

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|--------------|--------------|--------------|--------------|--------------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 2.50% | 2.50% | 2.50% | 2.50% | 2.50% |
| 0001 AA01 | Administrative Assistant – Level I | HR | \$44.30 | \$45.41 | \$46.54 | \$47.71 | \$48.90 | \$50.12 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$57.32 | \$58.75 | \$60.22 | \$61.73 | \$63.27 | \$64.85 |
| 0001 AB01 | Application Engineer – Level I | HR | \$90.55 | \$92.81 | \$95.13 | \$97.51 | \$99.95 | \$102.45 |
| 0001 AB02 | Application Engineer – Level II | HR | \$122.30 | \$125.36 | \$128.49 | \$131.70 | \$135.00 | \$138.37 |
| 0001 AC01 | Application Programmer – Level I | HR | \$74.69 | \$76.56 | \$78.47 | \$80.43 | \$82.44 | \$84.50 |
| 0001 AC02 | Application Programmer – Level II | HR | \$99.00 | \$101.48 | \$104.01 | \$106.61 | \$109.28 | \$112.01 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$126.91 | \$130.08 | \$133.33 | \$136.67 | \$140.08 | \$143.59 |
| 0001 AD00 | Application Systems Analyst | HR | \$105.14 | \$107.77 | \$110.46 | \$113.22 | \$116.05 | \$118.96 |
| 0001 AE00 | Biostatatician | HR | \$115.65 | \$118.54 | \$121.50 | \$124.54 | \$127.66 | \$130.85 |
| 0001 AF01 | Business Analyst – Level I | HR | \$78.72 | \$80.69 | \$82.71 | \$84.77 | \$86.89 | \$89.06 |
| 0001 AF02 | Business Analyst – Level II | HR | \$100.09 | \$102.59 | \$105.16 | \$107.79 | \$110.48 | \$113.24 |
| 0001 AF03 | Business Analyst – Level III | HR | \$129.67 | \$132.91 | \$136.23 | \$139.64 | \$143.13 | \$146.71 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$94.73 | \$97.10 | \$99.53 | \$102.01 | \$104.56 | \$107.18 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$124.85 | \$127.97 | \$131.17 | \$134.45 | \$137.81 | \$141.26 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$159.99 | \$163.99 | \$168.09 | \$172.29 | \$176.60 | \$181.01 |
| 0001 AH00 | Chief Information Security Officer | HR | \$181.31 | \$185.84 | \$190.49 | \$195.25 | \$200.13 | \$205.14 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$88.89 | \$91.11 | \$93.39 | \$95.72 | \$98.12 | \$100.57 |
| 0001 AJ00 | Communications Network Manager | HR | \$118.56 | \$121.52 | \$124.56 | \$127.68 | \$130.87 | \$134.14 |
| 0001 AK00 | Communications Software Specialist | HR | \$93.93 | \$96.28 | \$98.69 | \$101.15 | \$103.68 | \$106.27 |
| 0001 AL00 | Communications Specialist | HR | \$90.51 | \$92.77 | \$95.09 | \$97.47 | \$99.91 | \$102.40 |
| 0001 AM00 | Computer Data Librarian | HR | \$59.59 | \$61.08 | \$62.61 | \$64.17 | \$65.78 | \$67.42 |
| 0001 AN00 | Computer Scientist | HR | \$141.28 | \$144.81 | \$148.43 | \$152.14 | \$155.95 | \$159.85 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$87.73 | \$89.92 | \$92.17 | \$94.48 | \$96.84 | \$99.26 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$118.96 | \$121.93 | \$124.98 | \$128.11 | \$131.31 | \$134.59 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$146.44 | \$150.10 | \$153.85 | \$157.70 | \$161.64 | \$165.68 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$78.15 | \$80.10 | \$82.11 | \$84.16 | \$86.26 | \$88.42 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$98.71 | \$101.18 | \$103.71 | \$106.30 | \$108.96 | \$111.68 |

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| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$125.29 | \$128.42 | \$131.63 | \$134.92 | \$138.30 | \$141.75 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$102.68 | \$105.25 | \$107.88 | \$110.58 | \$113.34 | \$116.17 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$72.18 | \$73.98 | \$75.83 | \$77.73 | \$79.67 | \$81.67 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$92.10 | \$94.40 | \$96.76 | \$99.18 | \$101.66 | \$104.20 |
| 0001 AS00 | Data Entry Clerk | HR | \$38.93 | \$39.90 | \$40.90 | \$41.92 | \$42.97 | \$44.05 |
| 0001 AT00 | Data Security Specialist | HR | \$105.99 | \$108.64 | \$111.36 | \$114.14 | \$116.99 | \$119.92 |
| 0001 AU00 | Data Standardization Specialist | HR | \$88.11 | \$90.31 | \$92.57 | \$94.88 | \$97.26 | \$99.69 |
| 0001 AV00 | Database Administrator | HR | \$109.64 | \$112.38 | \$115.19 | \$118.07 | \$121.02 | \$124.05 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$82.82 | \$84.89 | \$87.01 | \$89.19 | \$91.42 | \$93.70 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$109.60 | \$112.34 | \$115.15 | \$118.03 | \$120.98 | \$124.00 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$133.36 | \$136.69 | \$140.11 | \$143.61 | \$147.20 | \$150.88 |
| 0001 AX01 | Database Specialist – Level I | HR | \$77.45 | \$79.39 | \$81.37 | \$83.41 | \$85.49 | \$87.63 |
| 0001 AX02 | Database Specialist – Level II | HR | \$103.82 | \$106.42 | \$109.08 | \$111.80 | \$114.60 | \$117.46 |
| 0001 AX03 | Database Specialist – Level III | HR | \$129.71 | \$132.95 | \$136.28 | \$139.68 | \$143.18 | \$146.75 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$116.41 | \$119.32 | \$122.30 | \$125.36 | \$128.49 | \$131.71 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$102.95 | \$105.52 | \$108.16 | \$110.87 | \$113.64 | \$116.48 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$109.75 | \$112.49 | \$115.31 | \$118.19 | \$121.14 | \$124.17 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$119.33 | \$122.31 | \$125.37 | \$128.51 | \$131.72 | \$135.01 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$48.38 | \$49.59 | \$50.83 | \$52.10 | \$53.40 | \$54.74 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$63.18 | \$64.76 | \$66.38 | \$68.04 | \$69.74 | \$71.48 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$76.34 | \$78.25 | \$80.20 | \$82.21 | \$84.27 | \$86.37 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$49.50 | \$50.74 | \$52.01 | \$53.31 | \$54.64 | \$56.00 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$65.94 | \$67.59 | \$69.28 | \$71.01 | \$72.79 | \$74.61 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$40.43 | \$41.44 | \$42.48 | \$43.54 | \$44.63 | \$45.74 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$93.67 | \$96.01 | \$98.41 | \$100.87 | \$103.39 | \$105.98 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$60.44 | \$61.95 | \$63.50 | \$65.09 | \$66.71 | \$68.38 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$134.68 | \$138.05 | \$141.50 | \$145.04 | \$148.66 | \$152.38 |
| 0001 BI00 | Facilitator | HR | \$87.90 | \$90.10 | \$92.35 | \$94.66 | \$97.03 | \$99.45 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$92.87 | \$95.19 | \$97.57 | \$100.01 | \$102.51 | \$105.07 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$90.53 | \$92.79 | \$95.11 | \$97.49 | \$99.93 | \$102.43 |

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| 0001 BK02 | Functional Analyst – Level II | HR | \$120.19 | \$123.19 | \$126.27 | \$129.43 | \$132.67 | \$135.98 |
| 0001 BL01 | General Clerk – Level I | HR | \$35.08 | \$35.96 | \$36.86 | \$37.78 | \$38.72 | \$39.69 |
| 0001 BL02 | General Clerk – Level II | HR | \$42.09 | \$43.14 | \$44.22 | \$45.33 | \$46.46 | \$47.62 |
| 0001 BL03 | General Clerk – Level III | HR | \$50.75 | \$52.02 | \$53.32 | \$54.65 | \$56.02 | \$57.42 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$105.33 | \$107.96 | \$110.66 | \$113.43 | \$116.26 | \$119.17 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$93.74 | \$96.08 | \$98.49 | \$100.95 | \$103.47 | \$106.06 |
| 0001 BO00 | Graphics Specialist | HR | \$72.84 | \$74.66 | \$76.53 | \$78.44 | \$80.40 | \$82.41 |
| 0001 BP00 | Hardware Draftsman | HR | \$63.84 | \$65.44 | \$67.07 | \$68.75 | \$70.47 | \$72.23 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$61.31 | \$62.84 | \$64.41 | \$66.02 | \$67.67 | \$69.37 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$77.24 | \$79.17 | \$81.15 | \$83.18 | \$85.26 | \$87.39 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$86.79 | \$88.96 | \$91.18 | \$93.46 | \$95.80 | \$98.19 |
| 0001 BS00 | Help Desk Manager | HR | \$99.49 | \$101.98 | \$104.53 | \$107.14 | \$109.82 | \$112.56 |
| 0001 BT00 | Help Desk Specialist | HR | \$65.38 | \$67.01 | \$68.69 | \$70.41 | \$72.17 | \$73.97 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$53.39 | \$54.72 | \$56.09 | \$57.50 | \$58.93 | \$60.41 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$73.03 | \$74.86 | \$76.73 | \$78.65 | \$80.61 | \$82.63 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$92.35 | \$94.66 | \$97.03 | \$99.45 | \$101.94 | \$104.49 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$132.90 | \$136.22 | \$139.63 | \$143.12 | \$146.70 | \$150.36 |
| 0001 BW01 | Information Engineer – Level I | HR | \$96.09 | \$98.49 | \$100.95 | \$103.48 | \$106.07 | \$108.72 |
| 0001 BW02 | Information Engineer – Level II | HR | \$123.55 | \$126.64 | \$129.80 | \$133.05 | \$136.38 | \$139.79 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$101.17 | \$103.70 | \$106.29 | \$108.95 | \$111.67 | \$114.46 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$92.84 | \$95.16 | \$97.54 | \$99.98 | \$102.48 | \$105.04 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$119.15 | \$122.13 | \$125.18 | \$128.31 | \$131.52 | \$134.81 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$134.74 | \$138.11 | \$141.56 | \$145.10 | \$148.73 | \$152.45 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$119.84 | \$122.84 | \$125.91 | \$129.05 | \$132.28 | \$135.59 |
| 0001 CC00 | Librarian | HR | \$68.63 | \$70.35 | \$72.10 | \$73.91 | \$75.75 | \$77.65 |
| 0001 CD00 | Librarian Technician | HR | \$52.20 | \$53.51 | \$54.84 | \$56.21 | \$57.62 | \$59.06 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$57.46 | \$58.90 | \$60.37 | \$61.88 | \$63.43 | \$65.01 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$122.76 | \$125.83 | \$128.97 | \$132.20 | \$135.50 | \$138.89 |
| 0001 CG00 | Network Administrator | HR | \$93.73 | \$96.07 | \$98.48 | \$100.94 | \$103.46 | \$106.05 |
| 0001 CH00 | Network Draftsman | HR | \$66.83 | \$68.50 | \$70.21 | \$71.97 | \$73.77 | \$75.61 |

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| 0001 CI01 | Network Installation Technician – Level I | HR | \$63.62 | \$65.21 | \$66.84 | \$68.51 | \$70.22 | \$71.98 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$80.87 | \$82.89 | \$84.96 | \$87.09 | \$89.27 | \$91.50 |
| 0001 CJ00 | Network Support Technician | HR | \$68.63 | \$70.35 | \$72.10 | \$73.91 | \$75.75 | \$77.65 |
| 0001 CK00 | Operations Manager | HR | \$109.54 | \$112.28 | \$115.09 | \$117.96 | \$120.91 | \$123.93 |
| 0001 CL00 | Procurement Product Specialist | HR | \$84.01 | \$86.11 | \$88.26 | \$90.47 | \$92.73 | \$95.05 |
| 0001 CM00 | Program Administration Specialist | HR | \$71.31 | \$73.09 | \$74.92 | \$76.79 | \$78.71 | \$80.68 |
| 0001 CN00 | Program Analyst | HR | \$97.34 | \$99.77 | \$102.27 | \$104.82 | \$107.45 | \$110.13 |
| 0001 CO00 | Program Manager | HR | \$175.47 | \$179.86 | \$184.35 | \$188.96 | \$193.69 | \$198.53 |
| 0001 CP00 | Project Control Specialist | HR | \$94.18 | \$96.53 | \$98.95 | \$101.42 | \$103.96 | \$106.56 |
| 0001 CQ00 | Project Leader | HR | \$113.99 | \$116.84 | \$119.76 | \$122.75 | \$125.82 | \$128.97 |
| 0001 CR01 | Project Manager – Level I | HR | \$111.43 | \$114.22 | \$117.07 | \$120.00 | \$123.00 | \$126.07 |
| 0001 CR02 | Project Manager – Level II | HR | \$139.09 | \$142.57 | \$146.13 | \$149.78 | \$153.53 | \$157.37 |
| 0001 CR03 | Project Manager – Level III | HR | \$162.56 | \$166.62 | \$170.79 | \$175.06 | \$179.44 | \$183.92 |
| 0001 CS00 | Public Health Analyst | HR | \$99.64 | \$102.13 | \$104.68 | \$107.30 | \$109.98 | \$112.73 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$88.55 | \$90.76 | \$93.03 | \$95.36 | \$97.74 | \$100.19 |
| 0001 CU00 | Quality Assurance Manager | HR | \$122.81 | \$125.88 | \$129.03 | \$132.25 | \$135.56 | \$138.95 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$98.07 | \$100.52 | \$103.03 | \$105.61 | \$108.25 | \$110.96 |
| 0001 CW00 | Records Management Specialist | HR | \$70.53 | \$72.29 | \$74.10 | \$75.95 | \$77.85 | \$79.80 |
| 0001 CX00 | Scanner Operator | HR | \$42.85 | \$43.92 | \$45.02 | \$46.14 | \$47.30 | \$48.48 |
| 0001 CY00 | Scientific Data Analyst | HR | \$101.97 | \$104.52 | \$107.13 | \$109.81 | \$112.56 | \$115.37 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$152.49 | \$156.30 | \$160.21 | \$164.22 | \$168.32 | \$172.53 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$192.91 | \$197.73 | \$202.68 | \$207.74 | \$212.94 | \$218.26 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$318.39 | \$326.35 | \$334.51 | \$342.87 | \$351.44 | \$360.23 |
| 0001 DA01 | System Administrator – Level I | HR | \$78.00 | \$79.95 | \$81.95 | \$84.00 | \$86.10 | \$88.25 |
| 0001 DA02 | System Administrator – Level II | HR | \$97.56 | \$100.00 | \$102.50 | \$105.06 | \$107.69 | \$110.38 |
| 0001 DA03 | System Administrator – Level III | HR | \$126.38 | \$129.54 | \$132.78 | \$136.10 | \$139.50 | \$142.99 |
| 0001 DB01 | Systems Architect – Level I | HR | \$131.13 | \$134.41 | \$137.77 | \$141.21 | \$144.74 | \$148.36 |
| 0001 DB02 | Systems Architect – Level II | HR | \$164.30 | \$168.41 | \$172.62 | \$176.93 | \$181.36 | \$185.89 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$87.36 | \$89.54 | \$91.78 | \$94.08 | \$96.43 | \$98.84 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$110.91 | \$113.68 | \$116.52 | \$119.44 | \$122.42 | \$125.48 |

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| 0001 DC03 | Systems Engineer – Level III | HR | \$137.06 | \$140.49 | \$144.00 | \$147.60 | \$151.29 | \$155.07 |
| 0001 DD00 | System Operator | HR | \$62.28 | \$63.84 | \$65.43 | \$67.07 | \$68.75 | \$70.46 |
| 0001 DE00 | System Programmer | HR | \$100.02 | \$102.52 | \$105.08 | \$107.71 | \$110.40 | \$113.16 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$60.48 | \$61.99 | \$63.54 | \$65.13 | \$66.76 | \$68.43 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$78.23 | \$80.19 | \$82.19 | \$84.25 | \$86.35 | \$88.51 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$97.47 | \$99.91 | \$102.40 | \$104.96 | \$107.59 | \$110.28 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$90.38 | \$92.64 | \$94.96 | \$97.33 | \$99.76 | \$102.26 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$114.86 | \$117.73 | \$120.67 | \$123.69 | \$126.78 | \$129.95 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$80.15 | \$82.15 | \$84.21 | \$86.31 | \$88.47 | \$90.68 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$100.25 | \$102.76 | \$105.33 | \$107.96 | \$110.66 | \$113.42 |
| 0001 DI00 | Test Engineer | HR | \$99.07 | \$101.55 | \$104.09 | \$106.69 | \$109.35 | \$112.09 |
| 0001 DJ00 | Training Manager | HR | \$107.88 | \$110.58 | \$113.34 | \$116.17 | \$119.08 | \$122.06 |
| 0001 DK01 | Training Specialist – Level I | HR | \$74.79 | \$76.66 | \$78.58 | \$80.54 | \$82.55 | \$84.62 |
| 0001 DK02 | Training Specialist – Level II | HR | \$95.20 | \$97.58 | \$100.02 | \$102.52 | \$105.08 | \$107.71 |
| 0001 DL00 | Web Content Administrator | HR | \$87.66 | \$89.85 | \$92.10 | \$94.40 | \$96.76 | \$99.18 |
| 0001 DM00 | Web Designer | HR | \$97.75 | \$100.19 | \$102.70 | \$105.27 | \$107.90 | \$110.60 |
| 0001 DN00 | Web Project Manager | HR | \$129.16 | \$132.39 | \$135.70 | \$139.09 | \$142.57 | \$146.13 |
| 0001 DO00 | Web Software Developer | HR | \$109.13 | \$111.86 | \$114.65 | \$117.52 | \$120.46 | \$123.47 |
| 0001 DP00 | Webmaster | HR | \$96.77 | \$99.19 | \$101.67 | \$104.21 | \$106.82 | \$109.49 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$96.56 | \$98.97 | \$101.45 | \$103.98 | \$106.58 | \$109.25 |