

RFP No. IT-2026-213-RB  
RFP Title: MASTER AGREEMENTS  
FOR TECHNICAL STAFF AUGMENTATION SERVICES

**Evaluation Criteria & Proposal Submission Forms**  
**RFP Attachment D-Pricing**

**Evaluation Criteria & Proposal Submission Forms**  
**Attachment D Pricing**

| Reference # | Evaluation Criterion:                     | Pricing                                       |
|-------------|-------------------------------------------|-----------------------------------------------|
| 11          | <b>Maximum Points for this Criterion:</b> | <u>40 Points</u> (out of 100 possible points) |

**Proposal Requirements:** Proposer must propose a discount structure to be applied to invoices under a master agreement based on the number of concurrent Work Orders awarded to proposer under that master agreement, if awarded. In addition, proposers must propose overhead and profit mark-up rates when the placement is an employee or independent contractor of the proposer, as well as mark-up rates to be applied should proposer use a subcontracted company/firm to fill Key Personnel placements. Proposer must propose the maximum hourly rate for each of the classifications that may be awarded under this master agreement.

**Proposer must complete the following:**

**Part I – Discount Structure:** Proposers must propose and fill-in a discount rate percentage in each tier for concurrent placements in individual Work Orders issued under an awarded master agreement. The discount rates will be incorporated into the master agreement, if awarded.

|                                                            | Number of Concurrent Placements in Individual Work Orders Issued Under an Awarded Master Agreement |     |      |       |      |
|------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----|------|-------|------|
|                                                            | 1-3                                                                                                | 4-6 | 7-10 | 11-14 | 15+  |
| <b>Percent (%) Discount to be Applied to Work Order(s)</b> | 0%                                                                                                 | 1%  | 2%   | 3%    | 3.5% |

**Part II – Mark-up/Overhead:** Fully burdened labor rates in Work Orders to be awarded under a Master Agreement will be made up of the hourly rate proposer pays to Key Personnel plus proposer's contracted mark-up rate (which is a combination of proposer's overhead and profit percentages). Proposers must propose and fill-in the overhead percentage, profit percentage, and total mark-up percentage for each term of a prospective Master Agreement. Proposer's total mark-up will be incorporated into the master agreement, if awarded. *NOTE: Individual markup percentages for overhead and profit denoted with an \* in the highlighted boxes on the form below are deemed by the JCC to be proposer's proprietary and confidential information which meets the disclosure exemption requirements of Rule 10.500, and will NOT be disclosed pursuant to a request for public documents, however, Total Markup is not deemed to be proprietary and confidential will subsequently be disclosed pursuant to a request for public documents.*

|                                                                 | Proposer's Mark-up Rates           |                                       |                                       |                                       |
|-----------------------------------------------------------------|------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
|                                                                 | Initial Term<br>11/1/26 – 10/31/28 | 1st Option Term<br>11/1/28 – 10/31/29 | 2nd Option Term<br>11/1/29 – 10/31/30 | 3rd Option Term<br>11/1/30 – 10/31/31 |
| <b>Percent (%) Allocated to Proposer's Overhead and Profit*</b> | OH: 18.70% / Profit: 17.51%        | OH: 18.70% / Profit: 16.50%           | OH: 18.70% / Profit: 16.02%           | OH: 18.70% / Profit: 15.55%           |
| <b>Total Mark-up</b>                                            | 36.21%                             | 35.20%                                | 34.72%                                | 34.25%                                |

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**Part III – Subcontractor Mark-up:** In the event proposer uses a subcontracted company/firm to supply Key Personnel for a Work Order, the fully burdened labor rate will only include the hourly rate proposer pays to Key Personnel plus proposer’s mark-up percentage rate for using a subcontracted firm. Proposers must propose and fill-in mark-up percentages for subcontracted companies/firms for each term of a prospective Master Agreement. Proposer’s subcontractor mark-up will be incorporated into the master agreement, if awarded.

|                                                           | <b>Mark-up Rates for Proposer’s Subcontracted Firms</b> |                                                   |                                                   |                                                   |
|-----------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------|---------------------------------------------------|---------------------------------------------------|
|                                                           | <b>Initial Term<br/>11/1/26 –<br/>10/31/28</b>          | <b>1st Option Term<br/>11/1/28 –<br/>10/31/29</b> | <b>2nd Option Term<br/>11/1/29 –<br/>10/31/30</b> | <b>3rd Option Term<br/>11/1/30 –<br/>10/31/31</b> |
| <b>Percent (%) Allocated for using Subcontracted Firm</b> | NA                                                      | NA                                                | NA                                                | NA                                                |

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**Part IV – Maximum Hourly Rate:** Proposer must propose and fill in the maximum hourly rate for each of the classifications.

| <b>Position</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>Maximum Hourly Rate for Initial Term<br/>11/1/26 – 10/31/28</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|
| 1. <b>Applications IT Architect</b> – The Application Architect analyzes and designs the architecture for software applications and enhancements, including the appropriate application of frameworks and design patterns and the interrelationships of components and interfaces. Provides solutions to business-critical complex problems. Supports problem research and resolution as a lead team member.                                                                                                                                                                                                                     | \$148.33                                                           |
| 2. <b>Application Support Analyst</b> – The Application Support Analyst coordinates the tracking, research, and solutions for defects and service requests relating to existing automated systems. Facilitates communication between application users and the helpdesk staff, 3rd party helpdesk staff, and support and maintenance teams in the prioritization and tracking of incidents and requests. Serves as subject matter expert to the application team on the operations and functionality of automated applications.                                                                                                  | \$92.35                                                            |
| 3. <b>Application Tester</b> – The Application Tester writes test cases and test plans, executes test cases, investigates potential defects, logs defects, reports test results, organizes and participates in test plan walkthroughs, does functional and system integration testing, prepares traceability matrix to reflect test coverage, and prioritizes test requirements and organizes test cases accordingly.                                                                                                                                                                                                            | \$94.36                                                            |
| 4. <b>Application Testing Lead</b> – See Application Tester. In addition, provides lead direction and work review of project staff and/or performs coordinates complex specialized work.                                                                                                                                                                                                                                                                                                                                                                                                                                         | \$107.16                                                           |
| 5. <b>Business Applications Analyst</b> – Performs professional-level analytical work while serving as a functional liaison with Information Services staff in coordinating the functional/business unit activities related to the requirements gathering, use cases, process documentation, development, training, testing and use of information management applications. This position provides subject matter expertise to support the development and configuration of an application.                                                                                                                                      | \$98.58                                                            |
| 6. <b>Sr. Business Applications Analyst</b> – See Business Applications Analyst. In addition, provides lead direction and senior level subject matter expertise, and work review of project staff and/or performs and coordinates complex and specialized work to include defining test plans, training plans and recommendations for business process reengineering.                                                                                                                                                                                                                                                            | \$110.98                                                           |
| 7. <b>Business Systems Analyst</b> - The Business Systems Analyst serves as a liaison between the business operations and the technical teams to develop and document business/functional requirements for IT solutions.                                                                                                                                                                                                                                                                                                                                                                                                         | \$101.09                                                           |
| 8. <b>Sr. Business Systems Analyst</b> – The Senior Business Systems Analyst provides lead direction and work review of project staff and/or performs and coordinates complex and specialized work. Plans and conducts business process analysis to system mapping design, testing, and functional documentation of new and existing automated systems. Works with other business systems analysts, application managers and development teams to achieve business objectives and maintain client satisfaction. Works closely with business users to ensure best practices and adherence to the Software Development Life Cycle. | \$114.68                                                           |
| 9. <b>Data Modeler</b> – The Data Modeler consults with business process owners, functional analysts, and Subject Matter Experts (SMEs) to gather knowledge of business processes                                                                                                                                                                                                                                                                                                                                                                                                                                                | \$120.88                                                           |

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| <b>Position</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <b>Maximum Hourly<br/>Rate for Initial<br/>Term<br/>11/1/26 – 10/31/28</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| in order to develop effective data warehousing solutions. Performs detailed data analysis and develops data models based on business requirements and data warehousing principles. Designs, develops, configures, and executes loading of data from source system extractions, creating a flexible, scalable, supportable and analytical reporting system.                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                            |
| 10. <b>Data Scientist</b> - The Data Scientist advises the business on potential data and provides new insights into the business mission through the use of advanced statistical analysis, data mining, and data visualization techniques to create solutions that enable enhanced business performance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | \$133.55                                                                   |
| 11. <b>Database Administrator</b> – The Database Administrator (DBA) provides planning, development, implementation, and administration of systems for the acquisition, storage, and retrieval of data.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | \$125.76                                                                   |
| 12. <b>Enterprise IT Architect</b> – The Enterprise Architect improves the current IT infrastructure, optimizes business operations, and sets the direction and approach for integrating information applications and programs. Responsible for cataloging, developing, coordinating, communicating, maintaining, and enforcing overall enterprise architecture models, representations, initiatives, capabilities, and components to adequately perform the organization's business and technology activities.                                                                                                                                                                                                                                                                  | \$162.05                                                                   |
| 13. <b>Infrastructure/Operations IT Architect</b> – Consults and performs complex and specialized work in analysis, design, testing, and implementation of complex infrastructure environments, including hardware, operating systems, and middleware components; interfaces with 3rd party vendors and staff to ensure that goals and objectives are met; supports problem research and resolution; performs related work as assigned.                                                                                                                                                                                                                                                                                                                                          | \$151.50                                                                   |
| 14. <b>IT Developer</b> - Designs, codes, configures, tests and debugs applications in various software languages. Performs software analysis, code analysis, requirements analysis, software review, identification of code metrics, system risk analysis, software testing, quality assurance, and performance tuning. Supports, maintains, and documents software functionality. Analyzes support issues, interacts with vendors as necessary, and develops viable solutions. Develops and supports applications using best practices and complies with Judicial Council development standards.                                                                                                                                                                               | \$116.92                                                                   |
| 15. <b>IT Developer Lead</b> – See IT Developer. In addition, leads a group of IT Developers in design and development of various software systems. Works with business analysts to define software requirements and assess feasibility of design within time and cost constraints. Identifies programming effort and assigns to technical team. Performs code reviews, develops software, conducts unit testing, coordinates/assists in integration and user testing, and ensures development and maintenance of appropriate technical documentation. Coordinates knowledge transfer for cross training. Leads problem resolution working with peers and vendors. Assists in the development of technical and documentation standards and ensures that they are being followed. | \$132.23                                                                   |
| 16. <b>IT Infrastructure Subject Matter Expert</b> – The IT Infrastructure Subject Matter Expert provides appropriate sourcing and subject matter expertise. Develops outlines of critical milestones required to support current outsourcing relationship. Identifies key activities required to support a renewal of current services and the possibility of a re-compete for                                                                                                                                                                                                                                                                                                                                                                                                  | \$143.05                                                                   |

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| <b>Position</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>Maximum Hourly<br/>Rate for Initial<br/>Term<br/>11/1/26 – 10/31/28</b> |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| services. Performs detailed assessments of current pricing levels and methodologies and provides recommendations on pricing and scope that may require renegotiation. Identifies new business needs and infrastructure requirements. Develops recommendations to address service performance deficiencies with current outsourcing vendor.                                                                                                                                                                                                                                                                   |                                                                            |
| 17. <b>IT Program Manager</b> – The IT Program Manager is responsible for all aspects of a complex technology program including but not limited to management of various project plans and scopes; budgets and expenditures; resource availability; coordination and liaising with business partners, 3rd party vendors and/or courts; budgetary and management reporting; and compliance with policies and procedures.                                                                                                                                                                                      | \$147.01                                                                   |
| 18. <b>IT Project Manager</b> – The Project Manager provides day-to-day responsibilities for running complex technical projects throughout all stages of system development life cycle. Develops and maintains project plans. Defines resources and schedule for implementation. Creates and executes strategies for risk mitigation and contingency planning. Plans and ensures timely creation and review of project deliverables and milestones. Efficiently identifies and solves project issues. Ensures quality documentation is created and maintained. Manages and resolves conflicts within groups. | \$139.03                                                                   |
| 19. <b>Network Engineer</b> – The Network Engineer performs development, implementation, administration and troubleshooting of a large Cisco-based enterprise network platform. Provides expert-level analysis, policy development, and decision-support regarding the planning, design, optimization, and evaluation of the network communications infrastructure and associated network services. Investigates and resolves difficult and complex support issues related to LAN/WAN infrastructure.                                                                                                        | \$113.49                                                                   |
| 20. <b>Quality Assurance Analyst</b> – The QA Analyst performs quality assurance tasks to ensure that system objectives are met and that solutions function as expected. Develops and supports the planning, design, and execution of test plans, test scripts, and process plans for projects. Works closely with various departments to perform and validate test cases based on quality requirements and recommends changes to predetermined quality guidelines. Ensures that the end product meets the minimum quality standards, is fully functional and user-friendly.                                 | \$100.66                                                                   |
| 21. <b>Release Analyst</b> - Coordinates implementation of code builds into various environments and supports production implementations. Researches and resolves defects. Identifies configuration table problems and suggests solutions. Coordinates implementation of data scrubs devised by the database analyst.                                                                                                                                                                                                                                                                                        | \$99.11                                                                    |
| 22. <b>Release Manager</b> - See Release Analyst. Manages the activities of one or more Release Analysts. Serves as focal point for all activities in support of the application throughout the system development life cycle phases and its impacts to data center operations.                                                                                                                                                                                                                                                                                                                              | \$117.32                                                                   |
| 23. <b>Report Writer</b> - The Report Writer provides development of customized reports from databases to extract and collect data according to the current needs. Versed in Business Intelligence report writing as well as executive dashboard reports.                                                                                                                                                                                                                                                                                                                                                    | \$95.28                                                                    |
| 24. <b>Security Analyst</b> – The Security Analyst provides analysis of application data flows from the client, through a layered security model, and to the servers for problem resolution. Responds to security alerts generated by IDS/IPS probes and identifies at-risk components. Takes measures to protect infrastructure and preserve information for                                                                                                                                                                                                                                                | \$123.07                                                                   |

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| <b>Position</b>                                                                                                                                                                                                                                                                                                                                                                                            | <b>Maximum Hourly<br/>Rate for Initial<br/>Term<br/>11/1/26 – 10/31/28</b> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| forensic purposes. Guides support staff to proper closure of risk points. Provides third level support to network related issues.                                                                                                                                                                                                                                                                          |                                                                            |
| 25. <b>Technical Analyst</b> – The Technical Analyst provides technical project oversight and serve as technical lead for various technology projects. Serves as the liaison with 3rd party vendors, conducts and documents technical assessments, validates business requirements, generates conceptual diagrams, and provides subject matter expertise on shared infrastructure and security components. | \$116.73                                                                   |
| 26. <b>Sr. Technical Analyst</b> - See Technical Analyst. In addition, provides specialized technical expertise in areas such as networking, telecommunications or cloud infrastructure and may act as project manager for 1 or more large and complex technical projects.                                                                                                                                 | \$122.93                                                                   |
| 27. <b>Technical Writer</b> – The Technical Writer develops, edits, and delivers technology specific documentation of existing and new applications. This may include procedure documentation, specification requirements documentation, QA documentation, user guide documentation, code review/formatting documentation, and other technical documentation as needed.                                    | \$87.44                                                                    |

End of Evaluation Criteria D Pricing



**TEEMA Inc.**

Steve Reimer, Chief Operating Officer

## Attachment D: Cost Proposal (Pricing)

**Proposal Requirements:** Proposer must propose a discount structure to be applied to invoices under a master agreement based on the number of concurrent Work Orders awarded to proposer under that master agreement, if awarded. In addition, proposers must propose overhead and profit mark-up rates when the placement is an employee or independent contractor of the proposer, as well as mark-up rates to be applied should proposer use a subcontracted company/firm to fill Key Personnel placements. Proposer must propose the maximum hourly rate for each of the classifications that may be awarded under this master agreement.

**Part I – Discount Structure:** Proposers must propose and fill-in a discount rate percentage in each tier for concurrent placements in individual Work Orders issued under an awarded master agreement. The discount rates will be incorporated into the master agreement, if awarded.

| Discount Structure                      | Percent (%) Discount to be applied to Work Order(s) |
|-----------------------------------------|-----------------------------------------------------|
| % discount applied to 1-3 Work Orders   | 0.0                                                 |
| % discount applied to 4-6 Work Orders   | 1.0                                                 |
| % discount applied to 7-10 Work Orders  | 2.0                                                 |
| % discount applied to 11-14 Work Orders | 3.0                                                 |
| % discount applied to 15+ Work Orders   | 3.5                                                 |

**Part II – Mark-up/Overhead:** Fully burdened labor rates in Work Orders to be awarded under a Master Agreement will be made up of the hourly rate proposer pays to Key Personnel plus proposer's contracted mark-up rate (which is a combination of proposer's overhead and profit percentages). Proposers must propose and fill-in the overhead percentage, profit percentage, and total mark-up percentage for each term of a prospective Master Agreement. Proposer's total mark-up will be incorporated into the master agreement, if awarded. **NOTE:** Individual markup percentages for overhead and profit denoted with an \* in the highlighted boxes on the form below are deemed by the JCC to be proposer's proprietary and confidential information which meets the disclosure exemption requirements of Rule 10.500, and will NOT be disclosed pursuant to a request for public documents, however, Total Markup is not deemed to be proprietary and confidential will subsequently be disclosed pursuant to a request for public documents

| Mark-up/Overhead                        | Percent (%) Allocated to Proposer's Overhead and Profit* |
|-----------------------------------------|----------------------------------------------------------|
| Initial Term % Allocated to Overhead    | 18.70                                                    |
| Initial Term % Allocated to Profit      | 17.51                                                    |
| 1st Option Term % Allocated to Overhead | 18.70                                                    |
| 1st Option Term % Allocated to Profit   | 16.50                                                    |
| 2nd Option Term % Allocated to Overhead | 18.70                                                    |
| 2nd Option Term % Allocated to Profit   | 16.02                                                    |
| 3rd Option Term % Allocated to Overhead | 18.70                                                    |
| 3rd Option Term % Allocated to Profit   | 15.55                                                    |

**Part III – Subcontractor Mark-up:** In the event proposer uses a subcontracted company/firm to supply Key Personnel for a Work Order, the fully burdened labor rate will only include the hourly rate proposer pays to Key Personnel plus proposer's mark-up percentage rate for using a subcontracted firm. Proposers must propose and fill-in mark-up percentages for subcontracted companies/firms for each term of a prospective Master Agreement. Proposer's subcontractor mark-up will be incorporated into the master agreement, if awarded.

| Subcontractor Mark-up Rate*** | Percent (%) Allocated for using Subcontracted Firm |
|-------------------------------|----------------------------------------------------|
| Initial Term Mark-up %        | NA                                                 |
| 1st Option Term Mark-up %     | NA                                                 |
| 2nd Option Term Mark-up %     | NA                                                 |
| 3rd Option Term Mark-up %     | NA                                                 |

*Initial Term - 11/1/2026 to 10/31/2028*  
*1st Option Term - 11/1/2028 to 10/31/2029*  
*2nd Option Term - 11/1/2029 to 10/31/2030*  
*3rd Option Term - 11/1/2030 to 10/31/2031*

| Class # | Contractor Title                  | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Rate     |
|---------|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 1       | Applications IT Architect         | The Application Architect analyzes and designs the architecture for software applications and enhancements, including the appropriate application of frameworks and design patterns and the interrelationships of components and interfaces. Provides solutions to business-critical complex problems. Supports problem research and resolution as a lead team member.                                                                                                                                                                                                                  | \$148.33 |
| 2       | Applications Support Analyst      | The Application Support Analyst coordinates the tracking, research, and solutions for defects and service requests relating to existing automated systems. Facilitates communication between application users and the helpdesk staff, 3rd party helpdesk staff, and support and maintenance teams in the prioritization and tracking of incidents and requests. Serves as subject matter expert to the application team on the operations and functionality of automated applications.                                                                                                 | \$92.35  |
| 3       | Application Tester                | The Application Tester writes test cases and test plans, executes test cases, investigates potential defects, logs defects, reports test results, organizes and participates in test plan walkthroughs, does functional and system integration testing, prepares traceability matrix to reflect test coverage, and prioritizes test requirements and organizes test cases accordingly.                                                                                                                                                                                                  | \$94.36  |
| 4       | Application Testing Lean          | See Application Tester. In addition, provides lead direction and work review of project staff and/or performs coordinates complex specialized work.                                                                                                                                                                                                                                                                                                                                                                                                                                     | \$107.16 |
| 5       | Business Applications Analyst     | Performs professional-level analytical work while serving as a functional liaison with Information Services staff in coordinating the functional/business unit activities related to the requirements gathering, use cases, process documentation, development, training, testing and use of information management applications. This position provides subject matter expertise to support the development and configuration of an application.                                                                                                                                       | \$98.58  |
| 6       | Sr. Business Applications Analyst | See Business Applications Analyst. In addition, provides lead direction and senior level subject matter expertise, and work review of project staff and/or performs and coordinates complex and specialized work to include defining test plans, training plans and recommendations for business process reengineering.                                                                                                                                                                                                                                                                 | \$110.98 |
| 7       | Business Systems Analyst          | The Business Systems Analyst serves as a liaison between the business operations and the technical teams to develop and document business/functional requirements for IT solutions.                                                                                                                                                                                                                                                                                                                                                                                                     | \$101.09 |
| 8       | Sr. Business Systems Analyst      | The Senior Business Systems Analyst provides lead direction and work review of project staff and/or performs and coordinates complex and specialized work. Plans and conducts business process analysis to system mapping design, testing, and functional documentation of new and existing automated systems. Works with other business systems analysts, application managers and development teams to achieve business objectives and maintain client satisfaction. Works closely with business users to ensure best practices and adherence to the Software Development Life Cycle. | \$114.68 |

|    |                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |
|----|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 9  | Data Modeler                      | The Data Modeler consults with business process owners, functional analysts, and Subject Matter Experts (SMEs) to gather knowledge of business processes in order to develop effective data warehousing solutions. Performs detailed data analysis and develops data models based on business requirements and data warehousing principles. Designs, develops, configures, and executes loading of data from source system extractions, creating a flexible, scalable, supportable and analytical reporting system.                                                                                                                                                                                                                               | \$120.88 |
| 10 | Data Scientist                    | The Data Scientist advises the business on potential data and provides new insights into the business mission through the use of advanced statistical analysis, data mining, and data visualization techniques to create solutions that enable enhanced business performance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | \$133.55 |
| 11 | Database Administrator            | The Database Administrator (DBA) provides planning, development, implementation, and administration of systems for the acquisition, storage, and retrieval of data.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | \$125.76 |
| 12 | Enterprise IT Architect           | The Enterprise Architect improves the current IT infrastructure, optimizes business operations, and sets the direction and approach for integrating information applications and programs. Responsible for cataloging, developing, coordinating, communicating, maintaining, and enforcing overall enterprise architecture models, representations, initiatives, capabilities, and components to adequately perform the organization's business and technology activities.                                                                                                                                                                                                                                                                        | \$162.05 |
| 13 | Infrastructure/Operations IT Arch | Consults and performs complex and specialized work in analysis, design, testing, and implementation of complex infrastructure environments, including hardware, operating systems, and middleware components; interfaces with 3rd party vendors and staff to ensure that goals and objectives are met; supports problem research and resolution; performs related work as assigned.                                                                                                                                                                                                                                                                                                                                                               | \$151.50 |
| 14 | IT Developer                      | Designs, codes, configures, tests and debugs applications in various software languages. Performs software analysis, code analysis, requirements analysis, software review, identification of code metrics, system risk analysis, software testing, quality assurance, and performance tuning. Supports, maintains, and documents software functionality. Analyzes support issues, interacts with vendors as necessary, and develops viable solutions. Develops and supports applications using best practices and complies with Judicial Council development standards.                                                                                                                                                                          | \$116.92 |
| 15 | IT Developer Lead                 | See IT Developer. In addition, leads a group of IT Developers in design and development of various software systems. Works with business analysts to define software requirements and assess feasibility of design within time and cost constraints. Identifies programming effort and assigns to technical team. Performs code reviews, develops software, conducts unit testing, coordinates/assists in integration and user testing, and ensures development and maintenance of appropriate technical documentation. Coordinates knowledge transfer for cross training. Leads problem resolution working with peers and vendors. Assists in the development of technical and documentation standards and ensures that they are being followed. | \$132.23 |

|    |                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |
|----|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 16 | IT Infrastructure Subject Matter | The IT Infrastructure Subject Matter Expert provides appropriate sourcing and subject matter expertise. Develops outlines of critical milestones required to support current outsourcing relationship. Identifies key activities required to support a renewal of current services and the possibility of a re-compete for services. Performs detailed assessments of current pricing levels and methodologies and provides recommendations on pricing and scope that may require renegotiation. Identifies new business needs and infrastructure requirements. Develops recommendations to address service performance deficiencies with current outsourcing vendor. | \$143.05 |
| 17 | IT Program Manager               | The IT Program Manager is responsible for all aspects of a complex technology program including but not limited to management of various project plans and scopes; budgets and expenditures; resource availability; coordination and liaising with business partners, 3rd party vendors and/or courts; budgetary and management reporting; and compliance with policies and procedures.                                                                                                                                                                                                                                                                               | \$147.01 |
| 18 | IT Project Manager               | The Project Manager provides day-to-day responsibilities for running complex technical projects throughout all stages of system development life cycle. Develops and maintains project plans. Defines resources and schedule for implementation. Creates and executes strategies for risk mitigation and contingency planning. Plans and ensures timely creation and review of project deliverables and milestones. Efficiently identifies and solves project issues. Ensures quality documentation is created and maintained. Manages and resolves conflicts within groups.                                                                                          | \$139.03 |
| 19 | Network Engineer                 | The Network Engineer performs development, implementation, administration and troubleshooting of a large Cisco-based enterprise network platform. Provides expert-level analysis, policy development, and decision-support regarding the planning, design, optimization, and evaluation of the network communications infrastructure and associated network services. Investigates and resolves difficult and complex support issues related to LAN/WAN infrastructure.                                                                                                                                                                                               | \$113.49 |
| 20 | Quality Assurance Analyst        | The QA Analyst performs quality assurance tasks to ensure that system objectives are met and that solutions function as expected. Develops and supports the planning, design, and execution of test plans, test scripts, and process plans for projects. Works closely with various departments to perform and validate test cases based on quality requirements and recommends changes to predetermined quality guidelines. Ensures that the end product meets the minimum quality standards, is fully functional and user-friendly.                                                                                                                                 | \$100.66 |
| 21 | Release Analyst                  | Coordinates implementation of code builds into various environments and supports production implementations. Researches and resolves defects. Identifies configuration table problems and suggests solutions. Coordinates implementation of data scrubs devised by the database analyst.                                                                                                                                                                                                                                                                                                                                                                              | \$99.11  |
| 22 | Release Manager                  | See Release Analyst. Manages the activities of one or more Release Analysts. Serves as focal point for all activities in support of the application throughout the system development life cycle phases and its impacts to data center operations.                                                                                                                                                                                                                                                                                                                                                                                                                    | \$117.32 |

|    |                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |          |
|----|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| 23 | Report Writer         | The Report Writer provides development of customized reports from databases to extract and collect data according to the current needs. Versed in Business Intelligence report writing as well as executive dashboard reports.                                                                                                                                                                                                                                    | \$95.28  |
| 24 | Security Analyst      | The Security Analyst provides analysis of application data flows from the client, through a layered security model, and to the servers for problem resolution. Responds to security alerts generated by IDS/IPS probes and identifies at-risk components. Takes measures to protect infrastructure and preserve information for forensic purposes. Guides support staff to proper closure of risk points. Provides third level support to network related issues. | \$123.07 |
| 25 | Technical Analyst     | The Technical Analyst provides technical project oversight and serve as technical lead for various technology projects. Serves as the liaison with 3rd party vendors, conducts and documents technical assessments, validates business requirements, generates conceptual diagrams, and provides subject matter expertise on shared infrastructure and security components.                                                                                       | \$116.73 |
| 26 | Sr. Technical Analyst | See Technical Analyst. In addition, provides specialized technical expertise in areas such as networking, telecommunications or cloud infrastructure and may act as project manager for 1 or more large and complex technical projects.                                                                                                                                                                                                                           | \$122.93 |
| 27 | Technical Writer      | The Technical Writer develops, edits, and delivers technology specific documentation of existing and new applications. This may include procedure documentation, specification requirements documentation, QA documentation, user guide documentation, code review/formatting documentation, and other technical documentation as needed.                                                                                                                         | \$87.44  |



**TEEMA Inc.**  
Steve Reimer, Chief Operating Officer