

| ITEM      | DESCRIPTION   | U/M | Contract Year |          |          |          |          |          |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
|           |   |     | 5             | 6        | 7        | 8        | 9        | 10       |
|           | <b>Escalation rate</b>                                |     |               | 2%       | 2%       | 2%       | 2%       | 2%       |
| 0002 AA01 | Administrative Assistant – Level I                    | HR  | \$45.42       | \$46.32  | \$47.25  | \$48.20  | \$49.16  | \$50.14  |
| 0002 AA02 | Administrative Assistant – Level II                   | HR  | \$56.79       | \$57.92  | \$59.08  | \$60.26  | \$61.47  | \$62.70  |
| 0002 AB01 | Application Engineer – Level I                        | HR  | \$85.10       | \$86.80  | \$88.54  | \$90.31  | \$92.12  | \$93.96  |
| 0002 AB02 | Application Engineer – Level II                       | HR  | \$114.41      | \$116.70 | \$119.04 | \$121.42 | \$123.84 | \$126.32 |
| 0002 AC01 | Application Programmer – Level I                      | HR  | \$82.06       | \$83.70  | \$85.37  | \$87.08  | \$88.82  | \$90.60  |
| 0002 AC02 | Application Programmer – Level II                     | HR  | \$110.41      | \$112.61 | \$114.87 | \$117.16 | \$119.51 | \$121.90 |
| 0002 AC03 | Applications Programmer – Level III                   | HR  | \$131.12      | \$133.74 | \$136.42 | \$139.15 | \$141.93 | \$144.77 |
| 0002 AD00 | Application Systems Analyst                           | HR  | \$102.42      | \$104.46 | \$106.55 | \$108.69 | \$110.86 | \$113.08 |
| 0002 AE00 | Biostatatician  | HR  | \$109.54      | \$111.73 | \$113.97 | \$116.25 | \$118.57 | \$120.95 |
| 0002 AF01 | Business Analyst – Level I                            | HR  | \$82.16       | \$83.80  | \$85.48  | \$87.19  | \$88.93  | \$90.71  |
| 0002 AF02 | Business Analyst – Level II                           | HR  | \$105.80      | \$107.91 | \$110.07 | \$112.27 | \$114.52 | \$116.81 |
| 0002 AF03 | Business Analyst – Level III                          | HR  | \$128.09      | \$130.65 | \$133.26 | \$135.93 | \$138.65 | \$141.42 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I   | HR  | \$99.81       | \$101.80 | \$103.84 | \$105.91 | \$108.03 | \$110.19 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II  | HR  | \$130.27      | \$132.87 | \$135.53 | \$138.24 | \$141.00 | \$143.82 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR  | \$152.28      | \$155.33 | \$158.43 | \$161.60 | \$164.83 | \$168.13 |
| 0002 AH00 | Chief Information Security Officer+B20:B21            | HR  | \$221.62      | \$226.05 | \$230.57 | \$235.19 | \$239.89 | \$244.69 |
| 0002 AI00 | Communications Hardware Specialist                    | HR  | \$89.74       | \$91.53  | \$93.37  | \$95.23  | \$97.14  | \$99.08  |
| 0002 AJ00 | Communications Network Manager                        | HR  | \$117.36      | \$119.71 | \$122.10 | \$124.54 | \$127.03 | \$129.57 |
| 0002 AK00 | Communications Software Specialist                    | HR  | \$100.81      | \$102.83 | \$104.88 | \$106.98 | \$109.12 | \$111.30 |
| 0002 AL00 | Communications Specialist                             | HR  | \$94.51       | \$96.40  | \$98.33  | \$100.30 | \$102.31 | \$104.35 |
| 0002 AM00 | Computer Data Librarian                               | HR  | \$53.14       | \$54.20  | \$55.28  | \$56.39  | \$57.52  | \$58.67  |
| 0002 AN00 | Computer Scientist                                    | HR  | \$151.31      | \$154.34 | \$157.42 | \$160.57 | \$163.78 | \$167.06 |
| 0002 AO01 | Computer Security System Specialist – Level I         | HR  | \$87.62       | \$89.37  | \$91.16  | \$92.98  | \$94.84  | \$96.74  |
| 0002 AO02 | Computer Security System Specialist – Level II        | HR  | \$117.29      | \$119.63 | \$122.03 | \$124.47 | \$126.96 | \$129.50 |
| 0002 AO03 | Computer Security System Specialist – Level III       | HR  | \$139.45      | \$142.23 | \$145.08 | \$147.98 | \$150.94 | \$153.96 |
| 0002 AP01 | Computer Systems Analyst – Level I                    | HR  | \$76.87       | \$78.41  | \$79.98  | \$81.57  | \$83.21  | \$84.87  |
| 0002 AP02 | Computer Systems Analyst – Level II                   | HR  | \$101.80      | \$103.84 | \$105.91 | \$108.03 | \$110.19 | \$112.40 |

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| 0002 AP03 | Computer Systems Analyst – Level III          | HR  | \$126.00      | \$128.52 | \$131.09 | \$133.71 | \$136.39 | \$139.11 |
| 0002 AQ00 | Configuration Management Specialist           | HR  | \$97.68       | \$99.64  | \$101.63 | \$103.66 | \$105.74 | \$107.85 |
| 0002 AR01 | Cost Analyst – Level I                        | HR  | \$68.71       | \$70.09  | \$71.49  | \$72.92  | \$74.38  | \$75.86  |
| 0002 AR02 | Cost Analyst – Level II                       | HR  | \$87.76       | \$89.52  | \$91.31  | \$93.14  | \$95.00  | \$96.90  |
| 0002 AS00 | Data Entry Clerk                              | HR  | \$34.50       | \$35.19  | \$35.89  | \$36.61  | \$37.34  | \$38.09  |
| 0002 AT00 | Data Security Specialist                      | HR  | \$106.39      | \$108.52 | \$110.69 | \$112.90 | \$115.16 | \$117.47 |
| 0002 AU00 | Data Standardization Specialist               | HR  | \$77.78       | \$79.33  | \$80.92  | \$82.54  | \$84.19  | \$85.87  |
| 0002 AV00 | Database Administrator                        | HR  | \$124.79      | \$127.29 | \$129.83 | \$132.43 | \$135.08 | \$137.78 |
| 0002 AW01 | Database Management Specialist – Level I      | HR  | \$91.21       | \$93.03  | \$94.90  | \$96.79  | \$98.73  | \$100.70 |
| 0002 AW02 | Database Management Specialist – Level II     | HR  | \$118.49      | \$120.86 | \$123.27 | \$125.74 | \$128.25 | \$130.82 |
| 0002 AW03 | Database Management Specialist – Level III    | HR  | \$137.27      | \$140.02 | \$142.82 | \$145.68 | \$148.59 | \$151.56 |
| 0002 AX01 | Database Specialist – Level I                 | HR  | \$86.46       | \$88.19  | \$89.96  | \$91.76  | \$93.59  | \$95.46  |
| 0002 AX02 | Database Specialist – Level II                | HR  | \$114.87      | \$117.17 | \$119.51 | \$121.90 | \$124.34 | \$126.83 |
| 0002 AX03 | Database Specialist – Level III               | HR  | \$134.10      | \$136.78 | \$139.51 | \$142.30 | \$145.15 | \$148.05 |
| 0002 AY00 | Data Warehousing Administrator                | HR  | \$121.35      | \$123.78 | \$126.26 | \$128.78 | \$131.36 | \$133.98 |
| 0002 AZ00 | Data Warehouse Analyst                        | HR  | \$99.39       | \$101.37 | \$103.40 | \$105.47 | \$107.58 | \$109.73 |
| 0002 BA00 | Data Warehouse Programmer                     | HR  | \$110.29      | \$112.49 | \$114.74 | \$117.04 | \$119.38 | \$121.76 |
| 0002 BB00 | Disaster Recovery Specialist                  | HR  | \$114.62      | \$116.91 | \$119.25 | \$121.63 | \$124.07 | \$126.55 |
| 0002 BC01 | Document Control Specialist – Level I         | HR  | \$46.46       | \$47.38  | \$48.33  | \$49.30  | \$50.29  | \$51.29  |
| 0002 BC02 | Document Control Specialist - Level II        | HR  | \$59.41       | \$60.60  | \$61.81  | \$63.05  | \$64.31  | \$65.60  |
| 0002 BC03 | Document Control Specialist – Level III       | HR  | \$70.97       | \$72.39  | \$73.84  | \$75.31  | \$76.82  | \$78.36  |
| 0002 BD01 | Document Support Specialist – Level I         | HR  | \$53.68       | \$54.75  | \$55.85  | \$56.96  | \$58.10  | \$59.27  |
| 0002 BD02 | Document Support Specialist – Level II        | HR  | \$68.63       | \$70.00  | \$71.40  | \$72.83  | \$74.28  | \$75.77  |
| 0002 BE00 | Duplicating Machine Operator                  | HR  | \$37.78       | \$38.54  | \$39.31  | \$40.09  | \$40.90  | \$41.71  |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist  | HR  | \$93.06       | \$94.92  | \$96.82  | \$98.76  | \$100.73 | \$102.75 |
| 0002 BG00 | Electronic Meeting Technographer              | HR  | \$66.53       | \$67.86  | \$69.21  | \$70.60  | \$72.01  | \$73.45  |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR  | \$151.05      | \$154.07 | \$157.16 | \$160.30 | \$163.50 | \$166.77 |
| 0002 BI00 | Facilitator                                   | HR  | \$108.07      | \$110.23 | \$112.44 | \$114.68 | \$116.98 | \$119.32 |
| 0002 BJ00 | Financial Analyst – IT                        | HR  | \$88.94       | \$90.72  | \$92.53  | \$94.38  | \$96.27  | \$98.20  |
| 0002 BK01 | Functional Analyst – Level I                  | HR  | \$94.90       | \$96.80  | \$98.74  | \$100.71 | \$102.73 | \$104.78 |

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| 0002 BK02 | Functional Analyst – Level II                  | HR  | \$121.28      | \$123.70 | \$126.18 | \$128.70 | \$131.27 | \$133.90 |
| 0002 BL01 | General Clerk – Level I                        | HR  | \$35.09       | \$35.79  | \$36.50  | \$37.23  | \$37.98  | \$38.74  |
| 0002 BL02 | General Clerk – Level II                       | HR  | \$39.55       | \$40.35  | \$41.15  | \$41.98  | \$42.82  | \$43.67  |
| 0002 BL03 | General Clerk – Level III                      | HR  | \$44.85       | \$45.75  | \$46.67  | \$47.60  | \$48.55  | \$49.52  |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR  | \$105.16      | \$107.26 | \$109.40 | \$111.59 | \$113.82 | \$116.10 |
| 0002 BN00 | Graphical User Interface Designer              | HR  | \$96.14       | \$98.06  | \$100.02 | \$102.02 | \$104.06 | \$106.15 |
| 0002 BO00 | Graphics Specialist                            | HR  | \$72.37       | \$73.82  | \$75.30  | \$76.80  | \$78.34  | \$79.90  |
| 0002 BP00 | Hardware Draftsman                             | HR  | \$58.13       | \$59.29  | \$60.48  | \$61.69  | \$62.92  | \$64.18  |
| 0002 BQ01 | Hardware Installation Technician – Level I     | HR  | \$55.01       | \$56.11  | \$57.23  | \$58.37  | \$59.54  | \$60.73  |
| 0002 BQ02 | Hardware Installation Technician – Level II    | HR  | \$72.49       | \$73.94  | \$75.42  | \$76.92  | \$78.46  | \$80.03  |
| 0002 BR00 | Hardware Specialist – Information Technology   | HR  | \$75.26       | \$76.77  | \$78.30  | \$79.87  | \$81.47  | \$83.10  |
| 0002 BS00 | Help Desk Manager                              | HR  | \$102.58      | \$104.63 | \$106.72 | \$108.86 | \$111.03 | \$113.25 |
| 0002 BT00 | Help Desk Specialist                           | HR  | \$66.34       | \$67.67  | \$69.02  | \$70.40  | \$71.81  | \$73.25  |
| 0002 BU01 | Imaging Specialist/Technician – Level I        | HR  | \$45.48       | \$46.39  | \$47.31  | \$48.26  | \$49.23  | \$50.21  |
| 0002 BU02 | Imaging Specialist/Technician – Level II       | HR  | \$58.04       | \$59.20  | \$60.39  | \$61.60  | \$62.83  | \$64.08  |
| 0002 BU03 | Imaging Specialist/Technician – Level III      | HR  | \$69.00       | \$70.38  | \$71.79  | \$73.23  | \$74.69  | \$76.19  |
| 0002 BV00 | Informatic Specialist/Bioinformatician         | HR  | \$137.59      | \$140.34 | \$143.15 | \$146.01 | \$148.93 | \$151.91 |
| 0002 BW01 | Information Engineer – Level I                 | HR  | \$92.00       | \$93.84  | \$95.72  | \$97.63  | \$99.59  | \$101.58 |
| 0002 BW02 | Information Engineer – Level II                | HR  | \$114.85      | \$117.14 | \$119.49 | \$121.88 | \$124.31 | \$126.80 |
| 0002 BX00 | Information Resource Management Analyst        | HR  | \$87.44       | \$89.18  | \$90.97  | \$92.79  | \$94.64  | \$96.54  |
| 0002 BY00 | Information Systems Training Specialist        | HR  | \$99.80       | \$101.79 | \$103.83 | \$105.91 | \$108.02 | \$110.18 |
| 0002 BZ00 | IT Policy/Legislative Specialist               | HR  | \$127.59      | \$130.14 | \$132.74 | \$135.40 | \$138.10 | \$140.87 |
| 0002 CA00 | IT Strategic/Capital Planner                   | HR  | \$146.05      | \$148.97 | \$151.95 | \$154.99 | \$158.09 | \$161.25 |
| 0002 CB00 | Knowledge Management Specialist                | HR  | \$112.57      | \$114.82 | \$117.12 | \$119.46 | \$121.85 | \$124.28 |
| 0002 CC00 | Librarian                                      | HR  | \$58.26       | \$59.43  | \$60.62  | \$61.83  | \$63.07  | \$64.33  |
| 0002 CD00 | Librarian Technician                           | HR  | \$43.97       | \$44.85  | \$45.75  | \$46.66  | \$47.60  | \$48.55  |
| 0002 CE00 | Medical Billing/Account Management Specialist  | HR  | \$56.30       | \$57.43  | \$58.58  | \$59.75  | \$60.94  | \$62.16  |
| 0002 CF00 | Modeling and Simulation Specialist             | HR  | \$110.26      | \$112.46 | \$114.71 | \$117.01 | \$119.35 | \$121.73 |
| 0002 CG00 | Network Administrator                          | HR  | \$85.25       | \$86.96  | \$88.70  | \$90.47  | \$92.28  | \$94.13  |
| 0002 CH00 | Network Draftsman                              | HR  | \$65.61       | \$66.92  | \$68.26  | \$69.62  | \$71.02  | \$72.44  |

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| 0002 CI01 | Network Installation Technician – Level I  | HR  | \$55.31       | \$56.42  | \$57.55  | \$58.70  | \$59.87  | \$61.07  |
| 0002 CI02 | Network Installation Technician – Level II | HR  | \$75.70       | \$77.21  | \$78.76  | \$80.33  | \$81.94  | \$83.58  |
| 0002 CJ00 | Network Support Technician                 | HR  | \$67.52       | \$68.87  | \$70.24  | \$71.65  | \$73.08  | \$74.54  |
| 0002 CK00 | Operations Manager                         | HR  | \$117.18      | \$119.53 | \$121.92 | \$124.36 | \$126.84 | \$129.38 |
| 0002 CL00 | Procurement Product Specialist             | HR  | \$69.61       | \$71.00  | \$72.42  | \$73.87  | \$75.35  | \$76.85  |
| 0002 CM00 | Program Administration Specialist          | HR  | \$71.32       | \$72.75  | \$74.21  | \$75.69  | \$77.20  | \$78.75  |
| 0002 CN00 | Program Analyst                            | HR  | \$101.00      | \$103.02 | \$105.08 | \$107.18 | \$109.33 | \$111.51 |
| 0002 CO00 | Program Manager                            | HR  | \$177.58      | \$181.13 | \$184.75 | \$188.45 | \$192.22 | \$196.06 |
| 0002 CP00 | Project Control Specialist                 | HR  | \$92.74       | \$94.59  | \$96.48  | \$98.41  | \$100.38 | \$102.39 |
| 0002 CQ00 | Project Leader                             | HR  | \$141.98      | \$144.82 | \$147.71 | \$150.67 | \$153.68 | \$156.76 |
| 0002 CR01 | Project Manager – Level I                  | HR  | \$124.01      | \$126.49 | \$129.02 | \$131.60 | \$134.23 | \$136.91 |
| 0002 CR02 | Project Manager – Level II                 | HR  | \$156.59      | \$159.72 | \$162.91 | \$166.17 | \$169.50 | \$172.89 |
| 0002 CR03 | Project Manager – Level III                | HR  | \$178.07      | \$181.63 | \$185.27 | \$188.97 | \$192.75 | \$196.60 |
| 0002 CS00 | Public Health Analyst                      | HR  | \$110.95      | \$113.17 | \$115.43 | \$117.74 | \$120.09 | \$122.50 |
| 0002 CT00 | Quality Assurance Analyst                  | HR  | \$90.54       | \$92.35  | \$94.20  | \$96.09  | \$98.01  | \$99.97  |
| 0002 CU00 | Quality Assurance Manager                  | HR  | \$121.31      | \$123.73 | \$126.21 | \$128.73 | \$131.31 | \$133.93 |
| 0002 CV00 | Quality Assurance Specialist               | HR  | \$106.23      | \$108.35 | \$110.52 | \$112.73 | \$114.99 | \$117.29 |
| 0002 CW00 | Records Management Specialist              | HR  | \$49.86       | \$50.85  | \$51.87  | \$52.91  | \$53.97  | \$55.05  |
| 0002 CX00 | Scanner Operator                           | HR  | \$43.08       | \$43.94  | \$44.82  | \$45.71  | \$46.63  | \$47.56  |
| 0002 CY00 | Scientific Data Analyst                    | HR  | \$107.56      | \$109.71 | \$111.90 | \$114.14 | \$116.42 | \$118.75 |
| 0002 CZ01 | Subject Matter Expert – Level I            | HR  | \$160.98      | \$164.19 | \$167.48 | \$170.83 | \$174.24 | \$177.73 |
| 0002 CZ02 | Subject Matter Expert – Level II           | HR  | \$192.40      | \$196.25 | \$200.17 | \$204.18 | \$208.26 | \$212.43 |
| 0002 CZ03 | Subject Matter Expert – Level III          | HR  | \$238.89      | \$243.66 | \$248.54 | \$253.51 | \$258.58 | \$263.75 |
| 0002 DA01 | System Administrator – Level I             | HR  | \$82.05       | \$83.69  | \$85.36  | \$87.07  | \$88.81  | \$90.59  |
| 0002 DA02 | System Administrator – Level II            | HR  | \$103.73      | \$105.80 | \$107.92 | \$110.08 | \$112.28 | \$114.52 |
| 0002 DA03 | System Administrator – Level III           | HR  | \$123.75      | \$126.22 | \$128.75 | \$131.32 | \$133.95 | \$136.63 |
| 0002 DB01 | Systems Architect – Level I                | HR  | \$137.69      | \$140.44 | \$143.25 | \$146.11 | \$149.04 | \$152.02 |
| 0002 DB02 | Systems Architect – Level II               | HR  | \$168.67      | \$172.04 | \$175.48 | \$178.99 | \$182.57 | \$186.22 |
| 0002 DC01 | Systems Engineer – Level I                 | HR  | \$93.10       | \$94.96  | \$96.86  | \$98.80  | \$100.77 | \$102.79 |
| 0002 DC02 | Systems Engineer – Level II                | HR  | \$117.69      | \$120.04 | \$122.44 | \$124.89 | \$127.39 | \$129.94 |

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| 0002 DC03 | Systems Engineer – Level III             | HR  | \$140.06      | \$142.86 | \$145.72 | \$148.63 | \$151.60 | \$154.63 |
| 0002 DD00 | System Operator                          | HR  | \$53.10       | \$54.16  | \$55.24  | \$56.35  | \$57.48  | \$58.63  |
| 0002 DE00 | System Programmer                        | HR  | \$109.15      | \$111.33 | \$113.56 | \$115.83 | \$118.15 | \$120.51 |
| 0002 DF01 | Technical Writer/Editor – Level I        | HR  | \$65.59       | \$66.90  | \$68.24  | \$69.61  | \$71.00  | \$72.42  |
| 0002 DF02 | Technical Writer/Editor – Level II       | HR  | \$79.48       | \$81.07  | \$82.69  | \$84.35  | \$86.03  | \$87.75  |
| 0002 DF03 | Technical Writer/Editor – Level III      | HR  | \$96.14       | \$98.07  | \$100.03 | \$102.03 | \$104.07 | \$106.15 |
| 0002 DG01 | Telecommunications Engineer – Level I    | HR  | \$82.49       | \$84.14  | \$85.82  | \$87.54  | \$89.29  | \$91.07  |
| 0002 DG02 | Telecommunications Engineer - Level II   | HR  | \$102.83      | \$104.89 | \$106.99 | \$109.13 | \$111.31 | \$113.53 |
| 0002 DH01 | Telecommunications Specialist – Level I  | HR  | \$76.05       | \$77.58  | \$79.13  | \$80.71  | \$82.32  | \$83.97  |
| 0002 DH02 | Telecommunications Specialist - Level II | HR  | \$98.53       | \$100.50 | \$102.51 | \$104.56 | \$106.65 | \$108.79 |
| 0002 DI00 | Test Engineer                            | HR  | \$108.56      | \$110.73 | \$112.94 | \$115.20 | \$117.51 | \$119.86 |
| 0002 DJ00 | Training Manager                         | HR  | \$112.35      | \$114.60 | \$116.89 | \$119.23 | \$121.62 | \$124.05 |
| 0002 DK01 | Training Specialist – Level I            | HR  | \$76.68       | \$78.21  | \$79.77  | \$81.37  | \$83.00  | \$84.66  |
| 0002 DK02 | Training Specialist – Level II           | HR  | \$98.64       | \$100.61 | \$102.63 | \$104.68 | \$106.77 | \$108.91 |
| 0002 DL00 | Web Content Administrator                | HR  | \$87.54       | \$89.29  | \$91.07  | \$92.89  | \$94.75  | \$96.65  |
| 0002 DM00 | Web Designer                             | HR  | \$105.20      | \$107.31 | \$109.45 | \$111.64 | \$113.88 | \$116.15 |
| 0002 DN00 | Web Project Manager                      | HR  | \$135.51      | \$138.22 | \$140.99 | \$143.81 | \$146.68 | \$149.62 |
| 0002 DO00 | Web Software Developer                   | HR  | \$104.94      | \$107.04 | \$109.18 | \$111.36 | \$113.59 | \$115.86 |
| 0002 DP00 | Webmaster                                | HR  | \$108.22      | \$110.39 | \$112.59 | \$114.84 | \$117.14 | \$119.48 |
| 0002 DQ00 | Wide Area Network Administrator          | HR  | \$99.11       | \$101.09 | \$103.11 | \$105.18 | \$107.28 | \$109.42 |

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|           | <b>Escalation rate</b>                                |     |               | <b>2%</b> | <b>2%</b> | <b>2%</b> | <b>2%</b> | <b>2%</b> |
| 0002 AA01 | Administrative Assistant – Level I                    | HR  | \$40.80       | \$41.61   | \$42.45   | \$43.29   | \$44.16   | \$45.04   |
| 0002 AA02 | Administrative Assistant – Level II                   | HR  | \$51.01       | \$52.03   | \$53.07   | \$54.14   | \$55.22   | \$56.32   |
| 0002 AB01 | Application Engineer – Level I                        | HR  | \$76.45       | \$77.98   | \$79.54   | \$81.13   | \$82.75   | \$84.40   |
| 0002 AB02 | Application Engineer – Level II                       | HR  | \$102.78      | \$104.83  | \$106.93  | \$109.07  | \$111.25  | \$113.48  |
| 0002 AC01 | Application Programmer – Level I                      | HR  | \$73.71       | \$75.18   | \$76.69   | \$78.22   | \$79.79   | \$81.38   |
| 0002 AC02 | Application Programmer – Level II                     | HR  | \$99.18       | \$101.16  | \$103.18  | \$105.25  | \$107.35  | \$109.50  |
| 0002 AC03 | Applications Programmer – Level III                   | HR  | \$117.79      | \$120.14  | \$122.55  | \$125.00  | \$127.50  | \$130.05  |
| 0002 AD00 | Application Systems Analyst                           | HR  | \$92.00       | \$93.84   | \$95.72   | \$97.63   | \$99.58   | \$101.58  |
| 0002 AE00 | Biostatatician  | HR  | \$98.40       | \$100.37  | \$102.38  | \$104.43  | \$106.52  | \$108.65  |
| 0002 AF01 | Business Analyst – Level I                            | HR  | \$73.81       | \$75.28   | \$76.79   | \$78.32   | \$79.89   | \$81.49   |
| 0002 AF02 | Business Analyst – Level II                           | HR  | \$95.04       | \$96.94   | \$98.88   | \$100.85  | \$102.87  | \$104.93  |
| 0002 AF03 | Business Analyst – Level III                          | HR  | \$115.06      | \$117.36  | \$119.71  | \$122.11  | \$124.55  | \$127.04  |
| 0002 AG01 | Business Process Reengineering Specialist – Level I   | HR  | \$89.66       | \$91.45   | \$93.28   | \$95.14   | \$97.05   | \$98.99   |
| 0002 AG02 | Business Process Reengineering Specialist – Level II  | HR  | \$117.02      | \$119.36  | \$121.75  | \$124.18  | \$126.66  | \$129.20  |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR  | \$136.79      | \$139.53  | \$142.32  | \$145.17  | \$148.07  | \$151.03  |
| 0002 AH00 | Chief Information Security Officer+B20:B21            | HR  | \$199.08      | \$203.07  | \$207.13  | \$211.27  | \$215.49  | \$219.80  |
| 0002 AI00 | Communications Hardware Specialist                    | HR  | \$80.61       | \$82.23   | \$83.87   | \$85.55   | \$87.26   | \$89.00   |
| 0002 AJ00 | Communications Network Manager                        | HR  | \$105.42      | \$107.53  | \$109.68  | \$111.88  | \$114.11  | \$116.40  |
| 0002 AK00 | Communications Software Specialist                    | HR  | \$90.56       | \$92.37   | \$94.22   | \$96.10   | \$98.02   | \$99.98   |
| 0002 AL00 | Communications Specialist                             | HR  | \$84.90       | \$86.60   | \$88.33   | \$90.10   | \$91.90   | \$93.74   |
| 0002 AM00 | Computer Data Librarian                               | HR  | \$47.73       | \$48.69   | \$49.66   | \$50.65   | \$51.67   | \$52.70   |
| 0002 AN00 | Computer Scientist                                    | HR  | \$135.92      | \$138.64  | \$141.41  | \$144.24  | \$147.13  | \$150.07  |
| 0002 AO01 | Computer Security System Specialist – Level I         | HR  | \$78.71       | \$80.28   | \$81.89   | \$83.53   | \$85.20   | \$86.90   |
| 0002 AO02 | Computer Security System Specialist – Level II        | HR  | \$105.36      | \$107.47  | \$109.62  | \$111.81  | \$114.05  | \$116.33  |
| 0002 AO03 | Computer Security System Specialist – Level III       | HR  | \$125.26      | \$127.77  | \$130.33  | \$132.93  | \$135.59  | \$138.30  |
| 0002 AP01 | Computer Systems Analyst – Level I                    | HR  | \$69.05       | \$70.43   | \$71.84   | \$73.28   | \$74.74   | \$76.24   |
| 0002 AP02 | Computer Systems Analyst – Level II                   | HR  | \$91.45       | \$93.28   | \$95.14   | \$97.05   | \$98.99   | \$100.97  |

| ITEM      | DESCRIPTION                                   | U/M | Contract Year |          |          |          |          |          |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
|           |   |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 AP03 | Computer Systems Analyst – Level III          | HR  | \$113.19      | \$115.45 | \$117.76 | \$120.11 | \$122.52 | \$124.97 |
| 0002 AQ00 | Configuration Management Specialist           | HR  | \$87.75       | \$89.50  | \$91.29  | \$93.12  | \$94.98  | \$96.88  |
| 0002 AR01 | Cost Analyst – Level I                        | HR  | \$61.72       | \$62.96  | \$64.22  | \$65.50  | \$66.81  | \$68.15  |
| 0002 AR02 | Cost Analyst – Level II                       | HR  | \$78.84       | \$80.42  | \$82.02  | \$83.67  | \$85.34  | \$87.05  |
| 0002 AS00 | Data Entry Clerk                              | HR  | \$30.99       | \$31.61  | \$32.24  | \$32.89  | \$33.55  | \$34.22  |
| 0002 AT00 | Data Security Specialist                      | HR  | \$95.57       | \$97.48  | \$99.43  | \$101.42 | \$103.45 | \$105.52 |
| 0002 AU00 | Data Standardization Specialist               | HR  | \$69.87       | \$71.27  | \$72.69  | \$74.14  | \$75.63  | \$77.14  |
| 0002 AV00 | Database Administrator                        | HR  | \$112.10      | \$114.34 | \$116.63 | \$118.96 | \$121.34 | \$123.77 |
| 0002 AW01 | Database Management Specialist – Level I      | HR  | \$81.93       | \$83.57  | \$85.24  | \$86.95  | \$88.69  | \$90.46  |
| 0002 AW02 | Database Management Specialist – Level II     | HR  | \$106.44      | \$108.57 | \$110.74 | \$112.95 | \$115.21 | \$117.52 |
| 0002 AW03 | Database Management Specialist – Level III    | HR  | \$123.31      | \$125.78 | \$128.30 | \$130.86 | \$133.48 | \$136.15 |
| 0002 AX01 | Database Specialist – Level I                 | HR  | \$77.67       | \$79.22  | \$80.81  | \$82.42  | \$84.07  | \$85.75  |
| 0002 AX02 | Database Specialist – Level II                | HR  | \$103.19      | \$105.26 | \$107.36 | \$109.51 | \$111.70 | \$113.93 |
| 0002 AX03 | Database Specialist – Level III               | HR  | \$120.46      | \$122.87 | \$125.33 | \$127.83 | \$130.39 | \$133.00 |
| 0002 AY00 | Data Warehousing Administrator                | HR  | \$109.01      | \$111.19 | \$113.42 | \$115.69 | \$118.00 | \$120.36 |
| 0002 AZ00 | Data Warehouse Analyst                        | HR  | \$89.28       | \$91.06  | \$92.89  | \$94.74  | \$96.64  | \$98.57  |
| 0002 BA00 | Data Warehouse Programmer                     | HR  | \$99.07       | \$101.05 | \$103.07 | \$105.13 | \$107.24 | \$109.38 |
| 0002 BB00 | Disaster Recovery Specialist                  | HR  | \$102.96      | \$105.02 | \$107.12 | \$109.26 | \$111.45 | \$113.68 |
| 0002 BC01 | Document Control Specialist – Level I         | HR  | \$41.73       | \$42.57  | \$43.42  | \$44.29  | \$45.17  | \$46.07  |
| 0002 BC02 | Document Control Specialist - Level II        | HR  | \$53.37       | \$54.44  | \$55.53  | \$56.64  | \$57.77  | \$58.93  |
| 0002 BC03 | Document Control Specialist – Level III       | HR  | \$63.75       | \$65.03  | \$66.33  | \$67.65  | \$69.01  | \$70.39  |
| 0002 BD01 | Document Support Specialist – Level I         | HR  | \$48.22       | \$49.18  | \$50.17  | \$51.17  | \$52.19  | \$53.24  |
| 0002 BD02 | Document Support Specialist – Level II        | HR  | \$61.65       | \$62.88  | \$64.14  | \$65.42  | \$66.73  | \$68.06  |
| 0002 BE00 | Duplicating Machine Operator                  | HR  | \$33.94       | \$34.62  | \$35.31  | \$36.02  | \$36.74  | \$37.47  |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist  | HR  | \$83.60       | \$85.27  | \$86.97  | \$88.71  | \$90.49  | \$92.30  |
| 0002 BG00 | Electronic Meeting Technographer              | HR  | \$59.76       | \$60.96  | \$62.17  | \$63.42  | \$64.69  | \$65.98  |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR  | \$135.69      | \$138.41 | \$141.17 | \$144.00 | \$146.88 | \$149.81 |
| 0002 BI00 | Facilitator                                   | HR  | \$97.08       | \$99.02  | \$101.00 | \$103.02 | \$105.08 | \$107.18 |
| 0002 BJ00 | Financial Analyst – IT                        | HR  | \$79.89       | \$81.49  | \$83.12  | \$84.78  | \$86.48  | \$88.21  |
| 0002 BK01 | Functional Analyst – Level I                  | HR  | \$85.25       | \$86.96  | \$88.70  | \$90.47  | \$92.28  | \$94.13  |

| ITEM      | DESCRIPTION                                    | U/M | Contract Year |          |          |          |          |          |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
|           |  |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 BK02 | Functional Analyst – Level II                  | HR  | \$108.94      | \$111.12 | \$113.34 | \$115.61 | \$117.92 | \$120.28 |
| 0002 BL01 | General Clerk – Level I                        | HR  | \$31.52       | \$32.15  | \$32.79  | \$33.45  | \$34.12  | \$34.80  |
| 0002 BL02 | General Clerk – Level II                       | HR  | \$35.53       | \$36.24  | \$36.97  | \$37.71  | \$38.46  | \$39.23  |
| 0002 BL03 | General Clerk – Level III                      | HR  | \$40.29       | \$41.10  | \$41.92  | \$42.76  | \$43.61  | \$44.49  |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR  | \$94.46       | \$96.35  | \$98.28  | \$100.24 | \$102.25 | \$104.29 |
| 0002 BN00 | Graphical User Interface Designer              | HR  | \$86.36       | \$88.09  | \$89.85  | \$91.65  | \$93.48  | \$95.35  |
| 0002 BO00 | Graphics Specialist                            | HR  | \$65.01       | \$66.31  | \$67.64  | \$68.99  | \$70.37  | \$71.78  |
| 0002 BP00 | Hardware Draftsman                             | HR  | \$52.22       | \$53.26  | \$54.33  | \$55.42  | \$56.52  | \$57.65  |
| 0002 BQ01 | Hardware Installation Technician – Level I     | HR  | \$49.41       | \$50.40  | \$51.41  | \$52.44  | \$53.49  | \$54.55  |
| 0002 BQ02 | Hardware Installation Technician – Level II    | HR  | \$65.12       | \$66.42  | \$67.75  | \$69.10  | \$70.48  | \$71.89  |
| 0002 BR00 | Hardware Specialist – Information Technology   | HR  | \$67.61       | \$68.96  | \$70.34  | \$71.75  | \$73.18  | \$74.65  |
| 0002 BS00 | Help Desk Manager                              | HR  | \$92.15       | \$93.99  | \$95.87  | \$97.79  | \$99.74  | \$101.74 |
| 0002 BT00 | Help Desk Specialist                           | HR  | \$59.60       | \$60.79  | \$62.00  | \$63.24  | \$64.51  | \$65.80  |
| 0002 BU01 | Imaging Specialist/Technician – Level I        | HR  | \$40.85       | \$41.67  | \$42.50  | \$43.35  | \$44.22  | \$45.10  |
| 0002 BU02 | Imaging Specialist/Technician – Level II       | HR  | \$52.14       | \$53.18  | \$54.25  | \$55.33  | \$56.44  | \$57.57  |
| 0002 BU03 | Imaging Specialist/Technician – Level III      | HR  | \$61.99       | \$63.23  | \$64.49  | \$65.78  | \$67.10  | \$68.44  |
| 0002 BV00 | Informatic Specialist/Bioinformatician         | HR  | \$123.60      | \$126.07 | \$128.59 | \$131.16 | \$133.79 | \$136.46 |
| 0002 BW01 | Information Engineer – Level I                 | HR  | \$82.65       | \$84.30  | \$85.99  | \$87.71  | \$89.46  | \$91.25  |
| 0002 BW02 | Information Engineer – Level II                | HR  | \$103.17      | \$105.23 | \$107.33 | \$109.48 | \$111.67 | \$113.90 |
| 0002 BX00 | Information Resource Management Analyst        | HR  | \$78.54       | \$80.12  | \$81.72  | \$83.35  | \$85.02  | \$86.72  |
| 0002 BY00 | Information Systems Training Specialist        | HR  | \$89.65       | \$91.44  | \$93.27  | \$95.14  | \$97.04  | \$98.98  |
| 0002 BZ00 | IT Policy/Legislative Specialist               | HR  | \$114.61      | \$116.90 | \$119.24 | \$121.63 | \$124.06 | \$126.54 |
| 0002 CA00 | IT Strategic/Capital Planner                   | HR  | \$131.20      | \$133.82 | \$136.50 | \$139.23 | \$142.01 | \$144.85 |
| 0002 CB00 | Knowledge Management Specialist                | HR  | \$101.12      | \$103.14 | \$105.21 | \$107.31 | \$109.46 | \$111.64 |
| 0002 CC00 | Librarian                                      | HR  | \$52.34       | \$53.38  | \$54.45  | \$55.54  | \$56.65  | \$57.79  |
| 0002 CD00 | Librarian Technician                           | HR  | \$39.50       | \$40.29  | \$41.10  | \$41.92  | \$42.76  | \$43.61  |
| 0002 CE00 | Medical Billing/Account Management Specialist  | HR  | \$50.58       | \$51.59  | \$52.62  | \$53.67  | \$54.75  | \$55.84  |
| 0002 CF00 | Modeling and Simulation Specialist             | HR  | \$99.04       | \$101.03 | \$103.05 | \$105.11 | \$107.21 | \$109.35 |
| 0002 CG00 | Network Administrator                          | HR  | \$76.58       | \$78.11  | \$79.68  | \$81.27  | \$82.90  | \$84.55  |
| 0002 CH00 | Network Draftsman                              | HR  | \$58.94       | \$60.11  | \$61.32  | \$62.54  | \$63.79  | \$65.07  |

| ITEM      | DESCRIPTION                                | U/M | Contract Year |          |          |          |          |          |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
|           |  |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 CI01 | Network Installation Technician – Level I  | HR  | \$49.69       | \$50.68  | \$51.69  | \$52.73  | \$53.78  | \$54.86  |
| 0002 CI02 | Network Installation Technician – Level II | HR  | \$68.00       | \$69.36  | \$70.75  | \$72.16  | \$73.60  | \$75.08  |
| 0002 CJ00 | Network Support Technician                 | HR  | \$60.65       | \$61.86  | \$63.10  | \$64.36  | \$65.65  | \$66.96  |
| 0002 CK00 | Operations Manager                         | HR  | \$105.27      | \$107.37 | \$109.52 | \$111.71 | \$113.94 | \$116.22 |
| 0002 CL00 | Procurement Product Specialist             | HR  | \$62.53       | \$63.78  | \$65.06  | \$66.36  | \$67.68  | \$69.04  |
| 0002 CM00 | Program Administration Specialist          | HR  | \$64.07       | \$65.35  | \$66.66  | \$67.99  | \$69.35  | \$70.74  |
| 0002 CN00 | Program Analyst                            | HR  | \$90.73       | \$92.54  | \$94.40  | \$96.28  | \$98.21  | \$100.17 |
| 0002 CO00 | Program Manager                            | HR  | \$159.52      | \$162.71 | \$165.97 | \$169.29 | \$172.67 | \$176.12 |
| 0002 CP00 | Project Control Specialist                 | HR  | \$83.31       | \$84.97  | \$86.67  | \$88.41  | \$90.17  | \$91.98  |
| 0002 CQ00 | Project Leader                             | HR  | \$127.54      | \$130.09 | \$132.69 | \$135.35 | \$138.05 | \$140.81 |
| 0002 CR01 | Project Manager – Level I                  | HR  | \$111.39      | \$113.62 | \$115.90 | \$118.21 | \$120.58 | \$122.99 |
| 0002 CR02 | Project Manager – Level II                 | HR  | \$140.66      | \$143.48 | \$146.35 | \$149.27 | \$152.26 | \$155.30 |
| 0002 CR03 | Project Manager – Level III                | HR  | \$159.96      | \$163.16 | \$166.42 | \$169.75 | \$173.15 | \$176.61 |
| 0002 CS00 | Public Health Analyst                      | HR  | \$99.67       | \$101.66 | \$103.69 | \$105.77 | \$107.88 | \$110.04 |
| 0002 CT00 | Quality Assurance Analyst                  | HR  | \$81.34       | \$82.96  | \$84.62  | \$86.31  | \$88.04  | \$89.80  |
| 0002 CU00 | Quality Assurance Manager                  | HR  | \$108.97      | \$111.15 | \$113.37 | \$115.64 | \$117.95 | \$120.31 |
| 0002 CV00 | Quality Assurance Specialist               | HR  | \$95.43       | \$97.33  | \$99.28  | \$101.27 | \$103.29 | \$105.36 |
| 0002 CW00 | Records Management Specialist              | HR  | \$44.79       | \$45.68  | \$46.60  | \$47.53  | \$48.48  | \$49.45  |
| 0002 CX00 | Scanner Operator                           | HR  | \$38.70       | \$39.47  | \$40.26  | \$41.07  | \$41.89  | \$42.72  |
| 0002 CY00 | Scientific Data Analyst                    | HR  | \$96.62       | \$98.55  | \$100.52 | \$102.53 | \$104.58 | \$106.67 |
| 0002 CZ01 | Subject Matter Expert – Level I            | HR  | \$144.60      | \$147.50 | \$150.45 | \$153.46 | \$156.52 | \$159.66 |
| 0002 CZ02 | Subject Matter Expert – Level II           | HR  | \$172.83      | \$176.29 | \$179.82 | \$183.41 | \$187.08 | \$190.82 |
| 0002 CZ03 | Subject Matter Expert – Level III          | HR  | \$214.59      | \$218.88 | \$223.26 | \$227.73 | \$232.28 | \$236.93 |
| 0002 DA01 | System Administrator – Level I             | HR  | \$73.70       | \$75.18  | \$76.68  | \$78.21  | \$79.78  | \$81.37  |
| 0002 DA02 | System Administrator – Level II            | HR  | \$93.18       | \$95.04  | \$96.94  | \$98.88  | \$100.86 | \$102.88 |
| 0002 DA03 | System Administrator – Level III           | HR  | \$111.16      | \$113.39 | \$115.65 | \$117.97 | \$120.33 | \$122.73 |
| 0002 DB01 | Systems Architect – Level I                | HR  | \$123.68      | \$126.16 | \$128.68 | \$131.26 | \$133.88 | \$136.56 |
| 0002 DB02 | Systems Architect – Level II               | HR  | \$151.51      | \$154.54 | \$157.64 | \$160.79 | \$164.00 | \$167.28 |
| 0002 DC01 | Systems Engineer – Level I                 | HR  | \$83.63       | \$85.30  | \$87.01  | \$88.75  | \$90.53  | \$92.34  |
| 0002 DC02 | Systems Engineer – Level II                | HR  | \$105.72      | \$107.83 | \$109.99 | \$112.19 | \$114.43 | \$116.72 |

| ITEM      | DESCRIPTION                              | U/M | Contract Year |          |          |          |          |          |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
|           |  |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 DC03 | Systems Engineer – Level III             | HR  | \$125.81      | \$128.33 | \$130.90 | \$133.52 | \$136.19 | \$138.91 |
| 0002 DD00 | System Operator                          | HR  | \$47.70       | \$48.65  | \$49.63  | \$50.62  | \$51.63  | \$52.66  |
| 0002 DE00 | System Programmer                        | HR  | \$98.05       | \$100.01 | \$102.01 | \$104.05 | \$106.13 | \$108.26 |
| 0002 DF01 | Technical Writer/Editor – Level I        | HR  | \$58.92       | \$60.10  | \$61.30  | \$62.53  | \$63.78  | \$65.05  |
| 0002 DF02 | Technical Writer/Editor – Level II       | HR  | \$71.40       | \$72.83  | \$74.28  | \$75.77  | \$77.28  | \$78.83  |
| 0002 DF03 | Technical Writer/Editor – Level III      | HR  | \$86.37       | \$88.09  | \$89.85  | \$91.65  | \$93.48  | \$95.35  |
| 0002 DG01 | Telecommunications Engineer – Level I    | HR  | \$74.10       | \$75.58  | \$77.09  | \$78.63  | \$80.21  | \$81.81  |
| 0002 DG02 | Telecommunications Engineer - Level II   | HR  | \$92.37       | \$94.22  | \$96.11  | \$98.03  | \$99.99  | \$101.99 |
| 0002 DH01 | Telecommunications Specialist – Level I  | HR  | \$68.32       | \$69.69  | \$71.08  | \$72.50  | \$73.95  | \$75.43  |
| 0002 DH02 | Telecommunications Specialist - Level II | HR  | \$88.51       | \$90.28  | \$92.09  | \$93.93  | \$95.81  | \$97.72  |
| 0002 DI00 | Test Engineer                            | HR  | \$97.52       | \$99.47  | \$101.46 | \$103.49 | \$105.56 | \$107.67 |
| 0002 DJ00 | Training Manager                         | HR  | \$100.93      | \$102.95 | \$105.01 | \$107.11 | \$109.25 | \$111.43 |
| 0002 DK01 | Training Specialist – Level I            | HR  | \$68.88       | \$70.26  | \$71.66  | \$73.09  | \$74.56  | \$76.05  |
| 0002 DK02 | Training Specialist – Level II           | HR  | \$88.61       | \$90.38  | \$92.19  | \$94.03  | \$95.91  | \$97.83  |
| 0002 DL00 | Web Content Administrator                | HR  | \$78.63       | \$80.21  | \$81.81  | \$83.45  | \$85.12  | \$86.82  |
| 0002 DM00 | Web Designer                             | HR  | \$94.50       | \$96.39  | \$98.32  | \$100.29 | \$102.29 | \$104.34 |
| 0002 DN00 | Web Project Manager                      | HR  | \$121.73      | \$124.17 | \$126.65 | \$129.18 | \$131.77 | \$134.40 |
| 0002 DO00 | Web Software Developer                   | HR  | \$94.27       | \$96.15  | \$98.08  | \$100.04 | \$102.04 | \$104.08 |
| 0002 DP00 | Webmaster                                | HR  | \$97.22       | \$99.16  | \$101.14 | \$103.17 | \$105.23 | \$107.33 |
| 0002 DQ00 | Wide Area Network Administrator          | HR  | \$89.03       | \$90.81  | \$92.63  | \$94.48  | \$96.37  | \$98.30  |