

BGSF Rates for HGACBuy Members

***Please Note:** Below is a rate sheet for HGAC-Buy Members to leverage when procuring staffing services through BGSF. The exact pay rate and bill rate will be finalized after reviewing the specific member requirements for each position. For example, pay rate will vary based on location, level of experience required, and technical skills needed. BGSF will work with each individual client (HGAC-Buy member) to set expectations based the role requirements and complexity level of the position. Our team of experts will help make recommendations on competitive pay ranges to ensure clients secure top talent in alignment with budget allocations. The rates in the chart below are for temporary or contract staffing services. Members can also work with BGSF to source direct or permanent hires (if clients are recruiting for a full-time position). For permanent hiring or direct placements, BGSF will offer a reduced fee of 25% of the candidate's annual salary (typically we charge 30%).

*** This form shall be completed in its entirety and submitted in its original Excel format (no PDF) ***

*** Respondent shall price list price book on this form (a X % off list) and include it in its entirety as an attachment in Response ***

*** Respondent may include additional pricing on this form in the designated cells (*Other Pricing*) ***

*** Respondent may add as many lines as is needed and may use supplemental documents (to be noted on this form) ***

Catalog Pricing			Other/Custom Pricing - Specific Services*		
Type of Service(s) or Categories of Position(s)/Service(s)	List Price Book Name (e.g. Company Name and Catalog Version).	Discount % Off List Price	Description of Service(s)/Position(s)	Pricing (Hourly LOW)	Pricing (Hourly HIGH)
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Accountant I	\$41.25	\$47.85
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Accountant II	\$49.50	\$74.25
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Auditor I	\$74.25	\$97.35
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Auditor II	\$99.00	\$115.50
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Controller	\$99.00	\$132.00
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Cost Accounting Specialist	\$74.25	\$99.00
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	CPA	\$82.50	\$107.25
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Financial / Business Analyst	\$74.25	\$99.00
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Financial Analyst I	\$41.25	\$47.85
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Financial Analyst II	\$49.50	\$74.25
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Accounting Manager	\$67.43	\$95.19
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Accounting Sr. Manager	\$113.85	\$130.35
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Accounts Payable	\$30.14	\$39.66
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Accounts Receivable	\$30.14	\$39.66
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	AP/AR Manager	\$55.53	\$71.39
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	AP/AR Specialist	\$31.73	\$43.63
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	AP/AR Supervisor	\$51.56	\$63.46
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Assistant Controller	\$71.39	\$95.19
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Asst/Controller or Director	\$118.80	\$130.35
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Audit / SOX	\$82.50	\$156.75
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	CFO	\$156.75	\$247.50
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Corporate Tax Manager	\$95.19	\$118.99
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Tax Senior	\$42.20	\$56.34
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Tax Staff	\$32.25	\$45.60
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Data Entry Specialist / Analyst	\$28.05	\$64.35
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Financial Reporting Accountant	\$51.56	\$67.43
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Financial Reporting Manager	\$79.33	\$118.99
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Financial Reporting Senior	\$59.50	\$75.36
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Financial Planning and Analysis Sr. Consultant	\$94.05	\$130.35
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	FP&ADirector	\$111.06	\$134.86
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	FP&AManager	\$87.26	\$118.99
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Payroll Clerk	\$36.30	\$47.85
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Payroll Manager	\$55.53	\$79.33
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Payroll Specialist	\$37.95	\$89.10
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Staff Accountant	\$35.70	\$51.56
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Senior Accountant	\$51.56	\$75.36
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Sr. Financial / Business Analyst	\$102.30	\$140.25
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Account Management	\$34.62	\$42.31
Accounting &Finance	BGSF Staffing Rate Catalogue	15%-20%	Loan Processor	\$32.00	\$43.20
Admin	BGSF Staffing Rate Catalogue	15%-20%	Accounting Clerk I	\$27.20	\$35.20
Admin	BGSF Staffing Rate Catalogue	15%-20%	Accounting Clerk II	\$36.80	\$40.00
Admin	BGSF Staffing Rate Catalogue	15%-20%	Receptionist	\$26.40	\$47.85
Admin	BGSF Staffing Rate Catalogue	15%-20%	Accounting Clerk III	\$41.60	\$48.00
Admin	BGSF Staffing Rate Catalogue	15%-20%	Administrative Assistant	\$27.20	\$40.00
Admin	BGSF Staffing Rate Catalogue	15%-20%	Call Center Representative	\$25.60	\$32.00
Admin	BGSF Staffing Rate Catalogue	15%-20%	Copy Machine Operator	\$24.00	\$25.60
Admin	BGSF Staffing Rate Catalogue	15%-20%	Customer Service Representative I	\$28.80	\$32.00
Admin	BGSF Staffing Rate Catalogue	15%-20%	Customer Service Representative II	\$33.60	\$36.80
Admin	BGSF Staffing Rate Catalogue	15%-20%	Customer Service Representative III	\$38.40	\$48.00
Admin	BGSF Staffing Rate Catalogue	15%-20%	Data Entry Operator I	\$25.60	\$30.40
Admin	BGSF Staffing Rate Catalogue	15%-20%	Data Entry Operator II	\$32.00	\$36.80
Admin	BGSF Staffing Rate Catalogue	15%-20%	Executive Assistant	\$40.00	\$72.00
Admin	BGSF Staffing Rate Catalogue	15%-20%	General Clerk I	\$24.00	\$30.40
Admin	BGSF Staffing Rate Catalogue	15%-20%	General Clerk II	\$32.00	\$36.80
Admin	BGSF Staffing Rate Catalogue	15%-20%	General Clerk III	\$38.40	\$46.40

Admin	BGSF Staffing Rate Catalogue	15%-20%	Legal Secretary	\$36.80	\$43.20
Admin	BGSF Staffing Rate Catalogue	15%-20%	Paralegal	\$44.80	\$62.20
Admin	BGSF Staffing Rate Catalogue	15%-20%	HR Coordinator	\$31.35	\$51.80
Admin	BGSF Staffing Rate Catalogue	15%-20%	HR Manager	\$42.60	\$59.64
Admin	BGSF Staffing Rate Catalogue	15%-20%	Mail Room Clerk	\$24.00	\$27.20
Admin	BGSF Staffing Rate Catalogue	15%-20%	Personnel Assistant (Employment)	\$30.40	\$48.00
Admin	BGSF Staffing Rate Catalogue	15%-20%	Receptionist	\$24.00	\$38.40
Admin	BGSF Staffing Rate Catalogue	15%-20%	Recruiter	\$36.40	\$42.60
Admin	BGSF Staffing Rate Catalogue	15%-20%	Recruitng Manager	\$46.30	\$63.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Application Developer	\$59.50	\$120.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Application Support Analyst	\$51.00	\$64.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Applications Engineer	\$54.40	\$120.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Operator I	\$23.80	\$30.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Operator II	\$30.60	\$37.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Operator III	\$37.40	\$44.20
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Operator IV	\$44.20	\$54.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Operator V	\$54.40	\$61.20
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Programmer I	\$47.60	\$88.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Programmer II	\$51.00	\$93.50
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Programmer III	\$56.10	\$98.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Programmer IV	\$61.20	\$103.70
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Systems Analyst I	\$27.20	\$54.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Systems Analyst II	\$39.10	\$59.50
IT	BGSF Staffing Rate Catalogue	15%-20%	Computer Systems Analyst III	\$44.20	\$62.90
IT	BGSF Staffing Rate Catalogue	15%-20%	Customer Support Administrator	\$25.50	\$42.50
IT	BGSF Staffing Rate Catalogue	15%-20%	Customer Support Specialist	\$25.50	\$42.50
IT	BGSF Staffing Rate Catalogue	15%-20%	Data Center Support Specialist	\$71.40	\$93.50
IT	BGSF Staffing Rate Catalogue	15%-20%	Database Administrator	\$68.00	\$88.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Desktop Support Manager	\$64.60	\$88.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Desktop Support Specialist	\$40.80	\$49.30
IT	BGSF Staffing Rate Catalogue	15%-20%	Developer	\$56.10	\$120.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Director of Technology	\$98.08	\$163.46
IT	BGSF Staffing Rate Catalogue	15%-20%	Front End Web Designer	\$59.50	\$78.20
IT	BGSF Staffing Rate Catalogue	15%-20%	GIS (Geographic Info. Systems) Tech. I	\$42.50	\$56.10
IT	BGSF Staffing Rate Catalogue	15%-20%	GIS (Geographic Info. Systems) Tech. II	\$47.60	\$61.20
IT	BGSF Staffing Rate Catalogue	15%-20%	Help Desk Specialist	\$32.30	\$47.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Help Desk Technician	\$32.30	\$54.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Information Systems Project Manager	\$73.10	\$115.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Information Technology Coordinator	\$44.20	\$59.50
IT	BGSF Staffing Rate Catalogue	15%-20%	Information Technology Director	\$107.10	\$130.90
IT	BGSF Staffing Rate Catalogue	15%-20%	Information Technology Manager	\$56.10	\$140.00
IT	BGSF Staffing Rate Catalogue	15%-20%	IT Support Manager	\$65.00	\$90.10
IT	BGSF Staffing Rate Catalogue	15%-20%	IT Support Specialist	\$37.40	\$49.30
IT	BGSF Staffing Rate Catalogue	15%-20%	IT Systems Administrator	\$61.30	\$73.56
IT	BGSF Staffing Rate Catalogue	15%-20%	Java Developer	\$68.00	\$115.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Management Information Systems Director	\$68.00	\$127.50
IT	BGSF Staffing Rate Catalogue	15%-20%	Network Systems Administrator	\$34.00	\$51.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Network/Communications Support Clerk	\$56.10	\$83.30
IT	BGSF Staffing Rate Catalogue	15%-20%	Peripheral Equipment Operator	\$34.00	\$47.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior Database Administrator	\$81.60	\$106.25
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior Network System Administrator	\$85.00	\$102.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior Programmer	\$64.60	\$98.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior Programmer Analyst	\$59.50	\$95.20
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior Security Specialist	\$76.50	\$122.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior Support Specialist	\$40.80	\$56.10
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior System Administrator	\$68.00	\$102.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior System Analyst	\$76.50	\$96.90
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior Web Administrator	\$47.60	\$64.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Senior Web Developer	\$71.40	\$95.20
IT	BGSF Staffing Rate Catalogue	15%-20%	Software Developer	\$53.13	\$114.42
IT	BGSF Staffing Rate Catalogue	15%-20%	Software Quality Assurance Analyst	\$47.60	\$75.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Support Specialist	\$40.80	\$59.50
IT	BGSF Staffing Rate Catalogue	15%-20%	System Support Specialist	\$52.70	\$90.10
IT	BGSF Staffing Rate Catalogue	15%-20%	Systems Administrator	\$59.50	\$88.40
IT	BGSF Staffing Rate Catalogue	15%-20%	Systems Analyst	\$61.30	\$73.56
IT	BGSF Staffing Rate Catalogue	15%-20%	Systems Designer	\$61.20	\$96.90
IT	BGSF Staffing Rate Catalogue	15%-20%	Technical Operations Officer	\$47.60	\$119.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Technical Specialist	\$37.40	\$51.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Technical Support Specialist	\$47.60	\$81.60
IT	BGSF Staffing Rate Catalogue	15%-20%	Telecommunications Specialist	\$42.50	\$76.50
IT	BGSF Staffing Rate Catalogue	15%-20%	Web Administrator	\$42.50	\$59.50
IT	BGSF Staffing Rate Catalogue	15%-20%	Web Developer	\$56.10	\$85.00
IT	BGSF Staffing Rate Catalogue	15%-20%	Web Master	\$52.70	\$88.40
IT - Cyber Security	BGSF Staffing Rate Catalogue	15%-20%	Cyber Security Architects	\$201.50	\$300.30
IT - Cyber Security	BGSF Staffing Rate Catalogue	15%-20%	Leadership	\$201.50	\$300.30
IT - Cyber Security	BGSF Staffing Rate Catalogue	15%-20%	Subject Matter Cyber Domain Experts	\$201.50	\$300.30
IT - Cyber Security	BGSF Staffing Rate Catalogue	15%-20%	Technical Security Operations Analyst	\$201.50	\$300.30
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	ADF Developer	\$113.75	\$148.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	ARCS Architect	\$157.50	\$192.50

IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	ARCS Developer	\$140.00	\$175.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	BlackLine Architect	\$144.38	\$179.38
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	EDMCS Consultant	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	EPBCS Architect	\$218.75	\$253.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	EPBCS Developer	\$120.75	\$155.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	ETL Developer	\$122.50	\$157.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	FCCS Architect	\$201.25	\$236.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	FCCS Developer	\$140.00	\$175.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Financial Reporting	\$113.75	\$148.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	General Ledger SME	\$183.75	\$218.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	HFM Architect	\$242.38	\$277.38
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	HFM Developer	\$176.75	\$211.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Hyperion Admin	\$123.55	\$158.55
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Hyperion Analyst	\$87.50	\$122.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Hyperion Architect	\$124.25	\$185.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Hyperion Consultant	\$143.50	\$178.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Hyperion developer	\$115.50	\$140.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Hyperion Infrastructure	\$175.00	\$178.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Microsoft Dynamics Nav Developer	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	OAC Consultant	\$192.50	\$227.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	OBIEE Architect	\$183.75	\$218.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	OBIEE Developer	\$109.03	\$144.03
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	ODI Consultant	\$122.50	\$157.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	ODI Developer	\$113.75	\$148.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	OneStream Architect	\$150.50	\$225.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	OneStream Developer	\$124.25	\$166.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	OneStream Developer	\$145.78	\$180.78
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle Bland ETL SME	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle cloud ERP Architect	\$124.25	\$166.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle cloud ERP developer	\$115.50	\$140.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle Cloud Financials Functional Consultant	\$143.50	\$178.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle Database Administrator	\$130.38	\$165.38
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle EBS Administration	\$61.25	\$96.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle EBS SCM Functional Consultant	\$192.50	\$227.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle EBS Supply Chain Developer	\$117.25	\$152.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle Fusion Financials Report Writer	\$148.75	\$183.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Oracle HCM Cloud Consultant	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	PBCS Developer	\$153.56	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	PeopleSoft Commitment Accounting	\$148.75	\$183.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	PeopleSoft Developer	\$126.00	\$161.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	PeopleSoft Trainer for Finance/Reporting	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Planning Architect	\$208.25	\$243.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Planning Developer	\$121.80	\$156.80
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	PSFT HCM Developer	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Qlikview Developer	\$122.50	\$157.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	ROSS ERP Consultant	\$166.25	\$201.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SailPoint Technical Integration SME	\$122.50	\$157.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Salesforce Admin	\$58.89	\$84.13
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Salesforce Developer	\$99.75	\$134.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Salesforce Functional Lead Consultant	\$91.00	\$126.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Analyst	\$134.75	\$169.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP BPC	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Business Analyst (technical and functional)	\$119.00	\$150.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP BW Consultant	\$179.55	\$214.55
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Data Conversion Leads (S/4):	\$140.00	\$166.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Datahub Developer	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP EWM	\$201.25	\$236.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP EWM Support	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP FICO	\$210.00	\$245.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP FICO Analyst	\$108.50	\$143.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP HANA Consultant	\$166.25	\$201.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Information Steward	\$192.50	\$227.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Lead Architect (technical and functional):	\$140.00	\$175.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP MDG Consultant	\$192.50	\$227.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP MII	\$166.25	\$201.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP PP	\$201.25	\$236.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Project Systems Consultant	\$164.50	\$199.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP SD	\$140.00	\$175.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP SD - Pricing	\$201.25	\$236.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP SD/MM Consultant for HANA	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Security	\$140.00	\$175.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Test Lead	\$166.25	\$201.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Testing	\$113.75	\$148.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	SAP Vstex	\$166.25	\$201.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Tableau Architect	\$227.50	\$262.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Tableau Developer	\$111.13	\$146.13
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Talend Architect	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Absence	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Benefits	\$176.75	\$211.75

IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday BIRT	\$175.00	\$210.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Compensation	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Data Conversion	\$148.75	\$183.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Financials	\$218.75	\$253.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Functional Consultants (across all modules):	\$140.00	\$166.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday HCM	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday HRIS/Business Analyst	\$131.25	\$166.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Integrations	\$162.75	\$197.75
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Integrations and Reporting Consultants:	\$119.00	\$150.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Learning	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Payroll	\$175.00	\$210.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Performance	\$192.50	\$227.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Recruiting	\$157.50	\$192.50
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Reporting	\$131.25	\$166.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Security	\$166.25	\$201.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Talent	\$161.00	\$196.00
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Testing	\$166.25	\$201.25
IT - ERP, EPM, CPM	BGSF Staffing Rate Catalogue	15%-20%	Workday Time Tracking	\$157.50	\$192.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	.NET Developer	\$98.60	\$127.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Agile Coach	\$102.16	\$151.20
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Appian Developer	\$107.10	\$141.10
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Architect – Infrastructure	\$136.00	\$178.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Architects - Development	\$136.00	\$178.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	BI Analyst	\$69.47	\$98.08
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Big Data Engineer	\$77.64	\$138.94
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Big Data Support	\$127.08	\$161.08
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	CIO	\$138.94	\$204.33
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Cloud Engineer	\$77.64	\$122.60
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	CTO	\$122.60	\$187.98
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Data Analyst	\$78.20	\$112.20
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Data Conversion Specialist	\$136.00	\$170.00
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Data Modeler	\$65.38	\$114.42
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Data Scientist	\$77.64	\$122.60
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Data Validation	\$68.00	\$102.00
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Database Developer	\$77.64	\$106.25
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	DevOps	\$110.50	\$137.70
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	DevOps Engineer	\$69.47	\$122.60
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Full Stack Developer	\$69.47	\$114.42
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Full Stack Microsoft Web Developer	\$119.00	\$153.00
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Healthcare Project Manager	\$144.50	\$178.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	HelpDesk Tier 3	\$40.87	\$49.04
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Mainframe Programmer	\$69.47	\$89.90
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Marketing Cloud Consultant	\$76.50	\$110.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Mobile Developer	\$73.56	\$130.77
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Network Engineer I	\$65.38	\$98.08
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Network Engineer II	\$85.00	\$137.70
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	NOC Technician	\$53.13	\$78.46
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	PC Technician	\$28.61	\$36.78
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Process Improvement Implementer	\$119.00	\$153.00
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Product Manager / Analyst	\$69.47	\$122.60
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Program Manager	\$89.90	\$138.94
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Programmer Analyst	\$61.30	\$138.94
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Project Manager	\$105.40	\$144.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	QA Engineer - Automated	\$57.21	\$89.90
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	QA Engineer - Manual	\$73.56	\$98.08
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	QA Engineer SDET (Software Engineer in Test)	\$98.60	\$127.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	QA/Testing	\$88.40	\$102.00
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	QA/Testing Manager	\$73.56	\$98.08
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Report Writer / Data Analyst	\$61.30	\$85.82
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Scrum Master	\$81.73	\$122.60
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Scrum Master II	\$105.40	\$144.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	SDET	\$69.47	\$106.25
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sharepoint Developer	\$110.50	\$136.00
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Software Architect	\$102.16	\$138.94
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	SQL Programmer with Epic	\$124.61	\$158.61
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sr. .NET Developer	\$119.00	\$158.10
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sr. Business Analyst	\$110.50	\$144.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sr. Data Scientist	\$204.00	\$238.00
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sr. Java Developer	\$119.00	\$158.10
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sr. Network Engineer	\$105.40	\$151.30
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sr. Project Manager	\$130.90	\$178.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sr. QA Engineer	\$110.50	\$144.50
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sr. User Experience Researcher	\$107.10	\$141.10
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Sr. UX/UI Developer	\$136.00	\$170.00
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Systems Engineer	\$65.38	\$120.14
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Technical Writer	\$44.95	\$81.73
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Teradata Developer	\$102.00	\$136.00
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	UX/UI Designer	\$57.21	\$98.08
IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	UX/UI developer	\$93.50	\$115.60

IT - Infra &Dev	BGSF Staffing Rate Catalogue	15%-20%	Web Developer	\$65.38	\$89.90
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	AppFolio Software Engineer	\$69.47	\$122.60
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Entrata Integration	\$123.55	\$158.55
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Entrata Implementation	\$123.55	\$158.55
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Analyst	\$123.55	\$158.55
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Implementation	\$123.55	\$158.55
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Integration	\$123.55	\$158.55
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Financials	\$102.30	\$140.25
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Payroll	\$61.30	\$88.40
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Project Manager	\$105.40	\$144.50
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Reporting	\$123.55	\$158.55
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Security	\$123.55	\$158.55
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Systems Adminstrator	\$61.30	\$88.40
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	Yardi Testing	\$123.55	\$158.55
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	MRI Data Management	\$77.64	\$112.20
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	MRI DevOps Engineer	\$77.64	\$112.20
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	MRI Payroll	\$77.64	\$112.20
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	MRI Project Management	\$105.40	\$144.50
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	MRI Solutions Analyst	\$77.64	\$112.20
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	MRI Support Analyst	\$77.64	\$112.20
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	RealPage Product Manager	\$69.47	\$122.60
IT - PropTech	BGSF Staffing Rate Catalogue	15%-20%	RealPage Product Operations	\$69.47	\$122.60
Property Management	BGSF Staffing Rate Catalogue	15%-20%	Leasing	\$18.10	\$20.60
Property Management	BGSF Staffing Rate Catalogue	15%-20%	Non-Certified Maintenance	\$19.40	\$23.90
Property Management	BGSF Staffing Rate Catalogue	15%-20%	Certified Technician	\$26.80	\$29.80
Property Management	BGSF Staffing Rate Catalogue	15%-20%	Make Ready Technician	\$17.80	\$20.30
Property Management	BGSF Staffing Rate Catalogue	15%-20%	Porter	\$16.50	\$19.00