

| 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 | \$58.12 | \$59.57 | \$61.06 | \$62.59 | \$64.15 | \$65.76 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$42.32 | \$43.38 | \$44.46 | \$45.57 | \$46.71 | \$47.88 |
| 0001 AB01 | Application Engineer – Level I | HR | \$56.66 | \$58.08 | \$59.53 | \$61.02 | \$62.54 | \$64.11 |
| 0001 AB02 | Application Engineer – Level II | HR | \$78.03 | \$79.98 | \$81.98 | \$84.03 | \$86.13 | \$88.28 |
| 0001 AC01 | Application Programmer – Level I | HR | \$51.59 | \$52.88 | \$54.20 | \$55.56 | \$56.95 | \$58.37 |
| 0001 AC02 | Application Programmer – Level II | HR | \$66.39 | \$68.05 | \$69.75 | \$71.49 | \$73.28 | \$75.11 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$89.75 | \$91.99 | \$94.29 | \$96.65 | \$99.07 | \$101.54 |
| 0001 AD00 | Application Systems Analyst | HR | \$95.20 | \$97.58 | \$100.02 | \$102.52 | \$105.08 | \$107.71 |
| 0001 AE00 | Biostatatician | HR | \$89.71 | \$91.95 | \$94.25 | \$96.61 | \$99.02 | \$101.50 |
| 0001 AF01 | Business Analyst – Level I | HR | \$54.42 | \$55.78 | \$57.18 | \$58.60 | \$60.07 | \$61.57 |
| 0001 AF02 | Business Analyst – Level II | HR | \$69.61 | \$71.35 | \$73.13 | \$74.96 | \$76.84 | \$78.76 |
| 0001 AF03 | Business Analyst – Level III | HR | \$81.71 | \$83.75 | \$85.85 | \$87.99 | \$90.19 | \$92.45 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$60.90 | \$62.42 | \$63.98 | \$65.58 | \$67.22 | \$68.90 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$76.02 | \$77.92 | \$79.87 | \$81.87 | \$83.91 | \$86.01 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$90.13 | \$92.38 | \$94.69 | \$97.06 | \$99.49 | \$101.97 |
| 0001 AH00 | Chief Information Security Officer | HR | \$189.02 | \$193.75 | \$198.59 | \$203.55 | \$208.64 | \$213.86 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$62.99 | \$64.56 | \$66.18 | \$67.83 | \$69.53 | \$71.27 |
| 0001 AJ00 | Communications Network Manager | HR | \$108.19 | \$110.89 | \$113.67 | \$116.51 | \$119.42 | \$122.41 |
| 0001 AK00 | Communications Software Specialist | HR | \$61.93 | \$63.48 | \$65.07 | \$66.69 | \$68.36 | \$70.07 |
| 0001 AL00 | Communications Specialist | HR | \$87.99 | \$90.19 | \$92.44 | \$94.76 | \$97.12 | \$99.55 |
| 0001 AM00 | Computer Data Librarian | HR | \$56.12 | \$57.52 | \$58.96 | \$60.44 | \$61.95 | \$63.49 |
| 0001 AN00 | Computer Scientist | HR | \$107.05 | \$109.73 | \$112.47 | \$115.28 | \$118.16 | \$121.12 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$52.42 | \$53.73 | \$55.07 | \$56.45 | \$57.86 | \$59.31 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$72.41 | \$74.22 | \$76.08 | \$77.98 | \$79.93 | \$81.93 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$110.62 | \$113.39 | \$116.22 | \$119.13 | \$122.10 | \$125.16 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$72.41 | \$74.22 | \$76.08 | \$77.98 | \$79.93 | \$81.93 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$91.58 | \$93.87 | \$96.22 | \$98.62 | \$101.09 | \$103.61 |

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| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$112.43 | \$115.24 | \$118.12 | \$121.07 | \$124.10 | \$127.20 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$71.78 | \$73.57 | \$75.41 | \$77.30 | \$79.23 | \$81.21 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$52.39 | \$53.70 | \$55.04 | \$56.42 | \$57.83 | \$59.27 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$64.21 | \$65.82 | \$67.46 | \$69.15 | \$70.88 | \$72.65 |
| 0001 AS00 | Data Entry Clerk | HR | \$31.55 | \$32.34 | \$33.15 | \$33.98 | \$34.83 | \$35.70 |
| 0001 AT00 | Data Security Specialist | HR | \$91.58 | \$93.87 | \$96.22 | \$98.62 | \$101.09 | \$103.61 |
| 0001 AU00 | Data Standardization Specialist | HR | \$96.24 | \$98.65 | \$101.11 | \$103.64 | \$106.23 | \$108.89 |
| 0001 AV00 | Database Administrator | HR | \$121.20 | \$124.23 | \$127.34 | \$130.52 | \$133.78 | \$137.13 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$61.58 | \$63.12 | \$64.70 | \$66.31 | \$67.97 | \$69.67 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$85.56 | \$87.70 | \$89.89 | \$92.14 | \$94.44 | \$96.80 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$95.72 | \$98.11 | \$100.57 | \$103.08 | \$105.66 | \$108.30 |
| 0001 AX01 | Database Specialist – Level I | HR | \$56.23 | \$57.64 | \$59.08 | \$60.55 | \$62.07 | \$63.62 |
| 0001 AX02 | Database Specialist – Level II | HR | \$78.27 | \$80.23 | \$82.23 | \$84.29 | \$86.40 | \$88.56 |
| 0001 AX03 | Database Specialist – Level III | HR | \$96.85 | \$99.27 | \$101.75 | \$104.30 | \$106.90 | \$109.58 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$120.67 | \$123.69 | \$126.78 | \$129.95 | \$133.20 | \$136.53 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$70.89 | \$72.66 | \$74.48 | \$76.34 | \$78.25 | \$80.21 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$93.06 | \$95.39 | \$97.77 | \$100.22 | \$102.72 | \$105.29 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$115.15 | \$118.03 | \$120.98 | \$124.00 | \$127.10 | \$130.28 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$28.83 | \$29.55 | \$30.29 | \$31.05 | \$31.82 | \$32.62 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$35.95 | \$36.85 | \$37.77 | \$38.71 | \$39.68 | \$40.67 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$43.10 | \$44.18 | \$45.28 | \$46.41 | \$47.57 | \$48.76 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$51.48 | \$52.77 | \$54.09 | \$55.44 | \$56.82 | \$58.24 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$58.51 | \$59.97 | \$61.47 | \$63.01 | \$64.58 | \$66.20 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$28.18 | \$28.88 | \$29.61 | \$30.35 | \$31.11 | \$31.88 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$69.85 | \$71.60 | \$73.39 | \$75.22 | \$77.10 | \$79.03 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$49.02 | \$50.25 | \$51.50 | \$52.79 | \$54.11 | \$55.46 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$106.40 | \$109.06 | \$111.79 | \$114.58 | \$117.45 | \$120.38 |
| 0001 BI00 | Facilitator | HR | \$95.33 | \$97.71 | \$100.16 | \$102.66 | \$105.23 | \$107.86 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$74.66 | \$76.53 | \$78.44 | \$80.40 | \$82.41 | \$84.47 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$76.94 | \$78.86 | \$80.84 | \$82.86 | \$84.93 | \$87.05 |

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| 0001 BK02 | Functional Analyst – Level II | HR | \$81.84 | \$83.89 | \$85.98 | \$88.13 | \$90.34 | \$92.59 |
| 0001 BL01 | General Clerk – Level I | HR | \$28.22 | \$28.93 | \$29.65 | \$30.39 | \$31.15 | \$31.93 |
| 0001 BL02 | General Clerk – Level II | HR | \$30.53 | \$31.29 | \$32.08 | \$32.88 | \$33.70 | \$34.54 |
| 0001 BL03 | General Clerk – Level III | HR | \$36.53 | \$37.44 | \$38.38 | \$39.34 | \$40.32 | \$41.33 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$82.38 | \$84.44 | \$86.55 | \$88.71 | \$90.93 | \$93.21 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$58.36 | \$59.82 | \$61.31 | \$62.85 | \$64.42 | \$66.03 |
| 0001 BO00 | Graphics Specialist | HR | \$66.58 | \$68.24 | \$69.95 | \$71.70 | \$73.49 | \$75.33 |
| 0001 BP00 | Hardware Draftsman | HR | \$39.86 | \$40.86 | \$41.88 | \$42.92 | \$44.00 | \$45.10 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$39.78 | \$40.77 | \$41.79 | \$42.84 | \$43.91 | \$45.01 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$45.34 | \$46.47 | \$47.64 | \$48.83 | \$50.05 | \$51.30 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$61.53 | \$63.07 | \$64.64 | \$66.26 | \$67.92 | \$69.62 |
| 0001 BS00 | Help Desk Manager | HR | \$80.49 | \$82.50 | \$84.56 | \$86.68 | \$88.85 | \$91.07 |
| 0001 BT00 | Help Desk Specialist | HR | \$69.47 | \$71.21 | \$72.99 | \$74.81 | \$76.68 | \$78.60 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$39.32 | \$40.30 | \$41.31 | \$42.34 | \$43.40 | \$44.49 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$50.89 | \$52.16 | \$53.47 | \$54.80 | \$56.17 | \$57.58 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$65.30 | \$66.93 | \$68.61 | \$70.32 | \$72.08 | \$73.88 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$74.46 | \$76.32 | \$78.23 | \$80.19 | \$82.19 | \$84.24 |
| 0001 BW01 | Information Engineer – Level I | HR | \$58.33 | \$59.79 | \$61.28 | \$62.82 | \$64.39 | \$66.00 |
| 0001 BW02 | Information Engineer – Level II | HR | \$70.80 | \$72.57 | \$74.38 | \$76.24 | \$78.15 | \$80.10 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$91.63 | \$93.92 | \$96.27 | \$98.68 | \$101.14 | \$103.67 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$81.88 | \$83.93 | \$86.03 | \$88.18 | \$90.38 | \$92.64 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$104.09 | \$106.69 | \$109.36 | \$112.09 | \$114.90 | \$117.77 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$107.81 | \$110.51 | \$113.27 | \$116.10 | \$119.00 | \$121.98 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$132.42 | \$135.73 | \$139.12 | \$142.60 | \$146.17 | \$149.82 |
| 0001 CC00 | Librarian | HR | \$69.48 | \$71.22 | \$73.00 | \$74.82 | \$76.69 | \$78.61 |
| 0001 CD00 | Librarian Technician | HR | \$63.38 | \$64.96 | \$66.59 | \$68.25 | \$69.96 | \$71.71 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$39.32 | \$40.30 | \$41.31 | \$42.34 | \$43.40 | \$44.49 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$93.96 | \$96.31 | \$98.72 | \$101.18 | \$103.71 | \$106.31 |
| 0001 CG00 | Network Administrator | HR | \$93.35 | \$95.68 | \$98.08 | \$100.53 | \$103.04 | \$105.62 |
| 0001 CH00 | Network Draftsman | HR | \$48.57 | \$49.78 | \$51.03 | \$52.30 | \$53.61 | \$54.95 |

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| 0001 CI01 | Network Installation Technician – Level I | HR | \$49.07 | \$50.30 | \$51.55 | \$52.84 | \$54.16 | \$55.52 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$55.90 | \$57.30 | \$58.73 | \$60.20 | \$61.70 | \$63.25 |
| 0001 CJ00 | Network Support Technician | HR | \$56.59 | \$58.00 | \$59.45 | \$60.94 | \$62.46 | \$64.03 |
| 0001 CK00 | Operations Manager | HR | \$40.71 | \$41.73 | \$42.77 | \$43.84 | \$44.94 | \$46.06 |
| 0001 CL00 | Procurement Product Specialist | HR | \$44.87 | \$45.99 | \$47.14 | \$48.32 | \$49.53 | \$50.77 |
| 0001 CM00 | Program Administration Specialist | HR | \$41.49 | \$42.53 | \$43.59 | \$44.68 | \$45.80 | \$46.94 |
| 0001 CN00 | Program Analyst | HR | \$53.13 | \$54.46 | \$55.82 | \$57.22 | \$58.65 | \$60.11 |
| 0001 CO00 | Program Manager | HR | \$117.11 | \$120.04 | \$123.04 | \$126.11 | \$129.27 | \$132.50 |
| 0001 CP00 | Project Control Specialist | HR | \$53.13 | \$54.46 | \$55.82 | \$57.22 | \$58.65 | \$60.11 |
| 0001 CQ00 | Project Leader | HR | \$88.43 | \$90.64 | \$92.91 | \$95.23 | \$97.61 | \$100.05 |
| 0001 CR01 | Project Manager – Level I | HR | \$74.52 | \$76.38 | \$78.29 | \$80.25 | \$82.26 | \$84.31 |
| 0001 CR02 | Project Manager – Level II | HR | \$92.21 | \$94.52 | \$96.88 | \$99.30 | \$101.78 | \$104.33 |
| 0001 CR03 | Project Manager – Level III | HR | \$108.55 | \$111.26 | \$114.05 | \$116.90 | \$119.82 | \$122.81 |
| 0001 CS00 | Public Health Analyst | HR | \$53.13 | \$54.46 | \$55.82 | \$57.22 | \$58.65 | \$60.11 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$57.99 | \$59.44 | \$60.93 | \$62.45 | \$64.01 | \$65.61 |
| 0001 CU00 | Quality Assurance Manager | HR | \$102.33 | \$104.89 | \$107.51 | \$110.20 | \$112.95 | \$115.78 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$70.78 | \$72.55 | \$74.36 | \$76.22 | \$78.13 | \$80.08 |
| 0001 CW00 | Records Management Specialist | HR | \$73.09 | \$74.92 | \$76.79 | \$78.71 | \$80.68 | \$82.69 |
| 0001 CX00 | Scanner Operator | HR | \$46.76 | \$47.93 | \$49.13 | \$50.36 | \$51.61 | \$52.90 |
| 0001 CY00 | Scientific Data Analyst | HR | \$82.46 | \$84.52 | \$86.63 | \$88.80 | \$91.02 | \$93.30 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$293.48 | \$300.82 | \$308.34 | \$316.05 | \$323.95 | \$332.05 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$387.61 | \$397.30 | \$407.23 | \$417.41 | \$427.85 | \$438.55 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$399.42 | \$409.41 | \$419.64 | \$430.13 | \$440.88 | \$451.91 |
| 0001 DA01 | System Administrator – Level I | HR | \$60.10 | \$61.60 | \$63.14 | \$64.72 | \$66.34 | \$68.00 |
| 0001 DA02 | System Administrator – Level II | HR | \$73.00 | \$74.83 | \$76.70 | \$78.61 | \$80.58 | \$82.59 |
| 0001 DA03 | System Administrator – Level III | HR | \$90.63 | \$92.90 | \$95.22 | \$97.60 | \$100.04 | \$102.54 |
| 0001 DB01 | Systems Architect – Level I | HR | \$68.41 | \$70.12 | \$71.87 | \$73.67 | \$75.51 | \$77.40 |
| 0001 DB02 | Systems Architect – Level II | HR | \$79.53 | \$81.52 | \$83.56 | \$85.65 | \$87.79 | \$89.98 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$63.99 | \$65.59 | \$67.23 | \$68.91 | \$70.63 | \$72.40 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$76.33 | \$78.24 | \$80.19 | \$82.20 | \$84.25 | \$86.36 |

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| 0001 DC03 | Systems Engineer – Level III | HR | \$97.91 | \$100.36 | \$102.87 | \$105.44 | \$108.07 | \$110.78 |
| 0001 DD00 | System Operator | HR | \$46.22 | \$47.38 | \$48.56 | \$49.77 | \$51.02 | \$52.29 |
| 0001 DE00 | System Programmer | HR | \$86.08 | \$88.23 | \$90.44 | \$92.70 | \$95.02 | \$97.39 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$44.63 | \$45.75 | \$46.89 | \$48.06 | \$49.26 | \$50.49 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$54.62 | \$55.99 | \$57.39 | \$58.82 | \$60.29 | \$61.80 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$66.10 | \$67.75 | \$69.45 | \$71.18 | \$72.96 | \$74.79 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$70.78 | \$72.55 | \$74.36 | \$76.22 | \$78.13 | \$80.08 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$77.07 | \$79.00 | \$80.97 | \$83.00 | \$85.07 | \$87.20 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$54.55 | \$55.91 | \$57.31 | \$58.74 | \$60.21 | \$61.72 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$60.79 | \$62.31 | \$63.87 | \$65.46 | \$67.10 | \$68.78 |
| 0001 DI00 | Test Engineer | HR | \$73.00 | \$74.83 | \$76.70 | \$78.61 | \$80.58 | \$82.59 |
| 0001 DJ00 | Training Manager | HR | \$79.16 | \$81.14 | \$83.17 | \$85.25 | \$87.38 | \$89.56 |
| 0001 DK01 | Training Specialist – Level I | HR | \$55.49 | \$56.88 | \$58.30 | \$59.76 | \$61.25 | \$62.78 |
| 0001 DK02 | Training Specialist – Level II | HR | \$60.25 | \$61.76 | \$63.30 | \$64.88 | \$66.50 | \$68.17 |
| 0001 DL00 | Web Content Administrator | HR | \$74.24 | \$76.10 | \$78.00 | \$79.95 | \$81.95 | \$84.00 |
| 0001 DM00 | Web Designer | HR | \$67.08 | \$68.76 | \$70.48 | \$72.24 | \$74.04 | \$75.89 |
| 0001 DN00 | Web Project Manager | HR | \$100.35 | \$102.86 | \$105.43 | \$108.07 | \$110.77 | \$113.54 |
| 0001 DO00 | Web Software Developer | HR | \$84.92 | \$87.04 | \$89.22 | \$91.45 | \$93.74 | \$96.08 |
| 0001 DP00 | Webmaster | HR | \$76.90 | \$78.82 | \$80.79 | \$82.81 | \$84.88 | \$87.01 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$74.48 | \$76.34 | \$78.25 | \$80.21 | \$82.21 | \$84.27 |