

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|-----------|-----------|-----------|-----------|-----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 3% | 3% | 3% | 3% | 3% |
| 0001 AA01 | Administrative Assistant – Level I | HR | \$34.45 | \$35.48 | \$36.55 | \$37.64 | \$38.77 | \$39.94 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$40.86 | \$42.09 | \$43.35 | \$44.65 | \$45.99 | \$47.37 |
| 0001 AB01 | Application Engineer – Level I | HR | \$121.92 | \$125.58 | \$129.34 | \$133.23 | \$137.22 | \$141.34 |
| 0001 AB02 | Application Engineer – Level II | HR | \$147.35 | \$151.77 | \$156.32 | \$161.01 | \$165.84 | \$170.82 |
| 0001 AC01 | Application Programmer – Level I | HR | \$84.24 | \$86.77 | \$89.37 | \$92.05 | \$94.81 | \$97.66 |
| 0001 AC02 | Application Programmer – Level II | HR | \$133.30 | \$137.30 | \$141.42 | \$145.66 | \$150.03 | \$154.53 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$155.50 | \$160.17 | \$164.97 | \$169.92 | \$175.02 | \$180.27 |
| 0001 AD00 | Application Systems Analyst | HR | \$64.98 | \$66.93 | \$68.94 | \$71.01 | \$73.14 | \$75.33 |
| 0001 AE00 | Biostatatician | HR | \$151.33 | \$155.87 | \$160.55 | \$165.36 | \$170.32 | \$175.43 |
| 0001 AF01 | Business Analyst – Level I | HR | \$115.77 | \$119.24 | \$122.82 | \$126.51 | \$130.30 | \$134.21 |
| 0001 AF02 | Business Analyst – Level II | HR | \$138.43 | \$142.58 | \$146.86 | \$151.27 | \$155.80 | \$160.48 |
| 0001 AF03 | Business Analyst – Level III | HR | \$159.25 | \$164.03 | \$168.95 | \$174.02 | \$179.24 | \$184.61 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$62.40 | \$64.27 | \$66.20 | \$68.19 | \$70.23 | \$72.34 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$82.97 | \$85.46 | \$88.02 | \$90.66 | \$93.38 | \$96.18 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$102.74 | \$105.82 | \$109.00 | \$112.27 | \$115.63 | \$119.10 |
| 0001 AH00 | Chief Information Security Officer | HR | \$172.95 | \$178.14 | \$183.48 | \$188.99 | \$194.66 | \$200.50 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$84.84 | \$87.39 | \$90.01 | \$92.71 | \$95.49 | \$98.35 |
| 0001 AJ00 | Communications Network Manager | HR | \$90.63 | \$93.35 | \$96.15 | \$99.03 | \$102.00 | \$105.07 |
| 0001 AK00 | Communications Software Specialist | HR | \$57.54 | \$59.27 | \$61.04 | \$62.88 | \$64.76 | \$66.70 |
| 0001 AL00 | Communications Specialist | HR | \$57.20 | \$58.92 | \$60.68 | \$62.50 | \$64.38 | \$66.31 |
| 0001 AM00 | Computer Data Librarian | HR | \$40.64 | \$41.86 | \$43.11 | \$44.41 | \$45.74 | \$47.11 |
| 0001 AN00 | Computer Scientist | HR | \$78.35 | \$80.70 | \$83.12 | \$85.62 | \$88.18 | \$90.83 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$122.20 | \$125.87 | \$129.64 | \$133.53 | \$137.54 | \$141.66 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$139.03 | \$143.20 | \$147.50 | \$151.92 | \$156.48 | \$161.17 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$156.11 | \$160.79 | \$165.62 | \$170.59 | \$175.70 | \$180.97 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$91.06 | \$93.79 | \$96.61 | \$99.50 | \$102.49 | \$105.56 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$116.73 | \$120.23 | \$123.84 | \$127.55 | \$131.38 | \$135.32 |

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| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$149.93 | \$154.43 | \$159.06 | \$163.83 | \$168.75 | \$173.81 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$100.46 | \$103.47 | \$106.58 | \$109.78 | \$113.07 | \$116.46 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$56.80 | \$58.50 | \$60.26 | \$62.07 | \$63.93 | \$65.85 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$70.05 | \$72.15 | \$74.32 | \$76.55 | \$78.84 | \$81.21 |
| 0001 AS00 | Data Entry Clerk | HR | \$31.25 | \$32.19 | \$33.15 | \$34.15 | \$35.17 | \$36.23 |
| 0001 AT00 | Data Security Specialist | HR | \$105.82 | \$108.99 | \$112.26 | \$115.63 | \$119.10 | \$122.67 |
| 0001 AU00 | Data Standardization Specialist | HR | \$50.22 | \$51.73 | \$53.28 | \$54.88 | \$56.52 | \$58.22 |
| 0001 AV00 | Database Administrator | HR | \$122.78 | \$126.46 | \$130.26 | \$134.17 | \$138.19 | \$142.34 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$80.46 | \$82.87 | \$85.36 | \$87.92 | \$90.56 | \$93.28 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$111.57 | \$114.92 | \$118.36 | \$121.92 | \$125.57 | \$129.34 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$136.66 | \$140.76 | \$144.98 | \$149.33 | \$153.81 | \$158.43 |
| 0001 AX01 | Database Specialist – Level I | HR | \$102.14 | \$105.20 | \$108.36 | \$111.61 | \$114.96 | \$118.41 |
| 0001 AX02 | Database Specialist – Level II | HR | \$135.76 | \$139.83 | \$144.03 | \$148.35 | \$152.80 | \$157.38 |
| 0001 AX03 | Database Specialist – Level III | HR | \$159.09 | \$163.86 | \$168.78 | \$173.84 | \$179.06 | \$184.43 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$83.98 | \$86.50 | \$89.09 | \$91.77 | \$94.52 | \$97.36 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$76.55 | \$78.85 | \$81.21 | \$83.65 | \$86.16 | \$88.74 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$80.91 | \$83.34 | \$85.84 | \$88.41 | \$91.06 | \$93.80 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$85.47 | \$88.03 | \$90.68 | \$93.40 | \$96.20 | \$99.08 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$32.25 | \$33.22 | \$34.21 | \$35.24 | \$36.30 | \$37.39 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$36.26 | \$37.35 | \$38.47 | \$39.62 | \$40.81 | \$42.04 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$47.32 | \$48.74 | \$50.20 | \$51.71 | \$53.26 | \$54.86 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$34.77 | \$35.81 | \$36.89 | \$37.99 | \$39.13 | \$40.31 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$38.12 | \$39.26 | \$40.44 | \$41.65 | \$42.90 | \$44.19 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$27.91 | \$28.75 | \$29.61 | \$30.50 | \$31.41 | \$32.36 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$67.52 | \$69.55 | \$71.63 | \$73.78 | \$75.99 | \$78.27 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$45.57 | \$46.94 | \$48.35 | \$49.80 | \$51.29 | \$52.83 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$91.16 | \$93.89 | \$96.71 | \$99.61 | \$102.60 | \$105.68 |
| 0001 BI00 | Facilitator | HR | \$55.62 | \$57.29 | \$59.01 | \$60.78 | \$62.60 | \$64.48 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$68.46 | \$70.51 | \$72.63 | \$74.81 | \$77.05 | \$79.36 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$74.29 | \$76.52 | \$78.81 | \$81.18 | \$83.61 | \$86.12 |

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| 0001 BK02 | Functional Analyst – Level II | HR | \$118.09 | \$121.63 | \$125.28 | \$129.04 | \$132.91 | \$136.90 |
| 0001 BL01 | General Clerk – Level I | HR | \$27.82 | \$28.65 | \$29.51 | \$30.40 | \$31.31 | \$32.25 |
| 0001 BL02 | General Clerk – Level II | HR | \$31.14 | \$32.07 | \$33.04 | \$34.03 | \$35.05 | \$36.10 |
| 0001 BL03 | General Clerk – Level III | HR | \$39.79 | \$40.98 | \$42.21 | \$43.48 | \$44.78 | \$46.13 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$63.61 | \$65.52 | \$67.48 | \$69.51 | \$71.59 | \$73.74 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$127.68 | \$131.51 | \$135.46 | \$139.52 | \$143.70 | \$148.02 |
| 0001 BO00 | Graphics Specialist | HR | \$79.10 | \$81.47 | \$83.92 | \$86.43 | \$89.03 | \$91.70 |
| 0001 BP00 | Hardware Draftsman | HR | \$49.02 | \$50.49 | \$52.01 | \$53.57 | \$55.17 | \$56.83 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$48.33 | \$49.78 | \$51.27 | \$52.81 | \$54.40 | \$56.03 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$61.14 | \$62.97 | \$64.86 | \$66.81 | \$68.81 | \$70.88 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$90.10 | \$92.80 | \$95.59 | \$98.45 | \$101.41 | \$104.45 |
| 0001 BS00 | Help Desk Manager | HR | \$102.68 | \$105.76 | \$108.93 | \$112.20 | \$115.57 | \$119.03 |
| 0001 BT00 | Help Desk Specialist | HR | \$78.94 | \$81.31 | \$83.75 | \$86.26 | \$88.85 | \$91.51 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$30.54 | \$31.46 | \$32.40 | \$33.37 | \$34.37 | \$35.40 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$38.91 | \$40.08 | \$41.28 | \$42.52 | \$43.79 | \$45.11 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$46.20 | \$47.59 | \$49.01 | \$50.48 | \$52.00 | \$53.56 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$148.41 | \$152.86 | \$157.45 | \$162.17 | \$167.04 | \$172.05 |
| 0001 BW01 | Information Engineer – Level I | HR | \$67.27 | \$69.29 | \$71.37 | \$73.51 | \$75.71 | \$77.98 |
| 0001 BW02 | Information Engineer – Level II | HR | \$83.61 | \$86.12 | \$88.70 | \$91.36 | \$94.10 | \$96.93 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$84.32 | \$86.85 | \$89.46 | \$92.14 | \$94.90 | \$97.75 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$96.54 | \$99.44 | \$102.42 | \$105.49 | \$108.66 | \$111.92 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$71.31 | \$73.45 | \$75.65 | \$77.92 | \$80.26 | \$82.67 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$141.40 | \$145.64 | \$150.01 | \$154.51 | \$159.15 | \$163.92 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$80.23 | \$82.64 | \$85.12 | \$87.67 | \$90.30 | \$93.01 |
| 0001 CC00 | Librarian | HR | \$43.85 | \$45.17 | \$46.52 | \$47.92 | \$49.35 | \$50.83 |
| 0001 CD00 | Librarian Technician | HR | \$33.37 | \$34.37 | \$35.40 | \$36.46 | \$37.56 | \$38.68 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$62.02 | \$63.88 | \$65.80 | \$67.77 | \$69.80 | \$71.90 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$76.46 | \$78.75 | \$81.12 | \$83.55 | \$86.06 | \$88.64 |
| 0001 CG00 | Network Administrator | HR | \$117.56 | \$121.09 | \$124.72 | \$128.46 | \$132.31 | \$136.28 |
| 0001 CH00 | Network Draftsman | HR | \$45.92 | \$47.30 | \$48.72 | \$50.18 | \$51.68 | \$53.23 |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 CI01 | Network Installation Technician – Level I | HR | \$55.84 | \$57.52 | \$59.24 | \$61.02 | \$62.85 | \$64.73 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$72.19 | \$74.36 | \$76.59 | \$78.88 | \$81.25 | \$83.69 |
| 0001 CJ00 | Network Support Technician | HR | \$70.92 | \$73.05 | \$75.24 | \$77.50 | \$79.82 | \$82.22 |
| 0001 CK00 | Operations Manager | HR | \$100.08 | \$103.08 | \$106.17 | \$109.36 | \$112.64 | \$116.02 |
| 0001 CL00 | Procurement Product Specialist | HR | \$53.57 | \$55.18 | \$56.83 | \$58.54 | \$60.29 | \$62.10 |
| 0001 CM00 | Program Administration Specialist | HR | \$76.58 | \$78.88 | \$81.24 | \$83.68 | \$86.19 | \$88.78 |
| 0001 CN00 | Program Analyst | HR | \$144.56 | \$148.90 | \$153.36 | \$157.96 | \$162.70 | \$167.58 |
| 0001 CO00 | Program Manager | HR | \$179.10 | \$184.47 | \$190.01 | \$195.71 | \$201.58 | \$207.63 |
| 0001 CP00 | Project Control Specialist | HR | \$68.74 | \$70.80 | \$72.93 | \$75.11 | \$77.37 | \$79.69 |
| 0001 CQ00 | Project Leader | HR | \$140.45 | \$144.66 | \$149.00 | \$153.47 | \$158.08 | \$162.82 |
| 0001 CR01 | Project Manager – Level I | HR | \$127.94 | \$131.78 | \$135.73 | \$139.80 | \$144.00 | \$148.32 |
| 0001 CR02 | Project Manager – Level II | HR | \$148.96 | \$153.43 | \$158.03 | \$162.77 | \$167.66 | \$172.69 |
| 0001 CR03 | Project Manager – Level III | HR | \$162.77 | \$167.65 | \$172.68 | \$177.86 | \$183.20 | \$188.70 |
| 0001 CS00 | Public Health Analyst | HR | \$66.60 | \$68.60 | \$70.66 | \$72.78 | \$74.96 | \$77.21 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$64.05 | \$65.97 | \$67.95 | \$69.99 | \$72.09 | \$74.25 |
| 0001 CU00 | Quality Assurance Manager | HR | \$86.52 | \$89.12 | \$91.79 | \$94.54 | \$97.38 | \$100.30 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$65.20 | \$67.16 | \$69.17 | \$71.25 | \$73.38 | \$75.58 |
| 0001 CW00 | Records Management Specialist | HR | \$37.43 | \$38.55 | \$39.71 | \$40.90 | \$42.13 | \$43.39 |
| 0001 CX00 | Scanner Operator | HR | \$30.98 | \$31.91 | \$32.87 | \$33.85 | \$34.87 | \$35.91 |
| 0001 CY00 | Scientific Data Analyst | HR | \$66.77 | \$68.77 | \$70.84 | \$72.96 | \$75.15 | \$77.40 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$170.42 | \$175.53 | \$180.80 | \$186.22 | \$191.81 | \$197.56 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$194.28 | \$200.11 | \$206.11 | \$212.30 | \$218.66 | \$225.22 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$234.75 | \$241.79 | \$249.05 | \$256.52 | \$264.21 | \$272.14 |
| 0001 DA01 | System Administrator – Level I | HR | \$59.46 | \$61.24 | \$63.08 | \$64.97 | \$66.92 | \$68.93 |
| 0001 DA02 | System Administrator – Level II | HR | \$93.76 | \$96.57 | \$99.47 | \$102.45 | \$105.53 | \$108.69 |
| 0001 DA03 | System Administrator – Level III | HR | \$133.72 | \$137.73 | \$141.86 | \$146.12 | \$150.50 | \$155.02 |
| 0001 DB01 | Systems Architect – Level I | HR | \$89.55 | \$92.24 | \$95.00 | \$97.85 | \$100.79 | \$103.81 |
| 0001 DB02 | Systems Architect – Level II | HR | \$183.29 | \$188.79 | \$194.45 | \$200.29 | \$206.29 | \$212.48 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$130.17 | \$134.08 | \$138.10 | \$142.24 | \$146.51 | \$150.90 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$135.64 | \$139.71 | \$143.90 | \$148.22 | \$152.66 | \$157.24 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 DC03 | Systems Engineer – Level III | HR | \$146.92 | \$151.33 | \$155.87 | \$160.54 | \$165.36 | \$170.32 |
| 0001 DD00 | System Operator | HR | \$45.29 | \$46.65 | \$48.05 | \$49.49 | \$50.97 | \$52.50 |
| 0001 DE00 | System Programmer | HR | \$111.87 | \$115.23 | \$118.68 | \$122.24 | \$125.91 | \$129.69 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$64.10 | \$66.02 | \$68.00 | \$70.04 | \$72.15 | \$74.31 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$80.20 | \$82.61 | \$85.08 | \$87.64 | \$90.27 | \$92.97 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$102.86 | \$105.95 | \$109.12 | \$112.40 | \$115.77 | \$119.24 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$68.03 | \$70.07 | \$72.17 | \$74.34 | \$76.57 | \$78.87 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$90.44 | \$93.15 | \$95.95 | \$98.83 | \$101.79 | \$104.84 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$58.87 | \$60.64 | \$62.46 | \$64.33 | \$66.26 | \$68.25 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$71.50 | \$73.65 | \$75.85 | \$78.13 | \$80.47 | \$82.89 |
| 0001 DI00 | Test Engineer | HR | \$133.29 | \$137.29 | \$141.41 | \$145.65 | \$150.02 | \$154.52 |
| 0001 DJ00 | Training Manager | HR | \$83.63 | \$86.14 | \$88.72 | \$91.38 | \$94.13 | \$96.95 |
| 0001 DK01 | Training Specialist – Level I | HR | \$54.75 | \$56.39 | \$58.08 | \$59.83 | \$61.62 | \$63.47 |
| 0001 DK02 | Training Specialist – Level II | HR | \$67.07 | \$69.08 | \$71.15 | \$73.29 | \$75.49 | \$77.75 |
| 0001 DL00 | Web Content Administrator | HR | \$67.51 | \$69.54 | \$71.62 | \$73.77 | \$75.98 | \$78.26 |
| 0001 DM00 | Web Designer | HR | \$103.16 | \$106.25 | \$109.44 | \$112.73 | \$116.11 | \$119.59 |
| 0001 DN00 | Web Project Manager | HR | \$95.89 | \$98.77 | \$101.73 | \$104.78 | \$107.93 | \$111.16 |
| 0001 DO00 | Web Software Developer | HR | \$109.00 | \$112.27 | \$115.64 | \$119.11 | \$122.68 | \$126.36 |
| 0001 DP00 | Webmaster | HR | \$71.94 | \$74.10 | \$76.32 | \$78.61 | \$80.97 | \$83.40 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$74.43 | \$76.66 | \$78.96 | \$81.33 | \$83.77 | \$86.28 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 3% | 3% | 3% | 3% | 3% |
| 0002 AA01 | Administrative Assistant – Level I | HR | \$31.04 | \$31.97 | \$32.93 | \$33.92 | \$34.94 | \$35.98 |
| 0002 AA02 | Administrative Assistant – Level II | HR | \$36.81 | \$37.91 | \$39.05 | \$40.22 | \$41.43 | \$42.67 |
| 0002 AB01 | Application Engineer – Level I | HR | \$109.84 | \$113.14 | \$116.53 | \$120.03 | \$123.63 | \$127.33 |
| 0002 AB02 | Application Engineer – Level II | HR | \$132.75 | \$136.73 | \$140.83 | \$145.06 | \$149.41 | \$153.89 |
| 0002 AC01 | Application Programmer – Level I | HR | \$75.89 | \$78.17 | \$80.51 | \$82.93 | \$85.41 | \$87.98 |
| 0002 AC02 | Application Programmer – Level II | HR | \$120.09 | \$123.69 | \$127.40 | \$131.23 | \$135.16 | \$139.22 |
| 0002 AC03 | Applications Programmer – Level III | HR | \$140.09 | \$144.29 | \$148.62 | \$153.08 | \$157.67 | \$162.40 |
| 0002 AD00 | Application Systems Analyst | HR | \$58.54 | \$60.30 | \$62.11 | \$63.97 | \$65.89 | \$67.86 |
| 0002 AE00 | Biostatatician | HR | \$136.33 | \$140.42 | \$144.63 | \$148.97 | \$153.44 | \$158.04 |
| 0002 AF01 | Business Analyst – Level I | HR | \$104.30 | \$107.43 | \$110.65 | \$113.97 | \$117.39 | \$120.91 |
| 0002 AF02 | Business Analyst – Level II | HR | \$124.71 | \$128.45 | \$132.30 | \$136.27 | \$140.36 | \$144.57 |
| 0002 AF03 | Business Analyst – Level III | HR | \$143.47 | \$147.77 | \$152.21 | \$156.77 | \$161.48 | \$166.32 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I | HR | \$56.22 | \$57.91 | \$59.64 | \$61.43 | \$63.28 | \$65.17 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II | HR | \$74.75 | \$76.99 | \$79.30 | \$81.68 | \$84.13 | \$86.66 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR | \$92.56 | \$95.34 | \$98.20 | \$101.14 | \$104.18 | \$107.30 |
| 0002 AH00 | Chief Information Security Officer | HR | \$155.81 | \$160.48 | \$165.30 | \$170.26 | \$175.37 | \$180.63 |
| 0002 AI00 | Communications Hardware Specialist | HR | \$76.43 | \$78.72 | \$81.08 | \$83.52 | \$86.02 | \$88.60 |
| 0002 AJ00 | Communications Network Manager | HR | \$81.65 | \$84.10 | \$86.62 | \$89.22 | \$91.90 | \$94.65 |
| 0002 AK00 | Communications Software Specialist | HR | \$51.84 | \$53.40 | \$55.00 | \$56.65 | \$58.35 | \$60.10 |
| 0002 AL00 | Communications Specialist | HR | \$51.53 | \$53.08 | \$54.67 | \$56.31 | \$58.00 | \$59.74 |
| 0002 AM00 | Computer Data Librarian | HR | \$36.61 | \$37.71 | \$38.84 | \$40.00 | \$41.20 | \$42.44 |
| 0002 AN00 | Computer Scientist | HR | \$70.59 | \$72.71 | \$74.89 | \$77.14 | \$79.45 | \$81.83 |
| 0002 AO01 | Computer Security System Specialist – Level I | HR | \$110.09 | \$113.39 | \$116.79 | \$120.30 | \$123.91 | \$127.62 |
| 0002 AO02 | Computer Security System Specialist – Level II | HR | \$125.25 | \$129.01 | \$132.88 | \$136.86 | \$140.97 | \$145.20 |
| 0002 AO03 | Computer Security System Specialist – Level III | HR | \$140.64 | \$144.86 | \$149.20 | \$153.68 | \$158.29 | \$163.04 |
| 0002 AP01 | Computer Systems Analyst – Level I | HR | \$82.04 | \$84.50 | \$87.04 | \$89.65 | \$92.34 | \$95.11 |
| 0002 AP02 | Computer Systems Analyst – Level II | HR | \$105.16 | \$108.31 | \$111.56 | \$114.91 | \$118.36 | \$121.91 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 AP03 | Computer Systems Analyst – Level III | HR | \$135.07 | \$139.12 | \$143.30 | \$147.59 | \$152.02 | \$156.58 |
| 0002 AQ00 | Configuration Management Specialist | HR | \$90.50 | \$93.22 | \$96.01 | \$98.89 | \$101.86 | \$104.91 |
| 0002 AR01 | Cost Analyst – Level I | HR | \$51.17 | \$52.71 | \$54.29 | \$55.91 | \$57.59 | \$59.32 |
| 0002 AR02 | Cost Analyst – Level II | HR | \$63.11 | \$65.00 | \$66.95 | \$68.96 | \$71.03 | \$73.16 |
| 0002 AS00 | Data Entry Clerk | HR | \$28.15 | \$28.99 | \$29.86 | \$30.76 | \$31.68 | \$32.63 |
| 0002 AT00 | Data Security Specialist | HR | \$95.33 | \$98.19 | \$101.14 | \$104.17 | \$107.29 | \$110.51 |
| 0002 AU00 | Data Standardization Specialist | HR | \$45.24 | \$46.60 | \$48.00 | \$49.43 | \$50.92 | \$52.45 |
| 0002 AV00 | Database Administrator | HR | \$110.61 | \$113.93 | \$117.35 | \$120.87 | \$124.49 | \$128.23 |
| 0002 AW01 | Database Management Specialist – Level I | HR | \$72.49 | \$74.66 | \$76.90 | \$79.21 | \$81.59 | \$84.04 |
| 0002 AW02 | Database Management Specialist – Level II | HR | \$100.51 | \$103.53 | \$106.63 | \$109.83 | \$113.12 | \$116.52 |
| 0002 AW03 | Database Management Specialist – Level III | HR | \$123.12 | \$126.81 | \$130.62 | \$134.54 | \$138.57 | \$142.73 |
| 0002 AX01 | Database Specialist – Level I | HR | \$92.02 | \$94.78 | \$97.62 | \$100.55 | \$103.57 | \$106.68 |
| 0002 AX02 | Database Specialist – Level II | HR | \$122.31 | \$125.98 | \$129.76 | \$133.65 | \$137.66 | \$141.79 |
| 0002 AX03 | Database Specialist – Level III | HR | \$143.32 | \$147.62 | \$152.05 | \$156.61 | \$161.31 | \$166.15 |
| 0002 AY00 | Data Warehousing Administrator | HR | \$75.66 | \$77.93 | \$80.27 | \$82.68 | \$85.16 | \$87.71 |
| 0002 AZ00 | Data Warehouse Analyst | HR | \$68.96 | \$71.03 | \$73.16 | \$75.35 | \$77.62 | \$79.94 |
| 0002 BA00 | Data Warehouse Programmer | HR | \$72.89 | \$75.08 | \$77.33 | \$79.65 | \$82.04 | \$84.50 |
| 0002 BB00 | Disaster Recovery Specialist | HR | \$77.00 | \$79.31 | \$81.69 | \$84.14 | \$86.66 | \$89.26 |
| 0002 BC01 | Document Control Specialist – Level I | HR | \$29.05 | \$29.92 | \$30.82 | \$31.74 | \$32.70 | \$33.68 |
| 0002 BC02 | Document Control Specialist - Level II | HR | \$32.67 | \$33.65 | \$34.66 | \$35.70 | \$36.77 | \$37.87 |
| 0002 BC03 | Document Control Specialist – Level III | HR | \$42.63 | \$43.91 | \$45.23 | \$46.58 | \$47.98 | \$49.42 |
| 0002 BD01 | Document Support Specialist – Level I | HR | \$31.32 | \$32.26 | \$33.23 | \$34.22 | \$35.25 | \$36.31 |
| 0002 BD02 | Document Support Specialist – Level II | HR | \$34.34 | \$35.37 | \$36.43 | \$37.52 | \$38.65 | \$39.81 |
| 0002 BE00 | Duplicating Machine Operator | HR | \$25.14 | \$25.89 | \$26.67 | \$27.47 | \$28.30 | \$29.14 |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$60.83 | \$62.65 | \$64.53 | \$66.47 | \$68.46 | \$70.52 |
| 0002 BG00 | Electronic Meeting Technographer | HR | \$41.05 | \$42.28 | \$43.55 | \$44.86 | \$46.20 | \$47.59 |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$82.13 | \$84.59 | \$87.13 | \$89.75 | \$92.44 | \$95.21 |
| 0002 BI00 | Facilitator | HR | \$50.11 | \$51.61 | \$53.16 | \$54.76 | \$56.40 | \$58.09 |
| 0002 BJ00 | Financial Analyst – IT | HR | \$61.68 | \$63.53 | \$65.44 | \$67.40 | \$69.42 | \$71.50 |
| 0002 BK01 | Functional Analyst – Level I | HR | \$66.93 | \$68.94 | \$71.01 | \$73.14 | \$75.33 | \$77.59 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 BK02 | Functional Analyst – Level II | HR | \$106.39 | \$109.58 | \$112.87 | \$116.26 | \$119.74 | \$123.34 |
| 0002 BL01 | General Clerk – Level I | HR | \$25.06 | \$25.81 | \$26.59 | \$27.38 | \$28.21 | \$29.05 |
| 0002 BL02 | General Clerk – Level II | HR | \$28.05 | \$28.89 | \$29.76 | \$30.65 | \$31.57 | \$32.52 |
| 0002 BL03 | General Clerk – Level III | HR | \$35.85 | \$36.93 | \$38.03 | \$39.17 | \$40.35 | \$41.56 |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR | \$57.31 | \$59.03 | \$60.80 | \$62.62 | \$64.50 | \$66.44 |
| 0002 BN00 | Graphical User Interface Designer | HR | \$115.03 | \$118.48 | \$122.04 | \$125.70 | \$129.47 | \$133.35 |
| 0002 BO00 | Graphics Specialist | HR | \$71.26 | \$73.40 | \$75.60 | \$77.87 | \$80.20 | \$82.61 |
| 0002 BP00 | Hardware Draftsman | HR | \$44.16 | \$45.48 | \$46.85 | \$48.25 | \$49.70 | \$51.19 |
| 0002 BQ01 | Hardware Installation Technician – Level I | HR | \$43.54 | \$44.85 | \$46.19 | \$47.58 | \$49.00 | \$50.47 |
| 0002 BQ02 | Hardware Installation Technician – Level II | HR | \$55.08 | \$56.73 | \$58.43 | \$60.19 | \$61.99 | \$63.85 |
| 0002 BR00 | Hardware Specialist – Information Technology | HR | \$81.17 | \$83.61 | \$86.11 | \$88.70 | \$91.36 | \$94.10 |
| 0002 BS00 | Help Desk Manager | HR | \$92.50 | \$95.28 | \$98.13 | \$101.08 | \$104.11 | \$107.23 |
| 0002 BT00 | Help Desk Specialist | HR | \$71.12 | \$73.25 | \$75.45 | \$77.71 | \$80.05 | \$82.45 |
| 0002 BU01 | Imaging Specialist/Technician – Level I | HR | \$27.51 | \$28.34 | \$29.19 | \$30.06 | \$30.96 | \$31.89 |
| 0002 BU02 | Imaging Specialist/Technician – Level II | HR | \$35.05 | \$36.10 | \$37.18 | \$38.30 | \$39.45 | \$40.63 |
| 0002 BU03 | Imaging Specialist/Technician – Level III | HR | \$41.62 | \$42.87 | \$44.15 | \$45.48 | \$46.84 | \$48.25 |
| 0002 BV00 | Informatic Specialist/Bioinformatician | HR | \$133.70 | \$137.71 | \$141.84 | \$146.10 | \$150.48 | \$154.99 |
| 0002 BW01 | Information Engineer – Level I | HR | \$60.60 | \$62.42 | \$64.29 | \$66.22 | \$68.21 | \$70.25 |
| 0002 BW02 | Information Engineer – Level II | HR | \$75.32 | \$77.58 | \$79.91 | \$82.30 | \$84.77 | \$87.32 |
| 0002 BX00 | Information Resource Management Analyst | HR | \$75.96 | \$78.24 | \$80.59 | \$83.00 | \$85.49 | \$88.06 |
| 0002 BY00 | Information Systems Training Specialist | HR | \$86.97 | \$89.58 | \$92.27 | \$95.03 | \$97.89 | \$100.82 |
| 0002 BZ00 | IT Policy/Legislative Specialist | HR | \$64.24 | \$66.17 | \$68.15 | \$70.20 | \$72.30 | \$74.47 |
| 0002 CA00 | IT Strategic/Capital Planner | HR | \$127.39 | \$131.21 | \$135.15 | \$139.20 | \$143.38 | \$147.68 |
| 0002 CB00 | Knowledge Management Specialist | HR | \$72.28 | \$74.45 | \$76.68 | \$78.98 | \$81.35 | \$83.79 |
| 0002 CC00 | Librarian | HR | \$39.50 | \$40.69 | \$41.91 | \$43.16 | \$44.46 | \$45.79 |
| 0002 CD00 | Librarian Technician | HR | \$30.06 | \$30.96 | \$31.89 | \$32.85 | \$33.83 | \$34.85 |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR | \$55.87 | \$57.55 | \$59.27 | \$61.05 | \$62.88 | \$64.77 |
| 0002 CF00 | Modeling and Simulation Specialist | HR | \$68.88 | \$70.95 | \$73.07 | \$75.27 | \$77.53 | \$79.85 |
| 0002 CG00 | Network Administrator | HR | \$105.91 | \$109.09 | \$112.36 | \$115.73 | \$119.20 | \$122.78 |
| 0002 CH00 | Network Draftsman | HR | \$41.37 | \$42.61 | \$43.89 | \$45.21 | \$46.56 | \$47.96 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 CI01 | Network Installation Technician – Level I | HR | \$50.31 | \$51.82 | \$53.37 | \$54.98 | \$56.62 | \$58.32 |
| 0002 CI02 | Network Installation Technician – Level II | HR | \$65.04 | \$66.99 | \$69.00 | \$71.07 | \$73.20 | \$75.40 |
| 0002 CJ00 | Network Support Technician | HR | \$63.89 | \$65.81 | \$67.78 | \$69.81 | \$71.91 | \$74.07 |
| 0002 CK00 | Operations Manager | HR | \$90.16 | \$92.86 | \$95.65 | \$98.52 | \$101.48 | \$104.52 |
| 0002 CL00 | Procurement Product Specialist | HR | \$48.26 | \$49.71 | \$51.20 | \$52.74 | \$54.32 | \$55.95 |
| 0002 CM00 | Program Administration Specialist | HR | \$68.99 | \$71.06 | \$73.19 | \$75.39 | \$77.65 | \$79.98 |
| 0002 CN00 | Program Analyst | HR | \$130.23 | \$134.14 | \$138.16 | \$142.31 | \$146.58 | \$150.97 |
| 0002 CO00 | Program Manager | HR | \$161.35 | \$166.19 | \$171.18 | \$176.31 | \$181.60 | \$187.05 |
| 0002 CP00 | Project Control Specialist | HR | \$61.93 | \$63.79 | \$65.70 | \$67.67 | \$69.70 | \$71.79 |
| 0002 CQ00 | Project Leader | HR | \$126.53 | \$130.33 | \$134.24 | \$138.26 | \$142.41 | \$146.68 |
| 0002 CR01 | Project Manager – Level I | HR | \$115.26 | \$118.72 | \$122.28 | \$125.95 | \$129.73 | \$133.62 |
| 0002 CR02 | Project Manager – Level II | HR | \$134.20 | \$138.23 | \$142.37 | \$146.64 | \$151.04 | \$155.57 |
| 0002 CR03 | Project Manager – Level III | HR | \$146.64 | \$151.04 | \$155.57 | \$160.24 | \$165.04 | \$170.00 |
| 0002 CS00 | Public Health Analyst | HR | \$60.00 | \$61.80 | \$63.65 | \$65.56 | \$67.53 | \$69.56 |
| 0002 CT00 | Quality Assurance Analyst | HR | \$57.70 | \$59.43 | \$61.21 | \$63.05 | \$64.94 | \$66.89 |
| 0002 CU00 | Quality Assurance Manager | HR | \$77.95 | \$80.29 | \$82.70 | \$85.18 | \$87.73 | \$90.37 |
| 0002 CV00 | Quality Assurance Specialist | HR | \$58.74 | \$60.50 | \$62.32 | \$64.19 | \$66.11 | \$68.10 |
| 0002 CW00 | Records Management Specialist | HR | \$33.72 | \$34.73 | \$35.77 | \$36.85 | \$37.95 | \$39.09 |
| 0002 CX00 | Scanner Operator | HR | \$27.91 | \$28.75 | \$29.61 | \$30.50 | \$31.41 | \$32.36 |
| 0002 CY00 | Scientific Data Analyst | HR | \$60.15 | \$61.95 | \$63.81 | \$65.73 | \$67.70 | \$69.73 |
| 0002 CZ01 | Subject Matter Expert – Level I | HR | \$153.53 | \$158.14 | \$162.88 | \$167.77 | \$172.80 | \$177.98 |
| 0002 CZ02 | Subject Matter Expert – Level II | HR | \$175.03 | \$180.28 | \$185.69 | \$191.26 | \$197.00 | \$202.91 |
| 0002 CZ03 | Subject Matter Expert – Level III | HR | \$211.49 | \$217.83 | \$224.37 | \$231.10 | \$238.03 | \$245.17 |
| 0002 DA01 | System Administrator – Level I | HR | \$53.57 | \$55.18 | \$56.83 | \$58.54 | \$60.29 | \$62.10 |
| 0002 DA02 | System Administrator – Level II | HR | \$84.47 | \$87.00 | \$89.61 | \$92.30 | \$95.07 | \$97.92 |
| 0002 DA03 | System Administrator – Level III | HR | \$120.47 | \$124.08 | \$127.81 | \$131.64 | \$135.59 | \$139.66 |
| 0002 DB01 | Systems Architect – Level I | HR | \$80.68 | \$83.10 | \$85.59 | \$88.16 | \$90.81 | \$93.53 |
| 0002 DB02 | Systems Architect – Level II | HR | \$165.13 | \$170.08 | \$175.19 | \$180.44 | \$185.86 | \$191.43 |
| 0002 DC01 | Systems Engineer – Level I | HR | \$117.27 | \$120.79 | \$124.41 | \$128.14 | \$131.99 | \$135.95 |
| 0002 DC02 | Systems Engineer – Level II | HR | \$122.20 | \$125.87 | \$129.64 | \$133.53 | \$137.54 | \$141.66 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 DC03 | Systems Engineer – Level III | HR | \$132.36 | \$136.33 | \$140.42 | \$144.63 | \$148.97 | \$153.44 |
| 0002 DD00 | System Operator | HR | \$40.80 | \$42.02 | \$43.28 | \$44.58 | \$45.92 | \$47.30 |
| 0002 DE00 | System Programmer | HR | \$100.78 | \$103.80 | \$106.92 | \$110.13 | \$113.43 | \$116.83 |
| 0002 DF01 | Technical Writer/Editor – Level I | HR | \$57.75 | \$59.48 | \$61.27 | \$63.10 | \$65.00 | \$66.95 |
| 0002 DF02 | Technical Writer/Editor – Level II | HR | \$72.25 | \$74.42 | \$76.65 | \$78.95 | \$81.32 | \$83.76 |
| 0002 DF03 | Technical Writer/Editor – Level III | HR | \$92.67 | \$95.45 | \$98.31 | \$101.26 | \$104.30 | \$107.43 |
| 0002 DG01 | Telecommunications Engineer – Level I | HR | \$61.29 | \$63.13 | \$65.02 | \$66.97 | \$68.98 | \$71.05 |
| 0002 DG02 | Telecommunications Engineer - Level II | HR | \$81.48 | \$83.92 | \$86.44 | \$89.04 | \$91.71 | \$94.46 |
| 0002 DH01 | Telecommunications Specialist – Level I | HR | \$53.04 | \$54.63 | \$56.27 | \$57.96 | \$59.70 | \$61.49 |
| 0002 DH02 | Telecommunications Specialist - Level II | HR | \$64.41 | \$66.34 | \$68.33 | \$70.38 | \$72.49 | \$74.67 |
| 0002 DI00 | Test Engineer | HR | \$120.08 | \$123.68 | \$127.39 | \$131.21 | \$135.15 | \$139.21 |
| 0002 DJ00 | Training Manager | HR | \$75.34 | \$77.60 | \$79.93 | \$82.33 | \$84.80 | \$87.34 |
| 0002 DK01 | Training Specialist – Level I | HR | \$49.32 | \$50.80 | \$52.32 | \$53.89 | \$55.51 | \$57.18 |
| 0002 DK02 | Training Specialist – Level II | HR | \$60.42 | \$62.23 | \$64.10 | \$66.02 | \$68.00 | \$70.04 |
| 0002 DL00 | Web Content Administrator | HR | \$60.82 | \$62.64 | \$64.52 | \$66.46 | \$68.45 | \$70.51 |
| 0002 DM00 | Web Designer | HR | \$92.94 | \$95.73 | \$98.60 | \$101.56 | \$104.60 | \$107.74 |
| 0002 DN00 | Web Project Manager | HR | \$86.39 | \$88.98 | \$91.65 | \$94.40 | \$97.23 | \$100.15 |
| 0002 DO00 | Web Software Developer | HR | \$98.20 | \$101.15 | \$104.18 | \$107.31 | \$110.52 | \$113.84 |
| 0002 DP00 | Webmaster | HR | \$64.81 | \$66.75 | \$68.76 | \$70.82 | \$72.94 | \$75.13 |
| 0002 DQ00 | Wide Area Network Administrator | HR | \$67.05 | \$69.06 | \$71.13 | \$73.27 | \$75.47 | \$77.73 |