

Labor Category	Description	Unit of Measure	State Price (hourly)
ERP Programmer I	<p>Responsibility:</p> <p>a. Reviews, analyzes, and modifies the programming systems including encoding, testing, and debugging to support an organization's Enterprise Resource Planning (ERP) applications. Designs new modules to Improve system efficiency. Troubleshoots and resolves testing issues. Responsible for technical documentation of the modified programs. Familiar with a variety of the field's concepts, practices, and procedures. Has knowledge of commonly-used practices and procedures within their respective domain. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a team lead or project manager.</p> <p>Minimum Experience: Requires a bachelor's degree or equivalent in Computer Science or engineering or Management Information Systems plus 1 year of general experience or 2 years of programming experience in the selected ERP software. Six years of general experience is equivalent to a Bachelor's Degree. With a Master's Degree, no experience is required.</p>	N/A	\$74.40
ERP Programmer II	<p>Responsibility:</p> <p>a. Reviews, analyzes, and modifies the programming systems including encoding, testing, and debugging to support an organization's Enterprise Resource Planning (ERP) applications. Designs new modules to Improve system efficiency. Troubleshoots and resolves testing issues. Responsible for technical documentation of the modified programs. Familiar with a variety of the field's concepts, practices, and procedures.</p> <p>b. Relies on experience and judgment to plan and to accomplish goals. Performs a variety of complicated tasks. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a team lead or project manager.</p> <p>Minimum Experience: Requires a bachelor's degree or equivalent in Computer Science or engineering, plus 2 years of general experience or 3 years of programming experience in the selected ERP software. Six years of general experience is equivalent to a Bachelor's Degree. With a Master's Degree, 1 year experience is required.</p>	N/A	\$78.12
ERP Programmer III	<p>Responsibility:</p> <p>a. Reviews, analyzes, and modifies the programming systems including encoding, testing, and debugging to support an organization's Enterprise Resource Planning (ERP) applications. Designs new modules to Improve system efficiency. Troubleshoots and resolves testing issues. Responsible for technical documentation of the modified programs. Familiar with a variety of the field's concepts, practices, and procedures.</p> <p>b. Relies on experience and judgment to plan and to accomplish goals. Performs a variety of complicated tasks. Relies on instructions and pre-established guidelines to perform the functions of the job.</p> <p>c. May lead and direct the work of others. Typically reports to a Project manager or Project Lead. A wide degree of creativity and latitude is expected.</p> <p>Minimum Experience: Requires a bachelor's degree or equivalent in Computer Science or engineering, plus 3 years of general experience or 4 years of programming experience in the selected ERP software. Six years of general experience is equivalent to a Bachelor's Degree. With a Master's Degree, 2+ years experience is required.</p>	N/A	\$93.00
ERP Business Analyst	<p>Responsibility:</p> <p>a. Review, analyze, and modify systems including development, testing, debugging and to support an organization's Enterprise Resource Planning (ERP) applications. Discuss with users to identify current issues and to understand client objectives. Has knowledge of commonly-used practices and procedures within their respective domain. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Typically reports to a team lead or project manager.</p> <p>Minimum Experience: Requires a bachelor's degree or equivalent in Computer Science or engineering, plus 2 years of general experience or 3 years of System Matter expert experience in the selected ERP software. Six years of general experience is equivalent to a Bachelor's Degree. With a Master's Degree, 1+ Years of Hands-on experience In applications systems design/development.</p>	N/A	\$93.00
ERP Business Analyst Sr.	<p>Responsibility:</p> <p>a. Review, analyze, and modify systems including development, testing, debugging and to support an organization's Enterprise Resource Planning (ERP) applications. Discuss with users to identify current issues and to understand client objectives. May be expected to develop design documentation to describe business requirements, development, Debug and troubleshoot issues. Must have a working knowledge of relational databases and client-server concepts.</p> <p>b. Relies on experience and judgment to plan and to accomplish goals. Performs a variety of complicated tasks.</p> <p>c. May lead and direct the work of others. Typically reports to a Project manager or Program Manager. A wide degree of creativity and latitude is expected.</p> <p>d. Works independently under overall objectives and direction, apprising the supervisor about progress and unusual complications. Modifies and adapts precedent solutions and proven approaches. Completed work is reviewed for timeliness, compatibility with other work, and effectiveness in meeting requirements. May function as team leader or supervise a few lower level business Analysts or technicians on assigned</p> <p>Minimum Experience: Requires a bachelor's degree or equivalent in Computer Science or engineering,</p>	N/A	\$125.55

ERP Security Admin.	<p>Responsibility: Under general supervision, performs all procedures necessary to ensure the safety of information systems. Responsible for developing ERP Security Matrix, Security Data Migration, Create User Profiles, Grant Permissions and Create Roles. Interfaces with user community to understand their security needs and implements procedures to accommodate them. Ensures that user community understands and adheres to necessary procedures to maintain security. Conducts accurate evaluation of the level of security required. Provides management with status reports. Frequently reports to a Security Administration Manager.</p> <p>Minimum Experience: Requires a bachelor's degree or equivalent in Computer Science or engineering, plus 2+ years of general experience or 4 years of security admin experience in the selected ERP software. Six years of general experience is equivalent to a Bachelor's Degree. With a Master's Degree, 1+ year experience is required.</p>	N/A	\$88.35
ERP Security Admin. Sr.	<p>Responsibility: a. Under general direction, performs all procedures necessary to ensure the safety of information systems. Responsible for Design and development of ERP Security Matrix, Security Data Migration, Create User Profiles, Grant Permissions and Create Roles. Interfaces with user community to understand their security needs and implements procedures to accommodate them. Ensures that user community understands and adheres to necessary procedures to maintain security. b. May require familiarity with domain structures, user authentication, and digital signatures. Conducts accurate evaluation of the level of security required. May require understanding of implementing Single Sign on Security across different systems and configuration. Must be able to gauge business needs against security concerns and articulate issues to management.</p> <p>Minimum Experience: Requires a bachelor's degree or equivalent in Computer Science or engineering, plus 4+ years of general experience or 6 years of security admin experience in the selected ERP software. Six years of general experience is equivalent to a Bachelor's Degree. With a Master's Degree, 3+ year experience is required.</p>	N/A	\$102.30
ERP Project Manager	<p>Responsibility: Provides overall direction, Skills, Knowledge, project management knowledge for the delivery of a project to Support an organization's Enterprise Resource Planning (ERP) applications. Able to apply the principles of sound project methodology. Exercises management responsibility over the achievement of performance, revenue, and profit objectives of a project and its contracts. Able to prepare and revise Project Charter, Scope, project plan, task plan, work breakdown structure, communication plan, risk assessment, cost analysis and status reports. Coordinates and leads project team meetings. Provides status and issue resolution recommendations to project sponsor. Should Possesses excellent communication and negotiation skills in managing highly sensitive and complex project issues. Able to mentor less experienced project managers.</p> <p>Minimum Experience: Requires a bachelor's degree in Engineering, Management Information Systems, MBA, or equivalent studies or experience with 5 or more years of Project Management experience in the selected ERP software. With a Master's Degree in Management or PMP certified, 2+ year experience is r</p>	N/A	\$111.60
Database Administrator	<p>Responsibility: Administer, maintain, develops and implement policies and procedures for ensuring the security and integrity of the company database. Implements data models and database designs, data access and table maintenance codes; resolves database performance issues, database capacity issues, replication, and other distributed data issues. Familiar with standard concepts, practices, and procedures within a particular field. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports o a manager. A certain degree of creativity and latitude is required.</p> <p>Minimum Experience: Requires a bachelor's degree or equivalent in Computer Science or engineering, plus 2+ years of general experience or 4 years of Database Administration experience. With a Master's Degree, 1+ year experience in Database Administration is required.</p>	N/A	\$74.40
QA Tester II	<p>Responsibility: a. Prepare test cases from a function test plan and to set-up and execute function tests for integrated program modules. Prepare and update the test log and create Program Trouble Reports for identified problems. Basic understanding of test environments, testing tools and QA techniques. b. Able to design complex and custom testing plans at the system, regression, integration and acceptance levels. Able to develop and revise testing procedures, standards and policies. c. Able to evaluate and select testing tools and products. Able to lead a team of testers on one or more concurrent projects. Able to interface with Project Manager and other team members on testing/QA issues. Typically reports to a supervisor or manager.</p> <p>Minimum Experience: Requires a bachelor's degree or equivalent in Computer Science or engineering or Management Information Systems plus 2+ year of general experience or 4 years of QA/Testing experience in the selected software. Six years of general experience is equivalent to a Bachelor's Degree. With a Master's Degree, 1+ years of experience is required.</p>	N/A	\$69.75

