

## COMMERCIAL MARKET RATES

January 1, 2018

Labor Category	Hourly Rates
NM1001 - ADA/508 Compliance Specialist	\$175
NM1002 - Business Analyst (Junior)	\$80
NM1003 - Business Analyst (Senior)	\$110
NM1004 - Copywriter (Junior)	\$80
NM1005 - Copywriter (Senior)	\$120
NM1006 - Creative Director	\$125
NM1007 - Database Administrator (Junior)	\$80
NM1008 - Database Administrator (Senior)	\$120
NM1009 - Graphic Designer (Junior)	\$80
NM1010 - Graphic Designer (Senior)	\$120
NM1011 - Project Manager (Junior)	\$85
NM1012 - Project Manager (Senior)	\$135
NM1013 - Quality Assurance (Junior)	\$70
NM1014 - Quality Assurance (Senior)	\$100
NM1015 - Security Engineer	\$170
NM1016 - SEO/Content Specialist	\$150
NM1017 - Systems Administrator (Junior)	\$110
NM1018 - Systems Administrator (Senior)	\$150
NM1019 - UX/IA Specialist	\$130
NM1020 - Videographer	\$125
NM1021 - Video Animator	\$135
NM1022 - Web Consultant	\$195
NM1023 - Web Designer (Junior)	\$125
NM1024 - Web Designer (Senior)	\$175
NM1025 - Web Developer Backend (Junior)	\$100
NM1026 - Web Developer Backend (Senior)	\$150
NM1027 - Web Developer Frontend (Junior)	\$100
NM1028 - Web Developer Frontend (Senior)	\$150