

| 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 | \$38.69 | \$39.46 | \$40.25 | \$41.06 | \$41.88 | \$42.72 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$53.42 | \$54.49 | \$55.58 | \$56.69 | \$57.82 | \$58.98 |
| 0001 AB01 | Application Engineer – Level I | HR | \$60.80 | \$62.02 | \$63.26 | \$64.52 | \$65.81 | \$67.13 |
| 0001 AB02 | Application Engineer – Level II | HR | \$86.65 | \$88.38 | \$90.15 | \$91.95 | \$93.79 | \$95.67 |
| 0001 AC01 | Application Programmer – Level I | HR | \$57.12 | \$58.26 | \$59.43 | \$60.62 | \$61.83 | \$63.07 |
| 0001 AC02 | Application Programmer – Level II | HR | \$74.47 | \$75.96 | \$77.48 | \$79.03 | \$80.61 | \$82.22 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$97.66 | \$99.61 | \$101.61 | \$103.64 | \$105.71 | \$107.82 |
| 0001 AD00 | Application Systems Analyst | HR | \$68.83 | \$70.21 | \$71.61 | \$73.04 | \$74.50 | \$75.99 |
| 0001 AE00 | Biostatistician | HR | \$124.38 | \$126.87 | \$129.40 | \$131.99 | \$134.63 | \$137.33 |
| 0001 AF01 | Business Analyst – Level I | HR | \$60.80 | \$62.02 | \$63.26 | \$64.52 | \$65.81 | \$67.13 |
| 0001 AF02 | Business Analyst – Level II | HR | \$79.22 | \$80.80 | \$82.42 | \$84.07 | \$85.75 | \$87.47 |
| 0001 AF03 | Business Analyst – Level III | HR | \$98.50 | \$100.47 | \$102.48 | \$104.53 | \$106.62 | \$108.75 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$79.22 | \$80.80 | \$82.42 | \$84.07 | \$85.75 | \$87.47 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$96.65 | \$98.58 | \$100.55 | \$102.57 | \$104.62 | \$106.71 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$133.61 | \$136.28 | \$139.01 | \$141.79 | \$144.62 | \$147.52 |
| 0001 AH00 | Chief Information Security Officer | HR | \$138.20 | \$140.96 | \$143.78 | \$146.66 | \$149.59 | \$152.58 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$87.75 | \$89.51 | \$91.30 | \$93.12 | \$94.98 | \$96.88 |
| 0001 AJ00 | Communications Network Manager | HR | \$104.21 | \$106.29 | \$108.42 | \$110.59 | \$112.80 | \$115.06 |
| 0001 AK00 | Communications Software Specialist | HR | \$87.75 | \$89.51 | \$91.30 | \$93.12 | \$94.98 | \$96.88 |
| 0001 AL00 | Communications Specialist | HR | \$70.90 | \$72.32 | \$73.76 | \$75.24 | \$76.74 | \$78.28 |
| 0001 AM00 | Computer Data Librarian | HR | \$58.05 | \$59.21 | \$60.40 | \$61.60 | \$62.84 | \$64.09 |
| 0001 AN00 | Computer Scientist | HR | \$97.66 | \$99.61 | \$101.61 | \$103.64 | \$105.71 | \$107.82 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$57.12 | \$58.26 | \$59.43 | \$60.62 | \$61.83 | \$63.07 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$82.91 | \$84.57 | \$86.26 | \$87.98 | \$89.74 | \$91.54 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$105.04 | \$107.14 | \$109.28 | \$111.47 | \$113.70 | \$115.97 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$47.92 | \$48.88 | \$49.86 | \$50.85 | \$51.87 | \$52.91 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$62.72 | \$63.97 | \$65.25 | \$66.56 | \$67.89 | \$69.25 |
| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$76.45 | \$77.98 | \$79.54 | \$81.13 | \$82.75 | \$84.41 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$104.01 | \$106.09 | \$108.21 | \$110.38 | \$112.58 | \$114.84 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$57.67 | \$58.82 | \$60.00 | \$61.20 | \$62.42 | \$63.67 |

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| 0001 AR02 | Cost Analyst – Level II | HR | \$72.85 | \$74.31 | \$75.79 | \$77.31 | \$78.86 | \$80.43 |
| 0001 AS00 | Data Entry Clerk | HR | \$24.18 | \$24.66 | \$25.16 | \$25.66 | \$26.17 | \$26.70 |
| 0001 AT00 | Data Security Specialist | HR | \$73.48 | \$74.95 | \$76.45 | \$77.98 | \$79.54 | \$81.13 |
| 0001 AU00 | Data Standardization Specialist | HR | \$67.51 | \$68.86 | \$70.24 | \$71.64 | \$73.07 | \$74.54 |
| 0001 AV00 | Database Administrator | HR | \$63.83 | \$65.11 | \$66.41 | \$67.74 | \$69.09 | \$70.47 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$53.98 | \$55.06 | \$56.16 | \$57.28 | \$58.43 | \$59.60 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$63.83 | \$65.11 | \$66.41 | \$67.74 | \$69.09 | \$70.47 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$83.62 | \$85.29 | \$87.00 | \$88.74 | \$90.51 | \$92.32 |
| 0001 AX01 | Database Specialist – Level I | HR | \$52.52 | \$53.57 | \$54.64 | \$55.73 | \$56.85 | \$57.99 |
| 0001 AX02 | Database Specialist – Level II | HR | \$63.83 | \$65.11 | \$66.41 | \$67.74 | \$69.09 | \$70.47 |
| 0001 AX03 | Database Specialist – Level III | HR | \$90.10 | \$91.90 | \$93.74 | \$95.61 | \$97.53 | \$99.48 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$61.17 | \$62.39 | \$63.64 | \$64.91 | \$66.21 | \$67.54 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$58.46 | \$59.63 | \$60.82 | \$62.04 | \$63.28 | \$64.54 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$79.33 | \$80.92 | \$82.53 | \$84.19 | \$85.87 | \$87.59 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$81.16 | \$82.78 | \$84.44 | \$86.13 | \$87.85 | \$89.61 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$57.49 | \$58.64 | \$59.81 | \$61.01 | \$62.23 | \$63.47 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$65.43 | \$66.74 | \$68.07 | \$69.43 | \$70.82 | \$72.24 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$73.33 | \$74.80 | \$76.29 | \$77.82 | \$79.37 | \$80.96 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$45.34 | \$46.25 | \$47.17 | \$48.12 | \$49.08 | \$50.06 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$65.43 | \$66.74 | \$68.07 | \$69.43 | \$70.82 | \$72.24 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$37.71 | \$38.46 | \$39.23 | \$40.02 | \$40.82 | \$41.63 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$69.10 | \$70.48 | \$71.89 | \$73.33 | \$74.80 | \$76.29 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$41.60 | \$42.43 | \$43.28 | \$44.15 | \$45.03 | \$45.93 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$96.65 | \$98.58 | \$100.55 | \$102.57 | \$104.62 | \$106.71 |
| 0001 BI00 | Facilitator | HR | \$49.76 | \$50.76 | \$51.77 | \$52.81 | \$53.86 | \$54.94 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$64.48 | \$65.77 | \$67.08 | \$68.43 | \$69.80 | \$71.19 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$58.46 | \$59.63 | \$60.82 | \$62.04 | \$63.28 | \$64.54 |
| 0001 BK02 | Functional Analyst – Level II | HR | \$81.29 | \$82.92 | \$84.57 | \$86.27 | \$87.99 | \$89.75 |
| 0001 BL01 | General Clerk – Level I | HR | \$22.12 | \$22.56 | \$23.01 | \$23.47 | \$23.94 | \$24.42 |
| 0001 BL02 | General Clerk – Level II | HR | \$24.18 | \$24.66 | \$25.16 | \$25.66 | \$26.17 | \$26.70 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 BL03 | General Clerk – Level III | HR | \$28.75 | \$29.33 | \$29.91 | \$30.51 | \$31.12 | \$31.74 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$114.25 | \$116.54 | \$118.87 | \$121.24 | \$123.67 | \$126.14 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$62.49 | \$63.74 | \$65.01 | \$66.31 | \$67.64 | \$68.99 |
| 0001 BO00 | Graphics Specialist | HR | \$84.09 | \$85.77 | \$87.49 | \$89.24 | \$91.02 | \$92.84 |
| 0001 BP00 | Hardware Draftsman | HR | \$65.04 | \$66.34 | \$67.67 | \$69.02 | \$70.40 | \$71.81 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$43.48 | \$44.35 | \$45.24 | \$46.14 | \$47.06 | \$48.01 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$47.83 | \$48.79 | \$49.76 | \$50.76 | \$51.77 | \$52.81 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$60.99 | \$62.21 | \$63.45 | \$64.72 | \$66.02 | \$67.34 |
| 0001 BS00 | Help Desk Manager | HR | \$86.04 | \$87.76 | \$89.52 | \$91.31 | \$93.13 | \$95.00 |
| 0001 BT00 | Help Desk Specialist | HR | \$39.06 | \$39.84 | \$40.64 | \$41.45 | \$42.28 | \$43.13 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$50.67 | \$51.68 | \$52.72 | \$53.77 | \$54.85 | \$55.94 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$58.46 | \$59.63 | \$60.82 | \$62.04 | \$63.28 | \$64.54 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$70.99 | \$72.41 | \$73.86 | \$75.34 | \$76.84 | \$78.38 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$151.09 | \$154.11 | \$157.19 | \$160.34 | \$163.54 | \$166.82 |
| 0001 BW01 | Information Engineer – Level I | HR | \$77.40 | \$78.95 | \$80.53 | \$82.14 | \$83.78 | \$85.46 |
| 0001 BW02 | Information Engineer – Level II | HR | \$98.50 | \$100.47 | \$102.48 | \$104.53 | \$106.62 | \$108.75 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$58.46 | \$59.63 | \$60.82 | \$62.04 | \$63.28 | \$64.54 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$66.51 | \$67.84 | \$69.20 | \$70.58 | \$71.99 | \$73.43 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$290.74 | \$296.55 | \$302.49 | \$308.54 | \$314.71 | \$321.00 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$108.71 | \$110.88 | \$113.10 | \$115.36 | \$117.67 | \$120.02 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$97.66 | \$99.61 | \$101.61 | \$103.64 | \$105.71 | \$107.82 |
| 0001 CC00 | Librarian | HR | \$65.60 | \$66.91 | \$68.25 | \$69.62 | \$71.01 | \$72.43 |
| 0001 CD00 | Librarian Technician | HR | \$59.26 | \$60.45 | \$61.65 | \$62.89 | \$64.14 | \$65.43 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$63.44 | \$64.71 | \$66.00 | \$67.32 | \$68.67 | \$70.04 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$65.08 | \$66.38 | \$67.71 | \$69.06 | \$70.44 | \$71.85 |
| 0001 CG00 | Network Administrator | HR | \$68.18 | \$69.54 | \$70.93 | \$72.35 | \$73.80 | \$75.28 |
| 0001 CH00 | Network Draftsman | HR | \$65.04 | \$66.34 | \$67.67 | \$69.02 | \$70.40 | \$71.81 |
| 0001 CI01 | Network Installation Technician – Level I | HR | \$48.39 | \$49.36 | \$50.34 | \$51.35 | \$52.38 | \$53.43 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$60.39 | \$61.60 | \$62.83 | \$64.09 | \$65.37 | \$66.68 |
| 0001 CJ00 | Network Support Technician | HR | \$45.37 | \$46.28 | \$47.20 | \$48.15 | \$49.11 | \$50.09 |

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|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 CK00 | Operations Manager | HR | \$98.50 | \$100.47 | \$102.48 | \$104.53 | \$106.62 | \$108.75 |
| 0001 CL00 | Procurement Product Specialist | HR | \$68.83 | \$70.21 | \$71.61 | \$73.04 | \$74.50 | \$75.99 |
| 0001 CM00 | Program Administration Specialist | HR | \$44.28 | \$45.17 | \$46.07 | \$46.99 | \$47.93 | \$48.89 |
| 0001 CN00 | Program Analyst | HR | \$60.80 | \$62.02 | \$63.26 | \$64.52 | \$65.81 | \$67.13 |
| 0001 CO00 | Program Manager | HR | \$125.47 | \$127.98 | \$130.54 | \$133.15 | \$135.81 | \$138.53 |
| 0001 CP00 | Project Control Specialist | HR | \$70.16 | \$71.56 | \$72.99 | \$74.45 | \$75.94 | \$77.46 |
| 0001 CQ00 | Project Leader | HR | \$98.50 | \$100.47 | \$102.48 | \$104.53 | \$106.62 | \$108.75 |
| 0001 CR01 | Project Manager – Level I | HR | \$88.45 | \$90.22 | \$92.02 | \$93.86 | \$95.74 | \$97.66 |
| 0001 CR02 | Project Manager – Level II | HR | \$106.88 | \$109.02 | \$111.20 | \$113.42 | \$115.69 | \$118.00 |
| 0001 CR03 | Project Manager – Level III | HR | \$125.47 | \$127.98 | \$130.54 | \$133.15 | \$135.81 | \$138.53 |
| 0001 CS00 | Public Health Analyst | HR | \$90.74 | \$92.55 | \$94.41 | \$96.29 | \$98.22 | \$100.18 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$58.46 | \$59.63 | \$60.82 | \$62.04 | \$63.28 | \$64.54 |
| 0001 CU00 | Quality Assurance Manager | HR | \$109.10 | \$111.28 | \$113.51 | \$115.78 | \$118.09 | \$120.46 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$109.10 | \$111.28 | \$113.51 | \$115.78 | \$118.09 | \$120.46 |
| 0001 CW00 | Records Management Specialist | HR | \$53.98 | \$55.06 | \$56.16 | \$57.28 | \$58.43 | \$59.60 |
| 0001 CX00 | Scanner Operator | HR | \$39.09 | \$39.87 | \$40.67 | \$41.48 | \$42.31 | \$43.16 |
| 0001 CY00 | Scientific Data Analyst | HR | \$81.63 | \$83.26 | \$84.93 | \$86.63 | \$88.36 | \$90.13 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$211.89 | \$216.13 | \$220.45 | \$224.86 | \$229.36 | \$233.94 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$248.76 | \$253.74 | \$258.81 | \$263.99 | \$269.27 | \$274.65 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$290.74 | \$296.55 | \$302.49 | \$308.54 | \$314.71 | \$321.00 |
| 0001 DA01 | System Administrator – Level I | HR | \$66.33 | \$67.66 | \$69.01 | \$70.39 | \$71.80 | \$73.23 |
| 0001 DA02 | System Administrator – Level II | HR | \$70.07 | \$71.47 | \$72.90 | \$74.36 | \$75.85 | \$77.36 |
| 0001 DA03 | System Administrator – Level III | HR | \$78.53 | \$80.10 | \$81.70 | \$83.34 | \$85.00 | \$86.70 |
| 0001 DB01 | Systems Architect – Level I | HR | \$77.08 | \$78.62 | \$80.19 | \$81.80 | \$83.43 | \$85.10 |
| 0001 DB02 | Systems Architect – Level II | HR | \$104.01 | \$106.09 | \$108.21 | \$110.38 | \$112.58 | \$114.84 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$78.09 | \$79.65 | \$81.24 | \$82.87 | \$84.53 | \$86.22 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$91.04 | \$92.86 | \$94.72 | \$96.61 | \$98.54 | \$100.52 |
| 0001 DC03 | Systems Engineer – Level III | HR | \$127.16 | \$129.70 | \$132.30 | \$134.94 | \$137.64 | \$140.39 |
| 0001 DD00 | System Operator | HR | \$37.71 | \$38.46 | \$39.23 | \$40.02 | \$40.82 | \$41.63 |
| 0001 DE00 | System Programmer | HR | \$79.33 | \$80.92 | \$82.53 | \$84.19 | \$85.87 | \$87.59 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$50.70 | \$51.71 | \$52.75 | \$53.80 | \$54.88 | \$55.98 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$65.28 | \$66.59 | \$67.92 | \$69.28 | \$70.66 | \$72.07 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$81.08 | \$82.70 | \$84.36 | \$86.04 | \$87.76 | \$89.52 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$88.37 | \$90.14 | \$91.94 | \$93.78 | \$95.65 | \$97.57 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$106.88 | \$109.02 | \$111.20 | \$113.42 | \$115.69 | \$118.00 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$78.29 | \$79.86 | \$81.45 | \$83.08 | \$84.74 | \$86.44 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$93.96 | \$95.84 | \$97.76 | \$99.71 | \$101.71 | \$103.74 |
| 0001 DI00 | Test Engineer | HR | \$79.22 | \$80.80 | \$82.42 | \$84.07 | \$85.75 | \$87.47 |
| 0001 DJ00 | Training Manager | HR | \$75.54 | \$77.05 | \$78.59 | \$80.16 | \$81.77 | \$83.40 |
| 0001 DK01 | Training Specialist – Level I | HR | \$52.48 | \$53.53 | \$54.60 | \$55.69 | \$56.81 | \$57.94 |
| 0001 DK02 | Training Specialist – Level II | HR | \$66.51 | \$67.84 | \$69.20 | \$70.58 | \$71.99 | \$73.43 |
| 0001 DL00 | Web Content Administrator | HR | \$55.29 | \$56.40 | \$57.52 | \$58.67 | \$59.85 | \$61.04 |
| 0001 DM00 | Web Designer | HR | \$84.09 | \$85.77 | \$87.49 | \$89.24 | \$91.02 | \$92.84 |
| 0001 DN00 | Web Project Manager | HR | \$103.39 | \$105.46 | \$107.57 | \$109.72 | \$111.91 | \$114.15 |
| 0001 DO00 | Web Software Developer | HR | \$72.85 | \$74.31 | \$75.79 | \$77.31 | \$78.86 | \$80.43 |
| 0001 DP00 | Webmaster | HR | \$65.67 | \$66.98 | \$68.32 | \$69.69 | \$71.08 | \$72.50 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$78.00 | \$79.56 | \$81.15 | \$82.77 | \$84.43 | \$86.12 |