

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|-----------|-----------|-----------|-----------|-----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 3% | 3% | 3% | 3% | 3% |
| 0002 AA01 | Administrative Assistant – Level I | HR | \$47.39 | \$48.81 | \$50.27 | \$51.78 | \$53.33 | \$54.93 |
| 0002 AA02 | Administrative Assistant – Level II | HR | \$63.78 | \$65.70 | \$67.67 | \$69.70 | \$71.79 | \$73.94 |
| 0002 AB01 | Application Engineer – Level I | HR | \$77.86 | \$80.19 | \$82.60 | \$85.07 | \$87.63 | \$90.26 |
| 0002 AB02 | Application Engineer – Level II | HR | \$104.91 | \$108.06 | \$111.30 | \$114.64 | \$118.08 | \$121.62 |
| 0002 AC01 | Application Programmer – Level I | HR | \$71.19 | \$73.33 | \$75.53 | \$77.79 | \$80.13 | \$82.53 |
| 0002 AC02 | Application Programmer – Level II | HR | \$97.56 | \$100.48 | \$103.50 | \$106.60 | \$109.80 | \$113.10 |
| 0002 AC03 | Applications Programmer – Level III | HR | \$117.70 | \$121.23 | \$124.87 | \$128.62 | \$132.47 | \$136.45 |
| 0002 AD00 | Application Systems Analyst | HR | \$88.06 | \$90.70 | \$93.42 | \$96.22 | \$99.11 | \$102.08 |
| 0002 AE00 | Biostatistician | HR | \$95.55 | \$98.41 | \$101.37 | \$104.41 | \$107.54 | \$110.77 |
| 0002 AF01 | Business Analyst – Level I | HR | \$71.42 | \$73.56 | \$75.77 | \$78.04 | \$80.39 | \$82.80 |
| 0002 AF02 | Business Analyst – Level II | HR | \$92.96 | \$95.75 | \$98.62 | \$101.58 | \$104.63 | \$107.77 |
| 0002 AF03 | Business Analyst – Level III | HR | \$116.04 | \$119.53 | \$123.11 | \$126.81 | \$130.61 | \$134.53 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I | HR | \$85.26 | \$87.82 | \$90.46 | \$93.17 | \$95.97 | \$98.84 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II | HR | \$109.13 | \$112.41 | \$115.78 | \$119.25 | \$122.83 | \$126.51 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR | \$150.73 | \$155.25 | \$159.90 | \$164.70 | \$169.64 | \$174.73 |
| 0002 AH00 | Chief Information Security Officer | HR | \$149.38 | \$153.86 | \$158.47 | \$163.23 | \$168.12 | \$173.17 |
| 0002 AI00 | Communications Hardware Specialist | HR | \$75.65 | \$77.92 | \$80.25 | \$82.66 | \$85.14 | \$87.70 |
| 0002 AJ00 | Communications Network Manager | HR | \$94.63 | \$97.47 | \$100.39 | \$103.40 | \$106.50 | \$109.70 |
| 0002 AK00 | Communications Software Specialist | HR | \$87.64 | \$90.27 | \$92.97 | \$95.76 | \$98.64 | \$101.59 |
| 0002 AL00 | Communications Specialist | HR | \$77.15 | \$79.46 | \$81.85 | \$84.30 | \$86.83 | \$89.44 |
| 0002 AM00 | Computer Data Librarian | HR | \$73.20 | \$75.39 | \$77.65 | \$79.98 | \$82.38 | \$84.85 |
| 0002 AN00 | Computer Scientist | HR | \$131.51 | \$135.45 | \$139.52 | \$143.70 | \$148.01 | \$152.45 |
| 0002 AO01 | Computer Security System Specialist – Level I | HR | \$80.09 | \$82.49 | \$84.97 | \$87.52 | \$90.14 | \$92.85 |
| 0002 AO02 | Computer Security System Specialist – Level II | HR | \$111.65 | \$115.00 | \$118.45 | \$122.00 | \$125.66 | \$129.43 |
| 0002 AO03 | Computer Security System Specialist – Level III | HR | \$121.70 | \$125.35 | \$129.11 | \$132.99 | \$136.98 | \$141.09 |
| 0002 AP01 | Computer Systems Analyst – Level I | HR | \$68.72 | \$70.78 | \$72.91 | \$75.10 | \$77.35 | \$79.67 |
| 0002 AP02 | Computer Systems Analyst – Level II | HR | \$87.36 | \$89.98 | \$92.68 | \$95.46 | \$98.32 | \$101.27 |
| 0002 AP03 | Computer Systems Analyst – Level III | HR | \$113.83 | \$117.24 | \$120.76 | \$124.38 | \$128.11 | \$131.96 |
| 0002 AQ00 | Configuration Management Specialist | HR | \$124.68 | \$128.42 | \$132.27 | \$136.24 | \$140.33 | \$144.54 |
| 0002 AR01 | Cost Analyst – Level I | HR | \$60.03 | \$61.83 | \$63.69 | \$65.60 | \$67.57 | \$69.59 |

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| 0002 AR02 | Cost Analyst – Level II | HR | \$75.05 | \$77.30 | \$79.62 | \$82.01 | \$84.47 | \$87.00 |
| 0002 AS00 | Data Entry Clerk | HR | \$32.49 | \$33.47 | \$34.47 | \$35.50 | \$36.57 | \$37.67 |
| 0002 AT00 | Data Security Specialist | HR | \$89.99 | \$92.69 | \$95.47 | \$98.33 | \$101.28 | \$104.32 |
| 0002 AU00 | Data Standardization Specialist | HR | \$85.65 | \$88.22 | \$90.86 | \$93.59 | \$96.40 | \$99.29 |
| 0002 AV00 | Database Administrator | HR | \$119.83 | \$123.42 | \$127.12 | \$130.94 | \$134.87 | \$138.91 |
| 0002 AW01 | Database Management Specialist – Level I | HR | \$77.62 | \$79.95 | \$82.35 | \$84.82 | \$87.36 | \$89.98 |
| 0002 AW02 | Database Management Specialist – Level II | HR | \$91.78 | \$94.54 | \$97.37 | \$100.29 | \$103.30 | \$106.40 |
| 0002 AW03 | Database Management Specialist – Level III | HR | \$110.04 | \$113.34 | \$116.74 | \$120.24 | \$123.85 | \$127.57 |
| 0002 AX01 | Database Specialist – Level I | HR | \$66.80 | \$68.81 | \$70.87 | \$73.00 | \$75.19 | \$77.44 |
| 0002 AX02 | Database Specialist – Level II | HR | \$93.11 | \$95.90 | \$98.78 | \$101.74 | \$104.79 | \$107.94 |
| 0002 AX03 | Database Specialist – Level III | HR | \$121.18 | \$124.81 | \$128.56 | \$132.41 | \$136.39 | \$140.48 |
| 0002 AY00 | Data Warehousing Administrator | HR | \$113.22 | \$116.62 | \$120.12 | \$123.72 | \$127.43 | \$131.26 |
| 0002 AZ00 | Data Warehouse Analyst | HR | \$91.55 | \$94.29 | \$97.12 | \$100.04 | \$103.04 | \$106.13 |
| 0002 BA00 | Data Warehouse Programmer | HR | \$90.87 | \$93.60 | \$96.41 | \$99.30 | \$102.28 | \$105.35 |
| 0002 BB00 | Disaster Recovery Specialist | HR | \$97.03 | \$99.94 | \$102.94 | \$106.02 | \$109.21 | \$112.48 |
| 0002 BC01 | Document Control Specialist – Level I | HR | \$55.28 | \$56.94 | \$58.65 | \$60.41 | \$62.22 | \$64.09 |
| 0002 BC02 | Document Control Specialist - Level II | HR | \$65.69 | \$67.66 | \$69.69 | \$71.78 | \$73.93 | \$76.15 |
| 0002 BC03 | Document Control Specialist – Level III | HR | \$77.42 | \$79.74 | \$82.13 | \$84.59 | \$87.13 | \$89.75 |
| 0002 BD01 | Document Support Specialist – Level I | HR | \$51.22 | \$52.76 | \$54.34 | \$55.97 | \$57.65 | \$59.38 |
| 0002 BD02 | Document Support Specialist – Level II | HR | \$61.01 | \$62.84 | \$64.73 | \$66.67 | \$68.67 | \$70.73 |
| 0002 BE00 | Duplicating Machine Operator | HR | \$38.06 | \$39.20 | \$40.38 | \$41.59 | \$42.84 | \$44.12 |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$109.45 | \$112.73 | \$116.12 | \$119.60 | \$123.19 | \$126.88 |
| 0002 BG00 | Electronic Meeting Technographer | HR | \$49.28 | \$50.76 | \$52.28 | \$53.85 | \$55.47 | \$57.13 |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$125.87 | \$129.65 | \$133.54 | \$137.55 | \$141.67 | \$145.92 |
| 0002 BI00 | Facilitator | HR | \$70.17 | \$72.28 | \$74.45 | \$76.68 | \$78.98 | \$81.35 |
| 0002 BJ00 | Financial Analyst – IT | HR | \$86.50 | \$89.10 | \$91.77 | \$94.53 | \$97.36 | \$100.28 |
| 0002 BK01 | Functional Analyst – Level I | HR | \$79.98 | \$82.38 | \$84.85 | \$87.39 | \$90.01 | \$92.71 |
| 0002 BK02 | Functional Analyst – Level II | HR | \$96.53 | \$99.43 | \$102.41 | \$105.48 | \$108.65 | \$111.91 |
| 0002 BL01 | General Clerk – Level I | HR | \$31.38 | \$32.32 | \$33.29 | \$34.29 | \$35.32 | \$36.38 |
| 0002 BL02 | General Clerk – Level II | HR | \$35.23 | \$36.29 | \$37.38 | \$38.50 | \$39.65 | \$40.84 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 BL03 | General Clerk – Level III | HR | \$41.37 | \$42.61 | \$43.89 | \$45.21 | \$46.56 | \$47.96 |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR | \$62.40 | \$64.27 | \$66.20 | \$68.19 | \$70.23 | \$72.34 |
| 0002 BN00 | Graphical User Interface Designer | HR | \$91.49 | \$94.23 | \$97.06 | \$99.97 | \$102.97 | \$106.06 |
| 0002 BO00 | Graphics Specialist | HR | \$74.39 | \$76.62 | \$78.92 | \$81.28 | \$83.72 | \$86.23 |
| 0002 BP00 | Hardware Draftsman | HR | \$70.91 | \$73.04 | \$75.23 | \$77.48 | \$79.81 | \$82.20 |
| 0002 BQ01 | Hardware Installation Technician – Level I | HR | \$48.09 | \$49.54 | \$51.02 | \$52.55 | \$54.13 | \$55.75 |
| 0002 BQ02 | Hardware Installation Technician – Level II | HR | \$57.79 | \$59.53 | \$61.31 | \$63.15 | \$65.05 | \$67.00 |
| 0002 BR00 | Hardware Specialist – Information Technology | HR | \$60.76 | \$62.59 | \$64.47 | \$66.40 | \$68.39 | \$70.44 |
| 0002 BS00 | Help Desk Manager | HR | \$97.11 | \$100.02 | \$103.02 | \$106.11 | \$109.30 | \$112.57 |
| 0002 BT00 | Help Desk Specialist | HR | \$72.45 | \$74.62 | \$76.86 | \$79.16 | \$81.54 | \$83.99 |
| 0002 BU01 | Imaging Specialist/Technician – Level I | HR | \$43.48 | \$44.78 | \$46.13 | \$47.51 | \$48.94 | \$50.40 |
| 0002 BU02 | Imaging Specialist/Technician – Level II | HR | \$50.50 | \$52.01 | \$53.57 | \$55.18 | \$56.83 | \$58.54 |
| 0002 BU03 | Imaging Specialist/Technician – Level III | HR | \$66.48 | \$68.47 | \$70.53 | \$72.64 | \$74.82 | \$77.07 |
| 0002 BV00 | Informatic Specialist/Bioinformatician | HR | \$92.16 | \$94.93 | \$97.77 | \$100.71 | \$103.73 | \$106.84 |
| 0002 BW01 | Information Engineer – Level I | HR | \$73.53 | \$75.74 | \$78.01 | \$80.35 | \$82.76 | \$85.24 |
| 0002 BW02 | Information Engineer – Level II | HR | \$83.99 | \$86.51 | \$89.11 | \$91.78 | \$94.54 | \$97.37 |
| 0002 BX00 | Information Resource Management Analyst | HR | \$86.53 | \$89.13 | \$91.80 | \$94.55 | \$97.39 | \$100.31 |
| 0002 BY00 | Information Systems Training Specialist | HR | \$81.77 | \$84.23 | \$86.75 | \$89.36 | \$92.04 | \$94.80 |
| 0002 BZ00 | IT Policy/Legislative Specialist | HR | \$105.08 | \$108.23 | \$111.48 | \$114.82 | \$118.27 | \$121.81 |
| 0002 CA00 | IT Strategic/Capital Planner | HR | \$151.30 | \$155.83 | \$160.51 | \$165.33 | \$170.28 | \$175.39 |
| 0002 CB00 | Knowledge Management Specialist | HR | \$90.00 | \$92.70 | \$95.48 | \$98.34 | \$101.29 | \$104.33 |
| 0002 CC00 | Librarian | HR | \$74.77 | \$77.01 | \$79.32 | \$81.70 | \$84.15 | \$86.67 |
| 0002 CD00 | Librarian Technician | HR | \$44.10 | \$45.43 | \$46.79 | \$48.19 | \$49.64 | \$51.13 |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR | \$62.57 | \$64.44 | \$66.38 | \$68.37 | \$70.42 | \$72.53 |
| 0002 CF00 | Modeling and Simulation Specialist | HR | \$101.37 | \$104.41 | \$107.54 | \$110.77 | \$114.09 | \$117.51 |
| 0002 CG00 | Network Administrator | HR | \$81.60 | \$84.05 | \$86.57 | \$89.17 | \$91.84 | \$94.60 |
| 0002 CH00 | Network Draftsman | HR | \$72.06 | \$74.22 | \$76.44 | \$78.74 | \$81.10 | \$83.53 |
| 0002 CI01 | Network Installation Technician – Level I | HR | \$58.02 | \$59.76 | \$61.56 | \$63.40 | \$65.30 | \$67.26 |
| 0002 CI02 | Network Installation Technician – Level II | HR | \$74.52 | \$76.75 | \$79.06 | \$81.43 | \$83.87 | \$86.39 |
| 0002 CJ00 | Network Support Technician | HR | \$64.74 | \$66.68 | \$68.68 | \$70.74 | \$72.86 | \$75.05 |

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|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 CK00 | Operations Manager | HR | \$116.62 | \$120.12 | \$123.72 | \$127.43 | \$131.26 | \$135.19 |
| 0002 CL00 | Procurement Product Specialist | HR | \$77.97 | \$80.31 | \$82.72 | \$85.20 | \$87.76 | \$90.39 |
| 0002 CM00 | Program Administration Specialist | HR | \$74.89 | \$77.14 | \$79.45 | \$81.83 | \$84.29 | \$86.82 |
| 0002 CN00 | Program Analyst | HR | \$80.16 | \$82.56 | \$85.04 | \$87.59 | \$90.22 | \$92.93 |
| 0002 CO00 | Program Manager | HR | \$144.30 | \$148.63 | \$153.09 | \$157.68 | \$162.41 | \$167.28 |
| 0002 CP00 | Project Control Specialist | HR | \$89.11 | \$91.78 | \$94.54 | \$97.37 | \$100.30 | \$103.30 |
| 0002 CQ00 | Project Leader | HR | \$100.37 | \$103.39 | \$106.49 | \$109.68 | \$112.97 | \$116.36 |
| 0002 CR01 | Project Manager – Level I | HR | \$95.06 | \$97.91 | \$100.85 | \$103.88 | \$106.99 | \$110.20 |
| 0002 CR02 | Project Manager – Level II | HR | \$130.51 | \$134.43 | \$138.46 | \$142.61 | \$146.89 | \$151.30 |
| 0002 CR03 | Project Manager – Level III | HR | \$143.06 | \$147.35 | \$151.78 | \$156.33 | \$161.02 | \$165.85 |
| 0002 CS00 | Public Health Analyst | HR | \$78.24 | \$80.58 | \$83.00 | \$85.49 | \$88.05 | \$90.70 |
| 0002 CT00 | Quality Assurance Analyst | HR | \$70.91 | \$73.03 | \$75.22 | \$77.48 | \$79.80 | \$82.20 |
| 0002 CU00 | Quality Assurance Manager | HR | \$106.82 | \$110.03 | \$113.33 | \$116.73 | \$120.23 | \$123.83 |
| 0002 CV00 | Quality Assurance Specialist | HR | \$100.94 | \$103.96 | \$107.08 | \$110.29 | \$113.60 | \$117.01 |
| 0002 CW00 | Records Management Specialist | HR | \$58.54 | \$60.30 | \$62.11 | \$63.97 | \$65.89 | \$67.87 |
| 0002 CX00 | Scanner Operator | HR | \$70.48 | \$72.59 | \$74.77 | \$77.01 | \$79.32 | \$81.70 |
| 0002 CY00 | Scientific Data Analyst | HR | \$73.06 | \$75.25 | \$77.51 | \$79.83 | \$82.23 | \$84.70 |
| 0002 CZ01 | Subject Matter Expert – Level I | HR | \$104.93 | \$108.08 | \$111.32 | \$114.66 | \$118.10 | \$121.64 |
| 0002 CZ02 | Subject Matter Expert – Level II | HR | \$139.30 | \$143.47 | \$147.78 | \$152.21 | \$156.78 | \$161.48 |
| 0002 CZ03 | Subject Matter Expert – Level III | HR | \$168.82 | \$173.88 | \$179.10 | \$184.47 | \$190.00 | \$195.70 |
| 0002 DA01 | System Administrator – Level I | HR | \$59.10 | \$60.87 | \$62.70 | \$64.58 | \$66.52 | \$68.51 |
| 0002 DA02 | System Administrator – Level II | HR | \$67.30 | \$69.32 | \$71.40 | \$73.54 | \$75.75 | \$78.02 |
| 0002 DA03 | System Administrator – Level III | HR | \$103.15 | \$106.24 | \$109.43 | \$112.71 | \$116.09 | \$119.57 |
| 0002 DB01 | Systems Architect – Level I | HR | \$108.39 | \$111.64 | \$114.99 | \$118.44 | \$121.99 | \$125.65 |
| 0002 DB02 | Systems Architect – Level II | HR | \$150.30 | \$154.81 | \$159.45 | \$164.23 | \$169.16 | \$174.24 |
| 0002 DC01 | Systems Engineer – Level I | HR | \$75.67 | \$77.94 | \$80.27 | \$82.68 | \$85.16 | \$87.72 |
| 0002 DC02 | Systems Engineer – Level II | HR | \$109.00 | \$112.27 | \$115.64 | \$119.11 | \$122.68 | \$126.36 |
| 0002 DC03 | Systems Engineer – Level III | HR | \$124.13 | \$127.85 | \$131.69 | \$135.64 | \$139.71 | \$143.90 |
| 0002 DD00 | System Operator | HR | \$53.72 | \$55.33 | \$56.99 | \$58.70 | \$60.46 | \$62.28 |
| 0002 DE00 | System Programmer | HR | \$99.87 | \$102.87 | \$105.96 | \$109.14 | \$112.41 | \$115.78 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 DF01 | Technical Writer/Editor – Level I | HR | \$56.71 | \$58.42 | \$60.17 | \$61.97 | \$63.83 | \$65.75 |
| 0002 DF02 | Technical Writer/Editor – Level II | HR | \$74.64 | \$76.88 | \$79.19 | \$81.57 | \$84.01 | \$86.53 |
| 0002 DF03 | Technical Writer/Editor – Level III | HR | \$86.34 | \$88.93 | \$91.60 | \$94.35 | \$97.18 | \$100.09 |
| 0002 DG01 | Telecommunications Engineer – Level I | HR | \$73.23 | \$75.43 | \$77.69 | \$80.02 | \$82.42 | \$84.89 |
| 0002 DG02 | Telecommunications Engineer - Level II | HR | \$87.24 | \$89.85 | \$92.55 | \$95.33 | \$98.19 | \$101.13 |
| 0002 DH01 | Telecommunications Specialist – Level I | HR | \$77.48 | \$79.81 | \$82.20 | \$84.67 | \$87.21 | \$89.82 |
| 0002 DH02 | Telecommunications Specialist - Level II | HR | \$96.85 | \$99.76 | \$102.75 | \$105.83 | \$109.01 | \$112.28 |
| 0002 DI00 | Test Engineer | HR | \$79.64 | \$82.03 | \$84.49 | \$87.03 | \$89.64 | \$92.33 |
| 0002 DJ00 | Training Manager | HR | \$89.64 | \$92.33 | \$95.10 | \$97.95 | \$100.89 | \$103.92 |
| 0002 DK01 | Training Specialist – Level I | HR | \$48.33 | \$49.78 | \$51.27 | \$52.81 | \$54.39 | \$56.02 |
| 0002 DK02 | Training Specialist – Level II | HR | \$92.55 | \$95.32 | \$98.18 | \$101.13 | \$104.16 | \$107.29 |
| 0002 DL00 | Web Content Administrator | HR | \$82.32 | \$84.79 | \$87.33 | \$89.95 | \$92.65 | \$95.43 |
| 0002 DM00 | Web Designer | HR | \$92.28 | \$95.05 | \$97.90 | \$100.84 | \$103.87 | \$106.98 |
| 0002 DN00 | Web Project Manager | HR | \$117.66 | \$121.19 | \$124.82 | \$128.57 | \$132.43 | \$136.40 |
| 0002 DO00 | Web Software Developer | HR | \$95.56 | \$98.42 | \$101.37 | \$104.42 | \$107.55 | \$110.77 |
| 0002 DP00 | Webmaster | HR | \$79.67 | \$82.06 | \$84.52 | \$87.05 | \$89.66 | \$92.35 |
| 0002 DQ00 | Wide Area Network Administrator | HR | \$93.06 | \$95.85 | \$98.73 | \$101.69 | \$104.74 | \$107.88 |