

| ITEM      | DESCRIPTION                                           | U/M | Contract Year |          |          |          |          |          |
|-----------|-------------------------------------------------------|-----|---------------|----------|----------|----------|----------|----------|
|           |                                                       |     | 5             | 6        | 7        | 8        | 9        | 10       |
|           | <b>Escalation rate</b>                                |     |               | 3%       | 3%       | 3%       | 3%       | 3%       |
| 0001 AA01 | Administrative Assistant – Level I                    | HR  | \$44.57       | \$45.91  | \$47.29  | \$48.71  | \$50.17  | \$51.67  |
| 0001 AA02 | Administrative Assistant – Level II                   | HR  | \$58.51       | \$60.27  | \$62.08  | \$63.94  | \$65.86  | \$67.83  |
| 0001 AB01 | Application Engineer – Level I                        | HR  | \$89.22       | \$91.89  | \$94.65  | \$97.49  | \$100.41 | \$103.43 |
| 0001 AB02 | Application Engineer – Level II                       | HR  | \$112.83      | \$116.21 | \$119.70 | \$123.29 | \$126.99 | \$130.80 |
| 0001 AC01 | Application Programmer – Level I                      | HR  | \$75.38       | \$77.64  | \$79.97  | \$82.37  | \$84.84  | \$87.39  |
| 0001 AC02 | Application Programmer – Level II                     | HR  | \$102.72      | \$105.80 | \$108.97 | \$112.24 | \$115.61 | \$119.08 |
| 0001 AC03 | Applications Programmer – Level III                   | HR  | \$127.95      | \$131.79 | \$135.74 | \$139.81 | \$144.01 | \$148.33 |
| 0001 AD00 | Application Systems Analyst                           | HR  | \$127.70      | \$131.53 | \$135.47 | \$139.54 | \$143.72 | \$148.03 |
| 0001 AE00 | Biostatistician                                       | HR  | \$121.33      | \$124.96 | \$128.71 | \$132.58 | \$136.55 | \$140.65 |
| 0001 AF01 | Business Analyst – Level I                            | HR  | \$64.92       | \$66.87  | \$68.87  | \$70.94  | \$73.07  | \$75.26  |
| 0001 AF02 | Business Analyst – Level II                           | HR  | \$85.87       | \$88.45  | \$91.10  | \$93.83  | \$96.65  | \$99.55  |
| 0001 AF03 | Business Analyst – Level III                          | HR  | \$101.86      | \$104.91 | \$108.06 | \$111.30 | \$114.64 | \$118.08 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I   | HR  | \$115.20      | \$118.65 | \$122.21 | \$125.88 | \$129.65 | \$133.54 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II  | HR  | \$125.94      | \$129.71 | \$133.61 | \$137.61 | \$141.74 | \$145.99 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR  | \$142.60      | \$146.88 | \$151.28 | \$155.82 | \$160.50 | \$165.31 |
| 0001 AH00 | Chief Information Security Officer                    | HR  | \$210.85      | \$217.18 | \$223.69 | \$230.40 | \$237.32 | \$244.44 |
| 0001 AI00 | Communications Hardware Specialist                    | HR  | \$81.48       | \$83.92  | \$86.44  | \$89.03  | \$91.70  | \$94.45  |
| 0001 AJ00 | Communications Network Manager                        | HR  | \$126.43      | \$130.22 | \$134.13 | \$138.15 | \$142.30 | \$146.57 |
| 0001 AK00 | Communications Software Specialist                    | HR  | \$93.98       | \$96.80  | \$99.70  | \$102.69 | \$105.77 | \$108.95 |
| 0001 AL00 | Communications Specialist                             | HR  | \$97.43       | \$100.35 | \$103.36 | \$106.46 | \$109.66 | \$112.95 |
| 0001 AM00 | Computer Data Librarian                               | HR  | \$63.96       | \$65.88  | \$67.86  | \$69.89  | \$71.99  | \$74.15  |
| 0001 AN00 | Computer Scientist                                    | HR  | \$143.43      | \$147.73 | \$152.16 | \$156.73 | \$161.43 | \$166.27 |
| 0001 AO01 | Computer Security System Specialist – Level I         | HR  | \$93.59       | \$96.39  | \$99.29  | \$102.27 | \$105.33 | \$108.49 |
| 0001 AO02 | Computer Security System Specialist – Level II        | HR  | \$101.15      | \$104.19 | \$107.31 | \$110.53 | \$113.85 | \$117.27 |
| 0001 AO03 | Computer Security System Specialist – Level III       | HR  | \$131.59      | \$135.54 | \$139.61 | \$143.80 | \$148.11 | \$152.55 |
| 0001 AP01 | Computer Systems Analyst – Level I                    | HR  | \$84.42       | \$86.95  | \$89.56  | \$92.25  | \$95.02  | \$97.87  |
| 0001 AP02 | Computer Systems Analyst – Level II                   | HR  | \$109.56      | \$112.85 | \$116.23 | \$119.72 | \$123.31 | \$127.01 |
| 0001 AP03 | Computer Systems Analyst – Level III                  | HR  | \$137.76      | \$141.89 | \$146.15 | \$150.53 | \$155.05 | \$159.70 |
| 0001 AQ00 | Configuration Management Specialist                   | HR  | \$82.87       | \$85.36  | \$87.92  | \$90.55  | \$93.27  | \$96.07  |
| 0001 AR01 | Cost Analyst – Level I                                | HR  | \$68.31       | \$70.36  | \$72.47  | \$74.64  | \$76.88  | \$79.19  |

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| 0001 AR02 | Cost Analyst – Level II                       | HR  | \$84.84       | \$87.38  | \$90.00  | \$92.70  | \$95.48  | \$98.35  |
| 0001 AS00 | Data Entry Clerk                              | HR  | \$37.62       | \$38.74  | \$39.91  | \$41.10  | \$42.34  | \$43.61  |
| 0001 AT00 | Data Security Specialist                      | HR  | \$108.49      | \$111.75 | \$115.10 | \$118.55 | \$122.11 | \$125.77 |
| 0001 AU00 | Data Standardization Specialist               | HR  | \$113.38      | \$116.78 | \$120.28 | \$123.89 | \$127.61 | \$131.44 |
| 0001 AV00 | Database Administrator                        | HR  | \$121.23      | \$124.87 | \$128.62 | \$132.47 | \$136.45 | \$140.54 |
| 0001 AW01 | Database Management Specialist – Level I      | HR  | \$98.08       | \$101.03 | \$104.06 | \$107.18 | \$110.39 | \$113.71 |
| 0001 AW02 | Database Management Specialist – Level II     | HR  | \$124.38      | \$128.12 | \$131.96 | \$135.92 | \$140.00 | \$144.20 |
| 0001 AW03 | Database Management Specialist – Level III    | HR  | \$145.79      | \$150.16 | \$154.66 | \$159.30 | \$164.08 | \$169.01 |
| 0001 AX01 | Database Specialist – Level I                 | HR  | \$67.90       | \$69.93  | \$72.03  | \$74.19  | \$76.42  | \$78.71  |
| 0001 AX02 | Database Specialist – Level II                | HR  | \$96.06       | \$98.94  | \$101.91 | \$104.97 | \$108.12 | \$111.36 |
| 0001 AX03 | Database Specialist – Level III               | HR  | \$119.47      | \$123.06 | \$126.75 | \$130.55 | \$134.47 | \$138.50 |
| 0001 AY00 | Data Warehousing Administrator                | HR  | \$146.57      | \$150.96 | \$155.49 | \$160.16 | \$164.96 | \$169.91 |
| 0001 AZ00 | Data Warehouse Analyst                        | HR  | \$107.97      | \$111.21 | \$114.55 | \$117.99 | \$121.53 | \$125.17 |
| 0001 BA00 | Data Warehouse Programmer                     | HR  | \$112.61      | \$115.99 | \$119.47 | \$123.05 | \$126.74 | \$130.54 |
| 0001 BB00 | Disaster Recovery Specialist                  | HR  | \$115.66      | \$119.13 | \$122.70 | \$126.38 | \$130.17 | \$134.08 |
| 0001 BC01 | Document Control Specialist – Level I         | HR  | \$57.21       | \$58.93  | \$60.70  | \$62.52  | \$64.39  | \$66.32  |
| 0001 BC02 | Document Control Specialist - Level II        | HR  | \$72.73       | \$74.91  | \$77.16  | \$79.47  | \$81.85  | \$84.31  |
| 0001 BC03 | Document Control Specialist – Level III       | HR  | \$87.15       | \$89.76  | \$92.45  | \$95.23  | \$98.08  | \$101.03 |
| 0001 BD01 | Document Support Specialist – Level I         | HR  | \$42.45       | \$43.72  | \$45.03  | \$46.38  | \$47.77  | \$49.21  |
| 0001 BD02 | Document Support Specialist – Level II        | HR  | \$55.73       | \$57.40  | \$59.12  | \$60.90  | \$62.72  | \$64.61  |
| 0001 BE00 | Duplicating Machine Operator                  | HR  | \$42.04       | \$43.31  | \$44.60  | \$45.94  | \$47.32  | \$48.74  |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist  | HR  | \$85.25       | \$87.81  | \$90.44  | \$93.15  | \$95.95  | \$98.83  |
| 0001 BG00 | Electronic Meeting Technographer              | HR  | \$54.60       | \$56.24  | \$57.93  | \$59.67  | \$61.46  | \$63.30  |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR  | \$102.33      | \$105.40 | \$108.56 | \$111.82 | \$115.17 | \$118.63 |
| 0001 BI00 | Facilitator                                   | HR  | \$67.68       | \$69.71  | \$71.80  | \$73.95  | \$76.17  | \$78.46  |
| 0001 BJ00 | Financial Analyst – IT                        | HR  | \$87.08       | \$89.69  | \$92.38  | \$95.15  | \$98.01  | \$100.95 |
| 0001 BK01 | Functional Analyst – Level I                  | HR  | \$64.92       | \$66.87  | \$68.87  | \$70.94  | \$73.07  | \$75.26  |
| 0001 BK02 | Functional Analyst – Level II                 | HR  | \$85.87       | \$88.45  | \$91.10  | \$93.83  | \$96.65  | \$99.55  |
| 0001 BL01 | General Clerk – Level I                       | HR  | \$36.33       | \$37.42  | \$38.54  | \$39.70  | \$40.89  | \$42.11  |
| 0001 BL02 | General Clerk – Level II                      | HR  | \$41.08       | \$42.31  | \$43.58  | \$44.89  | \$46.23  | \$47.62  |

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| 0001 BL03 | General Clerk – Level III                      | HR  | \$50.83       | \$52.35  | \$53.93  | \$55.54  | \$57.21  | \$58.93  |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR  | \$72.15       | \$74.32  | \$76.54  | \$78.84  | \$81.21  | \$83.64  |
| 0001 BN00 | Graphical User Interface Designer              | HR  | \$103.26      | \$106.36 | \$109.55 | \$112.83 | \$116.22 | \$119.70 |
| 0001 BO00 | Graphics Specialist                            | HR  | \$61.50       | \$63.35  | \$65.25  | \$67.20  | \$69.22  | \$71.30  |
| 0001 BP00 | Hardware Draftsman                             | HR  | \$59.01       | \$60.78  | \$62.60  | \$64.48  | \$66.41  | \$68.40  |
| 0001 BQ01 | Hardware Installation Technician – Level I     | HR  | \$76.61       | \$78.91  | \$81.28  | \$83.72  | \$86.23  | \$88.82  |
| 0001 BQ02 | Hardware Installation Technician – Level II    | HR  | \$97.43       | \$100.35 | \$103.36 | \$106.46 | \$109.66 | \$112.95 |
| 0001 BR00 | Hardware Specialist – Information Technology   | HR  | \$76.81       | \$79.11  | \$81.49  | \$83.93  | \$86.45  | \$89.04  |
| 0001 BS00 | Help Desk Manager                              | HR  | \$101.34      | \$104.38 | \$107.51 | \$110.73 | \$114.06 | \$117.48 |
| 0001 BT00 | Help Desk Specialist                           | HR  | \$55.49       | \$57.15  | \$58.87  | \$60.63  | \$62.45  | \$64.33  |
| 0001 BU01 | Imaging Specialist/Technician – Level I        | HR  | \$42.30       | \$43.57  | \$44.87  | \$46.22  | \$47.61  | \$49.03  |
| 0001 BU02 | Imaging Specialist/Technician – Level II       | HR  | \$54.50       | \$56.13  | \$57.82  | \$59.55  | \$61.34  | \$63.18  |
| 0001 BU03 | Imaging Specialist/Technician – Level III      | HR  | \$72.15       | \$74.32  | \$76.54  | \$78.84  | \$81.21  | \$83.64  |
| 0001 BV00 | Informatic Specialist/Bioinformatician         | HR  | \$91.31       | \$94.05  | \$96.87  | \$99.78  | \$102.77 | \$105.85 |
| 0001 BW01 | Information Engineer – Level I                 | HR  | \$137.05      | \$141.16 | \$145.39 | \$149.75 | \$154.25 | \$158.87 |
| 0001 BW02 | Information Engineer – Level II                | HR  | \$149.62      | \$154.10 | \$158.73 | \$163.49 | \$168.39 | \$173.44 |
| 0001 BX00 | Information Resource Management Analyst        | HR  | \$98.08       | \$101.03 | \$104.06 | \$107.18 | \$110.39 | \$113.71 |
| 0001 BY00 | Information Systems Training Specialist        | HR  | \$89.21       | \$91.88  | \$94.64  | \$97.48  | \$100.40 | \$103.41 |
| 0001 BZ00 | IT Policy/Legislative Specialist               | HR  | \$109.72      | \$113.01 | \$116.40 | \$119.90 | \$123.49 | \$127.20 |
| 0001 CA00 | IT Strategic/Capital Planner                   | HR  | \$92.45       | \$95.22  | \$98.08  | \$101.02 | \$104.05 | \$107.17 |
| 0001 CB00 | Knowledge Management Specialist                | HR  | \$129.38      | \$133.26 | \$137.25 | \$141.37 | \$145.61 | \$149.98 |
| 0001 CC00 | Librarian                                      | HR  | \$64.89       | \$66.84  | \$68.85  | \$70.91  | \$73.04  | \$75.23  |
| 0001 CD00 | Librarian Technician                           | HR  | \$47.28       | \$48.69  | \$50.16  | \$51.66  | \$53.21  | \$54.81  |
| 0001 CE00 | Medical Billing/Account Management Specialist  | HR  | \$52.24       | \$53.81  | \$55.43  | \$57.09  | \$58.80  | \$60.57  |
| 0001 CF00 | Modeling and Simulation Specialist             | HR  | \$116.59      | \$120.08 | \$123.69 | \$127.40 | \$131.22 | \$135.16 |
| 0001 CG00 | Network Administrator                          | HR  | \$100.51      | \$103.53 | \$106.63 | \$109.83 | \$113.12 | \$116.52 |
| 0001 CH00 | Network Draftsman                              | HR  | \$59.01       | \$60.78  | \$62.60  | \$64.48  | \$66.41  | \$68.40  |
| 0001 CI01 | Network Installation Technician – Level I      | HR  | \$72.97       | \$75.16  | \$77.41  | \$79.73  | \$82.13  | \$84.59  |
| 0001 CI02 | Network Installation Technician – Level II     | HR  | \$92.79       | \$95.58  | \$98.44  | \$101.40 | \$104.44 | \$107.57 |
| 0001 CJ00 | Network Support Technician                     | HR  | \$55.23       | \$56.89  | \$58.60  | \$60.36  | \$62.17  | \$64.03  |

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| 0001 CK00 | Operations Manager                | HR  | \$126.43      | \$130.22 | \$134.13 | \$138.15 | \$142.30 | \$146.57 |
| 0001 CL00 | Procurement Product Specialist    | HR  | \$74.64       | \$76.87  | \$79.18  | \$81.56  | \$84.00  | \$86.52  |
| 0001 CM00 | Program Administration Specialist | HR  | \$72.11       | \$74.27  | \$76.50  | \$78.79  | \$81.15  | \$83.59  |
| 0001 CN00 | Program Analyst                   | HR  | \$97.50       | \$100.42 | \$103.43 | \$106.54 | \$109.73 | \$113.03 |
| 0001 CO00 | Program Manager                   | HR  | \$160.51      | \$165.32 | \$170.28 | \$175.39 | \$180.65 | \$186.07 |
| 0001 CP00 | Project Control Specialist        | HR  | \$98.52       | \$101.48 | \$104.52 | \$107.66 | \$110.89 | \$114.21 |
| 0001 CQ00 | Project Leader                    | HR  | \$94.54       | \$97.38  | \$100.30 | \$103.31 | \$106.41 | \$109.60 |
| 0001 CR01 | Project Manager – Level I         | HR  | \$94.54       | \$97.38  | \$100.30 | \$103.31 | \$106.41 | \$109.60 |
| 0001 CR02 | Project Manager – Level II        | HR  | \$115.94      | \$119.42 | \$123.00 | \$126.69 | \$130.49 | \$134.41 |
| 0001 CR03 | Project Manager – Level III       | HR  | \$134.85      | \$138.89 | \$143.06 | \$147.35 | \$151.77 | \$156.33 |
| 0001 CS00 | Public Health Analyst             | HR  | \$76.62       | \$78.92  | \$81.29  | \$83.73  | \$86.24  | \$88.83  |
| 0001 CT00 | Quality Assurance Analyst         | HR  | \$97.54       | \$100.47 | \$103.48 | \$106.59 | \$109.79 | \$113.08 |
| 0001 CU00 | Quality Assurance Manager         | HR  | \$123.19      | \$126.88 | \$130.69 | \$134.61 | \$138.65 | \$142.81 |
| 0001 CV00 | Quality Assurance Specialist      | HR  | \$78.37       | \$80.72  | \$83.15  | \$85.64  | \$88.21  | \$90.86  |
| 0001 CW00 | Records Management Specialist     | HR  | \$68.01       | \$70.05  | \$72.15  | \$74.32  | \$76.55  | \$78.84  |
| 0001 CX00 | Scanner Operator                  | HR  | \$42.88       | \$44.17  | \$45.50  | \$46.86  | \$48.27  | \$49.71  |
| 0001 CY00 | Scientific Data Analyst           | HR  | \$70.54       | \$72.66  | \$74.84  | \$77.08  | \$79.39  | \$81.78  |
| 0001 CZ01 | Subject Matter Expert – Level I   | HR  | \$144.30      | \$148.63 | \$153.09 | \$157.68 | \$162.41 | \$167.29 |
| 0001 CZ02 | Subject Matter Expert – Level II  | HR  | \$199.04      | \$205.01 | \$211.16 | \$217.50 | \$224.02 | \$230.74 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR  | \$273.68      | \$281.89 | \$290.34 | \$299.05 | \$308.03 | \$317.27 |
| 0001 DA01 | System Administrator – Level I    | HR  | \$85.09       | \$87.64  | \$90.27  | \$92.98  | \$95.77  | \$98.64  |
| 0001 DA02 | System Administrator – Level II   | HR  | \$98.22       | \$101.17 | \$104.20 | \$107.33 | \$110.55 | \$113.87 |
| 0001 DA03 | System Administrator – Level III  | HR  | \$124.90      | \$128.65 | \$132.51 | \$136.48 | \$140.58 | \$144.80 |
| 0001 DB01 | Systems Architect – Level I       | HR  | \$131.86      | \$135.81 | \$139.89 | \$144.09 | \$148.41 | \$152.86 |
| 0001 DB02 | Systems Architect – Level II      | HR  | \$160.72      | \$165.55 | \$170.51 | \$175.63 | \$180.90 | \$186.32 |
| 0001 DC01 | Systems Engineer – Level I        | HR  | \$77.60       | \$79.93  | \$82.33  | \$84.80  | \$87.34  | \$89.96  |
| 0001 DC02 | Systems Engineer – Level II       | HR  | \$105.00      | \$108.14 | \$111.39 | \$114.73 | \$118.17 | \$121.72 |
| 0001 DC03 | Systems Engineer – Level III      | HR  | \$130.62      | \$134.54 | \$138.57 | \$142.73 | \$147.01 | \$151.42 |
| 0001 DD00 | System Operator                   | HR  | \$49.27       | \$50.74  | \$52.27  | \$53.83  | \$55.45  | \$57.11  |
| 0001 DE00 | System Programmer                 | HR  | \$107.62      | \$110.85 | \$114.17 | \$117.60 | \$121.12 | \$124.76 |

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| 0001 DF01 | Technical Writer/Editor – Level I        | HR  | \$62.45       | \$64.32  | \$66.25  | \$68.24  | \$70.28  | \$72.39  |
| 0001 DF02 | Technical Writer/Editor – Level II       | HR  | \$77.11       | \$79.42  | \$81.80  | \$84.26  | \$86.79  | \$89.39  |
| 0001 DF03 | Technical Writer/Editor – Level III      | HR  | \$107.56      | \$110.79 | \$114.11 | \$117.53 | \$121.06 | \$124.69 |
| 0001 DG01 | Telecommunications Engineer – Level I    | HR  | \$76.99       | \$79.30  | \$81.68  | \$84.13  | \$86.66  | \$89.26  |
| 0001 DG02 | Telecommunications Engineer - Level II   | HR  | \$88.32       | \$90.97  | \$93.70  | \$96.51  | \$99.40  | \$102.39 |
| 0001 DH01 | Telecommunications Specialist – Level I  | HR  | \$76.64       | \$78.94  | \$81.30  | \$83.74  | \$86.25  | \$88.84  |
| 0001 DH02 | Telecommunications Specialist - Level II | HR  | \$93.60       | \$96.41  | \$99.30  | \$102.28 | \$105.35 | \$108.51 |
| 0001 DI00 | Test Engineer                            | HR  | \$119.88      | \$123.47 | \$127.18 | \$130.99 | \$134.92 | \$138.97 |
| 0001 DJ00 | Training Manager                         | HR  | \$113.59      | \$116.99 | \$120.50 | \$124.12 | \$127.84 | \$131.68 |
| 0001 DK01 | Training Specialist – Level I            | HR  | \$68.79       | \$70.86  | \$72.98  | \$75.17  | \$77.43  | \$79.75  |
| 0001 DK02 | Training Specialist – Level II           | HR  | \$89.21       | \$91.88  | \$94.64  | \$97.48  | \$100.40 | \$103.41 |
| 0001 DL00 | Web Content Administrator                | HR  | \$105.39      | \$108.55 | \$111.80 | \$115.16 | \$118.61 | \$122.17 |
| 0001 DM00 | Web Designer                             | HR  | \$92.06       | \$94.82  | \$97.66  | \$100.59 | \$103.61 | \$106.72 |
| 0001 DN00 | Web Project Manager                      | HR  | \$115.94      | \$119.42 | \$123.00 | \$126.69 | \$130.49 | \$134.41 |
| 0001 DO00 | Web Software Developer                   | HR  | \$121.85      | \$125.51 | \$129.27 | \$133.15 | \$137.15 | \$141.26 |
| 0001 DP00 | Webmaster                                | HR  | \$89.56       | \$92.25  | \$95.02  | \$97.87  | \$100.80 | \$103.83 |
| 0001 DQ00 | Wide Area Network Administrator          | HR  | \$100.51      | \$103.53 | \$106.63 | \$109.83 | \$113.12 | \$116.52 |

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|           | <b>Escalation rate</b>                                |     |               | 3%       | 3%       | 3%       | 3%       | 3%       |
| 0002 AA01 | Administrative Assistant – Level I                    | HR  | \$38.76       | \$39.92  | \$41.12  | \$42.35  | \$43.62  | \$44.93  |
| 0002 AA02 | Administrative Assistant – Level II                   | HR  | \$50.88       | \$52.41  | \$53.98  | \$55.60  | \$57.27  | \$58.98  |
| 0002 AB01 | Application Engineer – Level I                        | HR  | \$77.58       | \$79.91  | \$82.30  | \$84.77  | \$87.32  | \$89.94  |
| 0002 AB02 | Application Engineer – Level II                       | HR  | \$98.11       | \$101.05 | \$104.08 | \$107.21 | \$110.42 | \$113.74 |
| 0002 AC01 | Application Programmer – Level I                      | HR  | \$65.55       | \$67.52  | \$69.54  | \$71.63  | \$73.78  | \$75.99  |
| 0002 AC02 | Application Programmer – Level II                     | HR  | \$89.32       | \$92.00  | \$94.76  | \$97.60  | \$100.53 | \$103.55 |
| 0002 AC03 | Applications Programmer – Level III                   | HR  | \$111.26      | \$114.60 | \$118.04 | \$121.58 | \$125.22 | \$128.98 |
| 0002 AD00 | Application Systems Analyst                           | HR  | \$111.04      | \$114.37 | \$117.80 | \$121.34 | \$124.98 | \$128.73 |
| 0002 AE00 | Biostatistician                                       | HR  | \$105.50      | \$108.67 | \$111.92 | \$115.28 | \$118.74 | \$122.30 |
| 0002 AF01 | Business Analyst – Level I                            | HR  | \$56.45       | \$58.14  | \$59.89  | \$61.68  | \$63.53  | \$65.44  |
| 0002 AF02 | Business Analyst – Level II                           | HR  | \$74.67       | \$76.91  | \$79.22  | \$81.59  | \$84.04  | \$86.56  |
| 0002 AF03 | Business Analyst – Level III                          | HR  | \$88.57       | \$91.23  | \$93.96  | \$96.78  | \$99.69  | \$102.68 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I   | HR  | \$100.17      | \$103.18 | \$106.27 | \$109.46 | \$112.74 | \$116.12 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II  | HR  | \$109.51      | \$112.80 | \$116.18 | \$119.66 | \$123.25 | \$126.95 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR  | \$124.00      | \$127.72 | \$131.55 | \$135.50 | \$139.56 | \$143.75 |
| 0002 AH00 | Chief Information Security Officer                    | HR  | \$183.35      | \$188.85 | \$194.52 | \$200.35 | \$206.36 | \$212.55 |
| 0002 AI00 | Communications Hardware Specialist                    | HR  | \$70.85       | \$72.98  | \$75.16  | \$77.42  | \$79.74  | \$82.13  |
| 0002 AJ00 | Communications Network Manager                        | HR  | \$109.94      | \$113.24 | \$116.64 | \$120.13 | \$123.74 | \$127.45 |
| 0002 AK00 | Communications Software Specialist                    | HR  | \$81.72       | \$84.17  | \$86.70  | \$89.30  | \$91.98  | \$94.74  |
| 0002 AL00 | Communications Specialist                             | HR  | \$84.72       | \$87.26  | \$89.88  | \$92.58  | \$95.35  | \$98.21  |
| 0002 AM00 | Computer Data Librarian                               | HR  | \$55.62       | \$57.29  | \$59.01  | \$60.78  | \$62.60  | \$64.48  |
| 0002 AN00 | Computer Scientist                                    | HR  | \$124.72      | \$128.46 | \$132.32 | \$136.28 | \$140.37 | \$144.58 |
| 0002 AO01 | Computer Security System Specialist – Level I         | HR  | \$81.38       | \$83.82  | \$86.34  | \$88.93  | \$91.59  | \$94.34  |
| 0002 AO02 | Computer Security System Specialist – Level II        | HR  | \$87.96       | \$90.60  | \$93.32  | \$96.12  | \$99.00  | \$101.97 |
| 0002 AO03 | Computer Security System Specialist – Level III       | HR  | \$114.43      | \$117.86 | \$121.40 | \$125.04 | \$128.79 | \$132.66 |
| 0002 AP01 | Computer Systems Analyst – Level I                    | HR  | \$73.41       | \$75.61  | \$77.88  | \$80.22  | \$82.62  | \$85.10  |
| 0002 AP02 | Computer Systems Analyst – Level II                   | HR  | \$95.27       | \$98.13  | \$101.07 | \$104.10 | \$107.23 | \$110.44 |
| 0002 AP03 | Computer Systems Analyst – Level III                  | HR  | \$119.79      | \$123.38 | \$127.09 | \$130.90 | \$134.82 | \$138.87 |
| 0002 AQ00 | Configuration Management Specialist                   | HR  | \$72.06       | \$74.22  | \$76.45  | \$78.74  | \$81.10  | \$83.54  |
| 0002 AR01 | Cost Analyst – Level I                                | HR  | \$59.40       | \$61.18  | \$63.02  | \$64.91  | \$66.86  | \$68.86  |
| 0002 AR02 | Cost Analyst – Level II                               | HR  | \$73.77       | \$75.98  | \$78.26  | \$80.61  | \$83.03  | \$85.52  |

| ITEM      | DESCRIPTION                                    | U/M | Contract Year |          |          |          |          |          |
|-----------|------------------------------------------------|-----|---------------|----------|----------|----------|----------|----------|
|           |                                                |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 AS00 | Data Entry Clerk                               | HR  | \$32.71       | \$33.69  | \$34.70  | \$35.74  | \$36.82  | \$37.92  |
| 0002 AT00 | Data Security Specialist                       | HR  | \$94.34       | \$97.17  | \$100.09 | \$103.09 | \$106.18 | \$109.37 |
| 0002 AU00 | Data Standardization Specialist                | HR  | \$98.59       | \$101.55 | \$104.59 | \$107.73 | \$110.96 | \$114.29 |
| 0002 AV00 | Database Administrator                         | HR  | \$105.42      | \$108.58 | \$111.84 | \$115.20 | \$118.65 | \$122.21 |
| 0002 AW01 | Database Management Specialist – Level I       | HR  | \$85.29       | \$87.85  | \$90.48  | \$93.20  | \$95.99  | \$98.87  |
| 0002 AW02 | Database Management Specialist – Level II      | HR  | \$108.16      | \$111.40 | \$114.75 | \$118.19 | \$121.74 | \$125.39 |
| 0002 AW03 | Database Management Specialist – Level III     | HR  | \$126.77      | \$130.57 | \$134.49 | \$138.53 | \$142.68 | \$146.96 |
| 0002 AX01 | Database Specialist – Level I                  | HR  | \$59.04       | \$60.81  | \$62.64  | \$64.51  | \$66.45  | \$68.44  |
| 0002 AX02 | Database Specialist – Level II                 | HR  | \$83.53       | \$86.04  | \$88.62  | \$91.28  | \$94.01  | \$96.83  |
| 0002 AX03 | Database Specialist – Level III                | HR  | \$103.89      | \$107.01 | \$110.22 | \$113.52 | \$116.93 | \$120.44 |
| 0002 AY00 | Data Warehousing Administrator                 | HR  | \$127.45      | \$131.27 | \$135.21 | \$139.27 | \$143.45 | \$147.75 |
| 0002 AZ00 | Data Warehouse Analyst                         | HR  | \$93.89       | \$96.71  | \$99.61  | \$102.60 | \$105.67 | \$108.84 |
| 0002 BA00 | Data Warehouse Programmer                      | HR  | \$97.92       | \$100.86 | \$103.88 | \$107.00 | \$110.21 | \$113.52 |
| 0002 BB00 | Disaster Recovery Specialist                   | HR  | \$100.57      | \$103.59 | \$106.69 | \$109.90 | \$113.19 | \$116.59 |
| 0002 BC01 | Document Control Specialist – Level I          | HR  | \$49.75       | \$51.24  | \$52.78  | \$54.36  | \$55.99  | \$57.67  |
| 0002 BC02 | Document Control Specialist - Level II         | HR  | \$63.24       | \$65.14  | \$67.09  | \$69.10  | \$71.18  | \$73.31  |
| 0002 BC03 | Document Control Specialist – Level III        | HR  | \$75.78       | \$78.05  | \$80.40  | \$82.81  | \$85.29  | \$87.85  |
| 0002 BD01 | Document Support Specialist – Level I          | HR  | \$36.91       | \$38.02  | \$39.16  | \$40.33  | \$41.54  | \$42.79  |
| 0002 BD02 | Document Support Specialist – Level II         | HR  | \$48.46       | \$49.91  | \$51.41  | \$52.95  | \$54.54  | \$56.18  |
| 0002 BE00 | Duplicating Machine Operator                   | HR  | \$36.56       | \$37.66  | \$38.79  | \$39.95  | \$41.15  | \$42.38  |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist   | HR  | \$74.13       | \$76.35  | \$78.64  | \$81.00  | \$83.43  | \$85.94  |
| 0002 BG00 | Electronic Meeting Technographer               | HR  | \$47.48       | \$48.90  | \$50.37  | \$51.88  | \$53.44  | \$55.04  |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist  | HR  | \$88.98       | \$91.65  | \$94.40  | \$97.23  | \$100.15 | \$103.15 |
| 0002 BI00 | Facilitator                                    | HR  | \$58.85       | \$60.62  | \$62.43  | \$64.31  | \$66.24  | \$68.22  |
| 0002 BJ00 | Financial Analyst – IT                         | HR  | \$75.72       | \$77.99  | \$80.33  | \$82.74  | \$85.22  | \$87.78  |
| 0002 BK01 | Functional Analyst – Level I                   | HR  | \$56.45       | \$58.14  | \$59.89  | \$61.68  | \$63.53  | \$65.44  |
| 0002 BK02 | Functional Analyst – Level II                  | HR  | \$74.67       | \$76.91  | \$79.22  | \$81.59  | \$84.04  | \$86.56  |
| 0002 BL01 | General Clerk – Level I                        | HR  | \$31.59       | \$32.54  | \$33.51  | \$34.52  | \$35.55  | \$36.62  |
| 0002 BL02 | General Clerk – Level II                       | HR  | \$35.72       | \$36.79  | \$37.90  | \$39.03  | \$40.20  | \$41.41  |
| 0002 BL03 | General Clerk – Level III                      | HR  | \$44.20       | \$45.53  | \$46.89  | \$48.30  | \$49.75  | \$51.24  |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR  | \$62.74       | \$64.62  | \$66.56  | \$68.56  | \$70.61  | \$72.73  |
| 0002 BN00 | Graphical User Interface Designer              | HR  | \$89.79       | \$92.48  | \$95.26  | \$98.12  | \$101.06 | \$104.09 |

| ITEM      | DESCRIPTION                                   | U/M | Contract Year |          |          |          |          |          |
|-----------|-----------------------------------------------|-----|---------------|----------|----------|----------|----------|----------|
|           |                                               |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 BO00 | Graphics Specialist                           | HR  | \$53.48       | \$55.08  | \$56.74  | \$58.44  | \$60.19  | \$62.00  |
| 0002 BP00 | Hardware Draftsman                            | HR  | \$51.31       | \$52.85  | \$54.43  | \$56.07  | \$57.75  | \$59.48  |
| 0002 BQ01 | Hardware Installation Technician – Level I    | HR  | \$66.62       | \$68.62  | \$70.68  | \$72.80  | \$74.98  | \$77.23  |
| 0002 BQ02 | Hardware Installation Technician – Level II   | HR  | \$84.72       | \$87.26  | \$89.88  | \$92.58  | \$95.35  | \$98.21  |
| 0002 BR00 | Hardware Specialist – Information Technology  | HR  | \$66.79       | \$68.79  | \$70.86  | \$72.98  | \$75.17  | \$77.43  |
| 0002 BS00 | Help Desk Manager                             | HR  | \$88.12       | \$90.76  | \$93.49  | \$96.29  | \$99.18  | \$102.16 |
| 0002 BT00 | Help Desk Specialist                          | HR  | \$48.25       | \$49.70  | \$51.19  | \$52.72  | \$54.31  | \$55.93  |
| 0002 BU01 | Imaging Specialist/Technician – Level I       | HR  | \$36.78       | \$37.88  | \$39.02  | \$40.19  | \$41.40  | \$42.64  |
| 0002 BU02 | Imaging Specialist/Technician – Level II      | HR  | \$47.39       | \$48.81  | \$50.28  | \$51.78  | \$53.34  | \$54.94  |
| 0002 BU03 | Imaging Specialist/Technician – Level III     | HR  | \$62.74       | \$64.62  | \$66.56  | \$68.56  | \$70.61  | \$72.73  |
| 0002 BV00 | Informatic Specialist/Bioinformatician        | HR  | \$79.40       | \$81.78  | \$84.24  | \$86.76  | \$89.37  | \$92.05  |
| 0002 BW01 | Information Engineer – Level I                | HR  | \$119.17      | \$122.75 | \$126.43 | \$130.22 | \$134.13 | \$138.15 |
| 0002 BW02 | Information Engineer – Level II               | HR  | \$130.10      | \$134.00 | \$138.02 | \$142.16 | \$146.43 | \$150.82 |
| 0002 BX00 | Information Resource Management Analyst       | HR  | \$85.29       | \$87.85  | \$90.48  | \$93.20  | \$95.99  | \$98.87  |
| 0002 BY00 | Information Systems Training Specialist       | HR  | \$77.57       | \$79.90  | \$82.29  | \$84.76  | \$87.31  | \$89.92  |
| 0002 BZ00 | IT Policy/Legislative Specialist              | HR  | \$95.41       | \$98.27  | \$101.22 | \$104.26 | \$107.38 | \$110.61 |
| 0002 CA00 | IT Strategic/Capital Planner                  | HR  | \$80.39       | \$82.80  | \$85.29  | \$87.84  | \$90.48  | \$93.19  |
| 0002 CB00 | Knowledge Management Specialist               | HR  | \$112.50      | \$115.88 | \$119.35 | \$122.93 | \$126.62 | \$130.42 |
| 0002 CC00 | Librarian                                     | HR  | \$56.43       | \$58.12  | \$59.87  | \$61.66  | \$63.51  | \$65.42  |
| 0002 CD00 | Librarian Technician                          | HR  | \$41.11       | \$42.34  | \$43.61  | \$44.92  | \$46.27  | \$47.66  |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR  | \$45.43       | \$46.79  | \$48.20  | \$49.64  | \$51.13  | \$52.67  |
| 0002 CF00 | Modeling and Simulation Specialist            | HR  | \$101.38      | \$104.42 | \$107.55 | \$110.78 | \$114.10 | \$117.53 |
| 0002 CG00 | Network Administrator                         | HR  | \$87.40       | \$90.02  | \$92.72  | \$95.50  | \$98.37  | \$101.32 |
| 0002 CH00 | Network Draftsman                             | HR  | \$51.31       | \$52.85  | \$54.43  | \$56.07  | \$57.75  | \$59.48  |
| 0002 CI01 | Network Installation Technician – Level I     | HR  | \$63.45       | \$65.35  | \$67.31  | \$69.33  | \$71.41  | \$73.56  |
| 0002 CI02 | Network Installation Technician – Level II    | HR  | \$80.69       | \$83.11  | \$85.60  | \$88.17  | \$90.82  | \$93.54  |
| 0002 CJ00 | Network Support Technician                    | HR  | \$48.03       | \$49.47  | \$50.96  | \$52.48  | \$54.06  | \$55.68  |
| 0002 CK00 | Operations Manager                            | HR  | \$109.94      | \$113.24 | \$116.64 | \$120.13 | \$123.74 | \$127.45 |
| 0002 CL00 | Procurement Product Specialist                | HR  | \$64.90       | \$66.85  | \$68.85  | \$70.92  | \$73.05  | \$75.24  |
| 0002 CM00 | Program Administration Specialist             | HR  | \$62.70       | \$64.58  | \$66.52  | \$68.51  | \$70.57  | \$72.69  |
| 0002 CN00 | Program Analyst                               | HR  | \$84.78       | \$87.32  | \$89.94  | \$92.64  | \$95.42  | \$98.28  |
| 0002 CO00 | Program Manager                               | HR  | \$139.57      | \$143.76 | \$148.07 | \$152.51 | \$157.09 | \$161.80 |



| ITEM      | DESCRIPTION                              | U/M | Contract Year |          |          |          |          |          |
|-----------|------------------------------------------|-----|---------------|----------|----------|----------|----------|----------|
|           |                                          |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 CP00 | Project Control Specialist               | HR  | \$85.67       | \$88.24  | \$90.89  | \$93.61  | \$96.42  | \$99.32  |
| 0002 CQ00 | Project Leader                           | HR  | \$82.21       | \$84.68  | \$87.22  | \$89.83  | \$92.53  | \$95.30  |
| 0002 CR01 | Project Manager – Level I                | HR  | \$82.21       | \$84.68  | \$87.22  | \$89.83  | \$92.53  | \$95.30  |
| 0002 CR02 | Project Manager – Level II               | HR  | \$100.82      | \$103.84 | \$106.96 | \$110.17 | \$113.47 | \$116.88 |
| 0002 CR03 | Project Manager – Level III              | HR  | \$117.26      | \$120.78 | \$124.40 | \$128.13 | \$131.98 | \$135.94 |
| 0002 CS00 | Public Health Analyst                    | HR  | \$66.63       | \$68.63  | \$70.69  | \$72.81  | \$74.99  | \$77.24  |
| 0002 CT00 | Quality Assurance Analyst                | HR  | \$84.82       | \$87.36  | \$89.99  | \$92.69  | \$95.47  | \$98.33  |
| 0002 CU00 | Quality Assurance Manager                | HR  | \$107.12      | \$110.33 | \$113.64 | \$117.05 | \$120.56 | \$124.18 |
| 0002 CV00 | Quality Assurance Specialist             | HR  | \$68.15       | \$70.19  | \$72.30  | \$74.47  | \$76.70  | \$79.00  |
| 0002 CW00 | Records Management Specialist            | HR  | \$59.14       | \$60.91  | \$62.74  | \$64.62  | \$66.56  | \$68.56  |
| 0002 CX00 | Scanner Operator                         | HR  | \$37.29       | \$38.41  | \$39.56  | \$40.75  | \$41.97  | \$43.23  |
| 0002 CY00 | Scientific Data Analyst                  | HR  | \$61.34       | \$63.18  | \$65.08  | \$67.03  | \$69.04  | \$71.11  |
| 0002 CZ01 | Subject Matter Expert – Level I          | HR  | \$125.48      | \$129.24 | \$133.12 | \$137.12 | \$141.23 | \$145.47 |
| 0002 CZ02 | Subject Matter Expert – Level II         | HR  | \$173.08      | \$178.27 | \$183.62 | \$189.13 | \$194.80 | \$200.65 |
| 0002 CZ03 | Subject Matter Expert – Level III        | HR  | \$237.98      | \$245.12 | \$252.47 | \$260.05 | \$267.85 | \$275.88 |
| 0002 DA01 | System Administrator – Level I           | HR  | \$73.99       | \$76.21  | \$78.50  | \$80.85  | \$83.28  | \$85.77  |
| 0002 DA02 | System Administrator – Level II          | HR  | \$85.41       | \$87.97  | \$90.61  | \$93.33  | \$96.13  | \$99.01  |
| 0002 DA03 | System Administrator – Level III         | HR  | \$108.61      | \$111.87 | \$115.22 | \$118.68 | \$122.24 | \$125.91 |
| 0002 DB01 | Systems Architect – Level I              | HR  | \$114.66      | \$118.10 | \$121.64 | \$125.29 | \$129.05 | \$132.92 |
| 0002 DB02 | Systems Architect – Level II             | HR  | \$139.76      | \$143.95 | \$148.27 | \$152.72 | \$157.30 | \$162.02 |
| 0002 DC01 | Systems Engineer – Level I               | HR  | \$67.48       | \$69.50  | \$71.59  | \$73.74  | \$75.95  | \$78.23  |
| 0002 DC02 | Systems Engineer – Level II              | HR  | \$91.30       | \$94.04  | \$96.86  | \$99.77  | \$102.76 | \$105.84 |
| 0002 DC03 | Systems Engineer – Level III             | HR  | \$113.58      | \$116.99 | \$120.50 | \$124.11 | \$127.84 | \$131.67 |
| 0002 DD00 | System Operator                          | HR  | \$42.84       | \$44.13  | \$45.45  | \$46.81  | \$48.22  | \$49.66  |
| 0002 DE00 | System Programmer                        | HR  | \$93.58       | \$96.39  | \$99.28  | \$102.26 | \$105.33 | \$108.48 |
| 0002 DF01 | Technical Writer/Editor – Level I        | HR  | \$54.30       | \$55.93  | \$57.61  | \$59.34  | \$61.12  | \$62.95  |
| 0002 DF02 | Technical Writer/Editor – Level II       | HR  | \$67.05       | \$69.06  | \$71.13  | \$73.27  | \$75.47  | \$77.73  |
| 0002 DF03 | Technical Writer/Editor – Level III      | HR  | \$93.53       | \$96.34  | \$99.23  | \$102.20 | \$105.27 | \$108.43 |
| 0002 DG01 | Telecommunications Engineer – Level I    | HR  | \$66.95       | \$68.96  | \$71.03  | \$73.16  | \$75.35  | \$77.61  |
| 0002 DG02 | Telecommunications Engineer - Level II   | HR  | \$76.80       | \$79.10  | \$81.48  | \$83.92  | \$86.44  | \$89.03  |
| 0002 DH01 | Telecommunications Specialist – Level I  | HR  | \$66.64       | \$68.64  | \$70.70  | \$72.82  | \$75.00  | \$77.25  |
| 0002 DH02 | Telecommunications Specialist - Level II | HR  | \$81.39       | \$83.83  | \$86.35  | \$88.94  | \$91.61  | \$94.35  |

| ITEM      | DESCRIPTION                     | U/M | Contract Year |          |          |          |          |          |
|-----------|---------------------------------|-----|---------------|----------|----------|----------|----------|----------|
|           |                                 |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 DI00 | Test Engineer                   | HR  | \$104.24      | \$107.37 | \$110.59 | \$113.91 | \$117.32 | \$120.84 |
| 0002 DJ00 | Training Manager                | HR  | \$98.77       | \$101.73 | \$104.79 | \$107.93 | \$111.17 | \$114.50 |
| 0002 DK01 | Training Specialist – Level I   | HR  | \$59.82       | \$61.61  | \$63.46  | \$65.37  | \$67.33  | \$69.35  |
| 0002 DK02 | Training Specialist – Level II  | HR  | \$77.57       | \$79.90  | \$82.29  | \$84.76  | \$87.31  | \$89.92  |
| 0002 DL00 | Web Content Administrator       | HR  | \$91.64       | \$94.39  | \$97.22  | \$100.14 | \$103.14 | \$106.24 |
| 0002 DM00 | Web Designer                    | HR  | \$80.05       | \$82.45  | \$84.93  | \$87.47  | \$90.10  | \$92.80  |
| 0002 DN00 | Web Project Manager             | HR  | \$100.82      | \$103.84 | \$106.96 | \$110.17 | \$113.47 | \$116.88 |
| 0002 DO00 | Web Software Developer          | HR  | \$105.96      | \$109.14 | \$112.41 | \$115.79 | \$119.26 | \$122.84 |
| 0002 DP00 | Webmaster                       | HR  | \$77.88       | \$80.22  | \$82.62  | \$85.10  | \$87.65  | \$90.28  |
| 0002 DQ00 | Wide Area Network Administrator | HR  | \$87.40       | \$90.02  | \$92.72  | \$95.50  | \$98.37  | \$101.32 |