

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|-----------|-----------|-----------|-----------|-----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 2% | 2% | 2% | 2% | 2% |
| 0001 AA01 | Administrative Assistant – Level I | HR | \$42.85 | \$43.71 | \$44.58 | \$45.47 | \$46.38 | \$47.31 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$53.06 | \$54.12 | \$55.20 | \$56.31 | \$57.43 | \$58.58 |
| 0001 AB01 | Application Engineer – Level I | HR | \$88.50 | \$90.27 | \$92.08 | \$93.92 | \$95.80 | \$97.71 |
| 0001 AB02 | Application Engineer – Level II | HR | \$111.26 | \$113.49 | \$115.75 | \$118.07 | \$120.43 | \$122.84 |
| 0001 AC01 | Application Programmer – Level I | HR | \$69.04 | \$70.42 | \$71.83 | \$73.27 | \$74.73 | \$76.23 |
| 0001 AC02 | Application Programmer – Level II | HR | \$87.60 | \$89.35 | \$91.14 | \$92.96 | \$94.82 | \$96.72 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$115.74 | \$118.05 | \$120.42 | \$122.82 | \$125.28 | \$127.79 |
| 0001 AD00 | Application Systems Analyst | HR | \$101.80 | \$103.84 | \$105.91 | \$108.03 | \$110.19 | \$112.40 |
| 0001 AE00 | Biostatatician | HR | \$108.32 | \$110.49 | \$112.70 | \$114.95 | \$117.25 | \$119.59 |
| 0001 AF01 | Business Analyst – Level I | HR | \$84.04 | \$85.72 | \$87.44 | \$89.18 | \$90.97 | \$92.79 |
| 0001 AF02 | Business Analyst – Level II | HR | \$103.94 | \$106.02 | \$108.14 | \$110.30 | \$112.51 | \$114.76 |
| 0001 AF03 | Business Analyst – Level III | HR | \$130.78 | \$133.40 | \$136.06 | \$138.78 | \$141.56 | \$144.39 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$106.39 | \$108.52 | \$110.69 | \$112.90 | \$115.16 | \$117.46 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$131.12 | \$133.74 | \$136.42 | \$139.15 | \$141.93 | \$144.77 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$158.80 | \$161.98 | \$165.22 | \$168.52 | \$171.89 | \$175.33 |
| 0001 AH00 | Chief Information Security Officer | HR | \$197.09 | \$201.03 | \$205.05 | \$209.15 | \$213.34 | \$217.60 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$84.64 | \$86.33 | \$88.06 | \$89.82 | \$91.62 | \$93.45 |
| 0001 AJ00 | Communications Network Manager | HR | \$110.45 | \$112.66 | \$114.91 | \$117.21 | \$119.55 | \$121.95 |
| 0001 AK00 | Communications Software Specialist | HR | \$92.43 | \$94.28 | \$96.16 | \$98.09 | \$100.05 | \$102.05 |
| 0001 AL00 | Communications Specialist | HR | \$89.37 | \$91.16 | \$92.98 | \$94.84 | \$96.74 | \$98.67 |
| 0001 AM00 | Computer Data Librarian | HR | \$50.75 | \$51.77 | \$52.80 | \$53.86 | \$54.93 | \$56.03 |
| 0001 AN00 | Computer Scientist | HR | \$136.72 | \$139.45 | \$142.24 | \$145.09 | \$147.99 | \$150.95 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$91.81 | \$93.65 | \$95.52 | \$97.43 | \$99.38 | \$101.37 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$124.58 | \$127.07 | \$129.61 | \$132.21 | \$134.85 | \$137.55 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$153.07 | \$156.13 | \$159.25 | \$162.44 | \$165.69 | \$169.00 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$69.81 | \$71.21 | \$72.63 | \$74.08 | \$75.56 | \$77.08 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$86.56 | \$88.29 | \$90.06 | \$91.86 | \$93.70 | \$95.57 |
| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$114.18 | \$116.46 | \$118.79 | \$121.17 | \$123.59 | \$126.06 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$98.79 | \$100.77 | \$102.78 | \$104.84 | \$106.93 | \$109.07 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$59.14 | \$60.32 | \$61.53 | \$62.76 | \$64.02 | \$65.30 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$81.00 | \$82.62 | \$84.27 | \$85.96 | \$87.68 | \$89.43 |
| 0001 AS00 | Data Entry Clerk | HR | \$32.04 | \$32.68 | \$33.33 | \$34.00 | \$34.68 | \$35.37 |
| 0001 AT00 | Data Security Specialist | HR | \$113.41 | \$115.68 | \$117.99 | \$120.35 | \$122.76 | \$125.21 |
| 0001 AU00 | Data Standardization Specialist | HR | \$84.93 | \$86.63 | \$88.36 | \$90.13 | \$91.93 | \$93.77 |
| 0001 AV00 | Database Administrator | HR | \$106.09 | \$108.21 | \$110.38 | \$112.58 | \$114.84 | \$117.13 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$118.62 | \$120.99 | \$123.41 | \$125.88 | \$128.40 | \$130.97 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$123.74 | \$126.21 | \$128.74 | \$131.31 | \$133.94 | \$136.62 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$121.67 | \$124.10 | \$126.59 | \$129.12 | \$131.70 | \$134.33 |
| 0001 AX01 | Database Specialist – Level I | HR | \$79.42 | \$81.01 | \$82.63 | \$84.28 | \$85.97 | \$87.69 |
| 0001 AX02 | Database Specialist – Level II | HR | \$100.89 | \$102.91 | \$104.97 | \$107.07 | \$109.21 | \$111.39 |
| 0001 AX03 | Database Specialist – Level III | HR | \$140.48 | \$143.29 | \$146.16 | \$149.08 | \$152.06 | \$155.10 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$80.37 | \$81.98 | \$83.62 | \$85.29 | \$87.00 | \$88.73 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$90.63 | \$92.44 | \$94.29 | \$96.18 | \$98.10 | \$100.06 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$136.13 | \$138.85 | \$141.63 | \$144.46 | \$147.35 | \$150.30 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$100.67 | \$102.68 | \$104.74 | \$106.83 | \$108.97 | \$111.15 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$42.21 | \$43.05 | \$43.92 | \$44.79 | \$45.69 | \$46.60 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$51.82 | \$52.86 | \$53.91 | \$54.99 | \$56.09 | \$57.21 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$61.51 | \$62.74 | \$64.00 | \$65.27 | \$66.58 | \$67.91 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$41.62 | \$42.45 | \$43.30 | \$44.17 | \$45.05 | \$45.95 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$52.13 | \$53.17 | \$54.24 | \$55.32 | \$56.43 | \$57.56 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$34.91 | \$35.61 | \$36.32 | \$37.05 | \$37.79 | \$38.54 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$103.44 | \$105.51 | \$107.62 | \$109.77 | \$111.97 | \$114.21 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$50.49 | \$51.50 | \$52.53 | \$53.58 | \$54.65 | \$55.75 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$148.31 | \$151.28 | \$154.30 | \$157.39 | \$160.54 | \$163.75 |
| 0001 BI00 | Facilitator | HR | \$76.86 | \$78.40 | \$79.97 | \$81.56 | \$83.20 | \$84.86 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$78.48 | \$80.05 | \$81.65 | \$83.28 | \$84.95 | \$86.65 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$74.67 | \$76.16 | \$77.69 | \$79.24 | \$80.83 | \$82.44 |
| 0001 BK02 | Functional Analyst – Level II | HR | \$95.66 | \$97.57 | \$99.52 | \$101.52 | \$103.55 | \$105.62 |
| 0001 BL01 | General Clerk – Level I | HR | \$28.67 | \$29.24 | \$29.83 | \$30.42 | \$31.03 | \$31.65 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 BL02 | General Clerk – Level II | HR | \$34.32 | \$35.01 | \$35.71 | \$36.42 | \$37.15 | \$37.89 |
| 0001 BL03 | General Clerk – Level III | HR | \$40.86 | \$41.68 | \$42.51 | \$43.36 | \$44.23 | \$45.11 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$88.05 | \$89.81 | \$91.61 | \$93.44 | \$95.31 | \$97.21 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$79.54 | \$81.13 | \$82.75 | \$84.41 | \$86.10 | \$87.82 |
| 0001 BO00 | Graphics Specialist | HR | \$60.98 | \$62.20 | \$63.44 | \$64.71 | \$66.01 | \$67.33 |
| 0001 BP00 | Hardware Draftsman | HR | \$53.90 | \$54.98 | \$56.08 | \$57.20 | \$58.34 | \$59.51 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$52.97 | \$54.03 | \$55.11 | \$56.21 | \$57.34 | \$58.48 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$61.62 | \$62.85 | \$64.11 | \$65.39 | \$66.70 | \$68.03 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$70.38 | \$71.79 | \$73.22 | \$74.69 | \$76.18 | \$77.71 |
| 0001 BS00 | Help Desk Manager | HR | \$101.90 | \$103.94 | \$106.02 | \$108.14 | \$110.30 | \$112.51 |
| 0001 BT00 | Help Desk Specialist | HR | \$70.03 | \$71.43 | \$72.86 | \$74.32 | \$75.80 | \$77.32 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$47.43 | \$48.38 | \$49.35 | \$50.33 | \$51.34 | \$52.37 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$58.97 | \$60.15 | \$61.35 | \$62.58 | \$63.83 | \$65.11 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$71.87 | \$73.31 | \$74.77 | \$76.27 | \$77.79 | \$79.35 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$157.07 | \$160.21 | \$163.42 | \$166.68 | \$170.02 | \$173.42 |
| 0001 BW01 | Information Engineer – Level I | HR | \$108.52 | \$110.69 | \$112.90 | \$115.16 | \$117.47 | \$119.81 |
| 0001 BW02 | Information Engineer – Level II | HR | \$131.50 | \$134.13 | \$136.81 | \$139.55 | \$142.34 | \$145.19 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$83.32 | \$84.99 | \$86.69 | \$88.42 | \$90.19 | \$91.99 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$76.70 | \$78.23 | \$79.80 | \$81.39 | \$83.02 | \$84.68 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$107.68 | \$109.83 | \$112.03 | \$114.27 | \$116.56 | \$118.89 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$117.63 | \$119.98 | \$122.38 | \$124.83 | \$127.33 | \$129.87 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$103.25 | \$105.32 | \$107.42 | \$109.57 | \$111.76 | \$114.00 |
| 0001 CC00 | Librarian | HR | \$57.67 | \$58.82 | \$60.00 | \$61.20 | \$62.42 | \$63.67 |
| 0001 CD00 | Librarian Technician | HR | \$43.82 | \$44.70 | \$45.59 | \$46.50 | \$47.43 | \$48.38 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$49.34 | \$50.33 | \$51.33 | \$52.36 | \$53.41 | \$54.48 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$100.91 | \$102.93 | \$104.99 | \$107.09 | \$109.23 | \$111.41 |
| 0001 CG00 | Network Administrator | HR | \$76.47 | \$78.00 | \$79.56 | \$81.15 | \$82.77 | \$84.43 |
| 0001 CH00 | Network Draftsman | HR | \$55.04 | \$56.14 | \$57.26 | \$58.41 | \$59.58 | \$60.77 |
| 0001 CI01 | Network Installation Technician – Level I | HR | \$53.41 | \$54.48 | \$55.57 | \$56.68 | \$57.81 | \$58.97 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$66.01 | \$67.33 | \$68.68 | \$70.05 | \$71.45 | \$72.88 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 CJ00 | Network Support Technician | HR | \$56.24 | \$57.36 | \$58.51 | \$59.68 | \$60.88 | \$62.09 |
| 0001 CK00 | Operations Manager | HR | \$91.66 | \$93.49 | \$95.36 | \$97.27 | \$99.22 | \$101.20 |
| 0001 CL00 | Procurement Product Specialist | HR | \$70.32 | \$71.73 | \$73.16 | \$74.62 | \$76.12 | \$77.64 |
| 0001 CM00 | Program Administration Specialist | HR | \$58.68 | \$59.85 | \$61.05 | \$62.27 | \$63.52 | \$64.79 |
| 0001 CN00 | Program Analyst | HR | \$99.72 | \$101.71 | \$103.75 | \$105.82 | \$107.94 | \$110.10 |
| 0001 CO00 | Program Manager | HR | \$198.58 | \$202.55 | \$206.60 | \$210.73 | \$214.95 | \$219.25 |
| 0001 CP00 | Project Control Specialist | HR | \$77.42 | \$78.97 | \$80.55 | \$82.16 | \$83.80 | \$85.48 |
| 0001 CQ00 | Project Leader | HR | \$109.84 | \$112.04 | \$114.28 | \$116.56 | \$118.89 | \$121.27 |
| 0001 CR01 | Project Manager – Level I | HR | \$122.55 | \$125.00 | \$127.50 | \$130.05 | \$132.65 | \$135.31 |
| 0001 CR02 | Project Manager – Level II | HR | \$143.27 | \$146.14 | \$149.06 | \$152.04 | \$155.08 | \$158.18 |
| 0001 CR03 | Project Manager – Level III | HR | \$180.34 | \$183.95 | \$187.63 | \$191.38 | \$195.21 | \$199.11 |
| 0001 CS00 | Public Health Analyst | HR | \$104.62 | \$106.71 | \$108.85 | \$111.02 | \$113.24 | \$115.51 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$89.15 | \$90.93 | \$92.75 | \$94.61 | \$96.50 | \$98.43 |
| 0001 CU00 | Quality Assurance Manager | HR | \$133.86 | \$136.54 | \$139.27 | \$142.05 | \$144.89 | \$147.79 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$105.28 | \$107.39 | \$109.53 | \$111.72 | \$113.96 | \$116.24 |
| 0001 CW00 | Records Management Specialist | HR | \$57.71 | \$58.86 | \$60.04 | \$61.24 | \$62.47 | \$63.72 |
| 0001 CX00 | Scanner Operator | HR | \$35.28 | \$35.99 | \$36.71 | \$37.44 | \$38.19 | \$38.95 |
| 0001 CY00 | Scientific Data Analyst | HR | \$89.22 | \$91.00 | \$92.82 | \$94.68 | \$96.57 | \$98.51 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$162.52 | \$165.77 | \$169.09 | \$172.47 | \$175.92 | \$179.44 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$221.83 | \$226.27 | \$230.79 | \$235.41 | \$240.12 | \$244.92 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$304.23 | \$310.31 | \$316.52 | \$322.85 | \$329.31 | \$335.89 |
| 0001 DA01 | System Administrator – Level I | HR | \$82.55 | \$84.20 | \$85.89 | \$87.60 | \$89.35 | \$91.14 |
| 0001 DA02 | System Administrator – Level II | HR | \$102.16 | \$104.20 | \$106.29 | \$108.41 | \$110.58 | \$112.79 |
| 0001 DA03 | System Administrator – Level III | HR | \$127.84 | \$130.40 | \$133.00 | \$135.66 | \$138.38 | \$141.15 |
| 0001 DB01 | Systems Architect – Level I | HR | \$139.66 | \$142.45 | \$145.30 | \$148.21 | \$151.17 | \$154.20 |
| 0001 DB02 | Systems Architect – Level II | HR | \$170.37 | \$173.78 | \$177.25 | \$180.80 | \$184.41 | \$188.10 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$93.58 | \$95.45 | \$97.36 | \$99.31 | \$101.29 | \$103.32 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$116.89 | \$119.23 | \$121.61 | \$124.04 | \$126.53 | \$129.06 |
| 0001 DC03 | Systems Engineer – Level III | HR | \$137.67 | \$140.42 | \$143.23 | \$146.10 | \$149.02 | \$152.00 |
| 0001 DD00 | System Operator | HR | \$52.90 | \$53.96 | \$55.04 | \$56.14 | \$57.26 | \$58.41 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 DE00 | System Programmer | HR | \$83.25 | \$84.92 | \$86.61 | \$88.35 | \$90.11 | \$91.91 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$60.49 | \$61.70 | \$62.93 | \$64.19 | \$65.48 | \$66.79 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$74.29 | \$75.78 | \$77.29 | \$78.84 | \$80.41 | \$82.02 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$89.88 | \$91.68 | \$93.51 | \$95.38 | \$97.29 | \$99.23 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$74.87 | \$76.37 | \$77.89 | \$79.45 | \$81.04 | \$82.66 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$108.59 | \$110.76 | \$112.98 | \$115.24 | \$117.54 | \$119.89 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$64.60 | \$65.89 | \$67.21 | \$68.55 | \$69.93 | \$71.32 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$92.22 | \$94.06 | \$95.95 | \$97.86 | \$99.82 | \$101.82 |
| 0001 DI00 | Test Engineer | HR | \$107.76 | \$109.92 | \$112.11 | \$114.36 | \$116.64 | \$118.98 |
| 0001 DJ00 | Training Manager | HR | \$105.58 | \$107.69 | \$109.85 | \$112.04 | \$114.28 | \$116.57 |
| 0001 DK01 | Training Specialist – Level I | HR | \$71.22 | \$72.64 | \$74.10 | \$75.58 | \$77.09 | \$78.63 |
| 0001 DK02 | Training Specialist – Level II | HR | \$86.81 | \$88.55 | \$90.32 | \$92.12 | \$93.97 | \$95.85 |
| 0001 DL00 | Web Content Administrator | HR | \$82.67 | \$84.32 | \$86.01 | \$87.73 | \$89.48 | \$91.27 |
| 0001 DM00 | Web Designer | HR | \$96.02 | \$97.94 | \$99.90 | \$101.90 | \$103.94 | \$106.01 |
| 0001 DN00 | Web Project Manager | HR | \$125.30 | \$127.81 | \$130.36 | \$132.97 | \$135.63 | \$138.34 |
| 0001 DO00 | Web Software Developer | HR | \$101.80 | \$103.84 | \$105.91 | \$108.03 | \$110.19 | \$112.40 |
| 0001 DP00 | Webmaster | HR | \$92.10 | \$93.94 | \$95.82 | \$97.74 | \$99.69 | \$101.69 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$92.67 | \$94.52 | \$96.41 | \$98.34 | \$100.31 | \$102.32 |