

Total Charges	SFY 2026/27	SFY 2027/28	SFY 2028/29
Services Charges	\$ 1,243,393	\$ -	\$ -
One-Time Services Charges	\$ 1,243,393	\$ -	\$ -
Recurring Services Charges	\$ -	\$ -	\$ -
Change Order 1 - Attachment 2 - Total Charges - HR1 Medi-Cal Impact	\$ 1,243,393	\$ -	\$ -

Tasks and Hours		
Key Tasks	Description	Total Charges
	Overall general and technical design of HR1 functionality supporting 6-month redetermination packets, Work and Community Engagement Rules and Screening form, including participation in design discussions with State sponsors, the Consortium, and User Centered Design (UCD) stakeholders. The Development of System Change Requests ("SCRs"), and review and approval of SCRs via Change Control Board (CCB) process. Reference SIRFRA 1442.	\$ 373,494
SCR Prep, Requirements & Design		
SCR Build	Develop enhancements based on General System Designs (GSDs) for the supported SCRs.	\$ 360,005
SCR Test	Test enhancements	\$ 363,858
Customer Outreach and Marketing	Develop YouTube videos and outreach materials to demonstrate functionality for customers and other stakeholders.	\$ 101,156
Project Management/PMO	Setup of the project management of the Work per EPCD and mobilization of resources. Management of the work schedule, integration with the CalSAWS Integrated Work Plan, actual time keeping and monthly reporting, forecasting, coordination with BenefitsCal teams and the Consortium, tracking of the progress, and providing status updates.	\$ 44,880
Insert above this line		
Total		\$ 1,243,393

[illegible]

Recurring Services Charges													
#	Key Tasks	Monthly Hours	Hourly Rate	Monthly Price	Start Date	End Date	SFY 2026/27 Total \$	SFY 2027/28 Total \$	SFY 2028/29 Total \$	SFY 2029/30 Total \$	SFY 2030/31 Total \$	SFY 2031/32 Total \$	Total BenefitsCal Price
1.0	Project Management/PMO						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1.1	Project Management		\$ 280.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1.2	Work Plan/Schedule Management		\$ 255.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1.3	PMO Support		\$ 56.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Project Management/PMO Subtotal	-	\$ 189.60	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2.5	SCR Release Management		\$ 111.05	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2.6	SCR Training/OCM		\$ 60.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2.7	SIRFRA/ SCBRFRA/ External Inquiries		\$ 116.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	SCRs Subtotal	-	\$ 117.15	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3.0	Level 3 Service Desk Support												
3.1	Level 3 Service Desk Support		\$ 96.67	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Level 3 Service Desk Subtotal	-	\$ 96.67	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4.0	Customer Outreach and Marketing												
4.1	Customer Outreach and Marketing		\$ 191.23	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Customer Outreach and Marketing Subtotal	-	\$ 191.23	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5.0	Security												
5.1	Security Team Management		\$ 260.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5.2	Application Security		\$ 91.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5.3	Security Monitoring		\$ 140.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5.4	Security Support		\$ 140.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Security Subtotal	-	\$ 158.05	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6.0	Application/Architecture Evolution												
6.1	App/Arch Team Management		\$ 260.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6.2	App/Arch Dev/Testing/Deployment		\$ 125.44	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6.3	Performance		\$ 140.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Application/Architecture Evolution Subtotal	-	\$ 149.48	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7.0	Innovation												
7.1	Innovation Team Management		\$ 260.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7.2	Prepare/Recommend Innovation Proposal		# DIV/01	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7.3	Conduct POC/Pilot		\$ -	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7.4	Implement Innovation		\$ 104.33	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Innovation Subtotal	-	\$ 53.71	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8.0	Production Operations												
8.1	Production Operations Management		\$ 100.38	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8.2	Daily Ops/Production Operations		\$ 89.82	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8.3	Batch & Interfaces		\$ 125.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8.4	Performance Management		\$ 125.00	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8.5	Technology Recovery		\$ 106.94	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Production Operations Subtotal	-	\$ 102.50	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Total BenefitsCal Recurring Services Price	-	\$ 126.53	\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Not used on Change Order 1 - Attachment 2

#	Assumptions
1	This Change Order 1 - Attachment 2 relates to SIRFRA 1442 and the policy information that was provided at the time of submission. This estimate does not include any subsequent changes related to the IFR.
2	Work for this Change Order 1 - Attachment 2 includes but is not limited to System Change Requests ("SCRs") CSPM-80928, CSPM-84162, and CSPM-84620. Work that is executed under SCRs will be approved by the Change Control Board.
3	SCRs will be implemented in the BenefitsCal System in accordance with the development lifecycle and the release management process as documented in the BenefitsCal Services Plan Deliverable.
4	The Total Charges table set forth in the "1. Charges Summary" worksheet shows Accenture's price for the Work performed under this Change Order 1 - Attachment 2. Any Work requested beyond the Total Charges must be mutually agreed to in writing.
5	The "3. Staff Loading by Task" worksheet shows anticipated Staff Description for the Work under this Change Order 1 - Attachment 2. Staff Descriptions and rates for Work related to this Change Order 1 - Attachment 2 are defined in the contracted rate card in "9. Sch 9 Change Order Rate Card" to the Exhibit C "Pricing" to the BenefitsCal Maintenance and Operations ("M&O") Services Agreement.
6	One-Time Services will be worked and invoiced on a Time and Materials ("T&M") basis up to the Total Charges.
7	There will be the following integration with CalSAWS. It is assumed the Consortium will work with the CalSAWS M&E vendor to procure these services. 1. Data and the application insert form will need to transfer from BenefitsCal to CalSAWS. 2. CalSAWS will need to send data to BenefitsCal to display for customers regarding Work Registration.
8	This Change Order 1 - Attachment 2 timeline is dependent on final policy decisions from DHCS.

	Sum	Change Order Number
Total Change Allowance Allocation	\$ 20,000,000.00	
Amendment XX Allocation	\$ -	
Total Allocated Amounts (sum of items below)	\$ 2,063,691.00	
ROI - SCERFRA 25-503 BenefitsCal Release of Information to CBO	\$ 820,298.00	Change Order 1 - Attachment 1
HR1 Medi-Cal Impact	\$ 1,243,393.00	Change Order 1 - Attachment 2
Insert above this line		
Total Remaining Allocation ("Total Change Allowance Allocation" less "Total Allocated Amounts")	\$ 17,936,309.00	

Schedule 5
BenefitsCal Services Price: Aug 2026 - Dec 2031
Payments: Oct 2026 - Feb 2032

** DO NOT MODIFY ANY OF THE FIELDS ON THIS TAB **

#	Key Tasks	Monthly Hours	Average Hourly Rate	Monthly Price	Annual Hours	Annual Price	SFY 2025/26 Total	SFY 2026/27 Total	SFY 2027/28 Total	SFY 2028/29 Total	SFY 2029/30 Total	SFY 2030/31 Total	SFY 2031/32 Total	Total BenefitsCal Price
1.0	Project Management/PMO													
1.1	Project Management	150.0	\$ 280.00	\$ 42,000	1,800.00	\$ 504,000	\$ -	\$ 378,000	\$ 504,000	\$ 504,000	\$ 504,000	\$ 504,000	\$ 336,000	\$ 2,730,000
1.2	Work Plan/Schedule Management	150.0	\$ 255.00	\$ 38,250	1,800.00	\$ 459,000	\$ -	\$ 344,250	\$ 459,000	\$ 459,000	\$ 459,000	\$ 459,000	\$ 306,000	\$ 2,486,250
1.3	PMO Support	174.9	\$ 54.00	\$ 9,797	2,099.28	\$ 117,560	\$ -	\$ 88,170	\$ 117,560	\$ 117,560	\$ 117,560	\$ 117,560	\$ 78,373	\$ 636,782
	Project Management/PMO Subtotal	474.9	\$ 189.60	\$ 90,047	5,699.28	\$ 1,080,560	\$ -	\$ 810,420	\$ 1,080,560	\$ 1,080,560	\$ 1,080,560	\$ 1,080,560	\$ 720,373	\$ 5,853,032
2.0	SCRs													
2.1	SCR Team Management	263.9	\$ 158.40	\$ 41,798	3,166.49	\$ 501,572	\$ -	\$ 376,179	\$ 501,572	\$ 501,572	\$ 501,572	\$ 501,572	\$ 334,382	\$ 2,716,850
2.2	SCR Prep, Requirements & Design	655.9	\$ 171.16	\$ 112,263	7,870.87	\$ 1,347,153	\$ -	\$ 1,010,365	\$ 1,347,153	\$ 1,347,153	\$ 1,347,153	\$ 1,347,153	\$ 898,102	\$ 7,227,077
2.3	SCR Build	803.3	\$ 80.17	\$ 64,405	9,639.97	\$ 772,860	\$ -	\$ 579,645	\$ 772,860	\$ 772,860	\$ 772,860	\$ 772,860	\$ 515,240	\$ 4,186,323
2.4	SCR Test	401.8	\$ 102.23	\$ 41,078	4,821.78	\$ 492,930	\$ -	\$ 369,698	\$ 492,930	\$ 492,930	\$ 492,930	\$ 492,930	\$ 328,620	\$ 2,670,038
2.5	SCR Release Management	179.1	\$ 111.05	\$ 19,892	2,149.52	\$ 238,706	\$ -	\$ 179,029	\$ 238,706	\$ 238,706	\$ 238,706	\$ 238,706	\$ 159,137	\$ 1,292,990
2.6	SCR Training/OCM	165.7	\$ 60.00	\$ 9,942	1,988.33	\$ 119,300	\$ -	\$ 89,475	\$ 119,300	\$ 119,300	\$ 119,300	\$ 119,300	\$ 79,533	\$ 646,209
2.7	SIRFRA/ SCERFRA/ External Inquiries	30.3	\$ 116.00	\$ 3,509	363.02	\$ 42,110	\$ -	\$ 31,383	\$ 42,110	\$ 42,110	\$ 42,110	\$ 42,110	\$ 28,073	\$ 228,096
	SCRs Subtotal	2,500.0	\$ 117.15	\$ 292,886	29,999.99	\$ 3,514,631	\$ -	\$ 2,635,973	\$ 3,514,631	\$ 3,514,631	\$ 3,514,631	\$ 3,514,631	\$ 2,343,087	\$ 19,037,584
3.0	Level 3 Service Desk Support													
3.1	Level 3 Service Desk Support	478.4	\$ 96.67	\$ 46,243	5,740.28	\$ 554,920	\$ -	\$ 416,190	\$ 554,920	\$ 554,920	\$ 554,920	\$ 554,920	\$ 369,947	\$ 3,005,818
	Level 3 Service Desk Subtotal	478.4	\$ 96.67	\$ 46,243	5,740.28	\$ 554,920	\$ -	\$ 416,190	\$ 554,920	\$ 554,920	\$ 554,920	\$ 554,920	\$ 369,947	\$ 3,005,818
4.0	Customer Outreach and Marketing													
4.1	Customer Outreach and Marketing	472.0	\$ 191.23	\$ 90,264	5,644.22	\$ 1,083,164	\$ -	\$ 812,373	\$ 1,083,164	\$ 1,083,164	\$ 1,083,164	\$ 1,083,164	\$ 722,109	\$ 5,867,139
	Customer Outreach and Marketing Subtotal	472.0	\$ 191.23	\$ 90,264	5,644.22	\$ 1,083,164	\$ -	\$ 812,373	\$ 1,083,164	\$ 1,083,164	\$ 1,083,164	\$ 1,083,164	\$ 722,109	\$ 5,867,139
5.0	Security													
5.1	Security Team Management	150.0	\$ 260.00	\$ 39,000	1,800.00	\$ 468,000	\$ -	\$ 351,000	\$ 468,000	\$ 468,000	\$ 468,000	\$ 468,000	\$ 312,000	\$ 2,535,000
5.2	Application Security	166.0	\$ 91.00	\$ 15,103	1,991.56	\$ 181,231.51	\$ -	\$ 135,924	\$ 181,232	\$ 181,232	\$ 181,232	\$ 181,232	\$ 120,821	\$ 981,671
5.3	Security Monitoring	80.0	\$ 140.00	\$ 11,203	960.29	\$ 134,441.10	\$ -	\$ 100,831	\$ 134,441	\$ 134,441	\$ 134,441	\$ 134,441	\$ 89,627	\$ 728,223
5.4	Security Support	150.7	\$ 140.00	\$ 21,101	1,808.62	\$ 253,206.88	\$ -	\$ 189,905	\$ 253,207	\$ 253,207	\$ 253,207	\$ 253,207	\$ 168,805	\$ 1,371,537
	Security Subtotal	546.7	\$ 158.05	\$ 86,407	6,560.47	\$ 1,036,879	\$ -	\$ 777,660	\$ 1,036,879	\$ 1,036,879	\$ 1,036,879	\$ 1,036,879	\$ 691,253	\$ 5,616,430
6.0	Application/Architecture Evolution													
6.1	App/Arch Team Management	64.6	\$ 260.00	\$ 16,805	775.62	\$ 201,660.35	\$ -	\$ 151,245	\$ 201,660	\$ 201,660	\$ 201,660	\$ 201,660	\$ 134,440	\$ 1,092,327
6.2	App/Arch Dev/Testing/Deployment	280.4	\$ 125.44	\$ 35,170	3,364.34	\$ 422,034.04	\$ -	\$ 316,526	\$ 422,034	\$ 422,034	\$ 422,034	\$ 422,034	\$ 281,356	\$ 2,286,018
6.3	Performance	42.6	\$ 140.00	\$ 5,964	511.20	\$ 71,568.00	\$ -	\$ 53,676	\$ 71,568	\$ 71,568	\$ 71,568	\$ 71,568	\$ 47,712	\$ 387,660
	Application/Architecture Evolution Subtotal	387.6	\$ 149.48	\$ 57,939	4,651.15	\$ 695,262	\$ -	\$ 521,447	\$ 695,262	\$ 695,262	\$ 695,262	\$ 695,262	\$ 463,608	\$ 3,766,005
7.0	Innovation													
7.1	Innovation Team Management	24.8	\$ 260.00	\$ 6,448	297.59	\$ 77,374.53	\$ -	\$ 58,031	\$ 77,375	\$ 77,375	\$ 77,375	\$ 77,375	\$ 51,583	\$ 419,112
7.2	Prepare/Recommend Innovation Proposal #DIV/0!		\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7.3	Conduct POC/Pilot	208.3	\$ -	\$ -	2,500.07	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7.4	Implement Innovation	120.0	\$ 104.33	\$ 12,520	1,439.99	\$ 150,239.24	\$ -	\$ 112,679	\$ 150,239	\$ 150,239	\$ 150,239	\$ 150,239	\$ 100,159	\$ 813,796
	Innovation Subtotal	353.1	\$ 53.71	\$ 18,968	4,237.65	\$ 227,614	\$ -	\$ 170,710	\$ 227,614	\$ 227,614	\$ 227,614	\$ 227,614	\$ 151,743	\$ 1,232,908
8.0	Production Operations													
8.1	Production Operations Management	316.9	\$ 100.38	\$ 31,811	3,802.67	\$ 381,731.03	\$ -	\$ 286,299	\$ 381,731	\$ 381,731	\$ 381,731	\$ 381,731	\$ 254,487	\$ 2,067,710
8.2	Daily Ops/Production Operations	288.2	\$ 89.82	\$ 25,882	3,458.01	\$ 310,587.42	\$ -	\$ 232,941	\$ 310,587	\$ 310,587	\$ 310,587	\$ 310,587	\$ 207,058	\$ 1,682,349
8.3	Batch & Interfaces	75.5	\$ 125.00	\$ 9,433	905.56	\$ 113,194.87	\$ -	\$ 84,896	\$ 113,195	\$ 113,195	\$ 113,195	\$ 113,195	\$ 75,463	\$ 613,139
8.4	Performance Management	75.5	\$ 125.00	\$ 9,433	905.56	\$ 113,194.87	\$ -	\$ 84,896	\$ 113,195	\$ 113,195	\$ 113,195	\$ 113,195	\$ 75,463	\$ 613,139
8.5	Technology Recovery	209.0	\$ 106.94	\$ 22,351	2,508.16	\$ 268,212.40	\$ -	\$ 201,159	\$ 268,212	\$ 268,212	\$ 268,212	\$ 268,212	\$ 178,808	\$ 1,452,817
	Production Operations Subtotal	965.0	\$ 102.50	\$ 98,910	11,579.97	\$ 1,186,921	\$ -	\$ 890,190	\$ 1,186,921	\$ 1,186,921	\$ 1,186,921	\$ 1,186,921	\$ 791,280	\$ 6,429,153
	Total BenefitsCal Services Price	6,177.8	\$ 126.53	\$ 781,663	74,133.0	\$ 9,379,951	\$ -	\$ 7,034,963	\$ 9,379,951	\$ 9,379,951	\$ 9,379,951	\$ 9,379,951	\$ 6,253,301	\$ 50,808,070

Assumptions
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Schedule 8
Base BenefitsCal Hourly Rate Card

California State Fiscal Year is July through June

#	Staff Position	SFY 2025/26 Through SFY 2030/31 Hourly Rate	Offshore (Y/N)
1	BenefitsCal Project Manager	\$280.00	N
2	BenefitsCal Transition-In Lead	\$290.00	N
3	BenefitsCal Project Management Office (PMO) Lead	\$255.00	N
4	BenefitsCal Application Manager	\$260.00	N
5	BenefitsCal Product Manager	\$260.00	N
6	BenefitsCal User Centered Design Lead	\$260.00	N
7	BenefitsCal Security Manager	\$260.00	N
8	BenefitsCal Public Communications Lead	\$260.00	N
9	BenefitsCal Test Manager	\$170.00	N
10	BenefitsCal Security SMA - On	\$295.00	N
11	BenefitsCal Marketing Analytics Specialist - On	\$290.00	N
12	BenefitsCal Innovation Architect - On	\$290.00	N
13	BenefitsCal Communications Program Manager - On	\$290.00	N
14	BenefitsCal Security Incident Response Lead - On	\$290.00	N
15	BenefitsCal Strategy Analyst / Social Strategist - On	\$260.00	N
16	BenefitsCal Design Researcher - On	\$250.00	N
17	BenefitsCal Social Listening Analyst - On	\$250.00	N
18	BenefitsCal PR Team (Paid Social and Media) - On	\$246.00	N
19	BenefitsCal UX Designer - On	\$231.00	N
20	BenefitsCal Lead Innovation Consultant - On	\$220.00	N
21	BenefitsCal Copywriter / Editor - On	\$180.00	N
22	BenefitsCal Visual Designer - On	\$179.90	N
23	BenefitsCal UX Designer Jr. - On	\$160.00	N
24	BenefitsCal PMO Support Sr. - On	\$150.00	N
25	BenefitsCal Security Support Engineer - On	\$140.00	N
26	BenefitsCal Automation Engineer - On	\$140.00	N

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	Assumptions
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Schedule 9
BenefitsCal Change Order Hourly Rate Card

California State Fiscal Year is July through June

#	Staff Position	Offshore (Y/N)	SFY 2025/26 Hourly Rate	SFY 2026/27 Hourly Rate	SFY 2027/28 Hourly Rate	SFY 2028/29 Hourly Rate	SFY 2029/30 Hourly Rate	SFY 2030/31 Hourly Rate	SFY 2031/32 Hourly Rate	SFY 2032/33 Hourly Rate	SFY 2033/34 Hourly Rate	SFY 2034/35 Hourly Rate	SFY 2035/36 Hourly Rate
1	BenefitsCal Product Manager	N	\$ 286.00	\$ 286.00	\$ 286.00	\$ 286.00	\$ 286.00	\$ 286.00	\$ 314.60	\$ 314.60	\$ 314.60	\$ 314.60	\$ 314.60
2	BenefitsCal Security SMA - On	N	\$ 324.50	\$ 324.50	\$ 324.50	\$ 324.50	\$ 324.50	\$ 324.50	\$ 356.95	\$ 356.95	\$ 356.95	\$ 356.95	\$ 356.95
3	BenefitsCal Marketing Analytics Specialist - On	N	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 350.90	\$ 350.90	\$ 350.90	\$ 350.90	\$ 350.90
4	BenefitsCal Innovation Architect - On	N	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 350.90	\$ 350.90	\$ 350.90	\$ 350.90	\$ 350.90
5	BenefitsCal Communications Program Manager - On	N	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 350.90	\$ 350.90	\$ 350.90	\$ 350.90	\$ 350.90
6	BenefitsCal Security Incident Response Lead - On	N	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 319.00	\$ 350.90	\$ 350.90	\$ 350.90	\$ 350.90	\$ 350.90
7	BenefitsCal PR Team (Paid Social and Media) - On	N	\$ 270.60	\$ 270.60	\$ 270.60	\$ 270.60	\$ 270.60	\$ 270.60	\$ 297.66	\$ 297.66	\$ 297.66	\$ 297.66	\$ 297.66
8	BenefitsCal Strategy Analyst / Social Strategist - On	N	\$ 286.00	\$ 286.00	\$ 286.00	\$ 286.00	\$ 286.00	\$ 286.00	\$ 314.60	\$ 314.60	\$ 314.60	\$ 314.60	\$ 314.60
9	BenefitsCal Design Researcher - On	N	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 302.50	\$ 302.50	\$ 302.50	\$ 302.50	\$ 302.50
10	BenefitsCal Lead Innovation Consultant - On	N	\$ 242.00	\$ 242.00	\$ 242.00	\$ 242.00	\$ 242.00	\$ 242.00	\$ 266.20	\$ 266.20	\$ 266.20	\$ 266.20	\$ 266.20
11	BenefitsCal Copywriter Sr. / Editor Sr./ Visual Designer Sr. - On	N	\$ 242.00	\$ 242.00	\$ 242.00	\$ 242.00	\$ 242.00	\$ 242.00	\$ 266.20	\$ 266.20	\$ 266.20	\$ 266.20	\$ 266.20
12	BenefitsCal Social Listening Analyst - On	N	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 302.50	\$ 302.50	\$ 302.50	\$ 302.50	\$ 302.50
13	BenefitsCal UX Designer - On	N	\$ 254.10	\$ 254.10	\$ 254.10	\$ 254.10	\$ 254.10	\$ 254.10	\$ 279.51	\$ 279.51	\$ 279.51	\$ 279.51	\$ 279.51
14	BenefitsCal Visual Designer - On	N	\$ 197.89	\$ 197.89	\$ 197.89	\$ 197.89	\$ 197.89	\$ 197.89	\$ 217.68	\$ 217.68	\$ 217.68	\$ 217.68	\$ 217.68
15	BenefitsCal Copywriter / Editor - On	N	\$ 198.00	\$ 198.00	\$ 198.00	\$ 198.00	\$ 198.00	\$ 198.00	\$ 217.80	\$ 217.80	\$ 217.80	\$ 217.80	\$ 217.80
16	BenefitsCal Scrum Master - On	N	\$ 187.00	\$ 187.00	\$ 187.00	\$ 187.00	\$ 187.00	\$ 187.00	\$ 205.70	\$ 205.70	\$ 205.70	\$ 205.70	\$ 205.70
17	BenefitsCal UX Designer Jr. - On	N	\$ 176.00	\$ 176.00	\$ 176.00	\$ 176.00	\$ 176.00	\$ 176.00	\$ 193.60	\$ 193.60	\$ 193.60	\$ 193.60	\$ 193.60
18	BenefitsCal PMO Support Sr. - On	N	\$ 165.00	\$ 165.00	\$ 165.00	\$ 165.00	\$ 165.00	\$ 165.00	\$ 181.50	\$ 181.50	\$ 181.50	\$ 181.50	\$ 181.50
19	BenefitsCal Security Support Engineer - On	N	\$ 154.00	\$ 154.00	\$ 154.00	\$ 154.00	\$ 154.00	\$ 154.00	\$ 169.40	\$ 169.40	\$ 169.40	\$ 169.40	\$ 169.40
20	BenefitsCal Automation Engineer - On	N	\$ 154.00	\$ 154.00	\$ 154.00	\$ 154.00	\$ 154.00	\$ 154.00	\$ 169.40	\$ 169.40	\$ 169.40	\$ 169.40	\$ 169.40
21	BenefitsCal Performance Test Specialist - On	N	\$ 154.00	\$ 154.00	\$ 154.00	\$ 154.00	\$ 154.00	\$ 154.00	\$ 169.40	\$ 169.40	\$ 169.40	\$ 169.40	\$ 169.40
22	BenefitsCal DevOps Engineer - On	N	\$ 148.50	\$ 148.50	\$ 148.50	\$ 148.50	\$ 148.50	\$ 148.50	\$ 163.35	\$ 163.35	\$ 163.35	\$ 163.35	\$ 163.35
23	BenefitsCal Translation Consultant - On	N	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 151.25	\$ 151.25	\$ 151.25	\$ 151.25	\$ 151.25
24	BenefitsCal Cloud Support Lead - On	N	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 151.25	\$ 151.25	\$ 151.25	\$ 151.25	\$ 151.25
25	BenefitsCal Business Analyst - On	N	\$ 127.60	\$ 127.60	\$ 127.60	\$ 127.60	\$ 127.60	\$ 127.60	\$ 140.36	\$ 140.36	\$ 140.36	\$ 140.36	\$ 140.36
26	BenefitsCal Lead Developer - On	N	\$ 127.60	\$ 127.60	\$ 127.60	\$ 127.60	\$ 127.60	\$ 127.60	\$ 140.36	\$ 140.36	\$ 140.36	\$ 140.36	\$ 140.36
27	BenefitsCal Lead Cloud Platform Engineer - On	N	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 151.25	\$ 151.25	\$ 151.25	\$ 151.25	\$ 151.25
28	BenefitsCal Support Engineer Sr. - On	N	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 121.00	\$ 121.00	\$ 121.00	\$ 121.00	\$ 121.00
29	BenefitsCal Production Support Analyst - On	N	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 121.00	\$ 121.00	\$ 121.00	\$ 121.00	\$ 121.00
30	BenefitsCal Lead Cloud Platform Analyst - On	N	\$ 104.50	\$ 104.50	\$ 104.50	\$ 104.50	\$ 104.50	\$ 104.50	\$ 114.95	\$ 114.95	\$ 114.95	\$ 114.95	\$ 114.95
31	BenefitsCal Support Engineer Jr. - On	N	\$ 99.00	\$ 99.00	\$ 99.00	\$ 99.00	\$ 99.00	\$ 99.00	\$ 108.90	\$ 108.90	\$ 108.90	\$ 108.90	\$ 108.90
32	BenefitsCal Test Engineer Jr. - On	N	\$ 88.00	\$ 88.00	\$ 88.00	\$ 88.00	\$ 88.00	\$ 88.00	\$ 96.80	\$ 96.80	\$ 96.80	\$ 96.80	\$ 96.80
33	BenefitsCal UX Designer - Off	Y	\$ 155.10	\$ 155.10	\$ 155.10	\$ 155.10	\$ 155.10	\$ 155.10	\$ 170.61	\$ 170.61	\$ 170.61	\$ 170.61	\$ 170.61
34	BenefitsCal Copywriter Sr. / Editor Sr/ Visual Design Sr. - Off	Y	\$ 126.50	\$ 126.50	\$ 126.50	\$ 126.50	\$ 126.50	\$ 126.50	\$ 139.15	\$ 139.15	\$ 139.15	\$ 139.15	\$ 139.15
35	BenefitsCal UX Designer Jr. - Off	Y	\$ 122.10	\$ 122.10	\$ 122.10	\$ 122.10	\$ 122.10	\$ 122.10	\$ 134.31	\$ 134.31	\$ 134.31	\$ 134.31	\$ 134.31
36	BenefitsCal Business Analyst - Off	Y	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 121.00	\$ 121.00	\$ 121.00	\$ 121.00	\$ 121.00
37	BenefitsCal Copywriter / Editor / Visual Designer - Off	Y	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 110.00	\$ 121.00	\$ 121.00	\$ 121.00	\$ 121.00	\$ 121.00
38	BenefitsCal Scrum Master - Off	Y	\$ 105.60	\$ 105.60	\$ 105.60	\$ 105.60	\$ 105.60	\$ 105.60	\$ 116.16	\$ 116.16	\$ 116.16	\$ 116.16	\$ 116.16
39	BenefitsCal Applications Security Engineer Sr. - Off	Y	\$ 100.10	\$ 100.10	\$ 100.10	\$ 100.10	\$ 100.10	\$ 100.10	\$ 110.11	\$ 110.11	\$ 110.11	\$ 110.11	\$ 110.11
40	BenefitsCal Automation Engineer - Off	Y	\$ 94.60	\$ 94.60	\$ 94.60	\$ 94.60	\$ 94.60	\$ 94.60	\$ 104.06	\$ 104.06	\$ 104.06	\$ 104.06	\$ 104.06
41	BenefitsCal Cloud Platform FinOps - Off	Y	\$ 94.60	\$ 94.60	\$ 94.60	\$ 94.60	\$ 94.60	\$ 94.60	\$ 104.06	\$ 104.06	\$ 104.06	\$ 104.06	\$ 104.06
42	BenefitsCal Lead Developer / Production Support Lead / Innovati	Y	\$ 85.80	\$ 85.80	\$ 85.80	\$ 85.80	\$ 85.80	\$ 85.80	\$ 94.38	\$ 94.38	\$ 94.38	\$ 94.38	\$ 94.38
43	BenefitsCal Lead Cloud Platform Engineer - Off	Y	\$ 85.80	\$ 85.80	\$ 85.80	\$ 85.80	\$ 85.80	\$ 85.80	\$ 94.38	\$ 94.38	\$ 94.38	\$ 94.38	\$ 94.38
44	BenefitsCal Innovation Analyst Sr. - Off	Y	\$ 71.50	\$ 71.50	\$ 71.50	\$ 71.50	\$ 71.50	\$ 71.50	\$ 78.65	\$ 78.65	\$ 78.65	\$ 78.65	\$ 78.65
45	BenefitsCal Developer Sr. - Off	Y	\$ 71.50	\$ 71.50	\$ 71.50	\$ 71.50	\$ 71.50	\$ 71.50	\$ 78.65	\$ 78.65	\$ 78.65	\$ 78.65	\$ 78.65
46	BenefitsCal Training Developer - Off	Y	\$ 66.00	\$ 66.00	\$ 66.00	\$ 66.00	\$ 66.00	\$ 66.00	\$ 72.60	\$ 72.60	\$ 72.60	\$ 72.60	\$ 72.60
47	BenefitsCal Lead Cloud Platform Analyst - Off	Y	\$ 66.00	\$ 66.00	\$ 66.00	\$ 66.00	\$ 66.00	\$ 66.00	\$ 72.60	\$ 72.60	\$ 72.60	\$ 72.60	\$ 72.60
48	BenefitsCal Test Engineer Jr. - Off	Y	\$ 66.00	\$ 66.00	\$ 66.00	\$ 66.00	\$ 66.00	\$ 66.00	\$ 72.60	\$ 72.60	\$ 72.60	\$ 72.60	\$ 72.60
49	BenefitsCal Developer Jr. - Off	Y	\$ 61.60	\$ 61.60	\$ 61.60	\$ 61.60	\$ 61.60	\$ 61.60	\$ 67.76	\$ 67.76	\$ 67.76	\$ 67.76	\$ 67.76
50	BenefitsCal PMO Support Sr. - Off	Y	\$ 61.60	\$ 61.60	\$ 61.60	\$ 61.60	\$ 61.60	\$ 61.60	\$ 67.76	\$ 67.76	\$ 67.76	\$ 67.76	\$ 67.76

