

| 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 | \$39.87 | \$40.49 | \$41.11 | \$41.74 | \$42.39 | \$43.04 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$51.20 | \$51.99 | \$52.79 | \$53.60 | \$54.43 | \$55.27 |
| 0001 AB01 | Application Engineer – Level I | HR | \$91.38 | \$92.79 | \$94.22 | \$95.67 | \$97.14 | \$98.64 |
| 0001 AB02 | Application Engineer – Level II | HR | \$119.12 | \$120.96 | \$122.82 | \$124.71 | \$126.63 | \$128.58 |
| 0001 AC01 | Application Programmer – Level I | HR | \$74.26 | \$75.40 | \$76.56 | \$77.74 | \$78.94 | \$80.15 |
| 0001 AC02 | Application Programmer – Level II | HR | \$101.77 | \$103.34 | \$104.93 | \$106.55 | \$108.19 | \$109.85 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$125.59 | \$127.53 | \$129.49 | \$131.49 | \$133.51 | \$135.57 |
| 0001 AD00 | Application Systems Analyst | HR | \$113.98 | \$115.73 | \$117.52 | \$119.33 | \$121.16 | \$123.03 |
| 0001 AE00 | Biostatistician | HR | \$145.03 | \$147.26 | \$149.53 | \$151.83 | \$154.17 | \$156.54 |
| 0001 AF01 | Business Analyst – Level I | HR | \$78.27 | \$79.48 | \$80.70 | \$81.95 | \$83.21 | \$84.49 |
| 0001 AF02 | Business Analyst – Level II | HR | \$99.15 | \$100.68 | \$102.23 | \$103.80 | \$105.40 | \$107.03 |
| 0001 AF03 | Business Analyst – Level III | HR | \$127.49 | \$129.45 | \$131.45 | \$133.47 | \$135.53 | \$137.61 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$92.84 | \$94.27 | \$95.72 | \$97.19 | \$98.69 | \$100.21 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$115.10 | \$116.87 | \$118.67 | \$120.50 | \$122.35 | \$124.24 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$146.23 | \$148.48 | \$150.77 | \$153.09 | \$155.45 | \$157.84 |
| 0001 AH00 | Chief Information Security Officer | HR | \$197.25 | \$200.29 | \$203.37 | \$206.50 | \$209.68 | \$212.91 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$85.16 | \$86.47 | \$87.80 | \$89.16 | \$90.53 | \$91.92 |
| 0001 AJ00 | Communications Network Manager | HR | \$130.57 | \$132.58 | \$134.62 | \$136.69 | \$138.80 | \$140.94 |
| 0001 AK00 | Communications Software Specialist | HR | \$104.58 | \$106.19 | \$107.83 | \$109.49 | \$111.17 | \$112.88 |
| 0001 AL00 | Communications Specialist | HR | \$99.03 | \$100.55 | \$102.10 | \$103.67 | \$105.27 | \$106.89 |
| 0001 AM00 | Computer Data Librarian | HR | \$62.43 | \$63.39 | \$64.36 | \$65.36 | \$66.36 | \$67.38 |
| 0001 AN00 | Computer Scientist | HR | \$157.57 | \$159.99 | \$162.46 | \$164.96 | \$167.50 | \$170.08 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$89.72 | \$91.10 | \$92.50 | \$93.93 | \$95.38 | \$96.84 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$118.28 | \$120.10 | \$121.95 | \$123.82 | \$125.73 | \$127.67 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$155.74 | \$158.14 | \$160.57 | \$163.04 | \$165.56 | \$168.11 |

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| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$78.33 | \$79.53 | \$80.76 | \$82.00 | \$83.27 | \$84.55 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$103.54 | \$105.14 | \$106.76 | \$108.40 | \$110.07 | \$111.76 |
| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$131.92 | \$133.95 | \$136.01 | \$138.11 | \$140.24 | \$142.40 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$104.55 | \$106.16 | \$107.79 | \$109.46 | \$111.14 | \$112.85 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$75.30 | \$76.46 | \$77.64 | \$78.84 | \$80.05 | \$81.28 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$98.28 | \$99.79 | \$101.33 | \$102.89 | \$104.47 | \$106.08 |
| 0001 AS00 | Data Entry Clerk | HR | \$36.94 | \$37.51 | \$38.08 | \$38.67 | \$39.27 | \$39.87 |
| 0001 AT00 | Data Security Specialist | HR | \$111.47 | \$113.19 | \$114.93 | \$116.70 | \$118.50 | \$120.32 |
| 0001 AU00 | Data Standardization Specialist | HR | \$97.43 | \$98.93 | \$100.45 | \$102.00 | \$103.57 | \$105.16 |
| 0001 AV00 | Database Administrator | HR | \$110.53 | \$112.23 | \$113.96 | \$115.72 | \$117.50 | \$119.31 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$89.94 | \$91.33 | \$92.73 | \$94.16 | \$95.61 | \$97.08 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$109.56 | \$111.25 | \$112.96 | \$114.70 | \$116.47 | \$118.26 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$136.54 | \$138.64 | \$140.78 | \$142.95 | \$145.15 | \$147.38 |
| 0001 AX01 | Database Specialist – Level I | HR | \$71.53 | \$72.63 | \$73.75 | \$74.89 | \$76.04 | \$77.21 |
| 0001 AX02 | Database Specialist – Level II | HR | \$96.60 | \$98.08 | \$99.59 | \$101.13 | \$102.69 | \$104.27 |
| 0001 AX03 | Database Specialist – Level III | HR | \$118.02 | \$119.84 | \$121.68 | \$123.56 | \$125.46 | \$127.39 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$123.65 | \$125.55 | \$127.48 | \$129.45 | \$131.44 | \$133.46 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$113.22 | \$114.96 | \$116.73 | \$118.53 | \$120.35 | \$122.21 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$119.47 | \$121.31 | \$123.18 | \$125.08 | \$127.00 | \$128.96 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$120.02 | \$121.86 | \$123.74 | \$125.65 | \$127.58 | \$129.55 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$47.11 | \$47.83 | \$48.57 | \$49.32 | \$50.08 | \$50.85 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$58.78 | \$59.68 | \$60.60 | \$61.53 | \$62.48 | \$63.44 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$72.28 | \$73.40 | \$74.53 | \$75.68 | \$76.84 | \$78.02 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$53.21 | \$54.03 | \$54.86 | \$55.70 | \$56.56 | \$57.43 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$73.79 | \$74.92 | \$76.08 | \$77.25 | \$78.44 | \$79.65 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$44.28 | \$44.96 | \$45.65 | \$46.36 | \$47.07 | \$47.80 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$113.48 | \$115.23 | \$117.00 | \$118.80 | \$120.63 | \$122.49 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$57.69 | \$58.58 | \$59.48 | \$60.39 | \$61.32 | \$62.27 |

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| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$152.62 | \$154.97 | \$157.36 | \$159.78 | \$162.24 | \$164.74 |
| 0001 BI00 | Facilitator | HR | \$87.95 | \$89.30 | \$90.68 | \$92.07 | \$93.49 | \$94.93 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$107.11 | \$108.76 | \$110.43 | \$112.13 | \$113.86 | \$115.61 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$86.88 | \$88.22 | \$89.58 | \$90.96 | \$92.36 | \$93.78 |
| 0001 BK02 | Functional Analyst – Level II | HR | \$121.60 | \$123.47 | \$125.37 | \$127.30 | \$129.26 | \$131.25 |
| 0001 BL01 | General Clerk – Level I | HR | \$35.02 | \$35.56 | \$36.11 | \$36.67 | \$37.23 | \$37.80 |
| 0001 BL02 | General Clerk – Level II | HR | \$46.27 | \$46.98 | \$47.70 | \$48.44 | \$49.18 | \$49.94 |
| 0001 BL03 | General Clerk – Level III | HR | \$57.56 | \$58.45 | \$59.35 | \$60.26 | \$61.19 | \$62.13 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$122.02 | \$123.89 | \$125.80 | \$127.74 | \$129.71 | \$131.71 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$98.90 | \$100.42 | \$101.97 | \$103.54 | \$105.13 | \$106.75 |
| 0001 BO00 | Graphics Specialist | HR | \$80.63 | \$81.87 | \$83.13 | \$84.41 | \$85.71 | \$87.03 |
| 0001 BP00 | Hardware Draftsman | HR | \$69.48 | \$70.55 | \$71.64 | \$72.74 | \$73.86 | \$75.00 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$60.56 | \$61.49 | \$62.44 | \$63.40 | \$64.37 | \$65.37 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$74.55 | \$75.69 | \$76.86 | \$78.04 | \$79.24 | \$80.46 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$93.04 | \$94.48 | \$95.93 | \$97.41 | \$98.91 | \$100.43 |
| 0001 BS00 | Help Desk Manager | HR | \$109.98 | \$111.67 | \$113.39 | \$115.14 | \$116.91 | \$118.71 |
| 0001 BT00 | Help Desk Specialist | HR | \$69.69 | \$70.76 | \$71.85 | \$72.96 | \$74.08 | \$75.22 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$50.99 | \$51.78 | \$52.57 | \$53.38 | \$54.21 | \$55.04 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$64.91 | \$65.91 | \$66.93 | \$67.96 | \$69.00 | \$70.07 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$83.95 | \$85.24 | \$86.55 | \$87.89 | \$89.24 | \$90.62 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$154.06 | \$156.43 | \$158.84 | \$161.29 | \$163.77 | \$166.29 |
| 0001 BW01 | Information Engineer – Level I | HR | \$97.37 | \$98.87 | \$100.39 | \$101.93 | \$103.50 | \$105.10 |
| 0001 BW02 | Information Engineer – Level II | HR | \$122.63 | \$124.52 | \$126.44 | \$128.38 | \$130.36 | \$132.37 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$119.13 | \$120.96 | \$122.82 | \$124.71 | \$126.64 | \$128.59 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$100.55 | \$102.09 | \$103.67 | \$105.26 | \$106.88 | \$108.53 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$126.97 | \$128.92 | \$130.91 | \$132.93 | \$134.97 | \$137.05 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$138.71 | \$140.85 | \$143.01 | \$145.22 | \$147.45 | \$149.72 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$125.65 | \$127.59 | \$129.55 | \$131.55 | \$133.57 | \$135.63 |

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| 0001 CC00 | Librarian | HR | \$67.89 | \$68.94 | \$70.00 | \$71.08 | \$72.17 | \$73.28 |
| 0001 CD00 | Librarian Technician | HR | \$49.35 | \$50.11 | \$50.88 | \$51.67 | \$52.46 | \$53.27 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$66.84 | \$67.87 | \$68.91 | \$69.97 | \$71.05 | \$72.15 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$127.79 | \$129.76 | \$131.75 | \$133.78 | \$135.84 | \$137.94 |
| 0001 CG00 | Network Administrator | HR | \$101.30 | \$102.86 | \$104.44 | \$106.05 | \$107.68 | \$109.34 |
| 0001 CH00 | Network Draftsman | HR | \$71.66 | \$72.76 | \$73.88 | \$75.02 | \$76.18 | \$77.35 |
| 0001 CI01 | Network Installation Technician – Level I | HR | \$64.01 | \$65.00 | \$66.00 | \$67.01 | \$68.05 | \$69.09 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$79.94 | \$81.17 | \$82.42 | \$83.69 | \$84.98 | \$86.28 |
| 0001 CJ00 | Network Support Technician | HR | \$74.96 | \$76.11 | \$77.28 | \$78.47 | \$79.68 | \$80.91 |
| 0001 CK00 | Operations Manager | HR | \$108.05 | \$109.71 | \$111.40 | \$113.12 | \$114.86 | \$116.63 |
| 0001 CL00 | Procurement Product Specialist | HR | \$100.17 | \$101.71 | \$103.28 | \$104.87 | \$106.48 | \$108.12 |
| 0001 CM00 | Program Administration Specialist | HR | \$78.55 | \$79.76 | \$80.99 | \$82.23 | \$83.50 | \$84.79 |
| 0001 CN00 | Program Analyst | HR | \$111.91 | \$113.63 | \$115.38 | \$117.16 | \$118.96 | \$120.80 |
| 0001 CO00 | Program Manager | HR | \$189.79 | \$192.71 | \$195.68 | \$198.69 | \$201.75 | \$204.86 |
| 0001 CP00 | Project Control Specialist | HR | \$116.45 | \$118.25 | \$120.07 | \$121.92 | \$123.79 | \$125.70 |
| 0001 CQ00 | Project Leader | HR | \$120.27 | \$122.12 | \$124.00 | \$125.91 | \$127.85 | \$129.82 |
| 0001 CR01 | Project Manager – Level I | HR | \$95.31 | \$96.78 | \$98.27 | \$99.78 | \$101.32 | \$102.88 |
| 0001 CR02 | Project Manager – Level II | HR | \$128.95 | \$130.94 | \$132.95 | \$135.00 | \$137.08 | \$139.19 |
| 0001 CR03 | Project Manager – Level III | HR | \$160.53 | \$163.00 | \$165.51 | \$168.06 | \$170.65 | \$173.27 |
| 0001 CS00 | Public Health Analyst | HR | \$114.69 | \$116.46 | \$118.25 | \$120.07 | \$121.92 | \$123.80 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$91.45 | \$92.86 | \$94.29 | \$95.74 | \$97.22 | \$98.71 |
| 0001 CU00 | Quality Assurance Manager | HR | \$128.66 | \$130.64 | \$132.65 | \$134.69 | \$136.77 | \$138.87 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$102.19 | \$103.76 | \$105.36 | \$106.98 | \$108.63 | \$110.30 |
| 0001 CW00 | Records Management Specialist | HR | \$86.36 | \$87.69 | \$89.05 | \$90.42 | \$91.81 | \$93.22 |
| 0001 CX00 | Scanner Operator | HR | \$42.72 | \$43.38 | \$44.05 | \$44.73 | \$45.42 | \$46.12 |
| 0001 CY00 | Scientific Data Analyst | HR | \$124.16 | \$126.07 | \$128.02 | \$129.99 | \$131.99 | \$134.02 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$171.69 | \$174.33 | \$177.01 | \$179.74 | \$182.51 | \$185.32 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$209.33 | \$212.55 | \$215.83 | \$219.15 | \$222.53 | \$225.95 |

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| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$268.56 | \$272.70 | \$276.90 | \$281.16 | \$285.49 | \$289.89 |
| 0001 DA01 | System Administrator – Level I | HR | \$75.09 | \$76.25 | \$77.42 | \$78.61 | \$79.82 | \$81.05 |
| 0001 DA02 | System Administrator – Level II | HR | \$90.67 | \$92.07 | \$93.49 | \$94.93 | \$96.39 | \$97.88 |
| 0001 DA03 | System Administrator – Level III | HR | \$113.94 | \$115.69 | \$117.48 | \$119.28 | \$121.12 | \$122.99 |
| 0001 DB01 | Systems Architect – Level I | HR | \$125.18 | \$127.11 | \$129.06 | \$131.05 | \$133.07 | \$135.12 |
| 0001 DB02 | Systems Architect – Level II | HR | \$168.53 | \$171.13 | \$173.76 | \$176.44 | \$179.15 | \$181.91 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$82.20 | \$83.47 | \$84.75 | \$86.06 | \$87.38 | \$88.73 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$106.33 | \$107.96 | \$109.63 | \$111.31 | \$113.03 | \$114.77 |
| 0001 DC03 | Systems Engineer – Level III | HR | \$137.88 | \$140.00 | \$142.15 | \$144.34 | \$146.57 | \$148.82 |
| 0001 DD00 | System Operator | HR | \$56.31 | \$57.18 | \$58.06 | \$58.96 | \$59.86 | \$60.79 |
| 0001 DE00 | System Programmer | HR | \$108.46 | \$110.13 | \$111.83 | \$113.55 | \$115.30 | \$117.07 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$58.89 | \$59.80 | \$60.72 | \$61.65 | \$62.60 | \$63.57 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$80.46 | \$81.70 | \$82.96 | \$84.23 | \$85.53 | \$86.85 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$103.28 | \$104.87 | \$106.48 | \$108.12 | \$109.79 | \$111.48 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$92.58 | \$94.01 | \$95.45 | \$96.92 | \$98.42 | \$99.93 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$127.95 | \$129.92 | \$131.92 | \$133.95 | \$136.01 | \$138.11 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$86.63 | \$87.97 | \$89.32 | \$90.70 | \$92.09 | \$93.51 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$120.01 | \$121.86 | \$123.73 | \$125.64 | \$127.57 | \$129.54 |
| 0001 DI00 | Test Engineer | HR | \$103.12 | \$104.71 | \$106.32 | \$107.96 | \$109.62 | \$111.31 |
| 0001 DJ00 | Training Manager | HR | \$121.04 | \$122.91 | \$124.80 | \$126.72 | \$128.67 | \$130.66 |
| 0001 DK01 | Training Specialist – Level I | HR | \$75.00 | \$76.15 | \$77.32 | \$78.52 | \$79.72 | \$80.95 |
| 0001 DK02 | Training Specialist – Level II | HR | \$95.58 | \$97.05 | \$98.54 | \$100.06 | \$101.60 | \$103.17 |
| 0001 DL00 | Web Content Administrator | HR | \$91.85 | \$93.26 | \$94.70 | \$96.16 | \$97.64 | \$99.14 |
| 0001 DM00 | Web Designer | HR | \$103.57 | \$105.17 | \$106.79 | \$108.43 | \$110.10 | \$111.80 |
| 0001 DN00 | Web Project Manager | HR | \$135.57 | \$137.65 | \$139.77 | \$141.93 | \$144.11 | \$146.33 |
| 0001 DO00 | Web Software Developer | HR | \$109.33 | \$111.01 | \$112.72 | \$114.46 | \$116.22 | \$118.01 |
| 0001 DP00 | Webmaster | HR | \$94.63 | \$96.09 | \$97.57 | \$99.07 | \$100.60 | \$102.15 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$102.07 | \$103.64 | \$105.24 | \$106.86 | \$108.50 | \$110.17 |

