

Combined Summary
Mapping of salary, hourly or contractor ranges
to billable hourly rates as of July 1, 2018
Used for projects, PMD and other T&M billing

Full Time Employee Annual Salary Range (1)		Wage Employee Hourly Rate (2)		Contract Employee Hourly Rate (3)		Billable Hourly Rate
From	To	From	To	From	To	
\$ 20,000	\$ 29,999	\$ 13.50	\$ 20.14	\$ 14.50	\$ 21.65	\$20
\$ 30,000	\$ 39,999	\$ 20.15	\$ 26.79	\$ 21.66	\$ 28.81	\$28
\$ 40,000	\$ 49,999	\$ 26.80	\$ 33.44	\$ 28.82	\$ 35.97	\$36
\$ 50,000	\$ 59,999	\$ 33.45	\$ 40.09	\$ 35.98	\$ 43.13	\$44
\$ 60,000	\$ 69,999	\$ 40.10	\$ 46.74	\$ 43.14	\$ 50.29	\$52
\$ 70,000	\$ 79,999	\$ 46.75	\$ 53.39	\$ 50.30	\$ 57.45	\$60
\$ 80,000	\$ 89,999	\$ 53.40	\$ 60.04	\$ 57.46	\$ 64.61	\$68
\$ 90,000	\$ 99,999	\$ 60.05	\$ 66.69	\$ 64.62	\$ 71.77	\$76
\$ 100,000	\$ 109,999	\$ 66.70	\$ 73.34	\$ 71.78	\$ 78.93	\$84
\$ 110,000	\$ 119,999	\$ 73.35	\$ 79.99	\$ 78.94	\$ 86.09	\$92
\$ 120,000	\$ 129,999	\$ 80.00	\$ 86.64	\$ 86.10	\$ 93.25	\$100
\$ 130,000	\$ 139,999	\$ 86.65	\$ 93.29	\$ 93.26	\$ 100.41	\$108
\$ 140,000	\$ 149,999	\$ 93.30	\$ 99.94	\$ 100.42	\$ 107.57	\$116
\$ -	\$ -	\$ -	\$ -	\$ 107.58	\$ 114.73	\$123
\$ -	\$ -	\$ -	\$ -	\$ 114.74	\$ 121.89	\$131
\$ -	\$ -	\$ -	\$ -	\$ 121.90	\$ 129.05	\$139
\$ -	\$ -	\$ -	\$ -	\$ 129.06	\$ 136.21	\$147
\$ -	\$ -	\$ -	\$ -	\$ 136.22	\$ 143.37	\$155
\$ -	\$ -	\$ -	\$ -	\$ 143.38	\$ 150.53	\$163
\$ -	\$ -	\$ -	\$ -	\$ 150.54	\$ 157.69	\$171
\$ -	\$ -	\$ -	\$ -	\$ 157.70	\$ 164.85	\$179
\$ -	\$ -	\$ -	\$ -	\$ 164.86	\$ 172.01	\$187
\$ -	\$ -	\$ -	\$ -	\$ 172.02	\$ 179.17	\$195
\$ -	\$ -	\$ -	\$ -	\$ 179.18	\$ 186.33	\$203
\$ -	\$ -	\$ -	\$ -	\$ 186.34	\$ 193.49	\$211
\$ -	\$ -	\$ -	\$ -	\$ 193.50	\$ 200.65	\$219
\$ -	\$ -	\$ -	\$ -	\$ 200.66	\$ 207.81	\$227
\$ -	\$ -	\$ -	\$ -	\$ 207.82	\$ 214.97	\$235
\$ -	\$ -	\$ -	\$ -	\$ 214.98	\$ 222.13	\$243
\$ -	\$ -	\$ -	\$ -	\$ 222.14	\$ 229.29	\$251
\$ -	\$ -	\$ -	\$ -	\$ 229.30	\$ 236.45	\$259
\$ -	\$ -	\$ -	\$ -	\$ 236.46	\$ 243.61	\$267
\$ -	\$ -	\$ -	\$ -	\$ 243.62	\$ 250.77	\$275
\$ -	\$ -	\$ -	\$ -	\$ 250.78	\$ 257.93	\$283
\$ -	\$ -	\$ -	\$ -	\$ 257.94	\$ 265.09	\$291
\$ -	\$ -	\$ -	\$ -	\$ 265.10	\$ 272.25	\$298
\$ -	\$ -	\$ -	\$ -	\$ 272.26	\$ 279.41	\$306

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From	To	From	To	From	To	
\$ -	\$ -	\$ -	\$ -	\$ 279.42	\$ 286.57	\$314
\$ -	\$ -	\$ -	\$ -	\$ 286.58	\$ 293.73	\$322
\$ -	\$ -	\$ -	\$ -	\$ 293.74	\$ 300.89	\$330
\$ -	\$ -	\$ -	\$ -	\$ 300.90	\$ 308.05	\$338
\$ -	\$ -	\$ -	\$ -	\$ 308.06	\$ 315.21	\$346
\$ -	\$ -	\$ -	\$ -	\$ 315.22	\$ 322.37	\$354
\$ -	\$ -	\$ -	\$ -	\$ 322.38	\$ 329.53	\$362
\$ -	\$ -	\$ -	\$ -	\$ 329.54	\$ 336.69	\$370
\$ -	\$ -	\$ -	\$ -	\$ 336.70	\$ 343.85	\$378
\$ -	\$ -	\$ -	\$ -	\$ 343.86	\$ 351.01	\$386
\$ -	\$ -	\$ -	\$ -	\$ 351.02	\$ 358.17	\$394
\$ -	\$ -	\$ -	\$ -	\$ 358.18	\$ 365.33	\$402
\$ -	\$ -	\$ -	\$ -	\$ 365.34	\$ 372.49	\$410
\$ -	\$ -	\$ -	\$ -	\$ 372.50	\$ 379.65	\$418
\$ -	\$ -	\$ -	\$ -	\$ 379.66	\$ 386.81	\$426
\$ -	\$ -	\$ -	\$ -	\$ 386.82	\$ 393.97	\$434
\$ -	\$ -	\$ -	\$ -	\$ 393.98	\$ 401.13	\$442
\$ -	\$ -	\$ -	\$ -	\$ 401.14	\$ 408.29	\$450
\$ -	\$ -	\$ -	\$ -	\$ 408.30	\$ 415.45	\$458
\$ -	\$ -	\$ -	\$ -	\$ 415.46	\$ 422.61	\$465
\$ -	\$ -	\$ -	\$ -	\$ 422.62	\$ 429.77	\$473
\$ -	\$ -	\$ -	\$ -	\$ 429.78	\$ 436.93	\$481
\$ -	\$ -	\$ -	\$ -	\$ 436.94	\$ 444.09	\$489
\$ -	\$ -	\$ -	\$ -	\$ 444.10	\$ 451.25	\$497
\$ -	\$ -	\$ -	\$ -	\$ 451.26	\$ 458.41	\$505
\$ -	\$ -	\$ -	\$ -	\$ 458.42	\$ 465.57	\$513
\$ -	\$ -	\$ -	\$ -	\$ 465.58	\$ 472.73	\$521
\$ -	\$ -	\$ -	\$ -	\$ 472.74	\$ 479.89	\$529
\$ -	\$ -	\$ -	\$ -	\$ 479.90	\$ 487.05	\$537
\$ -	\$ -	\$ -	\$ -	\$ 487.06	\$ 494.21	\$545
\$ -	\$ -	\$ -	\$ -	\$ 494.22	\$ 501.37	\$553
\$ -	\$ -	\$ -	\$ -	\$ 501.38	\$ 508.53	\$561
\$ -	\$ -	\$ -	\$ -	\$ 508.54	\$ 515.69	\$569
\$ -	\$ -	\$ -	\$ -	\$ 515.70	\$ 522.85	\$577
\$ -	\$ -	\$ -	\$ -	\$ 522.86	\$ 530.01	\$585
\$ -	\$ -	\$ -	\$ -	\$ 530.02	\$ 537.17	\$593

(1) Based on classified employee annual salary (without benefits)

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Full Time Employee Annual Salary Range (1) From To	Wage Employee Hourly Rate (2) From To	Contract Employee Hourly Rate (3) From To	Billable Hourly Rate
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(2) Based on Wage employee hourly rate (without benefits)

(3) Based on suppliers' employee hourly rate