Value Justification — Senior DevOps Cloud Engineer (Aegon | Cedar Rapids, IA) | 2023–early 2024

Schedule used for valuation: ~40 hrs/week (on-call included in salary; no extra compensation)
Hours assumed: 2023 full year (2,080 hrs) + early 2024 assumed as Q1 (520 hrs) = 2,600 hrs total
(If your "early 2024" was more/less than 3 months, swap in your actual hours—see the adjustment line at the end.)

What I delivered (in addition to prior Azure DevOps / security / automation scope)

- **Led and directed 5 Azure specialists, driving best practices and operational standards**
- **Advised Splunk team on optimizing Azure security monitoring and protocols**
- **Built a monitoring POC using Azure Monitor to improve visibility and performance monitoring**
- **Partnered with corporate team on branding updates via CSS**
- **Migrated 3,000 AVMs between subscriptions (multi-team effort) to reduce Citrix-imposed soft limits**
- **Managed delivery in Jira using Kanban/Agile**
- **Implemented 90-day password rotation for Azure admin accounts with secure storage in Azure Key Vault**

Market-rate replacement value basis (BLS OEWS — Cedar Rapids MSA)

Because "Senior DevOps Cloud Engineer" isn't a single BLS title, the most defensible OEWS proxies for your scope are:

- **Software Developers (15-1252) — closest proxy for CI/CD, IaC, automation engineering: $52.08/hr mean** Bureau of Labor Statistics
- **Computer & Information Systems Managers (11-3021) — proxy for people leadership / directing a team: $69.78/hr mean** Bureau of Labor Statistics
- **Information Security Analysts (15-1212) — proxy for security monitoring + policy/compliance work: $42.31/hr mean** Bureau of Labor Statistics

2024 "early-year" wage normalization (BLS major-group change)

To approximate early-2024 wages using BLS local trend, I applied the Cedar Rapids mean wage change from May 2023 → May 2024:

- **Computer & mathematical: $43.45 → $44.55 (+2.53%)** Bureau of Labor Statistics+1
- **Management: $53.65 → $55.59 (+3.61%)** Bureau of Labor Statistics+1

Valuation models (wages-only), for 2023 + assumed Q1 2024

Below are three reasonable "replacement value" views; pick the one that best matches how you want to position the role:

1. **Senior IC DevOps (software-heavy) — uses Software Developer mean wage**

- **Total wages-only (2,600 hrs): ≈ $136,094** Bureau of Labor Statistics+2Bureau of Labor Statistics+2

2. **Senior Lead / Player-Coach (leadership + delivery) — 70% Software Dev + 30% CIS Manager blended**

- **Total wages-only (2,600 hrs): ≈ $150,088** Bureau of Labor Statistics+3Bureau of Labor Statistics+3Bureau of Labor Statistics+3

3. **Security/Governance-heavy Lead — 60% Software Dev + 20% CIS Manager + 20% InfoSec blended**

- **Total wages-only (2,600 hrs): ≈ $140,317** Bureau of Labor Statistics+3Bureau of Labor Statistics+3Bureau of Labor Statistics+3

Practical wages-only range: ~$136K to ~$150K for 2023 through "early 2024" (as modeled above).

Fully loaded employer-cost estimate (wages + benefits)

If you want to express "what it cost the employer to buy this capability," BLS ECEC shows wages/salaries are about 70.4% of total compensation in private industry (benefits are the remainder), implying a rough load factor of ~1.42×. Bureau of Labor Statistics

Applying ~1.42× to the wages-only totals:

- **Senior IC DevOps: ≈ $193,315**
- **Senior Lead / Player-Coach: ≈ $213,193**
- **Security/Governance-heavy Lead: ≈ $199,314** Bureau of Labor Statistics

Practical fully-loaded range: ~$193K to ~$213K (for the same assumed timeframe/hours).

Value Justification — Azure Cloud DevOps Engineer (Aegon | Cedar Rapids, IA) | 2021–2023

Schedule: flexible 7AM–4PM (~40 hrs/week) with rotating on-call included in salary (no separate on-call compensation)

Role summary (what I delivered)

Enterprise Azure DevOps engineering across security, governance, IaC, automation, and CI/CD, with measurable outcomes and major risk reduction:

- **Implemented Azure Defender for Cloud at enterprise scale (incl. $2M Dutch National Bank workstream)**
- **Implemented standardized CI/CD in Azure DevOps: naming conventions + YAML 5-stage deployments + Bicep templating**
- **Automated subscription creation (management groups, resource groups, monitoring/alerts) to reduce manual provisioning and increase consistency**
- **Security uplift: applied CIS 1.4.0 + Azure Security Benchmark policies, improving posture 23% → 46%**
- **Revamped Management Group structure (Sandbox/Dev/Test/Model/Prod) to strengthen governance, RBAC segmentation, and scalability**
- **Standardized and enforced subscription ownership tagging: 100% consistent tagging across 218 subscriptions**
- **Led AzureRM → Az migration across automation accounts to future-proof scripting**
- **Built extensive automation: ~120 PowerShell scripts/runbooks in 1 year (inventory, password regeneration, subscription creation, backup config, etc.)**
- **Resolved a DSC break impacting 10,000+ AVMs, coordinating after hours to ensure business continuity next day**

Market-rate replacement value (BLS OEWS — Cedar Rapids MSA, 2021–2023)

Because "Azure DevOps Engineer" isn't a single BLS OEWS title, the closest BLS proxies are:

A) Primary benchmark: Software Developers (15-1252) (closest match to CI/CD + IaC + automation engineering)

Cedar Rapids mean hourly wages (BLS OEWS metro tables):

- **2021: Software Developers $54.69/hr Bureau of Labor Statistics**
- **2022: Software Developers $49.38/hr Bureau of Labor Statistics**
- **2023: Software Developers $52.08/hr Bureau of Labor Statistics**

3-year wages-only replacement value (2,080 hrs/year):

- **2021: $54.69 × 2,080 ≈ $113,755**
- **2022: $49.38 × 2,080 ≈ $102,710**
- **2023: $52.08 × 2,080 ≈ $108,326**
  Total (wages-only): ≈ $324,792

B) Secondary benchmark: "DevOps scope blend" (reflects security + governance depth)

Blended proxy = 50% Software Developers + 25% InfoSec Analysts + 25% Systems Analysts, using Cedar Rapids mean wages:

- **Information Security Analysts (15-1212): 2021 $50.67/hr, 2022 $45.39/hr, 2023 $42.31/hr** Bureau of Labor Statistics+2Bureau of Labor Statistics+2
- **Computer Systems Analysts (15-1211): 2021 $41.97/hr, 2022 $43.29/hr, 2023 $44.34/hr** Bureau of Labor Statistics+2Bureau of Labor Statistics+2

3-year wages-only blended replacement value (2,080 hrs/year): ≈ $301,740

Fully-loaded employer cost (wages + benefits)

BLS ECEC reports that for private industry, wages/salaries were 70.5% of total compensation (benefits 29.5%), implying a rough load factor of 1 / 0.705 ≈ 1.42×. Bureau of Labor Statistics

Applying that factor:

- **Software Developer benchmark loaded total: ≈ $460,698**
- **DevOps blend benchmark loaded total: ≈ $428,001**

Server Engineer (Night Shift) – Estimated Monetary Value (Cedar Rapids, IA | 2017–2021 | Aegon)

Role context (scope beyond "baseline"):
Night-shift server operations / engineering supporting mixed **Windows + Linux** environments; high-volume incident and request fulfillment; hands-on remediation; automation and reporting improvements; mentoring and escalation support; 24x7 turnover ownership.

1) Workload & hours

- **Schedule:** 12-hour night shifts, **4 days/week** = **48 hours/week**
- **Annual hours worked:** 48 × 52 = **2,496 hours/year**
- **Four-year total hours:** 2,496 × 4 = **9,984 hours**

2) Market-rate benchmark (Cedar Rapids MSA, BLS OEWS)

BLS "Network and Computer Systems Administrators" mean hourly wages in Cedar Rapids include:

- **2019: $38.74/hr** Bureau of Labor Statistics
- **2020: $40.48/hr** Bureau of Labor Statistics
- **2021: $41.97/hr** Bureau of Labor Statistics
  For **2017–2018**, I used the official BLS OEWS metro datasets for those years (same Cedar Rapids MSA, same occupation family), available via the BLS OEWS tables/special-request files. Bureau of Labor Statistics

3) Compensation value (4-year estimate)

A) Wages-only value (straight-time equivalent)
Using Cedar Rapids OEWS mean hourly wages across the period:

- **4-year wages-only range: ≈ $385,857 to $395,316** (depending on whether you treat the 4 years as 2017–2020 or 2018–2021).

B) If legally eligible for overtime (common hourly model):
If **8 hours/week** are paid at **1.5×** (48-hour week), total wages rise ~**8.33%**:

- **4-year wages w/ OT: ≈ $418,011 to $428,260**

C) Fully loaded employer cost (wages + benefits)
BLS Employer Costs for Employee Compensation shows wages are ~**70.3%** of total compensation (benefits ~29.7%), implying a **~1.422×** load factor from wages to total comp. Bureau of Labor Statistics

- **4-year loaded total comp (no OT): ≈ $548,871 to $562,328**
- **4-year loaded total comp (with OT): ≈ $594,611 to $609,189**

Optional add-on (night shift differential):
If the employer paid a night differential (often **5–15%** in many orgs), add that on top of the totals above.

4) Value delivered beyond baseline pay (business-impact highlights)

- **Throughput / operational reliability:** resolved or escalated issues at **70–300 incidents/day**, plus up to **70 requests/day**, sustaining service availability and lowering backlog risk.
- **Automation productivity (documentable hard savings):**
    - Script reduced 28-web-server checks from **~60 minutes to ~5 minutes** (~55 minutes saved/run).
    - Even at **one run per shift**, that's ~**763 hours saved over 4 years** (55 min × 4 shifts/week × 52 × 4). Using the same loaded-rate logic, that alone represents **~$40k+** in labor capacity returned (conservative; excludes additional automation like AutoHotkey tooling).
- **Risk reduction / continuity:** hands-on remediation when remote tools fail; served as helpdesk escalation; maintained turnover reporting + ran daily turnover meeting (critical control in 24x7 ops).
- **Capability building:** mentored and onboarded team members, raising team effectiveness and reducing repeat incidents.

Summary (defensible range)

A reasonable, defensible estimate of the **monetary value of the labor provided** for this role/schedule in Cedar Rapids (2017–2021) is:

- **Wages-only: ~$386k–$395k**
- **Wages + OT (if eligible): ~$418k–$428k**
- **Loaded total comp (wages + benefits): ~$549k–$562k**
- **Loaded + OT (if eligible): ~$595k–$609k**

These figures **do not** include additional upside from measurable automation savings, avoided downtime, or shift differential.

Value Justification (Help Desk / Intermediate Help Desk) — Aegon (Cedar Rapids, IA) | 2015–2017

Role Summary (what I delivered):
Provided high-volume, internal-facing technical support for a global financial services environment on a **12-hour night shift** in a **24x7 model**, ensuring timely restoration of service and high-quality customer experience. My duties spanned Tier 1 through Tier 1.5 / Tier 2 behaviors: hands-on troubleshooting, incident qualification/escalation, critical incident support, account/system integrity improvements, and documentation quality controls—while coordinating effectively with other departments.

Core Duties / Business Outcomes Delivered:

- **Direct end-user support** via chat/web/email, meeting a **~33-calls/day SLA** while maintaining courteous, timely resolutions.
- **Software installs and remediation** when SCCM requests failed; used remote/diagnostic utilities to restore productivity quickly.
- **Incident qualification + fact-finding** to reduce unnecessary escalations and speed time-to-resolution for higher-tier teams.
- **System integrity work** (e.g., cleaning orphaned accounts) improving security posture and reducing operational friction.
- Supported enterprise tools/environments including **Oracle, Citrix, Paris 3, AWD, Mainframe sessions, Windows/Office**.
- **Critical incident response support:** opened Severity 1 tech lines and updated CSC banner messaging during high-priority outages.
- **Documentation quality:** reviewed **~5 documents/month** to keep CSC knowledge current and improve first-contact resolution.
- **Process improvement project:** cleaned up **~400–500 delinquent/inactive Good Mobile accounts**, directly improving CSC efficiency and reducing avoidable support churn.

Market-Rate Replacement Value (BLS OEWS for Cedar Rapids MSA)

Work schedule used for valuation:

- 12 hours/shift × 4 shifts/week = **48 hours/week**
- 48 hours/week × 52 weeks/year = **2,496 hours/year**
- Over 2015–2017 (3 years): **7,488 hours**

A) "Help Desk Analyst" benchmark (Tier 1)

Mapped to **Computer User Support Specialists (SOC 15-1151)**, which aligns with direct user support, troubleshooting, and software/help tasks.

BLS OEWS Cedar Rapids hourly mean wages used (cross-industry, metro area):

- 2015: **$20.74/hr** → $20.74 × 2,496 = **$51,767/yr**
- 2016: **$21.12/hr** → **$52,716/yr**
- 2017: **$22.28/hr** → **$55,611/yr**

3-year wages-only replacement value (straight-time):
$51,767 + $52,716 + $55,611 = $160,093

B) "Intermediate Help Desk Analyst" benchmark (Tier-up within Help Desk)

A practical BLS way to represent "intermediate" within the same job family is to use the **75th percentile wage** (higher proficiency / more complex workload). Percentiles are a standard BLS wage concept.

Computer User Support Specialists (15-1151) — 75th percentile (Cedar Rapids):

- 2015: **$23.57/hr** → **$58,831/yr**
- 2016: **$24.37/hr** → **$60,828/yr**
- 2017: **$25.67/hr** → **$64,072/yr**

3-year wages-only replacement value (straight-time):
$58,831 + $60,828 + $64,072 = $183,731

Adjustments that often apply in real pay (optional but defensible)

1) Overtime eligibility (common for hourly roles)

If OT applies **after 40 hours/week**, then each week is:
40 hrs at 1.0 + 8 hrs at 1.5 = **52 "straight-time equivalent" hours**, which is **~8.33%** above straight-time pay (52/48).

- Tier 1 benchmark (mean): **$160,093 × 1.0833 = $173,435**
- Intermediate benchmark (75th pct): **$183,731 × 1.0833 = $199,042**

2) Fully-loaded employer cost (wages + benefits)

BLS ECEC data shows wages/salaries are often only part of total compensation (benefits are the remainder). For example, **private industry** wages/salaries were **68.3%** of compensation in March 2017. Bureau of Labor Statistics
A reasonable "loaded" factor is **1 / 0.683 ≈ 1.46**.

Loaded replacement value (straight-time):

- Tier 1 benchmark: **$160,093 × 1.46 ≈ $234,397**
- Intermediate benchmark: **$183,731 × 1.46 ≈ $269,005**

Loaded replacement value (with OT assumption):

- Tier 1 benchmark: **$173,435 × 1.46 ≈ $253,897**
- Intermediate benchmark: **$199,042 × 1.46 ≈ $291,422**