

2022-23 IEA Salary Schedule

| EXP | Step | | BA | BA+15 | BA+30 | BA+45 | BA+90/MA | MA+45 | MA+90/DOC |
|-----|------|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 0 | 1 | Base | \$ 62,822 | \$ 63,765 | \$ 64,720 | \$ 65,691 | \$ 72,260 | \$ 76,235 | \$ 80,427 |
| 0 | 1 | Per-Diem Days | \$ 2,443 | \$ 2,480 | \$ 2,517 | \$ 2,555 | \$ 2,810 | \$ 2,965 | \$ 3,128 |
| 0 | 1 | Hourly Rate | \$ 49.86 | \$ 50.61 | \$ 51.37 | \$ 52.14 | \$ 57.35 | \$ 60.50 | \$ 63.83 |
| 0 | 1 | TRI | \$ 2,513 | \$ 2,551 | \$ 2,589 | \$ 2,628 | \$ 2,890 | \$ 3,049 | \$ 3,217 |
| 0 | 1 | Tech Org & Comm Time | \$ 1,595 | \$ 1,619 | \$ 1,644 | \$ 1,668 | \$ 1,835 | \$ 1,936 | \$ 2,043 |
| 0 | 1 | 1:1 Implementation Time | \$ 349 | \$ 354 | \$ 360 | \$ 365 | \$ 401 | \$ 424 | \$ 447 |
| 0 | 1 | Total | \$ 69,723 | \$ 70,768 | \$ 71,829 | \$ 72,906 | \$ 80,198 | \$ 84,608 | \$ 89,262 |
| 1 | 2 | Base | \$ 63,765 | \$ 64,720 | \$ 65,691 | \$ 66,677 | \$ 73,344 | \$ 77,379 | \$ 81,634 |
| 1 | 2 | Per-Diem Days | \$ 2,480 | \$ 2,517 | \$ 2,555 | \$ 2,593 | \$ 2,852 | \$ 3,009 | \$ 3,175 |
| 1 | 2 | Hourly Rate | \$ 50.61 | \$ 51.37 | \$ 52.14 | \$ 52.92 | \$ 58.21 | \$ 61.41 | \$ 64.79 |
| 1 | 2 | TRI | \$ 2,551 | \$ 2,589 | \$ 2,628 | \$ 2,667 | \$ 2,934 | \$ 3,095 | \$ 3,265 |
| 1 | 2 | Tech Org & Comm Time | \$ 1,619 | \$ 1,644 | \$ 1,668 | \$ 1,693 | \$ 1,863 | \$ 1,965 | \$ 2,073 |
| 1 | 2 | 1:1 Implementation Time | \$ 354 | \$ 360 | \$ 365 | \$ 370 | \$ 407 | \$ 430 | \$ 454 |
| 1 | 2 | Total | \$ 70,769 | \$ 71,829 | \$ 72,907 | \$ 74,000 | \$ 81,400 | \$ 85,878 | \$ 90,601 |
| 2 | 3 | Base | \$ 64,720 | \$ 65,691 | \$ 66,677 | \$ 67,677 | \$ 74,444 | \$ 78,539 | \$ 82,858 |
| 2 | 3 | Per-Diem Days | \$ 2,517 | \$ 2,555 | \$ 2,593 | \$ 2,632 | \$ 2,895 | \$ 3,054 | \$ 3,222 |
| 2 | 3 | Hourly Rate | \$ 51.37 | \$ 52.14 | \$ 52.92 | \$ 53.71 | \$ 59.08 | \$ 62.33 | \$ 65.76 |
| 2 | 3 | TRI | \$ 2,589 | \$ 2,628 | \$ 2,667 | \$ 2,707 | \$ 2,978 | \$ 3,142 | \$ 3,314 |
| 2 | 3 | Tech Org & Comm Time | \$ 1,644 | \$ 1,668 | \$ 1,693 | \$ 1,719 | \$ 1,891 | \$ 1,995 | \$ 2,104 |
| 2 | 3 | 1:1 Implementation Time | \$ 360 | \$ 365 | \$ 370 | \$ 376 | \$ 414 | \$ 436 | \$ 460 |
| 2 | 3 | Total | \$ 71,829 | \$ 72,907 | \$ 74,000 | \$ 75,111 | \$ 82,621 | \$ 87,166 | \$ 91,960 |
| 3 | 4 | Base | \$ 65,692 | \$ 66,676 | \$ 67,678 | \$ 68,692 | \$ 75,561 | \$ 79,718 | \$ 84,102 |
| 3 | 4 | Per-Diem Days | \$ 2,555 | \$ 2,593 | \$ 2,632 | \$ 2,671 | \$ 2,938 | \$ 3,100 | \$ 3,271 |
| 3 | 4 | Hourly Rate | \$ 52.14 | \$ 52.92 | \$ 53.71 | \$ 54.52 | \$ 59.97 | \$ 63.27 | \$ 66.75 |
| 3 | 4 | TRI | \$ 2,628 | \$ 2,667 | \$ 2,707 | \$ 2,748 | \$ 3,022 | \$ 3,189 | \$ 3,364 |
| 3 | 4 | Tech Org & Comm Time | \$ 1,668 | \$ 1,693 | \$ 1,719 | \$ 1,745 | \$ 1,919 | \$ 2,025 | \$ 2,136 |
| 3 | 4 | 1:1 Implementation Time | \$ 365 | \$ 370 | \$ 376 | \$ 382 | \$ 420 | \$ 443 | \$ 467 |
| 3 | 4 | Total | \$ 72,908 | \$ 74,000 | \$ 75,111 | \$ 76,237 | \$ 83,861 | \$ 88,474 | \$ 93,340 |
| 4 | 5 | Base | \$ 66,841 | \$ 67,843 | \$ 68,861 | \$ 69,894 | \$ 76,883 | \$ 81,113 | \$ 85,573 |
| 4 | 5 | Per-Diem Days | \$ 2,599 | \$ 2,638 | \$ 2,678 | \$ 2,718 | \$ 2,990 | \$ 3,154 | \$ 3,328 |
| 4 | 5 | Hourly Rate | \$ 53.05 | \$ 53.84 | \$ 54.65 | \$ 55.47 | \$ 61.02 | \$ 64.38 | \$ 67.92 |
| 4 | 5 | TRI | \$ 2,674 | \$ 2,714 | \$ 2,754 | \$ 2,796 | \$ 3,075 | \$ 3,245 | \$ 3,423 |
| 4 | 5 | Tech Org & Comm Time | \$ 1,698 | \$ 1,723 | \$ 1,749 | \$ 1,775 | \$ 1,953 | \$ 2,060 | \$ 2,173 |
| 4 | 5 | 1:1 Implementation Time | \$ 371 | \$ 377 | \$ 383 | \$ 388 | \$ 427 | \$ 451 | \$ 475 |
| 4 | 5 | Total | \$ 74,183 | \$ 75,295 | \$ 76,425 | \$ 77,571 | \$ 85,328 | \$ 90,022 | \$ 94,973 |
| 5 | 6 | Base | \$ 68,011 | \$ 69,031 | \$ 70,067 | \$ 71,117 | \$ 78,229 | \$ 82,532 | \$ 87,071 |
| 5 | 6 | Per-Diem Days | \$ 2,645 | \$ 2,685 | \$ 2,725 | \$ 2,766 | \$ 3,042 | \$ 3,210 | \$ 3,386 |
| 5 | 6 | Hourly Rate | \$ 53.98 | \$ 54.79 | \$ 55.61 | \$ 56.44 | \$ 62.09 | \$ 65.50 | \$ 69.10 |
| 5 | 6 | TRI | \$ 2,720 | \$ 2,761 | \$ 2,803 | \$ 2,845 | \$ 3,129 | \$ 3,301 | \$ 3,483 |
| 5 | 6 | Tech Org & Comm Time | \$ 1,727 | \$ 1,753 | \$ 1,779 | \$ 1,806 | \$ 1,987 | \$ 2,096 | \$ 2,211 |
| 5 | 6 | 1:1 Implementation Time | \$ 378 | \$ 384 | \$ 389 | \$ 395 | \$ 435 | \$ 459 | \$ 484 |
| 5 | 6 | Total | \$ 75,482 | \$ 76,614 | \$ 77,763 | \$ 78,929 | \$ 86,822 | \$ 91,597 | \$ 96,636 |
| 6 | 7 | Base | \$ 69,201 | \$ 70,239 | \$ 71,292 | \$ 72,362 | \$ 79,598 | \$ 83,976 | \$ 88,594 |
| 6 | 7 | Per-Diem Days | \$ 2,691 | \$ 2,732 | \$ 2,772 | \$ 2,814 | \$ 3,095 | \$ 3,266 | \$ 3,445 |
| 6 | 7 | Hourly Rate | \$ 54.92 | \$ 55.75 | \$ 56.58 | \$ 57.43 | \$ 63.17 | \$ 66.65 | \$ 70.31 |
| 6 | 7 | TRI | \$ 2,768 | \$ 2,810 | \$ 2,852 | \$ 2,894 | \$ 3,184 | \$ 3,359 | \$ 3,544 |
| 6 | 7 | Tech Org & Comm Time | \$ 1,757 | \$ 1,784 | \$ 1,811 | \$ 1,838 | \$ 2,022 | \$ 2,133 | \$ 2,250 |
| 6 | 7 | 1:1 Implementation Time | \$ 384 | \$ 390 | \$ 396 | \$ 402 | \$ 442 | \$ 467 | \$ 492 |
| 6 | 7 | Total | \$ 76,802 | \$ 77,955 | \$ 79,123 | \$ 80,310 | \$ 88,341 | \$ 93,200 | \$ 98,326 |
| 7 | 8 | Base | \$ 70,758 | \$ 71,820 | \$ 72,896 | \$ 73,990 | \$ 81,389 | \$ 85,866 | \$ 90,589 |
| 7 | 8 | Per-Diem Days | \$ 2,752 | \$ 2,793 | \$ 2,835 | \$ 2,877 | \$ 3,165 | \$ 3,339 | \$ 3,523 |
| 7 | 8 | Hourly Rate | \$ 56.16 | \$ 57.00 | \$ 57.85 | \$ 58.72 | \$ 64.59 | \$ 68.15 | \$ 71.90 |
| 7 | 8 | TRI | \$ 2,830 | \$ 2,873 | \$ 2,916 | \$ 2,960 | \$ 3,256 | \$ 3,435 | \$ 3,624 |
| 7 | 8 | Tech Org & Comm Time | \$ 1,797 | \$ 1,824 | \$ 1,851 | \$ 1,879 | \$ 2,067 | \$ 2,181 | \$ 2,301 |
| 7 | 8 | 1:1 Implementation Time | \$ 393 | \$ 399 | \$ 405 | \$ 411 | \$ 452 | \$ 477 | \$ 503 |
| 7 | 8 | Total | \$ 78,530 | \$ 79,709 | \$ 80,903 | \$ 82,117 | \$ 90,329 | \$ 95,297 | \$ 100,539 |
| 8 | 9 | Base | \$ 72,350 | \$ 73,436 | \$ 74,537 | \$ 75,655 | \$ 83,221 | \$ 87,798 | \$ 92,626 |
| 8 | 9 | Per-Diem Days | \$ 2,814 | \$ 2,856 | \$ 2,899 | \$ 2,942 | \$ 3,236 | \$ 3,414 | \$ 3,602 |
| 8 | 9 | Hourly Rate | \$ 57.42 | \$ 58.28 | \$ 59.16 | \$ 60.04 | \$ 66.05 | \$ 69.68 | \$ 73.51 |
| 8 | 9 | TRI | \$ 2,894 | \$ 2,937 | \$ 2,981 | \$ 3,026 | \$ 3,329 | \$ 3,512 | \$ 3,705 |
| 8 | 9 | Tech Org & Comm Time | \$ 1,837 | \$ 1,865 | \$ 1,893 | \$ 1,921 | \$ 2,114 | \$ 2,230 | \$ 2,352 |
| 8 | 9 | 1:1 Implementation Time | \$ 402 | \$ 408 | \$ 414 | \$ 420 | \$ 462 | \$ 488 | \$ 515 |
| 8 | 9 | Total | \$ 80,297 | \$ 81,502 | \$ 82,724 | \$ 83,965 | \$ 92,362 | \$ 97,441 | \$ 102,800 |

| | | | | | | | | | |
|----|----|-------------------------|--|--|------------|------------|------------|------------|------------|
| 9 | 10 | Base | | | \$ 76,213 | \$ 77,356 | \$ 85,092 | \$ 89,773 | \$ 94,711 |
| 9 | 10 | Per-Diem Days | | | \$ 2,964 | \$ 3,008 | \$ 3,309 | \$ 3,491 | \$ 3,683 |
| 9 | 10 | Hourly Rate | | | \$ 60.49 | \$ 61.39 | \$ 67.53 | \$ 71.25 | \$ 75.17 |
| 9 | 10 | TRI | | | \$ 3,049 | \$ 3,094 | \$ 3,404 | \$ 3,591 | \$ 3,788 |
| 9 | 10 | Tech Org & Comm Time | | | \$ 1,936 | \$ 1,965 | \$ 2,161 | \$ 2,280 | \$ 2,405 |
| 9 | 10 | 1:1 Implementation Time | | | \$ 423 | \$ 430 | \$ 473 | \$ 499 | \$ 526 |
| 9 | 10 | Total | | | \$ 84,585 | \$ 85,853 | \$ 94,438 | \$ 99,634 | \$ 105,114 |
| 10 | 11 | Base | | | \$ 79,485 | \$ 87,433 | \$ 92,242 | \$ 97,315 | |
| 10 | 11 | Per-Diem Days | | | \$ 3,091 | \$ 3,400 | \$ 3,587 | \$ 3,784 | |
| 10 | 11 | Hourly Rate | | | \$ 63.08 | \$ 69.39 | \$ 73.21 | \$ 77.23 | |
| 10 | 11 | TRI | | | \$ 3,179 | \$ 3,497 | \$ 3,690 | \$ 3,893 | |
| 10 | 11 | Tech Org & Comm Time | | | \$ 2,019 | \$ 2,221 | \$ 2,343 | \$ 2,471 | |
| 10 | 11 | 1:1 Implementation Time | | | \$ 442 | \$ 486 | \$ 512 | \$ 541 | |
| 10 | 11 | Total | | | \$ 88,216 | \$ 97,037 | \$ 102,374 | \$ 108,004 | |
| 11 | 12 | Base | | | \$ 81,671 | \$ 89,838 | \$ 94,779 | \$ 99,992 | |
| 11 | 12 | Per-Diem Days | | | \$ 3,176 | \$ 3,494 | \$ 3,686 | \$ 3,889 | |
| 11 | 12 | Hourly Rate | | | \$ 64.82 | \$ 71.30 | \$ 75.22 | \$ 79.36 | |
| 11 | 12 | TRI | | | \$ 3,267 | \$ 3,594 | \$ 3,791 | \$ 4,000 | |
| 11 | 12 | Tech Org & Comm Time | | | \$ 2,074 | \$ 2,282 | \$ 2,407 | \$ 2,539 | |
| 11 | 12 | 1:1 Implementation Time | | | \$ 454 | \$ 499 | \$ 527 | \$ 556 | |
| 11 | 12 | Total | | | \$ 90,641 | \$ 99,706 | \$ 105,190 | \$ 110,975 | |
| 12 | 13 | Base | | | \$ 92,308 | \$ 97,385 | \$ 102,741 | | |
| 12 | 13 | Per-Diem Days | | | \$ 3,590 | \$ 3,787 | \$ 3,996 | | |
| 12 | 13 | Hourly Rate | | | \$ 73.26 | \$ 77.29 | \$ 81.54 | | |
| 12 | 13 | TRI | | | \$ 3,692 | \$ 3,895 | \$ 4,110 | | |
| 12 | 13 | Tech Org & Comm Time | | | \$ 2,344 | \$ 2,473 | \$ 2,609 | | |
| 12 | 13 | 1:1 Implementation Time | | | \$ 513 | \$ 541 | \$ 571 | | |
| 12 | 13 | Total | | | \$ 102,447 | \$ 108,082 | \$ 114,027 | | |
| 13 | 14 | Base | | | \$ 95,538 | \$ 100,793 | \$ 106,337 | | |
| 13 | 14 | Per-Diem Days | | | \$ 3,715 | \$ 3,920 | \$ 4,135 | | |
| 13 | 14 | Hourly Rate | | | \$ 75.82 | \$ 79.99 | \$ 84.39 | | |
| 13 | 14 | TRI | | | \$ 3,822 | \$ 4,032 | \$ 4,253 | | |
| 13 | 14 | Tech Org & Comm Time | | | \$ 2,426 | \$ 2,560 | \$ 2,701 | | |
| 13 | 14 | 1:1 Implementation Time | | | \$ 531 | \$ 560 | \$ 591 | | |
| 13 | 14 | Total | | | \$ 106,032 | \$ 111,864 | \$ 118,017 | | |
| 14 | 15 | Base | | | \$ 98,882 | \$ 104,321 | \$ 110,059 | | |
| 14 | 15 | Per-Diem Days | | | \$ 3,845 | \$ 4,057 | \$ 4,280 | | |
| 14 | 15 | Hourly Rate | | | \$ 78.48 | \$ 82.79 | \$ 87.35 | | |
| 14 | 15 | TRI | | | \$ 3,955 | \$ 4,173 | \$ 4,402 | | |
| 14 | 15 | Tech Org & Comm Time | | | \$ 2,511 | \$ 2,649 | \$ 2,795 | | |
| 14 | 15 | 1:1 Implementation Time | | | \$ 549 | \$ 580 | \$ 611 | | |
| 14 | 15 | Total | | | \$ 109,744 | \$ 115,780 | \$ 122,148 | | |
| 15 | 16 | Base | | | \$ 102,343 | \$ 107,972 | \$ 113,910 | | |
| 15 | 16 | Per-Diem Days | | | \$ 3,980 | \$ 4,199 | \$ 4,430 | | |
| 15 | 16 | Hourly Rate | | | \$ 81.22 | \$ 85.69 | \$ 90.40 | | |
| 15 | 16 | TRI | | | \$ 4,094 | \$ 4,319 | \$ 4,556 | | |
| 15 | 16 | Tech Org & Comm Time | | | \$ 2,599 | \$ 2,742 | \$ 2,893 | | |
| 15 | 16 | 1:1 Implementation Time | | | \$ 569 | \$ 600 | \$ 633 | | |
| 15 | 16 | Total | | | \$ 113,585 | \$ 119,832 | \$ 126,422 | | |
| 15 | 16 | Commitment | | | \$ 3,500 | \$ 3,500 | \$ 3,500 | | |
| 15 | 16 | Grand Total | | | \$ 117,085 | \$ 123,332 | \$ 129,922 | | |