.00
			B. Intermediate	70.00
			C. Advanced	80.00
			D. Expert	105.00
2450.00	Network Administrator			
			A. Entry	57.00
			B. Intermediate	70.00
			C. Advanced	85.00
			D. Expert	101.00
2460.00	Network Technician			
			A. Entry	55.00
			B. Intermediate	65.00
			C. Advanced	67.00
			D. Expert	75.00
Internet Planning, Eng. & Operations				
2600.00	Mgmt. Internet Operations			
			1. Team Leader	100.00
			2. Manager	125.00
			3. Sr. Manager	140.00
2610.00	Internet/Web Architect			
			A. Entry	65.00
			B. Intermediate	81.00
			C. Advanced	104.00
			D. Expert	115.00

Operations	2620.00	Internet/Web Engineer		
			A. Entry	65.00
			B. Intermediate	90.00
			C. Advanced	108.00
	2630.00	Web Applications Programmer		
			A. Entry	63.00
			B. Intermediate	88.00
			C. Advanced	100.00
			D. Expert	118.00
	2640.00	Web Designer		
			A. Entry	50.00
			B. Intermediate	61.00
			C. Advanced	96.00
	2650.00	Webmaster		
			A. Entry	55.00
			B. Intermediate	65.00
			C. Advanced	89.00
	2660.00	Internet/Web Systems Administrator		
			A. Entry	53.00
			B. Intermediate	80.00
			C. Advanced	85.00
	2670.00	Web Customer Support Specialist		
			A. Entry	51.00
			B. Intermediate	59.00
			C. Advanced	72.00
Operations	2800.00	Director, Data Center Operations		
			No Variance	125.00
	2810.00	Manager, Computer Operations		
			1. Team Leader	70.00
			2. Manager	95.00
			3. Sr. Manager	125.00
	2820.00	Supervisor, Computer Operations		
			1. Team Leader	70.00
			2. Manager	80.00
	2830.00	Computer Operator		
			A. Entry	42.00
			B. Intermediate	45.00
			C. Advanced	50.00
			D. Expert	56.00
	2840.00	Manager, Capacity Planning		
			No Variance	100.00
	2850.00	Manager, Production Support		
			1. Team Leader	100.00
			2. Manager	115.00
	2860.00	Production Support Analyst		
			A. Entry	55.00
			B. Intermediate	62.00
			C. Advanced	80.00



			D. Expert	85.00
Telecommunications	3000.00	Manager, Telecommunication Operations		
			1. Team Leader	90.00
			2. Manager	100.00
			3. Sr. Manager	125.00
	3010.00	Telecommunication Engineer		
			A. Entry	48.00
			B. Intermediate	71.00
			C. Advanced	86.00
			D. Expert	111.00
	3020.00	Telecommunication Technician		
			A. Entry	49.00
			B. Intermediate	56.00
			C. Advanced	75.00
Electronic Commerce	3200.00	Director, Electronic Commerce		
			No Variance	125.00
	3210.00	Manager, Electronic Commerce		
			No Variance	100.00
	3220.00	Electronic Commerce Analyst		
			A. Entry	53.00
			B. Intermediate	75.00
			C. Advanced	100.00
	3230.00	EDI Specialist		
			A. Entry	72.00
			B. Intermediate	80.00
			C. Advanced	85.00
Business Intelligence Systems Management	3400.00	Director, Data Warehouse		
			1. Team Leader	115.00
			2. Manager	125.00
			3. Sr. Manager	140.00
	3410.00	Manager, Data Warehouse		
			No Variance	135.00
	3420.00	Business Intelligence Analyst		
			No Variance	120.00
	3430.00	Data Warehouse Analyst		
			A. Entry	75.00
			B. Intermediate	86.00
			C. Advanced	105.00
			D. Expert	111.00



	3440.00	Data Warehouse Administrator		
			No Variance	100.00
	3600.00	Manager, Decision Support		
			No Variance	110.00
	3610.00	Decision Support Specialist		
			A. Entry	58.00
			B. Intermediate	70.00
			C. Advanced	80.00
			D. Expert	95.00
	3620.00	Decision Support Administrator		
			A. Entry	70.00
			B. Intermediate	85.00
			C. Advanced	110.00
	3800.00	Manager, CRM Technology		
			No Variance	150.00
Enterprise Resource Planning (ERP)	4000.00	Knowledge Engineer		
			No Variance	128.00
	4200.00	ERP Team Lead		
			No Variance	140.00
	4210.00	ERP Team Member		
			No Variance	110.00
	4220.00	ERP Configurer		
			No Variance	75.00
	4230.00	ERP Programmer/Analyst		
			A. Entry	68.00
			B. Intermediate	83.00
			C. Advanced	100.00
			D. Expert	115.00
	4240.00	ERP Systems Support Specialist		
			No Variance	85.00
Sourcing and Vendor Relationship Management	4250.00	ERP Systems Administrator		
			No Variance	100.00
	4600.00	Basis/Ale Technical Consultant		
			No Variance	115.00
	4800.00	Chief Sourcing Officer		
			No Variance	150.00
	4810.00	Manager IT Procurement		
			No Variance	125.00
	4820.00	IT Procurement Specialist		
			No Variance	70.00
	5000.00	Manager, Vendor Relationships		
			1. Team Leader	75.00

			2. Manager	100.00
			3. Sr. Manager	125.00
5010.00	Manager, Outsourcing Contracts			
			No Variance	125.00
5020.00	Contracts Manager			
			No Variance	89.00
5040.00	Finance/Administration Specialist			
			A. Entry	60.00
			B. Intermediate	85.00
			C. Advanced	110.00
5200.00	Technical Advisor			
			No Variance	120.00
Business Management / Administration	5400.00	Asset Manager		
			No Variance	110.00
5410.00	Asset Management Administrator			
			A. Entry	54.00
			B. Intermediate	61.00
			C. Advanced	66.00
5500.00	Director, HR/IT			
			No Variance	150.00
5600.00	Manager, HR/IT Staffing			
			No Variance	100.00
5610.00	Technical Recruiter			
			A. Entry	50.00
			B. Intermediate	65.00
			C. Advanced	80.00
5620.00	HR/IT Generalist			
			A. Entry	50.00
			B. Intermediate	59.00
			C. Advanced	75.00
5800.00	Documentation Specialist/Technical Writer			
			A. Entry	54.00
			B. Intermediate	66.00
			C. Advanced	80.00
6000.00	Manager, IT Finance			
			No Variance	120.00
6100.00	Director, IT Risk and Compliance			
			No Variance	150.00
6200.00	Manager, IT Audit			
			No Variance	125.00
6210.00	IT Auditor			
			No Variance	100.00
6400.00	Business Management Specialist			

			No Variance	100.00
Training	6600.00	Manager, Technical Training		
			1. Team Leader	75.00
			2. Manager	85.00
			3. Sr. Manager	110.00
	6610.00	Technical Trainer		
			A. Entry	52.00
			B. Intermediate	58.00
			C. Advanced	71.00
			D. Expert	85.00
Security Management	6800.00	Security Manager		
			1. Team Leader	86.00
			2. Manager	110.00
			3. Sr. Manager	120.00
	6810.00	Security Analyst		
			A. Entry	60.00
			B. Intermediate	75.00
			C. Advanced	90.00
			D. Expert	115.00
	6820.00	Data Security Specialist		
			No Variance	98.00
	6830.00	Network Security Specialist		
			No Variance	125.00
	6840.00	System Security Specialist		
			No Variance	90.00
	6850.00	Web Security Specialist		
			No Variance	100.00
Business Continuance Management	7000.00	Manager, Business Continuance		
			No Variance	125.00
	7010.00	Business Continuance Specialist		
			No Variance	90.00
Product Development	7200.00	Manager, Product Development		
			1. Team Leader	85.00
			2. Manager	110.00
			3. Sr. Manager	135.00
	7210.00	Product Architect		
			No Variance	130.00
	7220.00	Product Engineer		
			A. Entry	60.00
			B. Intermediate	80.00

			C. Advanced	90.00
			D. Expert	130.00
	7230.00	Product Developer		
			A. Entry	73.00
			B. Intermediate	85.00
			C. Advanced	95.00
			D. Expert	120.00
Systems Programming & Admin.	7400.00	Manager, Systems Software		
			1. Team Leader	90.00
			2. Manager	125.00
			3. Sr. Manager	150.00
	7410.00	Systems Architect		
			A. Entry	65.00
			B. Intermediate	80.00
			C. Advanced	105.00
			D. Expert	135.00
	7420.00	Systems Software Programmer		
			A. Entry	65.00
			B. Intermediate	81.00
			C. Advanced	99.00
			D. Expert	115.00
	7430.00	Groupware Specialist		
			A. Entry	70.00
			B. Intermediate	90.00
			C. Advanced	98.00
	7440.00	Systems Administrator		
			A. Entry	59.00
			B. Intermediate	69.00
			C. Advanced	89.00
			D. Expert	100.00
	7450.00	UNIX System Administrator		
			No Variance	105.00
	7460.00	Storage Management Specialist		
			No Variance	100.00
Business Analysis and Planning	7500.00	Director, Enterprise Architecture		
			No Variance	150.00
	7600.00	Manager, IT Business Planning		

			1. Team Leader	100.00
			2. Manager	125.00
			3. Sr. Manager	150.00
7610.00	Enterprise Architect			
			N. Variance	125.00
7620.00	Business Process Consultant			
			A. Entry	50.00
			B. Intermediate	71.00
			C. Advanced	93.00
			D. Expert	117.00
7630.00	IT Business Consultant			
			A. Entry	65.00
			B. Intermediate	90.00
			C. Advanced	97.00
			D. Expert	124.00
7640.00	Business Analyst			
			A. Entry	46.00
			B. Intermediate	72.00
			C. Advanced	82.00
			D. Expert	91.00
7700.00	Director, Business Relationships			
			N. Variance	150.00
7800.00	Manager, Customer Relations			
			N. Variance	100.00
Release Management	8000.00	Configuration Management Analyst		
			A. Entry	55.00
			B. Intermediate	75.00
			C. Advanced	80.00
	8010.00	Release/Build Engineer		
			N. Variance	75.00
Program Management	8200.00	Director, Program Management		
			N. Variance	150.00
	8210.00	Program Manager		
			1. Team Leader	90.00
			Manager	100.00
			3. Sr. Manager	125.00
			4. Executive	150.00
	8220.00	Project Manager		
			1. Team Leader	90.00
			Manager	100.00

			3	Tr. Manager	120.00
				Executive	135.00
8230.00	Project Leader				
				A. Entry	5.00
				B. Intermediate	103.00
				Advanced	110.00
				D. Expert	155.00
8235.00	Project Management Specialist				
				Variance	5.00
8240.00	Resource Manager				
				Variance	0.00
Customer Service Hotline	8400.00	Manager, Customer Service Hotline			
				Variance	5.00
	8410.00	Customer Service Hotline Representative			
				A. Entry	0.00
				B. Intermediate	0.00
				Advanced	0.00
Technical Product Support	8600.00	Manager, Technical Product Support			
				Team Leader	5.00
				Manager	5.00
				3 Tr. Manager	5.00
8610.00	Technical Product Support Analyst				
				Variance	0.00
8620.00	Technical Product Support Specialist				
				A. Entry	4.00
				B. Intermediate	5.00
				Advanced	6.00



PROJECT AREA 3: Operational & Support	Job No.	Job Title	Scope Variant	Computer Aid, Inc.
Senior IT Leadership	1000.00	Chief Information Officer		
			No Variance	175.00
	1010.00	Chief Technology Officer		
			No Variance	175.00
	1020.00	IT Chief Operating Officer		
			No Variance	175.00
	1030.00	Operating Unit IT Executive		
			No Variance	150.00
	1040.00	Departmental IT Executive		
			No Variance	150.00
	1050.00	E-Business Executive		
			No Variance	150.00
	1060.00	Chief Information Security Officer		
			No Variance	150.00
Applications Development	1200.00	Director Systems and Programming		
			1. Team Leader	110.00
			2. Manager	125.00
			3. Sr. Manager	135.00
			4. Executive	150.00
	1210.00	Mgmt. Applications Development		
			1. Team Leader	110.00
			2. Manager	125.00
			3. Sr. Manager	135.00
			4. Executive	150.00
	1220.00	Applications Architect		
			A. Entry	86.00
			B. Intermediate	92.00
			C. Advanced	98.00
			D. Expert	108.00
	1230.00	Enterprise Application Integration (EA) Engineer		
			No Variance	115.00
	1240.00	Systems Analyst		
			A. Entry	60.00
			B. Intermediate	90.00
			C. Advanced	95.00
			D. Expert	115.00
	1250.00	Applications Development Analyst		
			A. Entry	65.00
			B. Intermediate	82.00
			C. Advanced	93.00
			D. Expert	105.00
Data Strategy and Management	1400.00	Database Manager		
			1. Team Leader	90.00
			2. Manager	110.00
			3. Sr. Manager	125.00
	1410.00	Data Architect		

			A. Entry	75.00
			B. Intermediate	90.00
			C. Advanced	120.00
			D. Expert	135.00
	1420.00	Data Modeler		
			A. Entry	65.00
			B. Intermediate	89.00
			C. Advanced	108.00
	1430.00	Database Analyst		
			A. Entry	80.00
			B. Intermediate	95.00
			C. Advanced	105.00
			D. Expert	120.00
	1440.00	Database Administrator		
			A. Entry	65.00
			B. Intermediate	85.00
			C. Advanced	100.00
			D. Expert	120.00
Quality Assurance	1600.00	Mgmt. Quality Assurance		
			1. Team Leader	85.00
			2. Manager	105.00
			3. Sr. Manager	120.00
			4. Executive	135.00
	1610.00	Quality Engineering Consultant		
			No Variance	95.00
	1620.00	Quality Assurance Analyst		
			A. Entry	58.00
			B. Intermediate	68.00
			C. Advanced	83.00
			D. Expert	89.00
Technology Research	1800.00	Manager, Technology Research		
			No Variance	100.00
	1810.00	Technology Research Analyst		
			A. Entry	70.00
			B. Intermediate	86.00
			C. Advanced	105.00
			D. Expert	120.00
Client Technologies	2000.00	Manager, Client Technologies		
			1. Team Leader	75.00
			2. Manager	106.00
			3. Sr. Manager	146.00
	2010.00	Client Technologies Analyst		
			A. Entry	51.00
			B. Intermediate	66.00
			C. Advanced	80.00
			D. Expert	96.00
	2020.00	Client Technologies Technician		
			A. Entry	51.00
			B. Intermediate	56.00
			C. Advanced	75.00
Customer Support	2200.00	Mgmt. Customer Support		
			1. Team Leader	65.00
			2. Manager	90.00
			3. Sr. Manager	110.00
	2210.00	Customer Support Analyst		



Network Management			A. Entry	38.00
			B. Intermediate	45.00
			C. Advanced	72.00
			D. Expert	95.00
	2220.00	Customer Support Technician		
			A. Entry	47.00
			B. Intermediate	50.00
			C. Advanced	65.00
	2400.00	Director, Network Operations		
			1. Team Leader	110.00
			2. Manager	120.00
			3. Sr. Manager	150.00
	2410.00	Manager, Network Operations		
			1. Team Leader	75.00
			2. Manager	105.00
			3. Sr. Manager	135.00
Internet Planning, Eng. & Operations	2420.00	Network Architect		
			A. Entry	80.00
			B. Intermediate	95.00
			C. Advanced	100.00
			D. Expert	120.00
	2430.00	Network Engineer		
			B. Intermediate	90.00
			C. Advanced	100.00
			D. Expert	110.00
	2440.00	Network Analyst		
			A. Entry	63.00
			B. Intermediate	70.00
			C. Advanced	80.00
			D. Expert	105.00
	2450.00	Network Administrator		
			A. Entry	57.00
			B. Intermediate	70.00
			C. Advanced	85.00
			D. Expert	101.00
	2460.00	Network Technician		
			A. Entry	55.00
			B. Intermediate	65.00
			C. Advanced	67.00
			D. Expert	75.00
	2600.00	Mgmt. Internet Operations		
			1. Team Leader	100.00
			2. Manager	125.00
			3. Sr. Manager	140.00
	2610.00	Internet/Web Architect		
			A. Entry	65.00
			B. Intermediate	81.00
			C. Advanced	104.00
			D. Expert	115.00
	2620.00	Internet/Web Engineer		
			A. Entry	65.00
			B. Intermediate	90.00
			C. Advanced	108.00
	2630.00	Web Applications Programmer		

		A. Entry	63.00
		B. Intermediate	88.00
		C. Advanced	100.00
		D. Expert	118.00
2640.00	Web Designer		
		A. Entry	50.00
		B. Intermediate	61.00
		C. Advanced	96.00
2650.00	Webmaster		
		A. Entry	55.00
		B. Intermediate	65.00
		C. Advanced	89.00
2660.00	Internet/Web Systems Administrator		
		A. Entry	53.00
		B. Intermediate	80.00
		C. Advanced	85.00
2670.00	Web Customer Support Specialist		
		A. Entry	51.00
		B. Intermediate	59.00
		C. Advanced	72.00
Operations	2800.00	Director, Data Center Operations	
		No Variance	125.00
	2810.00	Manager, Computer Operations	
		1. Team Leader	70.00
		2. Manager	95.00
		3. Sr. Manager	125.00
	2820.00	Supervisor, Computer Operations	
		1. Team Leader	70.00
		2. Manager	80.00
	2830.00	Computer Operator	
		A. Entry	42.00
		B. Intermediate	45.00
		C. Advanced	50.00
		D. Expert	56.00
	2840.00	Manager, Capacity Planning	
		No Variance	100.00
	2850.00	Manager, Production Support	
		1. Team Leader	100.00
		2. Manager	115.00
	2860.00	Production Support Analyst	
		A. Entry	55.00
		B. Intermediate	62.00
		C. Advanced	80.00
		D. Expert	85.00
Telecommunications	3000.00	Manager, Telecommunication Operations	
		1. Team Leader	90.00
		2. Manager	100.00
		3. Sr. Manager	125.00
	3010.00	Telecommunication Engineer	
		A. Entry	48.00
		B. Intermediate	71.00
		C. Advanced	86.00
		D. Expert	111.00
	3020.00	Telecommunication Technician	
		A. Entry	49.00

			B. Intermediate	56.00
			C. Advanced	75.00
Electronic Commerce	3200.00	Director, Electronic Commerce		
			No Variance	125.00
	3210.00	Manager, Electronic Commerce		
			No Variance	100.00
	3220.00	Electronic Commerce Analyst		
			A. Entry	53.00
			B. Intermediate	75.00
			C. Advanced	100.00
	3230.00	EDI Specialist		
			A. Entry	72.00
			B. Intermediate	80.00
			C. Advanced	85.00
Business Intelligence Systems Management	3400.00	Director, Data Warehouse		
			1. Team Leader	115.00
			2. Manager	125.00
			3. Sr. Manager	140.00
	3410.00	Manager, Data Warehouse		
			No Variance	135.00
	3420.00	Business Intelligence Analyst		
			No Variance	120.00
	3430.00	Data Warehouse Analyst		
			A. Entry	75.00
			B. Intermediate	86.00
			C. Advanced	105.00
			D. Expert	111.00
	3440.00	Data Warehouse Administrator		
			No Variance	100.00
	3600.00	Manager, Decision Support		
			No Variance	110.00
	3610.00	Decision Support Specialist		
			A. Entry	58.00
			B. Intermediate	70.00
			C. Advanced	80.00
			D. Expert	95.00
	3620.00	Decision Support Administrator		
			A. Entry	70.00
			B. Intermediate	85.00
			C. Advanced	110.00
	3800.00	Manager, CRM Technology		
			No Variance	150.00
	4000.00	Knowledge Engineer		
			No Variance	128.00
Enterprise Resource Planning (ERP)	4200.00	ERP Team Lead		
			No Variance	140.00
	4210.00	ERP Team Member		
			No Variance	110.00
	4220.00	ERP Configurer		
			No Variance	75.00
	4230.00	ERP Programmer/Analyst		
			A. Entry	68.00

			B. Intermediate	83.00
			C. Advanced	100.00
			D. Expert	115.00
	4240.00	ERP Systems Support Specialist		
			No Variance	85.00
	4250.00	ERP Systems Administrator		
			No Variance	100.00
	4600.00	Basis/Ale Technical Consultant		
			No Variance	115.00
Sourcing and Vendor Relationship Management	4800.00	Chief Sourcing Officer		
			No Variance	150.00
	4810.00	Manager IT Procurement		
			No Variance	125.00
	4820.00	IT Procurement Specialist		
			No Variance	70.00
	5000.00	Manager, Vendor Relationships		
			1. Team Leader	75.00
			2. Manager	100.00
			3. Sr. Manager	125.00
	5010.00	Manager, Outsourcing Contracts		
			No Variance	125.00
	5020.00	Contracts Manager		
			No Variance	89.00
	5040.00	Finance/Administration Specialist		
			A. Entry	60.00
Business Management / Administration			B. Intermediate	85.00
			C. Advanced	110.00
	5200.00	Technical Advisor		
			No Variance	120.00
	5400.00	Asset Manager		
			No Variance	110.00
	5410.00	Asset Management Administrator		
			A. Entry	54.00
			B. Intermediate	61.00
			C. Advanced	66.00
	5500.00	Director, HR/IT		
			No Variance	150.00
	5600.00	Manager, HR/IT Staffing		
			No Variance	100.00
	5610.00	Technical Recruiter		
			A. Entry	50.00
			B. Intermediate	65.00
			C. Advanced	80.00
	5620.00	HR/IT Generalist		
			A. Entry	50.00
			B. Intermediate	59.00
			C. Advanced	75.00
	5800.00	Documentation Specialist/Technical Writer		
			A. Entry	54.00
			B. Intermediate	66.00
			C. Advanced	80.00

	6000.00	Manager, IT Finance		
			No Variance	120.00
	6100.00	Director, IT Risk and Compliance		
			No Variance	150.00
	6200.00	Manager, IT Audit		
			No Variance	125.00
	6210.00	IT Auditor		
			No Variance	100.00
	6400.00	Business Management Specialist		
			No Variance	100.00
Training	6600.00	Manager, Technical Training		
			1. Team Leader	75.00
			2. Manager	85.00
			3. Sr. Manager	110.00
	6610.00	Technical Trainer		
			A. Entry	52.00
			B. Intermediate	58.00
			C. Advanced	71.00
			D. Expert	85.00
Security Management	6800.00	Security Manager		
			1. Team Leader	86.00
			2. Manager	110.00
			3. Sr. Manager	120.00
	6810.00	Security Analyst		
			A. Entry	60.00
			B. Intermediate	75.00
			C. Advanced	90.00
			D. Expert	115.00
	6820.00	Data Security Specialist		
			No Variance	98.00
	6830.00	Network Security Specialist		
			No Variance	125.00
	6840.00	System Security Specialist		
			No Variance	90.00
	6850.00	Web Security Specialist		
			No Variance	100.00
Business Continuity Management	7000.00	Manager, Business Continuity		
			No Variance	125.00
	7010.00	Business Continuity Specialist		
			No Variance	90.00
Product Development	7200.00	Manager, Product Development		
			1. Team Leader	85.00
			2. Manager	110.00
			3. Sr. Manager	135.00
	7210.00	Product Architect		
			No Variance	130.00
	7220.00	Product Engineer		
			A. Entry	60.00
			B. Intermediate	80.00
			C. Advanced	90.00
			D. Expert	130.00
	7230.00	Product Developer		

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1. Team Leader	90.00
2. Manager	125.00
3. Sr. Manager	150.00

<b>A. Entry</b>	<b>65.00</b>
<b>B. Intermediate</b>	<b>80.00</b>
<b>C. Advanced</b>	<b>105.00</b>
<b>D. Expert</b>	<b>135.00</b>

A. Entry	65.00
B. Intermediate	81.00
C. Advanced	99.00
D. Expert	115.00

A. Entry	70.00
B. Intermediate	90.00
C. Advanced	98.00

<b>A. Entry</b>	<b>59.00</b>
<b>B. Intermediate</b>	<b>69.00</b>
<b>C. Advanced</b>	<b>89.00</b>
<b>D. Expert</b>	<b>100.00</b>

No Variance	105.00
No Variance	100.00

Variance	150.00
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Leader	100.00
ager	125.00
nager	150.00

Net Variance	125.00
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Advanced	50.00
Intermediate	71.00
Advanced	93.00
Expert	117.00

Emergency	65.00
Immediate	90.00
Advanced	97.00
Expert	124.00

Immediate	46.00
Intermediate	72.00
Advanced	82.00



			Expert	91.00
	7700.00	Director, Business Relationships		
	7800.00	Manager, Customer Relations		150.00
				100.00
Release Management	8000.00	Configuration Management Analyst		
				55.00
				75.00
				80.00
	8010.00	Release/Build Engineer		
				75.00
Program Management	8200.00	Director, Program Management		
				150.00
	8210.00	Program Manager		
				90.00
				100.00
				125.00
				150.00
	8220.00	Project Manager		
				90.00
				100.00
				120.00
				135.00
	8230.00	Project Specialist		
				65.00
				103.00
				110.00
				115.00
	8235.00	Project Manager Specialist		
				85.00
	8240.00	Resource Manager		
				110.00
Customer Service				
Hotline	8400.00	Manager, Customer Service Hotline		
				75.00
	8410.00	Customer Service Representative		
				40.00
				43.00
				50.00
Technical Product Support	8600.00	Manager, Technical Product Support		
				75.00
				85.00
				95.00
	8610.00	Technical Product Support Analyst		
				70.00
	8620.00	Technical Product Support Specialist		
				40.00
				55.00
				68.00



PROJECT AREA 4: Staff Augmentation	Job No.	Job Title	Scope Variant	Computer Aid, Inc.
Senior IT Leadership	1000.00	Chief Information Officer		
			No Variance	175.00
	1010.00	Chief Technology Officer		
			No Variance	175.00
	1020.00	IT Chief Operating Officer		
			No Variance	175.00
	1030.00	Operating Unit IT Executive		
			No Variance	150.00
	1040.00	Departmental IT Executive		
			No Variance	150.00
	1050.00	E-Business Executive		
			No Variance	150.00
	1060.00	Chief Information Security Officer		
			No Variance	150.00
Applications Development	1200.00	Director Systems and Programming		
			1. Team Leader	110.00
			2. Manager	125.00
			3. Sr. Manager	135.00
			4. Executive	150.00
	1210.00	Mgmt. Applications Development		
			1. Team Leader	110.00
			2. Manager	125.00
			3. Sr. Manager	135.00
			4. Executive	150.00
	1220.00	Applications Architect		
			A. Entry	86.00
			B. Intermediate	92.00
			C. Advanced	98.00
			D. Expert	108.00
	1230.00	Enterprise Application Integration (EA) Engineer		
			No Variance	115.00
	1240.00	Systems Analyst		
			A. Entry	60.00
			B. Intermediate	90.00
			C. Advanced	95.00
			D. Expert	115.00
	1250.00	Applications Development Analyst		
			A. Entry	65.00
			B. Intermediate	82.00
			C. Advanced	93.00
			D. Expert	105.00
Data Strategy and Management	1400.00	Database Manager		
			1. Team Leader	90.00
			2. Manager	110.00
			3. Sr. Manager	125.00

	1410.00	Data Architect		
			A. Entry	75.00
			B. Intermediate	90.00
			C. Advanced	120.00
			D. Expert	135.00
	1420.00	Data Modeler		
			A. Entry	65.00
			B. Intermediate	89.00
			C. Advanced	108.00
	1430.00	Database Analyst		
			A. Entry	80.00
			B. Intermediate	95.00
			C. Advanced	105.00
			D. Expert	120.00
	1440.00	Database Administrator		
			A. Entry	65.00
			B. Intermediate	85.00
			C. Advanced	100.00
			D. Expert	120.00
Quality Assurance	1600.00	Mgmt. Quality Assurance		
			1. Team Leader	85.00
			2. Manager	105.00
			3. Sr. Manager	120.00
			4. Executive	135.00
	1610.00	Quality Engineering Consultant		
			No Variance	95.00
	1620.00	Quality Assurance Analyst		
			A. Entry	58.00
			B. Intermediate	68.00
			C. Advanced	83.00
			D. Expert	89.00
Technology Research	1800.00	Manager, Technology Research		
			No Variance	100.00
	1810.00	Technology Research Analyst		
			A. Entry	70.00
			B. Intermediate	86.00
			C. Advanced	105.00
Client Technologies			D. Expert	120.00
	2000.00	Manager, Client Technologies		
			1. Team Leader	75.00
			2. Manager	106.00
			3. Sr. Manager	146.00
	2010.00	Client Technologies Analyst		
			A. Entry	51.00
			B. Intermediate	66.00
			C. Advanced	80.00
			D. Expert	96.00
	2020.00	Client Technologies Technician		
			A. Entry	51.00
			B. Intermediate	56.00
			C. Advanced	75.00
Customer Support	2200.00	Mgmt. Customer Support		
			1. Team Leader	65.00
			2. Manager	90.00
			3. Sr. Manager	110.00

	2210.00	Customer Support Analyst		
			A. Entry	38.00
			B. Intermediate	45.00
			C. Advanced	72.00
			D. Expert	95.00
	2220.00	Customer Support Technician		
			A. Entry	47.00
			B. Intermediate	50.00
			C. Advanced	65.00
Network Management	2400.00	Director, Network Operations		
			1. Team Leader	110.00
			2. Manager	120.00
			3. Sr. Manager	150.00
	2410.00	Manager, Network Operations		
			1. Team Leader	75.00
			2. Manager	105.00
			3. Sr. Manager	135.00
	2420.00	Network Architect		
			A. Entry	80.00
			B. Intermediate	95.00
			C. Advanced	100.00
			D. Expert	120.00
	2430.00	Network Engineer		
			B. Intermediate	90.00
			C. Advanced	100.00
			D. Expert	110.00
	2440.00	Network Analyst		
			A. Entry	63.00
			B. Intermediate	70.00
			C. Advanced	80.00
			D. Expert	105.00
	2450.00	Network Administrator		
			A. Entry	57.00
			B. Intermediate	70.00
			C. Advanced	85.00
			D. Expert	101.00
	2460.00	Network Technician		
			A. Entry	55.00
			B. Intermediate	65.00
			C. Advanced	67.00
			D. Expert	75.00
Internet Planning, Eng. & Operations	2600.00	Mgmt. Internet Operations		
			1. Team Leader	100.00
			2. Manager	125.00
			3. Sr. Manager	140.00
	2610.00	Internet/Web Architect		
			A. Entry	65.00
			B. Intermediate	81.00
			C. Advanced	104.00
			D. Expert	115.00
	2620.00	Internet/Web Engineer		
			A. Entry	65.00
			B. Intermediate	90.00
			C. Advanced	108.00

	2630.00	Web Applications Programmer		
			A. Entry	63.00
			B. Intermediate	88.00
			C. Advanced	100.00
			D. Expert	118.00
	2640.00	Web Designer		
			A. Entry	50.00
			B. Intermediate	61.00
			C. Advanced	96.00
	2650.00	Webmaster		
			A. Entry	55.00
			B. Intermediate	65.00
			C. Advanced	89.00
	2660.00	Internet/Web Systems Administrator		
			A. Entry	53.00
			B. Intermediate	80.00
			C. Advanced	85.00
Operations	2670.00	Web Customer Support Specialist		
			A. Entry	51.00
			B. Intermediate	59.00
			C. Advanced	72.00
	2800.00	Director, Data Center Operations		
			No Varlance	125.00
	2810.00	Manager, Computer Operations		
			1. Team Leader	70.00
			2. Manager	95.00
			3. Sr.Manager	125.00
	2820.00	Supervisor, Computer Operations		
			1. Team Leader	70.00
			2. Manager	80.00
	2830.00	Computer Operator		
			A. Entry	42.00
			B. Intermediate	45.00
			C. Advanced	50.00
			D. Expert	56.00
Telecommunications	2840.00	Manager, Capacity Planning		
			No Varlance	100.00
	2850.00	Manager, Production Support		
			1. Team Leader	100.00
			2. Manager	115.00
	2860.00	Production Support Analyst		
			A. Entry	55.00
			B. Intermediate	62.00
			C. Advanced	80.00
			D. Expert	85.00
	3000.00	Manager, Telecommunication Operations		
			1. Team Leader	90.00
			2. Manager	100.00
			3. Sr.Manager	125.00
	3010.00	Telecommunication Engineer		
			A. Entry	48.00
			B. Intermediate	71.00
			C. Advanced	86.00
			D. Expert	111.00
	3020.00	Telecommunication Technician		

			A. Entry	49.00
			B. Intermediate	56.00
			C. Advanced	75.00
Electronic Commerce	3200.00	Director, Electronic Commerce		
			No Variance	125.00
	3210.00	Manager, Electronic Commerce		
			No Variance	100.00
	3220.00	Electronic Commerce Analyst		
			A. Entry	53.00
			B. Intermediate	75.00
			C. Advanced	100.00
	3230.00	EDI Specialist		
			A. Entry	72.00
			B. Intermediate	80.00
			C. Advanced	85.00
Business Intelligence Systems Management	3400.00	Director, Data Warehouse		
			1. Team Leader	115.00
			2. Manager	125.00
			3. Sr. Manager	140.00
	3410.00	Manager, Data Warehouse		
			No Variance	135.00
	3420.00	Business Intelligence Analyst		
			No Variance	120.00
	3430.00	Data Warehouse Analyst		
			A. Entry	75.00
			B. Intermediate	86.00
			C. Advanced	105.00
			D. Expert	111.00
	3440.00	Data Warehouse Administrator		
			No Variance	100.00
	3600.00	Manager, Decision Support		
			No Variance	110.00
	3610.00	Decision Support Specialist		
			A. Entry	58.00
			B. Intermediate	70.00
			C. Advanced	80.00
			D. Expert	95.00
	3620.00	Decision Support Administrator		
			A. Entry	70.00
			B. Intermediate	85.00
			C. Advanced	110.00
	3800.00	Manager, CRM Technology		
			No Variance	150.00
	4000.00	Knowledge Engineer		
			No Variance	128.00
Enterprise Resource Planning (ERP)	4200.00	ERP Team Lead		
			No Variance	140.00
	4210.00	ERP Team Member		
			No Variance	110.00
	4220.00	ERP Configurer		
			No Variance	75.00
	4230.00	ERP Programmer/Analyst		



			A. Entry	68.00
			B. Intermediate	83.00
			C. Advanced	100.00
			D. Expert	115.00
	4240.00	ERP Systems Support Specialist		
			No Variance	85.00
	4250.00	ERP Systems Administrator		
			No Variance	100.00
	4600.00	Basis/Ale Technical Consultant		
			No Variance	115.00
Sourcing and Vendor Relationship Management	4800.00	Chief Sourcing Officer		
			No Variance	150.00
	4810.00	Manager IT Procurement		
			No Variance	125.00
	4820.00	IT Procurement Specialist		
			No Variance	70.00
	5000.00	Manager, Vendor Relationships		
			1. Team Leader	75.00
			2. Manager	100.00
			3. Sr. Manager	125.00
	5010.00	Manager, Outsourcing Contracts		
			No Variance	125.00
	5020.00	Contracts Manager		
			No Variance	89.00
	5040.00	Finance/Administration Specialist		
			A. Entry	60.00
			B. Intermediate	85.00
			C. Advanced	110.00
	5200.00	Technical Advisor		
			No Variance	120.00
Business Management / Administration	5400.00	Asset Manager		
			No Variance	110.00
	5410.00	Asset Management Administrator		
			A. Entry	54.00
			B. Intermediate	61.00
			C. Advanced	66.00
	5500.00	Director, HR/IT		
			No Variance	150.00
	5600.00	Manager, HR/IT Staffing		
			No Variance	100.00
	5610.00	Technical Recruiter		
			A. Entry	50.00
			B. Intermediate	65.00
			C. Advanced	80.00
	5620.00	HR/IT Generalist		
			A. Entry	50.00
			B. Intermediate	59.00
			C. Advanced	75.00
	5800.00	Documentation Specialist/Technical Writer		
			A. Entry	54.00
			B. Intermediate	66.00

			C. Advanced	80.00
	6000.00	Manager, IT Finance		
			No Variance	120.00
	6100.00	Director, IT Risk and Compliance		
			No Variance	150.00
	6200.00	Manager, IT Audit		
			No Variance	125.00
	6210.00	IT Auditor		
			No Variance	100.00
	6400.00	Business Management Specialist		
			No Variance	100.00
Training	6600.00	Manager, Technical Training		
			1. Team Leader	75.00
			2. Manager	85.00
			3. Sr.Manager	110.00
	6610.00	Technical Trainer		
			A. Entry	52.00
			B. Intermediate	58.00
			C. Advanced	71.00
			D. Expert	85.00
Security Management	6800.00	Security Manager		
			1. Team Leader	86.00
			2. Manager	110.00
			3. Sr.Manager	120.00
	6810.00	Security Analyst		
			A. Entry	60.00
			B. Intermediate	75.00
			C. Advanced	90.00
			D. Expert	115.00
	6820.00	Data Security Specialist		
			No Variance	98.00
	6830.00	Network Security Specialist		
			No Variance	125.00
	6840.00	System Security Specialist		
			No Variance	90.00
	6850.00	Web Security Specialist		
			No Variance	100.00
Business Continuance Management	7000.00	Manager, Business Continuance		
			No Variance	125.00
	7010.00	Business Continuance Specialist		
			No Variance	90.00
Product Development	7200.00	Manager, Product Development		
			1. Team Leader	85.00
			2. Manager	110.00
			3. Sr.Manager	135.00
	7210.00	Product Architect		
			No Variance	130.00
	7220.00	Product Engineer		
			A. Entry	60.00
			B. Intermediate	80.00
			C. Advanced	90.00



			D. Expert	130.00
	7230.00	Product Developer		
			A. Entry	73.00
			B. Intermediate	85.00
			C. Advanced	95.00
			D. Expert	120.00
Systems Programming & Admin.	7400.00	Manager, Systems Software		
			1. Team Leader	90.00
			2. Manager	125.00
			3. Sr. Manager	150.00
	7410.00	Systems Architect		
			A. Entry	65.00
			B. Intermediate	80.00
			C. Advanced	105.00
			D. Expert	135.00
	7420.00	Systems Software Programmer		
			A. Entry	65.00
			B. Intermediate	81.00
			C. Advanced	99.00
			D. Expert	115.00
	7430.00	Groupware Specialist		
			A. Entry	70.00
			B. Intermediate	90.00
			C. Advanced	98.00
	7440.00	Systems Administrator		
			A. Entry	59.00
			B. Intermediate	69.00
			C. Advanced	89.00
			D. Expert	100.00
	7450.00	UNIX System Administrator		
			No Variance	105.00
	7460.00	Storage Management Specialist		
			No Variance	100.00
Business Analysis and Planning	7500.00	Director, Enterprise Architecture		
			No Variance	150.00
	7600.00	Manager, IT Business Planning		
			1. Team Leader	100.00
			2. Manager	125.00
			3. Sr. Manager	150.00
	7610.00	Enterprise Architect		
			No Variance	125.00
	7620.00	Business Process Consultant		
			A. Entry	50.00
			B. Intermediate	71.00
			C. Advanced	93.00
			D. Expert	117.00
	7630.00	IT Business Consultant		
			A. Entry	65.00
			B. Intermediate	90.00
			C. Advanced	97.00
			D. Expert	124.00
	7640.00	Business Analyst		
			A. Entry	46.00

			B. Intermediate	72.00
			C. Advanced	82.00
			D. Expert	91.00
	7700.00	Director, Business Relationships		
			No Variance	150.00
	7800.00	Manager, Customer Relations		
			No Variance	100.00
Release Management	8000.00	Configuration Management Analyst		
			A. Entry	55.00
			B. Intermediate	75.00
			C. Advanced	80.00
	8010.00	Release/Build Engineer		
			No Variance	75.00
Program Management	8200.00	Director, Program Management		
			No Variance	150.00
	8210.00	Program Manager		
			1. Team Leader	90.00
			2. Manager	100.00
			3. Sr. Manager	125.00
			4. Executive	150.00
	8220.00	Project Manager		
			1. Team Leader	90.00
			2. Manager	100.00
			3. Sr. Manager	120.00
			4. Executive	135.00
	8230.00	Project Leader		
			A. Entry	65.00
			B. Intermediate	103.00
			C. Advanced	110.00
			D. Expert	115.00
	8235.00	Project Management Specialist		
			No Variance	85.00
	8240.00	Resource Manager		
			No Variance	110.00
Customer Service Hotline	8400.00	Manager, Customer Service Hotline		
			No Variance	75.00
	8410.00	Customer Service Hotline Representative		
			A. Entry	40.00
			B. Intermediate	43.00
			C. Advanced	50.00
Technical Product Support	8600.00	Manager, Technical Product Support		
			1. Team Leader	75.00
			2. Manager	85.00
			3. Sr. Manager	95.00
	8610.00	Technical Product Support Analyst		
			No Variance	70.00
	8620.00	Technical Product Support Specialist		
			A. Entry	40.00
			B. Intermediate	55.00
			C. Advanced	68.00