

ORA Data Request
 Question 11 - Provide the full range of fully loaded annual and hourly employee costs by position for each year, 2014-2017.

Activities Type	2014				2015				2016				2017			
	Minimum Hourly Rate	Maximum Hourly Rate	Minimum Annual Salary	Maximum Annual Salary	Minimum Hourly Rate	Maximum Hourly Rate	Minimum Annual Salary	Maximum Annual Salary	Minimum Hourly Rate	Maximum Hourly Rate	Minimum Annual Salary	Maximum Annual Salary	Minimum Hourly Rate	Maximum Hourly Rate	Minimum Annual Salary	Maximum Annual Salary
Account Executive	\$ 44.47	\$ 61.44	\$ 92,498	\$ 127,795	\$ 43.55	\$ 63.32	\$ 90,584	\$ 131,706	\$ 45.11	\$ 64.97	\$ 93,829	\$ 135,138	\$ 45.11	\$ 64.97	\$ 93,829	\$ 135,138
Account Manager	\$ 66.89	\$ 86.89	\$ 139,131	\$ 180,731	\$ 66.46	\$ 86.02	\$ 138,237	\$ 178,922	\$ 69.32	\$ 92.04	\$ 144,186	\$ 191,443	\$ 69.32	\$ 92.04	\$ 144,186	\$ 191,443
Admn Aide	\$ 23.70	\$ 42.73	\$ 49,296	\$ 88,878	\$ 22.88	\$ 38.64	\$ 47,590	\$ 80,371	\$ 29.33	\$ 41.62	\$ 61,006	\$ 86,570	\$ 29.33	\$ 41.62	\$ 61,006	\$ 86,570
Admn Asst	\$ 34.99	\$ 45.02	\$ 72,779	\$ 93,642	\$ 34.03	\$ 44.76	\$ 70,782	\$ 93,101	\$ 35.11	\$ 46.91	\$ 73,029	\$ 97,573	\$ 35.11	\$ 46.91	\$ 73,029	\$ 97,573
Analyst Business	\$ 47.13	\$ 66.27	\$ 98,030	\$ 137,842	\$ 45.00	\$ 65.90	\$ 93,600	\$ 137,072	\$ 46.51	\$ 68.71	\$ 96,741	\$ 142,917	\$ 46.51	\$ 68.71	\$ 96,741	\$ 142,917
Analyst Financial	\$ 53.02	\$ 83.00	\$ 110,282	\$ 172,640	\$ 50.49	\$ 81.63	\$ 105,019	\$ 169,790	\$ 44.13	\$ 73.44	\$ 91,790	\$ 152,755	\$ 44.13	\$ 73.44	\$ 91,790	\$ 152,755
Analyst Marketing	\$ 41.31	\$ 99.19	\$ 85,925	\$ 206,315	\$ 35.26	\$ 95.74	\$ 73,341	\$ 199,139	\$ 42.04	\$ 74.53	\$ 87,443	\$ 155,022	\$ 42.04	\$ 98.77	\$ 87,443	\$ 205,442
Analyst Systems	\$ 53.31	\$ 78.23	\$ 110,885	\$ 162,718	\$ 46.13	\$ 80.37	\$ 95,950	\$ 167,170	\$ 53.09	\$ 79.36	\$ 110,427	\$ 165,069	\$ 54.02	\$ 82.48	\$ 112,362	\$ 171,558
Anly Prg/Prj	\$ 35.01	\$ 65.89	\$ 72,821	\$ 137,051	\$ 33.37	\$ 67.24	\$ 69,410	\$ 139,859	\$ 35.86	\$ 72.27	\$ 74,589	\$ 150,322	\$ 36.61	\$ 72.27	\$ 76,149	\$ 150,322
Auditor-Corporate	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 88.11	\$ 88.11	\$ 183,269	\$ 183,269
Cnst/Mtrl Cndtr	\$ 49.67	\$ 65.73	\$ 103,314	\$ 136,718	\$ 48.00	\$ 56.37	\$ 99,840	\$ 117,250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Comm Specialist	\$ 50.32	\$ 76.97	\$ 104,666	\$ 160,098	\$ 48.57	\$ 75.37	\$ 101,026	\$ 156,770	\$ 50.11	\$ 79.14	\$ 104,229	\$ 164,611	\$ 50.11	\$ 73.16	\$ 104,229	\$ 152,173
Cust Sol Rep	\$ 31.65	\$ 49.56	\$ 65,832	\$ 103,085	\$ 31.42	\$ 48.44	\$ 65,354	\$ 100,755	\$ 32.42	\$ 43.94	\$ 67,434	\$ 91,395	\$ 32.43	\$ 46.52	\$ 67,454	\$ 96,762
Cust Specialist	\$ 12.71	\$ 34.72	\$ 26,437	\$ 72,218	\$ 12.27	\$ 33.51	\$ 25,522	\$ 69,701	\$ 29.33	\$ 34.73	\$ 61,006	\$ 72,238	\$ 29.33	\$ 34.72	\$ 61,006	\$ 72,218
Designer	\$ 54.59	\$ 54.89	\$ 113,547	\$ 114,171	\$ 32.19	\$ 55.18	\$ 66,955	\$ 114,774	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Director_GRP E	\$ 134.06	\$ 146.64	\$ 278,845	\$ 305,011	\$ 128.34	\$ 141.41	\$ 266,947	\$ 294,133	\$ 93.44	\$ 159.82	\$ 194,355	\$ 332,426	\$ 93.44	\$ 159.82	\$ 194,355	\$ 332,426
Energy Mkt Spl	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 70.81	\$ 93.02	\$ 147,285	\$ 193,482	\$ 70.81	\$ 93.02	\$ 147,285	\$ 193,482
Engineer	\$ 48.21	\$ 83.18	\$ 100,277	\$ 173,014	\$ 46.54	\$ 80.72	\$ 96,803	\$ 167,898	\$ 48.26	\$ 87.61	\$ 100,381	\$ 182,229	\$ 48.26	\$ 87.61	\$ 100,381	\$ 182,229
Engineer Consulting	\$ 43.66	\$ 115.67	\$ 90,813	\$ 240,594	\$ 103.37	\$ 118.45	\$ 215,010	\$ 246,376	\$ 106.65	\$ 123.11	\$ 221,832	\$ 256,069	\$ 106.65	\$ 123.00	\$ 221,832	\$ 255,840
Engineer Sr	\$ 83.76	\$ 97.30	\$ 174,221	\$ 202,384	\$ 86.91	\$ 98.33	\$ 180,773	\$ 204,526	\$ 89.67	\$ 104.13	\$ 186,514	\$ 216,590	\$ 89.67	\$ 104.13	\$ 186,514	\$ 216,590
Exec Asst	\$ 42.23	\$ 50.77	\$ 87,838	\$ 105,602	\$ 41.65	\$ 49.28	\$ 86,632	\$ 102,502	\$ 45.52	\$ 53.53	\$ 94,682	\$ 111,342	\$ 46.09	\$ 53.53	\$ 95,867	\$ 111,342
Insp Qlty Ctrl	\$ 45.92	\$ 57.10	\$ 95,514	\$ 118,768	\$ 45.31	\$ 56.89	\$ 94,245	\$ 118,331	\$ 47.42	\$ 60.02	\$ 98,634	\$ 124,842	\$ 47.42	\$ 60.02	\$ 98,634	\$ 124,842
Int Sum Doctoral	\$ 50.80	\$ 52.00	\$ 105,664	\$ 108,160	\$ 32.68	\$ 50.19	\$ 67,974	\$ 104,395	\$ 50.59	\$ 57.81	\$ 105,227	\$ 120,245	\$ -	\$ -	\$ -	\$ -
Int Sum Graduate	\$ 27.58	\$ 35.75	\$ 57,366	\$ 74,360	\$ 13.66	\$ 34.50	\$ 28,413	\$ 71,760	\$ 26.74	\$ 35.60	\$ 55,619	\$ 74,048	\$ -	\$ -	\$ -	\$ -
IT Spl/Eng	\$ 84.56	\$ 98.26	\$ 175,885	\$ 204,381	\$ 83.33	\$ 96.14	\$ 173,326	\$ 199,971	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Manager	\$ 75.76	\$ 105.18	\$ 157,581	\$ 218,774	\$ 64.93	\$ 104.87	\$ 135,054	\$ 218,130	\$ 76.64	\$ 109.15	\$ 159,411	\$ 227,032	\$ 76.85	\$ 109.15	\$ 159,848	\$ 227,032
Mgr Prg/Cntr	\$ 39.06	\$ 80.58	\$ 81,245	\$ 167,606	\$ 39.07	\$ 80.54	\$ 81,266	\$ 167,523	\$ 49.57	\$ 83.26	\$ 103,106	\$ 173,181	\$ 49.57	\$ 83.26	\$ 103,106	\$ 173,181
Mgr-Prj/Prod	\$ 67.88	\$ 97.05	\$ 141,190	\$ 201,864	\$ 66.17	\$ 100.43	\$ 137,634	\$ 208,894	\$ 71.40	\$ 105.32	\$ 148,512	\$ 219,066	\$ 71.40	\$ 105.32	\$ 148,512	\$ 219,066
Mtr Techn	\$ 64.14	\$ 65.47	\$ 133,411	\$ 136,178	\$ 61.91	\$ 63.20	\$ 128,773	\$ 131,456	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Planner Pwr Sys	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 65.95	\$ 87.25	\$ 137,176	\$ 181,480	\$ 81.07	\$ 87.25	\$ 168,626	\$ 181,480
Prin Mgr	\$ 61.77	\$ 132.09	\$ 128,482	\$ 274,747	\$ 69.19	\$ 128.97	\$ 143,915	\$ 268,258	\$ 110.91	\$ 135.41	\$ 230,693	\$ 281,653	\$ 110.91	\$ 135.41	\$ 230,693	\$ 281,653
Prof Trainee	\$ 27.14	\$ 35.04	\$ 56,451	\$ 72,883	\$ 17.54	\$ 33.82	\$ 36,483	\$ 70,346	\$ 28.43	\$ 34.33	\$ 59,134	\$ 71,406	\$ 28.43	\$ 34.33	\$ 59,134	\$ 71,406
Supervisor	\$ 63.28	\$ 90.93	\$ 131,622	\$ 189,134	\$ 63.95	\$ 90.60	\$ 133,016	\$ 188,448	\$ 66.34	\$ 98.16	\$ 137,987	\$ 204,173	\$ 66.34	\$ 98.16	\$ 137,987	\$ 204,173
Techn Spl/Scientist	\$ 37.46	\$ 84.48	\$ 77,917	\$ 175,718	\$ 37.92	\$ 86.21	\$ 78,874	\$ 179,317	\$ 40.27	\$ 93.58	\$ 83,762	\$ 194,646	\$ 40.35	\$ 93.58	\$ 83,928	\$ 194,646

Annual Labor Loader Rate	
2014	45.14%
2015	40.09%
2016	44.53%
2017	44.53%