

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | |
|-----------|---|-----|---------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | |
| | Escalation rate | | | 3.0% | 3.0% | 3.0% | 3.0% | 3.0% | 3.0% |
| 0002 AA01 | Administrative Assistant – Level I | HR | \$34.95 | \$36.00 | \$37.08 | \$38.19 | \$39.34 | \$40.52 | |
| 0002 AA02 | Administrative Assistant – Level II | HR | \$41.31 | \$42.55 | \$43.83 | \$45.14 | \$46.49 | \$47.89 | |
| 0002 AB01 | Application Engineer – Level I | HR | \$70.61 | \$72.73 | \$74.91 | \$77.16 | \$79.47 | \$81.86 | |
| 0002 AB02 | Application Engineer – Level II | HR | \$93.20 | \$96.00 | \$98.88 | \$101.84 | \$104.90 | \$108.04 | |
| 0002 AC01 | Application Programmer – Level I | HR | \$67.79 | \$69.82 | \$71.92 | \$74.08 | \$76.30 | \$78.59 | |
| 0002 AC02 | Application Programmer – Level II | HR | \$89.58 | \$92.27 | \$95.04 | \$97.89 | \$100.82 | \$103.85 | |
| 0002 AC03 | Applications Programmer – Level III | HR | \$108.98 | \$112.25 | \$115.62 | \$119.09 | \$122.66 | \$126.34 | |
| 0002 AD00 | Application Systems Analyst | HR | \$85.19 | \$87.75 | \$90.38 | \$93.09 | \$95.88 | \$98.76 | |
| 0002 AE00 | Biostatistician | HR | \$107.44 | \$110.66 | \$113.98 | \$117.40 | \$120.92 | \$124.55 | |
| 0002 AF01 | Business Analyst – Level I | HR | \$67.63 | \$69.66 | \$71.75 | \$73.90 | \$76.12 | \$78.40 | |
| 0002 AF02 | Business Analyst – Level II | HR | \$91.16 | \$93.89 | \$96.71 | \$99.61 | \$102.60 | \$105.68 | |
| 0002 AF03 | Business Analyst – Level III | HR | \$108.63 | \$111.89 | \$115.25 | \$118.70 | \$122.26 | \$125.93 | |
| 0002 AG01 | Business Process Reengineering Specialist – Level I | HR | \$75.71 | \$77.98 | \$80.32 | \$82.73 | \$85.21 | \$87.77 | |
| 0002 AG02 | Business Process Reengineering Specialist – Level II | HR | \$98.47 | \$101.42 | \$104.47 | \$107.60 | \$110.83 | \$114.15 | |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR | \$126.54 | \$130.34 | \$134.25 | \$138.27 | \$142.42 | \$146.69 | |
| 0002 AH00 | Chief Information Security Officer | HR | \$160.24 | \$165.05 | \$170.00 | \$175.10 | \$180.35 | \$185.76 | |
| 0002 AI00 | Communications Hardware Specialist | HR | \$77.57 | \$79.90 | \$82.29 | \$84.76 | \$87.31 | \$89.92 | |
| 0002 AJ00 | Communications Network Manager | HR | \$99.88 | \$102.88 | \$105.96 | \$109.14 | \$112.42 | \$115.79 | |
| 0002 AK00 | Communications Software Specialist | HR | \$91.14 | \$93.87 | \$96.69 | \$99.59 | \$102.58 | \$105.66 | |
| 0002 AL00 | Communications Specialist | HR | \$74.28 | \$76.51 | \$78.80 | \$81.17 | \$83.60 | \$86.11 | |
| 0002 AM00 | Computer Data Librarian | HR | \$46.82 | \$48.22 | \$49.67 | \$51.16 | \$52.70 | \$54.28 | |
| 0002 AN00 | Computer Scientist | HR | \$135.25 | \$139.31 | \$143.49 | \$147.79 | \$152.23 | \$156.79 | |
| 0002 AO01 | Computer Security System Specialist – Level I | HR | \$74.20 | \$76.43 | \$78.72 | \$81.08 | \$83.51 | \$86.02 | |
| 0002 AO02 | Computer Security System Specialist – Level II | HR | \$91.33 | \$94.07 | \$96.89 | \$99.80 | \$102.79 | \$105.88 | |
| 0002 AO03 | Computer Security System Specialist – Level III | HR | \$123.49 | \$127.19 | \$131.01 | \$134.94 | \$138.99 | \$143.16 | |
| 0002 AP01 | Computer Systems Analyst – Level I | HR | \$74.20 | \$76.43 | \$78.72 | \$81.08 | \$83.51 | \$86.02 | |
| 0002 AP02 | Computer Systems Analyst – Level II | HR | \$91.32 | \$94.06 | \$96.88 | \$99.79 | \$102.78 | \$105.86 | |
| 0002 AP03 | Computer Systems Analyst – Level III | HR | \$108.07 | \$111.31 | \$114.65 | \$118.09 | \$121.63 | \$125.28 | |
| 0002 AQ00 | Configuration Management Specialist | HR | \$86.86 | \$89.47 | \$92.15 | \$94.91 | \$97.76 | \$100.69 | |
| 0002 AR01 | Cost Analyst – Level I | HR | \$63.54 | \$65.45 | \$67.41 | \$69.43 | \$71.51 | \$73.66 | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 AR02 | Cost Analyst – Level II | HR | \$79.11 | \$81.48 | \$83.93 | \$86.45 | \$89.04 | \$91.71 |
| 0002 AS00 | Data Entry Clerk | HR | \$31.05 | \$31.98 | \$32.94 | \$33.93 | \$34.95 | \$36.00 |
| 0002 AT00 | Data Security Specialist | HR | \$96.93 | \$99.84 | \$102.83 | \$105.92 | \$109.10 | \$112.37 |
| 0002 AU00 | Data Standardization Specialist | HR | \$92.18 | \$94.95 | \$97.79 | \$100.73 | \$103.75 | \$106.86 |
| 0002 AV00 | Database Administrator | HR | \$104.57 | \$107.71 | \$110.94 | \$114.27 | \$117.69 | \$121.23 |
| 0002 AW01 | Database Management Specialist – Level I | HR | \$63.56 | \$65.47 | \$67.43 | \$69.45 | \$71.54 | \$73.68 |
| 0002 AW02 | Database Management Specialist – Level II | HR | \$92.02 | \$94.78 | \$97.62 | \$100.55 | \$103.57 | \$106.68 |
| 0002 AW03 | Database Management Specialist – Level III | HR | \$127.12 | \$130.93 | \$134.86 | \$138.91 | \$143.07 | \$147.37 |
| 0002 AX01 | Database Specialist – Level I | HR | \$71.44 | \$73.58 | \$75.79 | \$78.06 | \$80.41 | \$82.82 |
| 0002 AX02 | Database Specialist – Level II | HR | \$89.69 | \$92.38 | \$95.15 | \$98.01 | \$100.95 | \$103.98 |
| 0002 AX03 | Database Specialist – Level III | HR | \$118.23 | \$121.78 | \$125.43 | \$129.19 | \$133.07 | \$137.06 |
| 0002 AY00 | Data Warehousing Administrator | HR | \$120.37 | \$123.98 | \$127.70 | \$131.53 | \$135.48 | \$139.54 |
| 0002 AZ00 | Data Warehouse Analyst | HR | \$95.86 | \$98.74 | \$101.70 | \$104.75 | \$107.89 | \$111.13 |
| 0002 BA00 | Data Warehouse Programmer | HR | \$108.34 | \$111.59 | \$114.94 | \$118.39 | \$121.94 | \$125.60 |
| 0002 BB00 | Disaster Recovery Specialist | HR | \$95.91 | \$98.79 | \$101.75 | \$104.80 | \$107.95 | \$111.19 |
| 0002 BC01 | Document Control Specialist – Level I | HR | \$47.89 | \$49.33 | \$50.81 | \$52.33 | \$53.90 | \$55.52 |
| 0002 BC02 | Document Control Specialist - Level II | HR | \$53.67 | \$55.28 | \$56.94 | \$58.65 | \$60.41 | \$62.22 |
| 0002 BC03 | Document Control Specialist – Level III | HR | \$63.26 | \$65.16 | \$67.11 | \$69.13 | \$71.20 | \$73.34 |
| 0002 BD01 | Document Support Specialist – Level I | HR | \$48.65 | \$50.11 | \$51.61 | \$53.16 | \$54.76 | \$56.40 |
| 0002 BD02 | Document Support Specialist – Level II | HR | \$59.15 | \$60.92 | \$62.75 | \$64.63 | \$66.57 | \$68.57 |
| 0002 BE00 | Duplicating Machine Operator | HR | \$35.96 | \$37.04 | \$38.15 | \$39.29 | \$40.47 | \$41.69 |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$89.17 | \$91.85 | \$94.60 | \$97.44 | \$100.36 | \$103.37 |
| 0002 BG00 | Electronic Meeting Technographer | HR | \$62.25 | \$64.12 | \$66.04 | \$68.02 | \$70.06 | \$72.16 |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$115.59 | \$119.06 | \$122.63 | \$126.31 | \$130.10 | \$134.00 |
| 0002 BI00 | Facilitator | HR | \$79.38 | \$81.76 | \$84.21 | \$86.74 | \$89.34 | \$92.02 |
| 0002 BJ00 | Financial Analyst – IT | HR | \$77.57 | \$79.90 | \$82.29 | \$84.76 | \$87.31 | \$89.92 |
| 0002 BK01 | Functional Analyst – Level I | HR | \$71.34 | \$73.48 | \$75.68 | \$77.96 | \$80.29 | \$82.70 |
| 0002 BK02 | Functional Analyst – Level II | HR | \$99.88 | \$102.88 | \$105.96 | \$109.14 | \$112.42 | \$115.79 |
| 0002 BL01 | General Clerk – Level I | HR | \$31.07 | \$32.00 | \$32.96 | \$33.95 | \$34.97 | \$36.02 |
| 0002 BL02 | General Clerk – Level II | HR | \$40.88 | \$42.11 | \$43.37 | \$44.67 | \$46.01 | \$47.39 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 BL03 | General Clerk – Level III | HR | \$51.26 | \$52.80 | \$54.38 | \$56.01 | \$57.69 | \$59.42 |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR | \$104.37 | \$107.50 | \$110.73 | \$114.05 | \$117.47 | \$120.99 |
| 0002 BN00 | Graphical User Interface Designer | HR | \$82.24 | \$84.71 | \$87.25 | \$89.87 | \$92.56 | \$95.34 |
| 0002 BO00 | Graphics Specialist | HR | \$66.01 | \$67.99 | \$70.03 | \$72.13 | \$74.29 | \$76.52 |
| 0002 BP00 | Hardware Draftsman | HR | \$56.60 | \$58.30 | \$60.05 | \$61.85 | \$63.70 | \$65.61 |
| 0002 BQ01 | Hardware Installation Technician – Level I | HR | \$54.49 | \$56.12 | \$57.81 | \$59.54 | \$61.33 | \$63.17 |
| 0002 BQ02 | Hardware Installation Technician – Level II | HR | \$66.58 | \$68.58 | \$70.63 | \$72.75 | \$74.94 | \$77.18 |
| 0002 BR00 | Hardware Specialist – Information Technology | HR | \$67.46 | \$69.48 | \$71.57 | \$73.72 | \$75.93 | \$78.20 |
| 0002 BS00 | Help Desk Manager | HR | \$88.47 | \$91.12 | \$93.86 | \$96.67 | \$99.57 | \$102.56 |
| 0002 BT00 | Help Desk Specialist | HR | \$58.87 | \$60.64 | \$62.46 | \$64.33 | \$66.26 | \$68.25 |
| 0002 BU01 | Imaging Specialist/Technician – Level I | HR | \$52.54 | \$54.12 | \$55.74 | \$57.41 | \$59.13 | \$60.91 |
| 0002 BU02 | Imaging Specialist/Technician – Level II | HR | \$70.04 | \$72.14 | \$74.31 | \$76.53 | \$78.83 | \$81.20 |
| 0002 BU03 | Imaging Specialist/Technician – Level III | HR | \$100.24 | \$103.25 | \$106.34 | \$109.53 | \$112.82 | \$116.21 |
| 0002 BV00 | Informatic Specialist/Bioinformatician | HR | \$136.21 | \$140.30 | \$144.51 | \$148.84 | \$153.31 | \$157.90 |
| 0002 BW01 | Information Engineer – Level I | HR | \$86.26 | \$88.85 | \$91.51 | \$94.26 | \$97.09 | \$100.00 |
| 0002 BW02 | Information Engineer – Level II | HR | \$114.34 | \$117.77 | \$121.30 | \$124.94 | \$128.69 | \$132.55 |
| 0002 BX00 | Information Resource Management Analyst | HR | \$103.77 | \$106.88 | \$110.09 | \$113.39 | \$116.79 | \$120.30 |
| 0002 BY00 | Information Systems Training Specialist | HR | \$83.71 | \$86.22 | \$88.81 | \$91.47 | \$94.22 | \$97.04 |
| 0002 BZ00 | IT Policy/Legislative Specialist | HR | \$127.05 | \$130.86 | \$134.79 | \$138.83 | \$143.00 | \$147.29 |
| 0002 CA00 | IT Strategic/Capital Planner | HR | \$135.16 | \$139.21 | \$143.39 | \$147.69 | \$152.12 | \$156.69 |
| 0002 CB00 | Knowledge Management Specialist | HR | \$114.83 | \$118.27 | \$121.82 | \$125.48 | \$129.24 | \$133.12 |
| 0002 CC00 | Librarian | HR | \$49.92 | \$51.42 | \$52.96 | \$54.55 | \$56.19 | \$57.87 |
| 0002 CD00 | Librarian Technician | HR | \$51.87 | \$53.43 | \$55.03 | \$56.68 | \$58.38 | \$60.13 |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR | \$56.79 | \$58.49 | \$60.25 | \$62.06 | \$63.92 | \$65.84 |
| 0002 CF00 | Modeling and Simulation Specialist | HR | \$101.04 | \$104.07 | \$107.19 | \$110.41 | \$113.72 | \$117.13 |
| 0002 CG00 | Network Administrator | HR | \$84.36 | \$86.89 | \$89.50 | \$92.18 | \$94.95 | \$97.80 |
| 0002 CH00 | Network Draftsman | HR | \$61.74 | \$63.59 | \$65.50 | \$67.46 | \$69.49 | \$71.57 |
| 0002 CI01 | Network Installation Technician – Level I | HR | \$60.84 | \$62.67 | \$64.55 | \$66.48 | \$68.48 | \$70.53 |
| 0002 CI02 | Network Installation Technician – Level II | HR | \$77.84 | \$80.18 | \$82.58 | \$85.06 | \$87.61 | \$90.24 |
| 0002 CJ00 | Network Support Technician | HR | \$57.63 | \$59.36 | \$61.14 | \$62.97 | \$64.86 | \$66.81 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 CK00 | Operations Manager | HR | \$107.08 | \$110.29 | \$113.60 | \$117.01 | \$120.52 | \$124.14 |
| 0002 CL00 | Procurement Product Specialist | HR | \$74.17 | \$76.40 | \$78.69 | \$81.05 | \$83.48 | \$85.98 |
| 0002 CM00 | Program Administration Specialist | HR | \$62.65 | \$64.53 | \$66.47 | \$68.46 | \$70.51 | \$72.63 |
| 0002 CN00 | Program Analyst | HR | \$93.30 | \$96.10 | \$98.98 | \$101.95 | \$105.01 | \$108.16 |
| 0002 CO00 | Program Manager | HR | \$152.65 | \$157.23 | \$161.95 | \$166.80 | \$171.81 | \$176.96 |
| 0002 CP00 | Project Control Specialist | HR | \$88.07 | \$90.71 | \$93.43 | \$96.24 | \$99.12 | \$102.10 |
| 0002 CQ00 | Project Leader | HR | \$114.53 | \$117.97 | \$121.50 | \$125.15 | \$128.90 | \$132.77 |
| 0002 CR01 | Project Manager – Level I | HR | \$96.70 | \$99.60 | \$102.59 | \$105.67 | \$108.84 | \$112.10 |
| 0002 CR02 | Project Manager – Level II | HR | \$122.64 | \$126.32 | \$130.11 | \$134.01 | \$138.03 | \$142.17 |
| 0002 CR03 | Project Manager – Level III | HR | \$145.93 | \$150.31 | \$154.82 | \$159.46 | \$164.25 | \$169.17 |
| 0002 CS00 | Public Health Analyst | HR | \$98.32 | \$101.27 | \$104.31 | \$107.44 | \$110.66 | \$113.98 |
| 0002 CT00 | Quality Assurance Analyst | HR | \$82.22 | \$84.69 | \$87.23 | \$89.84 | \$92.54 | \$95.32 |
| 0002 CU00 | Quality Assurance Manager | HR | \$107.42 | \$110.64 | \$113.96 | \$117.38 | \$120.90 | \$124.53 |
| 0002 CV00 | Quality Assurance Specialist | HR | \$87.65 | \$90.28 | \$92.99 | \$95.78 | \$98.65 | \$101.61 |
| 0002 CW00 | Records Management Specialist | HR | \$51.72 | \$53.27 | \$54.87 | \$56.52 | \$58.21 | \$59.96 |
| 0002 CX00 | Scanner Operator | HR | \$41.16 | \$42.39 | \$43.67 | \$44.98 | \$46.33 | \$47.72 |
| 0002 CY00 | Scientific Data Analyst | HR | \$105.08 | \$108.23 | \$111.48 | \$114.82 | \$118.27 | \$121.82 |
| 0002 CZ01 | Subject Matter Expert – Level I | HR | \$128.33 | \$132.18 | \$136.15 | \$140.23 | \$144.44 | \$148.77 |
| 0002 CZ02 | Subject Matter Expert – Level II | HR | \$161.04 | \$165.87 | \$170.85 | \$175.97 | \$181.25 | \$186.69 |
| 0002 CZ03 | Subject Matter Expert – Level III | HR | \$188.37 | \$194.02 | \$199.84 | \$205.84 | \$212.01 | \$218.37 |
| 0002 DA01 | System Administrator – Level I | HR | \$75.43 | \$77.69 | \$80.02 | \$82.42 | \$84.90 | \$87.44 |
| 0002 DA02 | System Administrator – Level II | HR | \$90.75 | \$93.47 | \$96.28 | \$99.16 | \$102.14 | \$105.20 |
| 0002 DA03 | System Administrator – Level III | HR | \$122.41 | \$126.08 | \$129.86 | \$133.76 | \$137.77 | \$141.91 |
| 0002 DB01 | Systems Architect – Level I | HR | \$114.55 | \$117.99 | \$121.53 | \$125.17 | \$128.93 | \$132.79 |
| 0002 DB02 | Systems Architect – Level II | HR | \$137.83 | \$141.96 | \$146.22 | \$150.61 | \$155.13 | \$159.78 |
| 0002 DC01 | Systems Engineer – Level I | HR | \$78.63 | \$80.99 | \$83.42 | \$85.92 | \$88.50 | \$91.15 |
| 0002 DC02 | Systems Engineer – Level II | HR | \$102.36 | \$105.43 | \$108.59 | \$111.85 | \$115.21 | \$118.66 |
| 0002 DC03 | Systems Engineer – Level III | HR | \$130.62 | \$134.54 | \$138.57 | \$142.73 | \$147.01 | \$151.42 |
| 0002 DD00 | System Operator | HR | \$46.31 | \$47.70 | \$49.13 | \$50.60 | \$52.12 | \$53.69 |
| 0002 DE00 | System Programmer | HR | \$87.00 | \$89.61 | \$92.30 | \$95.07 | \$97.92 | \$100.86 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 DF01 | Technical Writer/Editor – Level I | HR | \$58.42 | \$60.17 | \$61.98 | \$63.84 | \$65.75 | \$67.72 |
| 0002 DF02 | Technical Writer/Editor – Level II | HR | \$78.52 | \$80.88 | \$83.30 | \$85.80 | \$88.37 | \$91.03 |
| 0002 DF03 | Technical Writer/Editor – Level III | HR | \$99.61 | \$102.60 | \$105.68 | \$108.85 | \$112.11 | \$115.48 |
| 0002 DG01 | Telecommunications Engineer – Level I | HR | \$80.24 | \$82.65 | \$85.13 | \$87.68 | \$90.31 | \$93.02 |
| 0002 DG02 | Telecommunications Engineer - Level II | HR | \$98.03 | \$100.97 | \$104.00 | \$107.12 | \$110.33 | \$113.64 |
| 0002 DH01 | Telecommunications Specialist – Level I | HR | \$61.24 | \$63.08 | \$64.97 | \$66.92 | \$68.93 | \$70.99 |
| 0002 DH02 | Telecommunications Specialist - Level II | HR | \$83.64 | \$86.15 | \$88.73 | \$91.40 | \$94.14 | \$96.96 |
| 0002 DI00 | Test Engineer | HR | \$86.44 | \$89.03 | \$91.70 | \$94.46 | \$97.29 | \$100.21 |
| 0002 DJ00 | Training Manager | HR | \$96.85 | \$99.76 | \$102.75 | \$105.83 | \$109.01 | \$112.28 |
| 0002 DK01 | Training Specialist – Level I | HR | \$64.49 | \$66.42 | \$68.42 | \$70.47 | \$72.58 | \$74.76 |
| 0002 DK02 | Training Specialist – Level II | HR | \$82.32 | \$84.79 | \$87.33 | \$89.95 | \$92.65 | \$95.43 |
| 0002 DL00 | Web Content Administrator | HR | \$82.90 | \$85.39 | \$87.95 | \$90.59 | \$93.30 | \$96.10 |
| 0002 DM00 | Web Designer | HR | \$86.73 | \$89.33 | \$92.01 | \$94.77 | \$97.62 | \$100.54 |
| 0002 DN00 | Web Project Manager | HR | \$105.27 | \$108.43 | \$111.68 | \$115.03 | \$118.48 | \$122.04 |
| 0002 DO00 | Web Software Developer | HR | \$92.58 | \$95.36 | \$98.22 | \$101.16 | \$104.20 | \$107.33 |
| 0002 DP00 | Webmaster | HR | \$97.44 | \$100.36 | \$103.37 | \$106.48 | \$109.67 | \$112.96 |
| 0002 DQ00 | Wide Area Network Administrator | HR | \$87.26 | \$89.88 | \$92.57 | \$95.35 | \$98.21 | \$101.16 |