

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | | | | |
|-----------|---|-----|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | | | | |
| | Escalation rate | | | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | |
| 0001 AA01 | Administrative Assistant – Level I | HR | \$48.53 | \$49.99 | \$51.49 | \$53.03 | \$54.62 | \$56.26 | | | | |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$60.66 | \$62.48 | \$64.35 | \$66.28 | \$68.27 | \$70.32 | | | | |
| 0001 AB01 | Application Engineer – Level I | HR | \$84.36 | \$86.89 | \$89.50 | \$92.18 | \$94.95 | \$97.80 | | | | |
| 0001 AB02 | Application Engineer – Level II | HR | \$117.38 | \$120.90 | \$124.53 | \$128.26 | \$132.11 | \$136.08 | | | | |
| 0001 AC01 | Application Programmer – Level I | HR | \$74.28 | \$76.51 | \$78.80 | \$81.17 | \$83.60 | \$86.11 | | | | |
| 0001 AC02 | Application Programmer – Level II | HR | \$107.93 | \$111.17 | \$114.50 | \$117.94 | \$121.48 | \$125.12 | | | | |
| 0001 AC03 | Applications Programmer – Level III | HR | \$131.66 | \$135.61 | \$139.68 | \$143.87 | \$148.18 | \$152.63 | | | | |
| 0001 AD00 | Application Systems Analyst | HR | \$118.43 | \$121.98 | \$125.64 | \$129.41 | \$133.29 | \$137.29 | | | | |
| 0001 AE00 | Biostatistician | HR | \$136.08 | \$140.16 | \$144.37 | \$148.70 | \$153.16 | \$157.75 | | | | |
| 0001 AF01 | Business Analyst – Level I | HR | \$74.64 | \$76.88 | \$79.19 | \$81.56 | \$84.01 | \$86.53 | | | | |
| 0001 AF02 | Business Analyst – Level II | HR | \$101.01 | \$104.04 | \$107.16 | \$110.38 | \$113.69 | \$117.10 | | | | |
| 0001 AF03 | Business Analyst – Level III | HR | \$125.22 | \$128.98 | \$132.85 | \$136.83 | \$140.94 | \$145.16 | | | | |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$100.63 | \$103.65 | \$106.76 | \$109.96 | \$113.26 | \$116.66 | | | | |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$105.43 | \$108.59 | \$111.85 | \$115.21 | \$118.66 | \$122.22 | | | | |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$151.98 | \$156.54 | \$161.24 | \$166.07 | \$171.05 | \$176.19 | | | | |
| 0001 AH00 | Chief Information Security Officer | HR | \$177.19 | \$182.51 | \$187.98 | \$193.62 | \$199.43 | \$205.41 | | | | |
| 0001 AI00 | Communications Hardware Specialist | HR | \$79.73 | \$82.12 | \$84.59 | \$87.12 | \$89.74 | \$92.43 | | | | |
| 0001 AJ00 | Communications Network Manager | HR | \$110.25 | \$113.56 | \$116.96 | \$120.47 | \$124.09 | \$127.81 | | | | |
| 0001 AK00 | Communications Software Specialist | HR | \$96.71 | \$99.61 | \$102.60 | \$105.68 | \$108.85 | \$112.11 | | | | |
| 0001 AL00 | Communications Specialist | HR | \$94.87 | \$97.72 | \$100.65 | \$103.67 | \$106.78 | \$109.98 | | | | |
| 0001 AM00 | Computer Data Librarian | HR | \$63.22 | \$65.12 | \$67.07 | \$69.08 | \$71.15 | \$73.29 | | | | |
| 0001 AN00 | Computer Scientist | HR | \$125.07 | \$128.82 | \$132.69 | \$136.67 | \$140.77 | \$144.99 | | | | |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$81.71 | \$84.16 | \$86.69 | \$89.29 | \$91.97 | \$94.72 | | | | |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$104.79 | \$107.93 | \$111.17 | \$114.51 | \$117.94 | \$121.48 | | | | |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$130.21 | \$134.12 | \$138.14 | \$142.28 | \$146.55 | \$150.95 | | | | |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$83.18 | \$85.68 | \$88.25 | \$90.89 | \$93.62 | \$96.43 | | | | |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$97.61 | \$100.54 | \$103.55 | \$106.66 | \$109.86 | \$113.16 | | | | |
| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$118.19 | \$121.74 | \$125.39 | \$129.15 | \$133.02 | \$137.01 | | | | |
| 0001 AQ00 | Configuration Management Specialist | HR | \$106.73 | \$109.93 | \$113.23 | \$116.63 | \$120.13 | \$123.73 | | | | |
| 0001 AR01 | Cost Analyst – Level I | HR | \$72.35 | \$74.52 | \$76.76 | \$79.06 | \$81.43 | \$83.87 | | | | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | |
| 0001 AR02 | Cost Analyst – Level II | HR | \$89.01 | \$91.68 | \$94.43 | \$97.26 | \$100.18 | \$103.19 | |
| 0001 AS00 | Data Entry Clerk | HR | \$45.03 | \$46.38 | \$47.77 | \$49.21 | \$50.68 | \$52.20 | |
| 0001 AT00 | Data Security Specialist | HR | \$91.40 | \$94.14 | \$96.97 | \$99.88 | \$102.87 | \$105.96 | |
| 0001 AU00 | Data Standardization Specialist | HR | \$82.20 | \$84.67 | \$87.21 | \$89.82 | \$92.52 | \$95.29 | |
| 0001 AV00 | Database Administrator | HR | \$104.23 | \$107.36 | \$110.58 | \$113.89 | \$117.31 | \$120.83 | |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$80.56 | \$82.98 | \$85.47 | \$88.03 | \$90.67 | \$93.39 | |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$107.15 | \$110.36 | \$113.68 | \$117.09 | \$120.60 | \$124.22 | |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$105.15 | \$108.30 | \$111.55 | \$114.90 | \$118.35 | \$121.90 | |
| 0001 AX01 | Database Specialist – Level I | HR | \$81.82 | \$84.27 | \$86.80 | \$89.41 | \$92.09 | \$94.85 | |
| 0001 AX02 | Database Specialist – Level II | HR | \$102.45 | \$105.52 | \$108.69 | \$111.95 | \$115.31 | \$118.77 | |
| 0001 AX03 | Database Specialist – Level III | HR | \$123.07 | \$126.76 | \$130.56 | \$134.48 | \$138.52 | \$142.67 | |
| 0001 AY00 | Data Warehousing Administrator | HR | \$120.23 | \$123.84 | \$127.55 | \$131.38 | \$135.32 | \$139.38 | |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$103.66 | \$106.77 | \$109.97 | \$113.27 | \$116.67 | \$120.17 | |
| 0001 BA00 | Data Warehouse Programmer | HR | \$112.05 | \$115.41 | \$118.87 | \$122.44 | \$126.11 | \$129.90 | |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$110.42 | \$113.73 | \$117.14 | \$120.66 | \$124.28 | \$128.01 | |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$50.78 | \$52.30 | \$53.87 | \$55.49 | \$57.15 | \$58.87 | |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$60.55 | \$62.37 | \$64.24 | \$66.16 | \$68.15 | \$70.19 | |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$77.13 | \$79.44 | \$81.83 | \$84.28 | \$86.81 | \$89.41 | |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$45.86 | \$47.24 | \$48.65 | \$50.11 | \$51.62 | \$53.16 | |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$62.54 | \$64.42 | \$66.35 | \$68.34 | \$70.39 | \$72.50 | |
| 0001 BE00 | Duplicating Machine Operator | HR | \$36.62 | \$37.72 | \$38.85 | \$40.02 | \$41.22 | \$42.45 | |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$114.05 | \$117.47 | \$121.00 | \$124.63 | \$128.36 | \$132.22 | |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$61.12 | \$62.95 | \$64.84 | \$66.79 | \$68.79 | \$70.85 | |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$141.63 | \$145.88 | \$150.26 | \$154.76 | \$159.41 | \$164.19 | |
| 0001 BI00 | Facilitator | HR | \$92.03 | \$94.79 | \$97.63 | \$100.56 | \$103.58 | \$106.69 | |
| 0001 BJ00 | Financial Analyst – IT | HR | \$80.61 | \$83.03 | \$85.52 | \$88.08 | \$90.73 | \$93.45 | |
| 0001 BK01 | Functional Analyst – Level I | HR | \$91.23 | \$93.97 | \$96.79 | \$99.69 | \$102.68 | \$105.76 | |
| 0001 BK02 | Functional Analyst – Level II | HR | \$130.33 | \$134.24 | \$138.27 | \$142.42 | \$146.69 | \$151.09 | |
| 0001 BL01 | General Clerk – Level I | HR | \$34.28 | \$35.31 | \$36.37 | \$37.46 | \$38.58 | \$39.74 | |
| 0001 BL02 | General Clerk – Level II | HR | \$41.84 | \$43.10 | \$44.39 | \$45.72 | \$47.09 | \$48.50 | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | |
| 0001 BL03 | General Clerk – Level III | HR | \$45.29 | \$46.65 | \$48.05 | \$49.49 | \$50.97 | \$52.50 | |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$98.91 | \$101.88 | \$104.93 | \$108.08 | \$111.32 | \$114.66 | |
| 0001 BN00 | Graphical User Interface Designer | HR | \$95.23 | \$98.09 | \$101.03 | \$104.06 | \$107.18 | \$110.40 | |
| 0001 BO00 | Graphics Specialist | HR | \$76.21 | \$78.50 | \$80.85 | \$83.28 | \$85.78 | \$88.35 | |
| 0001 BP00 | Hardware Draftsman | HR | \$59.09 | \$60.86 | \$62.69 | \$64.57 | \$66.51 | \$68.50 | |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$49.36 | \$50.84 | \$52.37 | \$53.94 | \$55.56 | \$57.22 | |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$62.22 | \$64.09 | \$66.01 | \$67.99 | \$70.03 | \$72.13 | |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$84.76 | \$87.30 | \$89.92 | \$92.62 | \$95.40 | \$98.26 | |
| 0001 BS00 | Help Desk Manager | HR | \$105.33 | \$108.49 | \$111.74 | \$115.10 | \$118.55 | \$122.11 | |
| 0001 BT00 | Help Desk Specialist | HR | \$63.39 | \$65.29 | \$67.25 | \$69.27 | \$71.35 | \$73.49 | |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$40.63 | \$41.85 | \$43.10 | \$44.40 | \$45.73 | \$47.10 | |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$64.04 | \$65.96 | \$67.94 | \$69.98 | \$72.08 | \$74.24 | |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$62.22 | \$64.09 | \$66.01 | \$67.99 | \$70.03 | \$72.13 | |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$167.45 | \$172.47 | \$177.65 | \$182.98 | \$188.47 | \$194.12 | |
| 0001 BW01 | Information Engineer – Level I | HR | \$92.47 | \$95.24 | \$98.10 | \$101.04 | \$104.08 | \$107.20 | |
| 0001 BW02 | Information Engineer – Level II | HR | \$116.35 | \$119.84 | \$123.44 | \$127.14 | \$130.95 | \$134.88 | |
| 0001 BX00 | Information Resource Management Analyst | HR | \$88.66 | \$91.32 | \$94.06 | \$96.88 | \$99.79 | \$102.78 | |
| 0001 BY00 | Information Systems Training Specialist | HR | \$87.55 | \$90.18 | \$92.88 | \$95.67 | \$98.54 | \$101.49 | |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$126.17 | \$129.96 | \$133.85 | \$137.87 | \$142.01 | \$146.27 | |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$127.95 | \$131.79 | \$135.74 | \$139.81 | \$144.01 | \$148.33 | |
| 0001 CB00 | Knowledge Management Specialist | HR | \$100.06 | \$103.06 | \$106.15 | \$109.34 | \$112.62 | \$116.00 | |
| 0001 CC00 | Librarian | HR | \$76.15 | \$78.43 | \$80.79 | \$83.21 | \$85.71 | \$88.28 | |
| 0001 CD00 | Librarian Technician | HR | \$46.29 | \$47.68 | \$49.11 | \$50.58 | \$52.10 | \$53.66 | |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$61.33 | \$63.17 | \$65.06 | \$67.02 | \$69.03 | \$71.10 | |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$141.47 | \$145.71 | \$150.09 | \$154.59 | \$159.23 | \$164.00 | |
| 0001 CG00 | Network Administrator | HR | \$85.29 | \$87.85 | \$90.48 | \$93.20 | \$95.99 | \$98.87 | |
| 0001 CH00 | Network Draftsman | HR | \$60.39 | \$62.20 | \$64.07 | \$65.99 | \$67.97 | \$70.01 | |
| 0001 CI01 | Network Installation Technician – Level I | HR | \$51.76 | \$53.31 | \$54.91 | \$56.56 | \$58.26 | \$60.00 | |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$73.64 | \$75.85 | \$78.12 | \$80.47 | \$82.88 | \$85.37 | |
| 0001 CJ00 | Network Support Technician | HR | \$66.89 | \$68.90 | \$70.96 | \$73.09 | \$75.29 | \$77.54 | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | |
|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | |
| 0001 CK00 | Operations Manager | HR | \$114.93 | \$118.38 | \$121.93 | \$125.59 | \$129.35 | \$133.24 | |
| 0001 CL00 | Procurement Product Specialist | HR | \$79.03 | \$81.40 | \$83.84 | \$86.36 | \$88.95 | \$91.62 | |
| 0001 CM00 | Program Administration Specialist | HR | \$60.03 | \$61.83 | \$63.69 | \$65.60 | \$67.56 | \$69.59 | |
| 0001 CN00 | Program Analyst | HR | \$90.05 | \$92.75 | \$95.53 | \$98.40 | \$101.35 | \$104.39 | |
| 0001 CO00 | Program Manager | HR | \$157.59 | \$162.32 | \$167.19 | \$172.20 | \$177.37 | \$182.69 | |
| 0001 CP00 | Project Control Specialist | HR | \$90.80 | \$93.52 | \$96.33 | \$99.22 | \$102.20 | \$105.26 | |
| 0001 CQ00 | Project Leader | HR | \$108.95 | \$112.22 | \$115.59 | \$119.05 | \$122.62 | \$126.30 | |
| 0001 CR01 | Project Manager – Level I | HR | \$106.37 | \$109.56 | \$112.85 | \$116.23 | \$119.72 | \$123.31 | |
| 0001 CR02 | Project Manager – Level II | HR | \$129.76 | \$133.65 | \$137.66 | \$141.79 | \$146.05 | \$150.43 | |
| 0001 CR03 | Project Manager – Level III | HR | \$148.75 | \$153.21 | \$157.81 | \$162.54 | \$167.42 | \$172.44 | |
| 0001 CS00 | Public Health Analyst | HR | \$119.83 | \$123.42 | \$127.13 | \$130.94 | \$134.87 | \$138.92 | |
| 0001 CT00 | Quality Assurance Analyst | HR | \$83.42 | \$85.92 | \$88.50 | \$91.16 | \$93.89 | \$96.71 | |
| 0001 CU00 | Quality Assurance Manager | HR | \$116.45 | \$119.94 | \$123.54 | \$127.25 | \$131.07 | \$135.00 | |
| 0001 CV00 | Quality Assurance Specialist | HR | \$93.03 | \$95.82 | \$98.70 | \$101.66 | \$104.71 | \$107.85 | |
| 0001 CW00 | Records Management Specialist | HR | \$63.21 | \$65.11 | \$67.06 | \$69.07 | \$71.14 | \$73.28 | |
| 0001 CX00 | Scanner Operator | HR | \$44.48 | \$45.81 | \$47.19 | \$48.60 | \$50.06 | \$51.56 | |
| 0001 CY00 | Scientific Data Analyst | HR | \$97.69 | \$100.62 | \$103.64 | \$106.75 | \$109.95 | \$113.25 | |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$151.69 | \$156.24 | \$160.93 | \$165.76 | \$170.73 | \$175.85 | |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$180.34 | \$185.75 | \$191.32 | \$197.06 | \$202.97 | \$209.06 | |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$215.51 | \$221.98 | \$228.63 | \$235.49 | \$242.56 | \$249.84 | |
| 0001 DA01 | System Administrator – Level I | HR | \$84.91 | \$87.46 | \$90.08 | \$92.78 | \$95.57 | \$98.43 | |
| 0001 DA02 | System Administrator – Level II | HR | \$103.40 | \$106.50 | \$109.70 | \$112.99 | \$116.38 | \$119.87 | |
| 0001 DA03 | System Administrator – Level III | HR | \$117.71 | \$121.24 | \$124.88 | \$128.62 | \$132.48 | \$136.46 | |
| 0001 DB01 | Systems Architect – Level I | HR | \$126.21 | \$130.00 | \$133.90 | \$137.91 | \$142.05 | \$146.31 | |
| 0001 DB02 | Systems Architect – Level II | HR | \$167.99 | \$173.03 | \$178.22 | \$183.57 | \$189.07 | \$194.75 | |
| 0001 DC01 | Systems Engineer – Level I | HR | \$100.06 | \$103.06 | \$106.15 | \$109.34 | \$112.62 | \$116.00 | |
| 0001 DC02 | Systems Engineer – Level II | HR | \$112.57 | \$115.95 | \$119.43 | \$123.01 | \$126.70 | \$130.50 | |
| 0001 DC03 | Systems Engineer – Level III | HR | \$150.09 | \$154.59 | \$159.23 | \$164.01 | \$168.93 | \$174.00 | |
| 0001 DD00 | System Operator | HR | \$63.03 | \$64.92 | \$66.87 | \$68.87 | \$70.94 | \$73.07 | |
| 0001 DE00 | System Programmer | HR | \$81.74 | \$84.19 | \$86.72 | \$89.32 | \$92.00 | \$94.76 | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$59.05 | \$60.82 | \$62.65 | \$64.53 | \$66.46 | \$68.46 | |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$78.92 | \$81.29 | \$83.73 | \$86.24 | \$88.83 | \$91.49 | |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$100.90 | \$103.93 | \$107.04 | \$110.26 | \$113.56 | \$116.97 | |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$89.86 | \$92.56 | \$95.33 | \$98.19 | \$101.14 | \$104.17 | |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$104.27 | \$107.40 | \$110.62 | \$113.94 | \$117.36 | \$120.88 | |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$68.93 | \$71.00 | \$73.13 | \$75.32 | \$77.58 | \$79.91 | |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$105.65 | \$108.82 | \$112.08 | \$115.45 | \$118.91 | \$122.48 | |
| 0001 DI00 | Test Engineer | HR | \$113.17 | \$116.57 | \$120.06 | \$123.66 | \$127.37 | \$131.20 | |
| 0001 DJ00 | Training Manager | HR | \$105.35 | \$108.51 | \$111.77 | \$115.12 | \$118.57 | \$122.13 | |
| 0001 DK01 | Training Specialist – Level I | HR | \$72.60 | \$74.78 | \$77.02 | \$79.33 | \$81.71 | \$84.16 | |
| 0001 DK02 | Training Specialist – Level II | HR | \$85.41 | \$87.97 | \$90.61 | \$93.33 | \$96.13 | \$99.01 | |
| 0001 DL00 | Web Content Administrator | HR | \$93.96 | \$96.78 | \$99.68 | \$102.67 | \$105.75 | \$108.93 | |
| 0001 DM00 | Web Designer | HR | \$97.77 | \$100.70 | \$103.72 | \$106.84 | \$110.04 | \$113.34 | |
| 0001 DN00 | Web Project Manager | HR | \$139.67 | \$143.86 | \$148.18 | \$152.62 | \$157.20 | \$161.92 | |
| 0001 DO00 | Web Software Developer | HR | \$118.36 | \$121.91 | \$125.57 | \$129.34 | \$133.22 | \$137.21 | |
| 0001 DP00 | Webmaster | HR | \$105.24 | \$108.40 | \$111.65 | \$115.00 | \$118.45 | \$122.00 | |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$99.86 | \$102.86 | \$105.94 | \$109.12 | \$112.39 | \$115.77 | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | | | | |
|-----------|---|-----|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | | | | |
| | Escalation rate | | | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | |
| 0002 AA01 | Administrative Assistant – Level I | HR | \$43.74 | \$45.05 | \$46.40 | \$47.80 | \$49.23 | \$50.71 | | | | |
| 0002 AA02 | Administrative Assistant – Level II | HR | \$54.67 | \$56.31 | \$58.00 | \$59.74 | \$61.53 | \$63.38 | | | | |
| 0002 AB01 | Application Engineer – Level I | HR | \$80.71 | \$83.13 | \$85.63 | \$88.19 | \$90.84 | \$93.57 | | | | |
| 0002 AB02 | Application Engineer – Level II | HR | \$104.78 | \$107.92 | \$111.16 | \$114.50 | \$117.93 | \$121.47 | | | | |
| 0002 AC01 | Application Programmer – Level I | HR | \$67.53 | \$69.56 | \$71.64 | \$73.79 | \$76.01 | \$78.29 | | | | |
| 0002 AC02 | Application Programmer – Level II | HR | \$97.53 | \$100.46 | \$103.47 | \$106.57 | \$109.77 | \$113.06 | | | | |
| 0002 AC03 | Applications Programmer – Level III | HR | \$117.55 | \$121.08 | \$124.71 | \$128.45 | \$132.30 | \$136.27 | | | | |
| 0002 AD00 | Application Systems Analyst | HR | \$106.22 | \$109.41 | \$112.69 | \$116.07 | \$119.55 | \$123.14 | | | | |
| 0002 AE00 | Biostatistician | HR | \$121.88 | \$125.54 | \$129.30 | \$133.18 | \$137.18 | \$141.29 | | | | |
| 0002 AF01 | Business Analyst – Level I | HR | \$71.41 | \$73.55 | \$75.76 | \$78.03 | \$80.37 | \$82.78 | | | | |
| 0002 AF02 | Business Analyst – Level II | HR | \$93.28 | \$96.08 | \$98.96 | \$101.93 | \$104.99 | \$108.14 | | | | |
| 0002 AF03 | Business Analyst – Level III | HR | \$110.11 | \$113.41 | \$116.82 | \$120.32 | \$123.93 | \$127.65 | | | | |
| 0002 AG01 | Business Process Reengineering Specialist – Level I | HR | \$96.27 | \$99.16 | \$102.13 | \$105.20 | \$108.35 | \$111.60 | | | | |
| 0002 AG02 | Business Process Reengineering Specialist – Level II | HR | \$100.87 | \$103.90 | \$107.01 | \$110.22 | \$113.53 | \$116.94 | | | | |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR | \$138.16 | \$142.30 | \$146.57 | \$150.97 | \$155.50 | \$160.17 | | | | |
| 0002 AH00 | Chief Information Security Officer | HR | \$159.70 | \$164.49 | \$169.43 | \$174.51 | \$179.74 | \$185.14 | | | | |
| 0002 AI00 | Communications Hardware Specialist | HR | \$71.18 | \$73.32 | \$75.51 | \$77.78 | \$80.11 | \$82.52 | | | | |
| 0002 AJ00 | Communications Network Manager | HR | \$99.37 | \$102.35 | \$105.42 | \$108.58 | \$111.84 | \$115.20 | | | | |
| 0002 AK00 | Communications Software Specialist | HR | \$85.04 | \$87.59 | \$90.22 | \$92.93 | \$95.71 | \$98.58 | | | | |
| 0002 AL00 | Communications Specialist | HR | \$85.14 | \$87.69 | \$90.33 | \$93.03 | \$95.83 | \$98.70 | | | | |
| 0002 AM00 | Computer Data Librarian | HR | \$56.98 | \$58.69 | \$60.45 | \$62.26 | \$64.13 | \$66.06 | | | | |
| 0002 AN00 | Computer Scientist | HR | \$112.73 | \$116.11 | \$119.60 | \$123.18 | \$126.88 | \$130.68 | | | | |
| 0002 AO01 | Computer Security System Specialist – Level I | HR | \$73.65 | \$75.86 | \$78.14 | \$80.48 | \$82.89 | \$85.38 | | | | |
| 0002 AO02 | Computer Security System Specialist – Level II | HR | \$94.45 | \$97.28 | \$100.20 | \$103.21 | \$106.30 | \$109.49 | | | | |
| 0002 AO03 | Computer Security System Specialist – Level III | HR | \$110.22 | \$113.53 | \$116.93 | \$120.44 | \$124.05 | \$127.78 | | | | |
| 0002 AP01 | Computer Systems Analyst – Level I | HR | \$74.47 | \$76.70 | \$79.01 | \$81.38 | \$83.82 | \$86.33 | | | | |
| 0002 AP02 | Computer Systems Analyst – Level II | HR | \$89.98 | \$92.68 | \$95.46 | \$98.32 | \$101.27 | \$104.31 | | | | |
| 0002 AP03 | Computer Systems Analyst – Level III | HR | \$108.75 | \$112.01 | \$115.37 | \$118.83 | \$122.40 | \$126.07 | | | | |
| 0002 AQ00 | Configuration Management Specialist | HR | \$96.20 | \$99.09 | \$102.06 | \$105.12 | \$108.27 | \$111.52 | | | | |
| 0002 AR01 | Cost Analyst – Level I | HR | \$65.99 | \$67.97 | \$70.01 | \$72.11 | \$74.27 | \$76.50 | | | | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | |
| 0002 AR02 | Cost Analyst – Level II | HR | \$82.27 | \$84.74 | \$87.28 | \$89.90 | \$92.60 | \$95.37 | |
| 0002 AS00 | Data Entry Clerk | HR | \$40.58 | \$41.80 | \$43.05 | \$44.34 | \$45.67 | \$47.04 | |
| 0002 AT00 | Data Security Specialist | HR | \$82.38 | \$84.85 | \$87.40 | \$90.02 | \$92.72 | \$95.50 | |
| 0002 AU00 | Data Standardization Specialist | HR | \$74.09 | \$76.31 | \$78.60 | \$80.96 | \$83.39 | \$85.89 | |
| 0002 AV00 | Database Administrator | HR | \$93.94 | \$96.76 | \$99.66 | \$102.65 | \$105.73 | \$108.90 | |
| 0002 AW01 | Database Management Specialist – Level I | HR | \$70.84 | \$72.97 | \$75.15 | \$77.41 | \$79.73 | \$82.12 | |
| 0002 AW02 | Database Management Specialist – Level II | HR | \$94.22 | \$97.05 | \$99.96 | \$102.96 | \$106.05 | \$109.23 | |
| 0002 AW03 | Database Management Specialist – Level III | HR | \$100.59 | \$103.61 | \$106.72 | \$109.92 | \$113.21 | \$116.61 | |
| 0002 AX01 | Database Specialist – Level I | HR | \$75.54 | \$77.81 | \$80.14 | \$82.54 | \$85.02 | \$87.57 | |
| 0002 AX02 | Database Specialist – Level II | HR | \$94.46 | \$97.29 | \$100.21 | \$103.22 | \$106.32 | \$109.51 | |
| 0002 AX03 | Database Specialist – Level III | HR | \$113.46 | \$116.86 | \$120.37 | \$123.98 | \$127.70 | \$131.53 | |
| 0002 AY00 | Data Warehousing Administrator | HR | \$105.72 | \$108.89 | \$112.16 | \$115.52 | \$118.99 | \$122.56 | |
| 0002 AZ00 | Data Warehouse Analyst | HR | \$92.56 | \$95.34 | \$98.20 | \$101.14 | \$104.18 | \$107.30 | |
| 0002 BA00 | Data Warehouse Programmer | HR | \$98.52 | \$101.48 | \$104.52 | \$107.66 | \$110.89 | \$114.21 | |
| 0002 BB00 | Disaster Recovery Specialist | HR | \$99.53 | \$102.52 | \$105.59 | \$108.76 | \$112.02 | \$115.38 | |
| 0002 BC01 | Document Control Specialist – Level I | HR | \$45.77 | \$47.14 | \$48.56 | \$50.01 | \$51.51 | \$53.06 | |
| 0002 BC02 | Document Control Specialist - Level II | HR | \$54.57 | \$56.21 | \$57.89 | \$59.63 | \$61.42 | \$63.26 | |
| 0002 BC03 | Document Control Specialist – Level III | HR | \$69.52 | \$71.61 | \$73.75 | \$75.97 | \$78.25 | \$80.59 | |
| 0002 BD01 | Document Support Specialist – Level I | HR | \$41.33 | \$42.57 | \$43.85 | \$45.16 | \$46.52 | \$47.91 | |
| 0002 BD02 | Document Support Specialist – Level II | HR | \$56.36 | \$58.05 | \$59.79 | \$61.59 | \$63.43 | \$65.34 | |
| 0002 BE00 | Duplicating Machine Operator | HR | \$32.20 | \$33.17 | \$34.16 | \$35.19 | \$36.24 | \$37.33 | |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$102.44 | \$105.51 | \$108.68 | \$111.94 | \$115.30 | \$118.76 | |
| 0002 BG00 | Electronic Meeting Technographer | HR | \$58.47 | \$60.22 | \$62.03 | \$63.89 | \$65.81 | \$67.78 | |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$126.45 | \$130.24 | \$134.15 | \$138.18 | \$142.32 | \$146.59 | |
| 0002 BI00 | Facilitator | HR | \$82.46 | \$84.93 | \$87.48 | \$90.11 | \$92.81 | \$95.59 | |
| 0002 BJ00 | Financial Analyst – IT | HR | \$77.12 | \$79.43 | \$81.82 | \$84.27 | \$86.80 | \$89.40 | |
| 0002 BK01 | Functional Analyst – Level I | HR | \$82.94 | \$85.43 | \$87.99 | \$90.63 | \$93.35 | \$96.15 | |
| 0002 BK02 | Functional Analyst – Level II | HR | \$118.48 | \$122.03 | \$125.70 | \$129.47 | \$133.35 | \$137.35 | |
| 0002 BL01 | General Clerk – Level I | HR | \$30.98 | \$31.91 | \$32.87 | \$33.85 | \$34.87 | \$35.91 | |
| 0002 BL02 | General Clerk – Level II | HR | \$36.80 | \$37.90 | \$39.04 | \$40.21 | \$41.42 | \$42.66 | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | |
| 0002 BL03 | General Clerk – Level III | HR | \$40.64 | \$41.86 | \$43.11 | \$44.41 | \$45.74 | \$47.11 | |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR | \$91.18 | \$93.92 | \$96.73 | \$99.63 | \$102.62 | \$105.70 | |
| 0002 BN00 | Graphical User Interface Designer | HR | \$86.05 | \$88.63 | \$91.29 | \$94.03 | \$96.85 | \$99.76 | |
| 0002 BO00 | Graphics Specialist | HR | \$68.69 | \$70.75 | \$72.87 | \$75.06 | \$77.31 | \$79.63 | |
| 0002 BP00 | Hardware Draftsman | HR | \$52.90 | \$54.49 | \$56.12 | \$57.81 | \$59.54 | \$61.33 | |
| 0002 BQ01 | Hardware Installation Technician – Level I | HR | \$47.22 | \$48.64 | \$50.10 | \$51.60 | \$53.15 | \$54.74 | |
| 0002 BQ02 | Hardware Installation Technician – Level II | HR | \$56.22 | \$57.91 | \$59.64 | \$61.43 | \$63.28 | \$65.17 | |
| 0002 BR00 | Hardware Specialist – Information Technology | HR | \$75.83 | \$78.10 | \$80.45 | \$82.86 | \$85.35 | \$87.91 | |
| 0002 BS00 | Help Desk Manager | HR | \$92.62 | \$95.40 | \$98.26 | \$101.21 | \$104.24 | \$107.37 | |
| 0002 BT00 | Help Desk Specialist | HR | \$57.63 | \$59.36 | \$61.14 | \$62.97 | \$64.86 | \$66.81 | |
| 0002 BU01 | Imaging Specialist/Technician – Level I | HR | \$36.72 | \$37.82 | \$38.96 | \$40.12 | \$41.33 | \$42.57 | |
| 0002 BU02 | Imaging Specialist/Technician – Level II | HR | \$57.39 | \$59.11 | \$60.89 | \$62.71 | \$64.59 | \$66.53 | |
| 0002 BU03 | Imaging Specialist/Technician – Level III | HR | \$56.22 | \$57.91 | \$59.64 | \$61.43 | \$63.28 | \$65.17 | |
| 0002 BV00 | Informatic Specialist/Bioinformatician | HR | \$149.83 | \$154.32 | \$158.95 | \$163.72 | \$168.63 | \$173.69 | |
| 0002 BW01 | Information Engineer – Level I | HR | \$88.47 | \$91.12 | \$93.86 | \$96.67 | \$99.57 | \$102.56 | |
| 0002 BW02 | Information Engineer – Level II | HR | \$104.32 | \$107.45 | \$110.67 | \$113.99 | \$117.41 | \$120.94 | |
| 0002 BX00 | Information Resource Management Analyst | HR | \$84.82 | \$87.36 | \$89.99 | \$92.69 | \$95.47 | \$98.33 | |
| 0002 BY00 | Information Systems Training Specialist | HR | \$78.91 | \$81.28 | \$83.72 | \$86.23 | \$88.81 | \$91.48 | |
| 0002 BZ00 | IT Policy/Legislative Specialist | HR | \$110.94 | \$114.27 | \$117.70 | \$121.23 | \$124.86 | \$128.61 | |
| 0002 CA00 | IT Strategic/Capital Planner | HR | \$114.81 | \$118.25 | \$121.80 | \$125.46 | \$129.22 | \$133.10 | |
| 0002 CB00 | Knowledge Management Specialist | HR | \$90.18 | \$92.89 | \$95.67 | \$98.54 | \$101.50 | \$104.54 | |
| 0002 CC00 | Librarian | HR | \$68.05 | \$70.09 | \$72.19 | \$74.36 | \$76.59 | \$78.89 | |
| 0002 CD00 | Librarian Technician | HR | \$44.28 | \$45.61 | \$46.98 | \$48.39 | \$49.84 | \$51.33 | |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR | \$55.01 | \$56.66 | \$58.36 | \$60.11 | \$61.91 | \$63.77 | |
| 0002 CF00 | Modeling and Simulation Specialist | HR | \$126.77 | \$130.57 | \$134.49 | \$138.53 | \$142.68 | \$146.96 | |
| 0002 CG00 | Network Administrator | HR | \$76.87 | \$79.18 | \$81.55 | \$84.00 | \$86.52 | \$89.11 | |
| 0002 CH00 | Network Draftsman | HR | \$57.77 | \$59.50 | \$61.29 | \$63.13 | \$65.02 | \$66.97 | |
| 0002 CI01 | Network Installation Technician – Level I | HR | \$49.52 | \$51.01 | \$52.54 | \$54.11 | \$55.74 | \$57.41 | |
| 0002 CI02 | Network Installation Technician – Level II | HR | \$66.55 | \$68.55 | \$70.60 | \$72.72 | \$74.90 | \$77.15 | |
| 0002 CJ00 | Network Support Technician | HR | \$60.29 | \$62.10 | \$63.96 | \$65.88 | \$67.86 | \$69.89 | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | | | | | | |
|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|--|--|--|--|--|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | | | | | | |
| 0002 CK00 | Operations Manager | HR | \$103.58 | \$106.69 | \$109.89 | \$113.18 | \$116.58 | \$120.08 | | | | | | |
| 0002 CL00 | Procurement Product Specialist | HR | \$71.23 | \$73.37 | \$75.57 | \$77.83 | \$80.17 | \$82.58 | | | | | | |
| 0002 CM00 | Program Administration Specialist | HR | \$54.11 | \$55.73 | \$57.41 | \$59.13 | \$60.90 | \$62.73 | | | | | | |
| 0002 CN00 | Program Analyst | HR | \$81.16 | \$83.59 | \$86.10 | \$88.69 | \$91.35 | \$94.09 | | | | | | |
| 0002 CO00 | Program Manager | HR | \$142.04 | \$146.30 | \$150.69 | \$155.21 | \$159.87 | \$164.66 | | | | | | |
| 0002 CP00 | Project Control Specialist | HR | \$81.84 | \$84.30 | \$86.82 | \$89.43 | \$92.11 | \$94.87 | | | | | | |
| 0002 CQ00 | Project Leader | HR | \$98.20 | \$101.15 | \$104.18 | \$107.31 | \$110.52 | \$113.84 | | | | | | |
| 0002 CR01 | Project Manager – Level I | HR | \$95.87 | \$98.75 | \$101.71 | \$104.76 | \$107.90 | \$111.14 | | | | | | |
| 0002 CR02 | Project Manager – Level II | HR | \$116.96 | \$120.47 | \$124.08 | \$127.81 | \$131.64 | \$135.59 | | | | | | |
| 0002 CR03 | Project Manager – Level III | HR | \$134.07 | \$138.09 | \$142.23 | \$146.50 | \$150.90 | \$155.42 | | | | | | |
| 0002 CS00 | Public Health Analyst | HR | \$107.41 | \$110.63 | \$113.95 | \$117.37 | \$120.89 | \$124.52 | | | | | | |
| 0002 CT00 | Quality Assurance Analyst | HR | \$75.19 | \$77.45 | \$79.77 | \$82.16 | \$84.63 | \$87.17 | | | | | | |
| 0002 CU00 | Quality Assurance Manager | HR | \$104.95 | \$108.10 | \$111.34 | \$114.68 | \$118.12 | \$121.67 | | | | | | |
| 0002 CV00 | Quality Assurance Specialist | HR | \$83.85 | \$86.37 | \$88.96 | \$91.63 | \$94.37 | \$97.21 | | | | | | |
| 0002 CW00 | Records Management Specialist | HR | \$60.48 | \$62.29 | \$64.16 | \$66.09 | \$68.07 | \$70.11 | | | | | | |
| 0002 CX00 | Scanner Operator | HR | \$39.70 | \$40.89 | \$42.12 | \$43.38 | \$44.68 | \$46.02 | | | | | | |
| 0002 CY00 | Scientific Data Analyst | HR | \$87.22 | \$89.84 | \$92.53 | \$95.31 | \$98.17 | \$101.11 | | | | | | |
| 0002 CZ01 | Subject Matter Expert – Level I | HR | \$139.17 | \$143.35 | \$147.65 | \$152.07 | \$156.64 | \$161.34 | | | | | | |
| 0002 CZ02 | Subject Matter Expert – Level II | HR | \$165.60 | \$170.57 | \$175.69 | \$180.96 | \$186.38 | \$191.98 | | | | | | |
| 0002 CZ03 | Subject Matter Expert – Level III | HR | \$197.56 | \$203.49 | \$209.59 | \$215.88 | \$222.36 | \$229.03 | | | | | | |
| 0002 DA01 | System Administrator – Level I | HR | \$76.53 | \$78.83 | \$81.19 | \$83.63 | \$86.14 | \$88.72 | | | | | | |
| 0002 DA02 | System Administrator – Level II | HR | \$93.19 | \$95.99 | \$98.87 | \$101.83 | \$104.89 | \$108.03 | | | | | | |
| 0002 DA03 | System Administrator – Level III | HR | \$106.10 | \$109.28 | \$112.56 | \$115.94 | \$119.42 | \$123.00 | | | | | | |
| 0002 DB01 | Systems Architect – Level I | HR | \$112.69 | \$116.07 | \$119.55 | \$123.14 | \$126.83 | \$130.64 | | | | | | |
| 0002 DB02 | Systems Architect – Level II | HR | \$150.59 | \$155.11 | \$159.76 | \$164.55 | \$169.49 | \$174.58 | | | | | | |
| 0002 DC01 | Systems Engineer – Level I | HR | \$90.18 | \$92.89 | \$95.67 | \$98.54 | \$101.50 | \$104.54 | | | | | | |
| 0002 DC02 | Systems Engineer – Level II | HR | \$101.46 | \$104.50 | \$107.64 | \$110.87 | \$114.19 | \$117.62 | | | | | | |
| 0002 DC03 | Systems Engineer – Level III | HR | \$135.27 | \$139.33 | \$143.51 | \$147.81 | \$152.25 | \$156.82 | | | | | | |
| 0002 DD00 | System Operator | HR | \$60.30 | \$62.11 | \$63.97 | \$65.89 | \$67.87 | \$69.90 | | | | | | |
| 0002 DE00 | System Programmer | HR | \$71.87 | \$74.03 | \$76.25 | \$78.53 | \$80.89 | \$83.32 | | | | | | |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|--|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | |
| 0002 DF01 | Technical Writer/Editor – Level I | HR | \$53.23 | \$54.83 | \$56.47 | \$58.17 | \$59.91 | \$61.71 | |
| 0002 DF02 | Technical Writer/Editor – Level II | HR | \$71.13 | \$73.26 | \$75.46 | \$77.73 | \$80.06 | \$82.46 | |
| 0002 DF03 | Technical Writer/Editor – Level III | HR | \$90.94 | \$93.67 | \$96.48 | \$99.37 | \$102.35 | \$105.42 | |
| 0002 DG01 | Telecommunications Engineer – Level I | HR | \$85.96 | \$88.54 | \$91.19 | \$93.93 | \$96.75 | \$99.65 | |
| 0002 DG02 | Telecommunications Engineer - Level II | HR | \$99.75 | \$102.74 | \$105.82 | \$109.00 | \$112.27 | \$115.64 | |
| 0002 DH01 | Telecommunications Specialist – Level I | HR | \$65.94 | \$67.92 | \$69.96 | \$72.05 | \$74.22 | \$76.44 | |
| 0002 DH02 | Telecommunications Specialist - Level II | HR | \$96.05 | \$98.93 | \$101.90 | \$104.96 | \$108.11 | \$111.35 | |
| 0002 DI00 | Test Engineer | HR | \$102.00 | \$105.06 | \$108.21 | \$111.46 | \$114.80 | \$118.25 | |
| 0002 DJ00 | Training Manager | HR | \$94.95 | \$97.80 | \$100.73 | \$103.75 | \$106.87 | \$110.07 | |
| 0002 DK01 | Training Specialist – Level I | HR | \$65.43 | \$67.39 | \$69.41 | \$71.50 | \$73.64 | \$75.85 | |
| 0002 DK02 | Training Specialist – Level II | HR | \$76.98 | \$79.29 | \$81.67 | \$84.12 | \$86.64 | \$89.24 | |
| 0002 DL00 | Web Content Administrator | HR | \$84.90 | \$87.45 | \$90.07 | \$92.77 | \$95.56 | \$98.42 | |
| 0002 DM00 | Web Designer | HR | \$88.35 | \$91.00 | \$93.73 | \$96.54 | \$99.44 | \$102.42 | |
| 0002 DN00 | Web Project Manager | HR | \$126.21 | \$130.00 | \$133.90 | \$137.91 | \$142.05 | \$146.31 | |
| 0002 DO00 | Web Software Developer | HR | \$105.67 | \$108.84 | \$112.11 | \$115.47 | \$118.93 | \$122.50 | |
| 0002 DP00 | Webmaster | HR | \$95.67 | \$98.54 | \$101.50 | \$104.54 | \$107.68 | \$110.91 | |
| 0002 DQ00 | Wide Area Network Administrator | HR | \$90.01 | \$92.71 | \$95.49 | \$98.36 | \$101.31 | \$104.35 | |
| | | | | | | | | | |