

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|-----------|-----------|-----------|-----------|-----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 2% | 2% | 2% | 2% | 2% |
| 0001 AA01 | Administrative Assistant – Level I | HR | \$39.69 | \$40.48 | \$41.29 | \$42.12 | \$42.96 | \$43.82 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$47.67 | \$48.63 | \$49.60 | \$50.59 | \$51.60 | \$52.64 |
| 0001 AB01 | Application Engineer – Level I | HR | \$80.59 | \$82.20 | \$83.84 | \$85.52 | \$87.23 | \$88.98 |
| 0001 AB02 | Application Engineer – Level II | HR | \$101.89 | \$103.93 | \$106.01 | \$108.13 | \$110.29 | \$112.50 |
| 0001 AC01 | Application Programmer – Level I | HR | \$70.39 | \$71.80 | \$73.24 | \$74.70 | \$76.20 | \$77.72 |
| 0001 AC02 | Application Programmer – Level II | HR | \$90.77 | \$92.59 | \$94.44 | \$96.33 | \$98.26 | \$100.22 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$111.15 | \$113.38 | \$115.64 | \$117.96 | \$120.32 | \$122.72 |
| 0001 AD00 | Application Systems Analyst | HR | \$101.89 | \$103.93 | \$106.01 | \$108.13 | \$110.29 | \$112.50 |
| 0001 AE00 | Biostatistician | HR | \$86.27 | \$88.00 | \$89.76 | \$91.55 | \$93.38 | \$95.25 |
| 0001 AF01 | Business Analyst – Level I | HR | \$75.95 | \$77.47 | \$79.02 | \$80.60 | \$82.21 | \$83.86 |
| 0001 AF02 | Business Analyst – Level II | HR | \$95.41 | \$97.32 | \$99.27 | \$101.25 | \$103.28 | \$105.34 |
| 0001 AF03 | Business Analyst – Level III | HR | \$118.57 | \$120.94 | \$123.36 | \$125.82 | \$128.34 | \$130.91 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$85.51 | \$87.22 | \$88.96 | \$90.74 | \$92.56 | \$94.41 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$105.60 | \$107.71 | \$109.86 | \$112.06 | \$114.30 | \$116.59 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$131.53 | \$134.16 | \$136.85 | \$139.59 | \$142.38 | \$145.22 |
| 0001 AH00 | Chief Information Security Officer | HR | \$162.10 | \$165.34 | \$168.65 | \$172.02 | \$175.46 | \$178.97 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$75.27 | \$76.78 | \$78.32 | \$79.88 | \$81.48 | \$83.11 |
| 0001 AJ00 | Communications Network Manager | HR | \$105.64 | \$107.75 | \$109.91 | \$112.11 | \$114.35 | \$116.63 |
| 0001 AK00 | Communications Software Specialist | HR | \$78.57 | \$80.14 | \$81.75 | \$83.38 | \$85.05 | \$86.75 |
| 0001 AL00 | Communications Specialist | HR | \$78.74 | \$80.31 | \$81.92 | \$83.56 | \$85.23 | \$86.93 |
| 0001 AM00 | Computer Data Librarian | HR | \$55.85 | \$56.97 | \$58.11 | \$59.27 | \$60.46 | \$61.66 |
| 0001 AN00 | Computer Scientist | HR | \$134.31 | \$136.99 | \$139.73 | \$142.53 | \$145.38 | \$148.29 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$82.44 | \$84.09 | \$85.77 | \$87.49 | \$89.24 | \$91.02 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$103.74 | \$105.82 | \$107.93 | \$110.09 | \$112.29 | \$114.54 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$125.04 | \$127.55 | \$130.10 | \$132.70 | \$135.35 | \$138.06 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$70.39 | \$71.80 | \$73.24 | \$74.70 | \$76.20 | \$77.72 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$87.57 | \$89.32 | \$91.11 | \$92.93 | \$94.79 | \$96.68 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$107.45 | \$109.60 | \$111.79 | \$114.03 | \$116.31 | \$118.63 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$93.23 | \$95.10 | \$97.00 | \$98.94 | \$100.92 | \$102.94 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$65.72 | \$67.03 | \$68.37 | \$69.74 | \$71.14 | \$72.56 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$81.51 | \$83.14 | \$84.80 | \$86.50 | \$88.23 | \$89.99 |
| 0001 AS00 | Data Entry Clerk | HR | \$35.69 | \$36.40 | \$37.13 | \$37.87 | \$38.63 | \$39.40 |
| 0001 AT00 | Data Security Specialist | HR | \$92.63 | \$94.48 | \$96.37 | \$98.30 | \$100.26 | \$102.27 |
| 0001 AU00 | Data Standardization Specialist | HR | \$78.74 | \$80.31 | \$81.92 | \$83.56 | \$85.23 | \$86.93 |
| 0001 AV00 | Database Administrator | HR | \$106.78 | \$108.92 | \$111.10 | \$113.32 | \$115.58 | \$117.90 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$75.95 | \$77.47 | \$79.02 | \$80.60 | \$82.21 | \$83.86 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$96.33 | \$98.26 | \$100.22 | \$102.23 | \$104.27 | \$106.36 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$116.71 | \$119.05 | \$121.43 | \$123.86 | \$126.33 | \$128.86 |
| 0001 AX01 | Database Specialist – Level I | HR | \$75.95 | \$77.47 | \$79.02 | \$80.60 | \$82.21 | \$83.86 |
| 0001 AX02 | Database Specialist – Level II | HR | \$94.48 | \$96.37 | \$98.30 | \$100.26 | \$102.27 | \$104.31 |
| 0001 AX03 | Database Specialist – Level III | HR | \$115.78 | \$118.10 | \$120.46 | \$122.87 | \$125.32 | \$127.83 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$101.89 | \$103.93 | \$106.01 | \$108.13 | \$110.29 | \$112.50 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$97.25 | \$99.20 | \$101.18 | \$103.21 | \$105.27 | \$107.38 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$106.52 | \$108.65 | \$110.82 | \$113.04 | \$115.30 | \$117.60 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$105.91 | \$108.03 | \$110.19 | \$112.39 | \$114.64 | \$116.93 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$40.76 | \$41.58 | \$42.41 | \$43.26 | \$44.12 | \$45.00 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$48.63 | \$49.60 | \$50.60 | \$51.61 | \$52.64 | \$53.69 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$60.21 | \$61.41 | \$62.64 | \$63.89 | \$65.17 | \$66.48 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$42.70 | \$43.55 | \$44.42 | \$45.31 | \$46.22 | \$47.14 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$51.87 | \$52.90 | \$53.96 | \$55.04 | \$56.14 | \$57.26 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$31.88 | \$32.52 | \$33.17 | \$33.83 | \$34.51 | \$35.20 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.25 | \$97.16 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$45.93 | \$46.85 | \$47.79 | \$48.75 | \$49.72 | \$50.72 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$115.78 | \$118.10 | \$120.46 | \$122.87 | \$125.32 | \$127.83 |
| 0001 BI00 | Facilitator | HR | \$92.63 | \$94.48 | \$96.37 | \$98.30 | \$100.26 | \$102.27 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$87.07 | \$88.81 | \$90.59 | \$92.40 | \$94.25 | \$96.13 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$83.36 | \$85.03 | \$86.73 | \$88.47 | \$90.23 | \$92.04 |
| 0001 BK02 | Functional Analyst – Level II | HR | \$105.60 | \$107.71 | \$109.86 | \$112.06 | \$114.30 | \$116.59 |
| 0001 BL01 | General Clerk – Level I | HR | \$33.40 | \$34.07 | \$34.75 | \$35.45 | \$36.16 | \$36.88 |
| 0001 BL02 | General Clerk – Level II | HR | \$39.37 | \$40.16 | \$40.96 | \$41.78 | \$42.61 | \$43.47 |
| 0001 BL03 | General Clerk – Level III | HR | \$47.24 | \$48.18 | \$49.15 | \$50.13 | \$51.13 | \$52.16 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$97.25 | \$99.20 | \$101.18 | \$103.21 | \$105.27 | \$107.38 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$90.13 | \$91.93 | \$93.77 | \$95.64 | \$97.56 | \$99.51 |
| 0001 BO00 | Graphics Specialist | HR | \$71.42 | \$72.85 | \$74.31 | \$75.79 | \$77.31 | \$78.85 |
| 0001 BP00 | Hardware Draftsman | HR | \$52.56 | \$53.61 | \$54.68 | \$55.78 | \$56.89 | \$58.03 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$56.50 | \$57.63 | \$58.79 | \$59.96 | \$61.16 | \$62.38 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$69.47 | \$70.86 | \$72.28 | \$73.72 | \$75.20 | \$76.70 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$75.66 | \$77.17 | \$78.71 | \$80.29 | \$81.89 | \$83.53 |
| 0001 BS00 | Help Desk Manager | HR | \$93.03 | \$94.89 | \$96.79 | \$98.72 | \$100.70 | \$102.71 |
| 0001 BT00 | Help Desk Specialist | HR | \$60.21 | \$61.41 | \$62.64 | \$63.89 | \$65.17 | \$66.48 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$48.23 | \$49.19 | \$50.18 | \$51.18 | \$52.20 | \$53.25 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$57.94 | \$59.10 | \$60.28 | \$61.49 | \$62.72 | \$63.97 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$67.16 | \$68.51 | \$69.88 | \$71.27 | \$72.70 | \$74.15 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$125.04 | \$127.55 | \$130.10 | \$132.70 | \$135.35 | \$138.06 |
| 0001 BW01 | Information Engineer – Level I | HR | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.25 | \$97.16 |
| 0001 BW02 | Information Engineer – Level II | HR | \$108.37 | \$110.54 | \$112.75 | \$115.00 | \$117.30 | \$119.65 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$90.77 | \$92.59 | \$94.44 | \$96.33 | \$98.26 | \$100.22 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$81.37 | \$83.00 | \$84.66 | \$86.35 | \$88.08 | \$89.84 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$111.49 | \$113.72 | \$116.00 | \$118.32 | \$120.69 | \$123.10 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$122.27 | \$124.72 | \$127.21 | \$129.75 | \$132.35 | \$135.00 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$105.60 | \$107.71 | \$109.86 | \$112.06 | \$114.30 | \$116.59 |
| 0001 CC00 | Librarian | HR | \$63.20 | \$64.46 | \$65.75 | \$67.06 | \$68.41 | \$69.77 |
| 0001 CD00 | Librarian Technician | HR | \$51.21 | \$52.24 | \$53.28 | \$54.35 | \$55.44 | \$56.55 |

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|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$50.47 | \$51.48 | \$52.51 | \$53.56 | \$54.63 | \$55.72 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$106.52 | \$108.65 | \$110.82 | \$113.04 | \$115.30 | \$117.60 |
| 0001 CG00 | Network Administrator | HR | \$85.68 | \$87.39 | \$89.14 | \$90.92 | \$92.74 | \$94.59 |
| 0001 CH00 | Network Draftsman | HR | \$69.83 | \$71.23 | \$72.65 | \$74.10 | \$75.59 | \$77.10 |
| 0001 CI01 | Network Installation Technician – Level I | HR | \$58.36 | \$59.52 | \$60.71 | \$61.93 | \$63.17 | \$64.43 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$72.25 | \$73.69 | \$75.17 | \$76.67 | \$78.20 | \$79.77 |
| 0001 CJ00 | Network Support Technician | HR | \$66.85 | \$68.19 | \$69.55 | \$70.95 | \$72.36 | \$73.81 |
| 0001 CK00 | Operations Manager | HR | \$107.48 | \$109.63 | \$111.82 | \$114.05 | \$116.34 | \$118.66 |
| 0001 CL00 | Procurement Product Specialist | HR | \$63.77 | \$65.04 | \$66.34 | \$67.67 | \$69.02 | \$70.41 |
| 0001 CM00 | Program Administration Specialist | HR | \$63.14 | \$64.40 | \$65.69 | \$67.01 | \$68.35 | \$69.71 |
| 0001 CN00 | Program Analyst | HR | \$90.77 | \$92.59 | \$94.44 | \$96.33 | \$98.26 | \$100.22 |
| 0001 CO00 | Program Manager | HR | \$157.46 | \$160.61 | \$163.82 | \$167.10 | \$170.44 | \$173.85 |
| 0001 CP00 | Project Control Specialist | HR | \$85.22 | \$86.92 | \$88.66 | \$90.43 | \$92.24 | \$94.08 |
| 0001 CQ00 | Project Leader | HR | \$101.89 | \$103.93 | \$106.01 | \$108.13 | \$110.29 | \$112.50 |
| 0001 CR01 | Project Manager – Level I | HR | \$104.66 | \$106.76 | \$108.89 | \$111.07 | \$113.29 | \$115.56 |
| 0001 CR02 | Project Manager – Level II | HR | \$125.50 | \$128.01 | \$130.58 | \$133.19 | \$135.85 | \$138.57 |
| 0001 CR03 | Project Manager – Level III | HR | \$146.35 | \$149.27 | \$152.26 | \$155.30 | \$158.41 | \$161.58 |
| 0001 CS00 | Public Health Analyst | HR | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.25 | \$97.16 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$82.44 | \$84.09 | \$85.77 | \$87.49 | \$89.24 | \$91.02 |
| 0001 CU00 | Quality Assurance Manager | HR | \$108.68 | \$110.85 | \$113.07 | \$115.33 | \$117.64 | \$119.99 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$82.44 | \$84.09 | \$85.77 | \$87.49 | \$89.24 | \$91.02 |
| 0001 CW00 | Records Management Specialist | HR | \$57.42 | \$58.57 | \$59.74 | \$60.94 | \$62.16 | \$63.40 |
| 0001 CX00 | Scanner Operator | HR | \$36.58 | \$37.31 | \$38.06 | \$38.82 | \$39.60 | \$40.39 |
| 0001 CY00 | Scientific Data Analyst | HR | \$88.00 | \$89.76 | \$91.56 | \$93.39 | \$95.25 | \$97.16 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$129.68 | \$132.28 | \$134.92 | \$137.62 | \$140.37 | \$143.18 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$162.10 | \$165.34 | \$168.65 | \$172.02 | \$175.46 | \$178.97 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$205.63 | \$209.75 | \$213.94 | \$218.22 | \$222.58 | \$227.04 |
| 0001 DA01 | System Administrator – Level I | HR | \$69.11 | \$70.49 | \$71.90 | \$73.34 | \$74.81 | \$76.30 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 DA02 | System Administrator – Level II | HR | \$85.69 | \$87.41 | \$89.16 | \$90.94 | \$92.76 | \$94.61 |
| 0001 DA03 | System Administrator – Level III | HR | \$103.74 | \$105.82 | \$107.93 | \$110.09 | \$112.29 | \$114.54 |
| 0001 DB01 | Systems Architect – Level I | HR | \$112.08 | \$114.32 | \$116.60 | \$118.93 | \$121.31 | \$123.74 |
| 0001 DB02 | Systems Architect – Level II | HR | \$138.95 | \$141.72 | \$144.56 | \$147.45 | \$150.40 | \$153.41 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$82.44 | \$84.09 | \$85.77 | \$87.49 | \$89.24 | \$91.02 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$100.04 | \$102.04 | \$104.08 | \$106.16 | \$108.28 | \$110.45 |
| 0001 DC03 | Systems Engineer – Level III | HR | \$119.49 | \$121.88 | \$124.31 | \$126.80 | \$129.34 | \$131.92 |
| 0001 DD00 | System Operator | HR | \$60.72 | \$61.93 | \$63.17 | \$64.44 | \$65.73 | \$67.04 |
| 0001 DE00 | System Programmer | HR | \$92.63 | \$94.48 | \$96.37 | \$98.30 | \$100.26 | \$102.27 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$60.67 | \$61.88 | \$63.12 | \$64.38 | \$65.67 | \$66.98 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$75.95 | \$77.47 | \$79.02 | \$80.60 | \$82.21 | \$83.86 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$93.56 | \$95.43 | \$97.34 | \$99.28 | \$101.27 | \$103.30 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$83.36 | \$85.03 | \$86.73 | \$88.47 | \$90.23 | \$92.04 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$101.89 | \$103.93 | \$106.01 | \$108.13 | \$110.29 | \$112.50 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$71.33 | \$72.75 | \$74.21 | \$75.69 | \$77.20 | \$78.75 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$87.53 | \$89.28 | \$91.07 | \$92.89 | \$94.74 | \$96.64 |
| 0001 DI00 | Test Engineer | HR | \$91.88 | \$93.72 | \$95.60 | \$97.51 | \$99.46 | \$101.45 |
| 0001 DJ00 | Training Manager | HR | \$100.96 | \$102.98 | \$105.04 | \$107.14 | \$109.28 | \$111.47 |
| 0001 DK01 | Training Specialist – Level I | HR | \$68.01 | \$69.37 | \$70.75 | \$72.17 | \$73.61 | \$75.08 |
| 0001 DK02 | Training Specialist – Level II | HR | \$83.82 | \$85.50 | \$87.21 | \$88.95 | \$90.73 | \$92.55 |
| 0001 DL00 | Web Content Administrator | HR | \$78.74 | \$80.31 | \$81.92 | \$83.56 | \$85.23 | \$86.93 |
| 0001 DM00 | Web Designer | HR | \$87.07 | \$88.81 | \$90.59 | \$92.40 | \$94.25 | \$96.13 |
| 0001 DN00 | Web Project Manager | HR | \$115.78 | \$118.10 | \$120.46 | \$122.87 | \$125.32 | \$127.83 |
| 0001 DO00 | Web Software Developer | HR | \$97.25 | \$99.20 | \$101.18 | \$103.21 | \$105.27 | \$107.38 |
| 0001 DP00 | Webmaster | HR | \$90.31 | \$92.12 | \$93.96 | \$95.84 | \$97.76 | \$99.71 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$86.15 | \$87.87 | \$89.63 | \$91.42 | \$93.25 | \$95.11 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 2% | 2% | 2% | 2% | 2% |
| 0002 AA01 | Administrative Assistant – Level I | HR | \$36.65 | \$37.38 | \$38.13 | \$38.89 | \$39.67 | \$40.46 |
| 0002 AA02 | Administrative Assistant – Level II | HR | \$44.01 | \$44.89 | \$45.79 | \$46.71 | \$47.64 | \$48.60 |
| 0002 AB01 | Application Engineer – Level I | HR | \$74.40 | \$75.89 | \$77.41 | \$78.96 | \$80.54 | \$82.15 |
| 0002 AB02 | Application Engineer – Level II | HR | \$94.07 | \$95.95 | \$97.87 | \$99.83 | \$101.82 | \$103.86 |
| 0002 AC01 | Application Programmer – Level I | HR | \$64.99 | \$66.29 | \$67.62 | \$68.97 | \$70.35 | \$71.75 |
| 0002 AC02 | Application Programmer – Level II | HR | \$83.81 | \$85.48 | \$87.19 | \$88.94 | \$90.72 | \$92.53 |
| 0002 AC03 | Applications Programmer – Level III | HR | \$102.63 | \$104.68 | \$106.78 | \$108.91 | \$111.09 | \$113.31 |
| 0002 AD00 | Application Systems Analyst | HR | \$94.07 | \$95.95 | \$97.87 | \$99.83 | \$101.82 | \$103.86 |
| 0002 AE00 | Biostatistician | HR | \$79.65 | \$81.24 | \$82.87 | \$84.52 | \$86.21 | \$87.94 |
| 0002 AF01 | Business Analyst – Level I | HR | \$70.12 | \$71.52 | \$72.95 | \$74.41 | \$75.90 | \$77.42 |
| 0002 AF02 | Business Analyst – Level II | HR | \$88.08 | \$89.84 | \$91.64 | \$93.47 | \$95.34 | \$97.25 |
| 0002 AF03 | Business Analyst – Level III | HR | \$109.46 | \$111.65 | \$113.88 | \$116.16 | \$118.48 | \$120.85 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I | HR | \$78.95 | \$80.53 | \$82.14 | \$83.78 | \$85.46 | \$87.17 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II | HR | \$97.49 | \$99.43 | \$101.42 | \$103.45 | \$105.52 | \$107.63 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR | \$121.43 | \$123.86 | \$126.34 | \$128.87 | \$131.44 | \$134.07 |
| 0002 AH00 | Chief Information Security Officer | HR | \$149.66 | \$152.65 | \$155.70 | \$158.82 | \$161.99 | \$165.23 |
| 0002 AI00 | Communications Hardware Specialist | HR | \$69.50 | \$70.89 | \$72.30 | \$73.75 | \$75.23 | \$76.73 |
| 0002 AJ00 | Communications Network Manager | HR | \$97.53 | \$99.48 | \$101.47 | \$103.50 | \$105.57 | \$107.68 |
| 0002 AK00 | Communications Software Specialist | HR | \$72.54 | \$73.99 | \$75.47 | \$76.98 | \$78.52 | \$80.09 |
| 0002 AL00 | Communications Specialist | HR | \$72.69 | \$74.14 | \$75.63 | \$77.14 | \$78.68 | \$80.26 |
| 0002 AM00 | Computer Data Librarian | HR | \$51.56 | \$52.59 | \$53.64 | \$54.72 | \$55.81 | \$56.93 |
| 0002 AN00 | Computer Scientist | HR | \$124.00 | \$126.48 | \$129.01 | \$131.59 | \$134.23 | \$136.91 |
| 0002 AO01 | Computer Security System Specialist – Level I | HR | \$76.11 | \$77.63 | \$79.18 | \$80.77 | \$82.38 | \$84.03 |
| 0002 AO02 | Computer Security System Specialist – Level II | HR | \$95.78 | \$97.70 | \$99.65 | \$101.64 | \$103.68 | \$105.75 |
| 0002 AO03 | Computer Security System Specialist – Level III | HR | \$115.45 | \$117.76 | \$120.11 | \$122.51 | \$124.96 | \$127.46 |
| 0002 AP01 | Computer Systems Analyst – Level I | HR | \$64.99 | \$66.29 | \$67.62 | \$68.97 | \$70.35 | \$71.75 |
| 0002 AP02 | Computer Systems Analyst – Level II | HR | \$80.85 | \$82.47 | \$84.12 | \$85.80 | \$87.52 | \$89.27 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 AP03 | Computer Systems Analyst – Level III | HR | \$99.20 | \$101.18 | \$103.21 | \$105.27 | \$107.38 | \$109.52 |
| 0002 AQ00 | Configuration Management Specialist | HR | \$86.08 | \$87.81 | \$89.56 | \$91.35 | \$93.18 | \$95.04 |
| 0002 AR01 | Cost Analyst – Level I | HR | \$60.67 | \$61.88 | \$63.12 | \$64.38 | \$65.67 | \$66.98 |
| 0002 AR02 | Cost Analyst – Level II | HR | \$75.25 | \$76.76 | \$78.29 | \$79.86 | \$81.45 | \$83.08 |
| 0002 AS00 | Data Entry Clerk | HR | \$32.95 | \$33.61 | \$34.28 | \$34.96 | \$35.66 | \$36.38 |
| 0002 AT00 | Data Security Specialist | HR | \$85.52 | \$87.23 | \$88.98 | \$90.76 | \$92.57 | \$94.42 |
| 0002 AU00 | Data Standardization Specialist | HR | \$72.69 | \$74.14 | \$75.63 | \$77.14 | \$78.68 | \$80.26 |
| 0002 AV00 | Database Administrator | HR | \$98.59 | \$100.56 | \$102.57 | \$104.62 | \$106.71 | \$108.85 |
| 0002 AW01 | Database Management Specialist – Level I | HR | \$70.12 | \$71.52 | \$72.95 | \$74.41 | \$75.90 | \$77.42 |
| 0002 AW02 | Database Management Specialist – Level II | HR | \$88.94 | \$90.72 | \$92.53 | \$94.38 | \$96.27 | \$98.20 |
| 0002 AW03 | Database Management Specialist – Level III | HR | \$107.76 | \$109.91 | \$112.11 | \$114.35 | \$116.64 | \$118.97 |
| 0002 AX01 | Database Specialist – Level I | HR | \$70.12 | \$71.52 | \$72.95 | \$74.41 | \$75.90 | \$77.42 |
| 0002 AX02 | Database Specialist – Level II | HR | \$87.22 | \$88.96 | \$90.74 | \$92.56 | \$94.41 | \$96.30 |
| 0002 AX03 | Database Specialist – Level III | HR | \$106.90 | \$109.04 | \$111.22 | \$113.44 | \$115.71 | \$118.03 |
| 0002 AY00 | Data Warehousing Administrator | HR | \$94.07 | \$95.95 | \$97.87 | \$99.83 | \$101.82 | \$103.86 |
| 0002 AZ00 | Data Warehouse Analyst | HR | \$89.80 | \$91.59 | \$93.42 | \$95.29 | \$97.20 | \$99.14 |
| 0002 BA00 | Data Warehouse Programmer | HR | \$98.34 | \$100.31 | \$102.31 | \$104.36 | \$106.45 | \$108.58 |
| 0002 BB00 | Disaster Recovery Specialist | HR | \$97.78 | \$99.73 | \$101.73 | \$103.76 | \$105.84 | \$107.95 |
| 0002 BC01 | Document Control Specialist – Level I | HR | \$37.63 | \$38.38 | \$39.15 | \$39.93 | \$40.73 | \$41.54 |
| 0002 BC02 | Document Control Specialist - Level II | HR | \$44.90 | \$45.80 | \$46.71 | \$47.65 | \$48.60 | \$49.57 |
| 0002 BC03 | Document Control Specialist – Level III | HR | \$55.59 | \$56.70 | \$57.83 | \$58.99 | \$60.17 | \$61.37 |
| 0002 BD01 | Document Support Specialist – Level I | HR | \$39.42 | \$40.21 | \$41.02 | \$41.84 | \$42.67 | \$43.53 |
| 0002 BD02 | Document Support Specialist – Level II | HR | \$47.89 | \$48.84 | \$49.82 | \$50.82 | \$51.83 | \$52.87 |
| 0002 BE00 | Duplicating Machine Operator | HR | \$29.43 | \$30.02 | \$30.62 | \$31.23 | \$31.86 | \$32.49 |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$81.24 | \$82.86 | \$84.52 | \$86.21 | \$87.93 | \$89.69 |
| 0002 BG00 | Electronic Meeting Technographer | HR | \$42.40 | \$43.25 | \$44.12 | \$45.00 | \$45.90 | \$46.82 |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$106.90 | \$109.04 | \$111.22 | \$113.44 | \$115.71 | \$118.03 |
| 0002 BI00 | Facilitator | HR | \$85.52 | \$87.23 | \$88.98 | \$90.76 | \$92.57 | \$94.42 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 BJ00 | Financial Analyst – IT | HR | \$80.39 | \$82.00 | \$83.64 | \$85.31 | \$87.02 | \$88.76 |
| 0002 BK01 | Functional Analyst – Level I | HR | \$76.96 | \$78.50 | \$80.07 | \$81.68 | \$83.31 | \$84.97 |
| 0002 BK02 | Functional Analyst – Level II | HR | \$97.49 | \$99.43 | \$101.42 | \$103.45 | \$105.52 | \$107.63 |
| 0002 BL01 | General Clerk – Level I | HR | \$30.83 | \$31.45 | \$32.08 | \$32.72 | \$33.38 | \$34.04 |
| 0002 BL02 | General Clerk – Level II | HR | \$36.34 | \$37.07 | \$37.81 | \$38.56 | \$39.34 | \$40.12 |
| 0002 BL03 | General Clerk – Level III | HR | \$43.61 | \$44.48 | \$45.37 | \$46.28 | \$47.21 | \$48.15 |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR | \$89.80 | \$91.59 | \$93.42 | \$95.29 | \$97.20 | \$99.14 |
| 0002 BN00 | Graphical User Interface Designer | HR | \$83.21 | \$84.88 | \$86.58 | \$88.31 | \$90.07 | \$91.88 |
| 0002 BO00 | Graphics Specialist | HR | \$65.93 | \$67.25 | \$68.60 | \$69.97 | \$71.37 | \$72.79 |
| 0002 BP00 | Hardware Draftsman | HR | \$48.52 | \$49.50 | \$50.49 | \$51.49 | \$52.52 | \$53.58 |
| 0002 BQ01 | Hardware Installation Technician – Level I | HR | \$52.17 | \$53.21 | \$54.28 | \$55.36 | \$56.47 | \$57.60 |
| 0002 BQ02 | Hardware Installation Technician – Level II | HR | \$64.13 | \$65.42 | \$66.72 | \$68.06 | \$69.42 | \$70.81 |
| 0002 BR00 | Hardware Specialist – Information Technology | HR | \$69.85 | \$71.24 | \$72.67 | \$74.12 | \$75.61 | \$77.12 |
| 0002 BS00 | Help Desk Manager | HR | \$85.88 | \$87.60 | \$89.35 | \$91.14 | \$92.96 | \$94.82 |
| 0002 BT00 | Help Desk Specialist | HR | \$55.59 | \$56.70 | \$57.83 | \$58.99 | \$60.17 | \$61.37 |
| 0002 BU01 | Imaging Specialist/Technician – Level I | HR | \$44.53 | \$45.42 | \$46.33 | \$47.25 | \$48.20 | \$49.16 |
| 0002 BU02 | Imaging Specialist/Technician – Level II | HR | \$53.49 | \$54.56 | \$55.65 | \$56.77 | \$57.90 | \$59.06 |
| 0002 BU03 | Imaging Specialist/Technician – Level III | HR | \$62.01 | \$63.25 | \$64.51 | \$65.80 | \$67.12 | \$68.46 |
| 0002 BV00 | Informatic Specialist/Bioinformatician | HR | \$115.45 | \$117.76 | \$120.11 | \$122.51 | \$124.96 | \$127.46 |
| 0002 BW01 | Information Engineer – Level I | HR | \$81.24 | \$82.86 | \$84.52 | \$86.21 | \$87.93 | \$89.69 |
| 0002 BW02 | Information Engineer – Level II | HR | \$100.06 | \$102.06 | \$104.10 | \$106.18 | \$108.30 | \$110.47 |
| 0002 BX00 | Information Resource Management Analyst | HR | \$83.81 | \$85.48 | \$87.19 | \$88.94 | \$90.72 | \$92.53 |
| 0002 BY00 | Information Systems Training Specialist | HR | \$75.13 | \$76.63 | \$78.17 | \$79.73 | \$81.33 | \$82.95 |
| 0002 BZ00 | IT Policy/Legislative Specialist | HR | \$102.93 | \$104.99 | \$107.09 | \$109.24 | \$111.42 | \$113.65 |
| 0002 CA00 | IT Strategic/Capital Planner | HR | \$112.89 | \$115.14 | \$117.45 | \$119.80 | \$122.19 | \$124.64 |
| 0002 CB00 | Knowledge Management Specialist | HR | \$97.49 | \$99.43 | \$101.42 | \$103.45 | \$105.52 | \$107.63 |
| 0002 CC00 | Librarian | HR | \$58.35 | \$59.52 | \$60.71 | \$61.92 | \$63.16 | \$64.42 |
| 0002 CD00 | Librarian Technician | HR | \$47.29 | \$48.23 | \$49.20 | \$50.18 | \$51.19 | \$52.21 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR | \$46.60 | \$47.53 | \$48.48 | \$49.45 | \$50.44 | \$51.45 |
| 0002 CF00 | Modeling and Simulation Specialist | HR | \$98.34 | \$100.31 | \$102.32 | \$104.36 | \$106.45 | \$108.58 |
| 0002 CG00 | Network Administrator | HR | \$79.11 | \$80.69 | \$82.30 | \$83.95 | \$85.63 | \$87.34 |
| 0002 CH00 | Network Draftsman | HR | \$64.47 | \$65.76 | \$67.07 | \$68.42 | \$69.78 | \$71.18 |
| 0002 CI01 | Network Installation Technician – Level I | HR | \$53.87 | \$54.95 | \$56.05 | \$57.17 | \$58.31 | \$59.48 |
| 0002 CI02 | Network Installation Technician – Level II | HR | \$66.70 | \$68.04 | \$69.40 | \$70.79 | \$72.20 | \$73.65 |
| 0002 CJ00 | Network Support Technician | HR | \$61.73 | \$62.96 | \$64.22 | \$65.51 | \$66.82 | \$68.15 |
| 0002 CK00 | Operations Manager | HR | \$99.23 | \$101.21 | \$103.24 | \$105.30 | \$107.41 | \$109.55 |
| 0002 CL00 | Procurement Product Specialist | HR | \$58.87 | \$60.05 | \$61.25 | \$62.47 | \$63.72 | \$64.99 |
| 0002 CM00 | Program Administration Specialist | HR | \$58.29 | \$59.46 | \$60.65 | \$61.86 | \$63.10 | \$64.36 |
| 0002 CN00 | Program Analyst | HR | \$83.81 | \$85.48 | \$87.19 | \$88.94 | \$90.72 | \$92.53 |
| 0002 CO00 | Program Manager | HR | \$145.38 | \$148.29 | \$151.26 | \$154.28 | \$157.37 | \$160.51 |
| 0002 CP00 | Project Control Specialist | HR | \$78.68 | \$80.25 | \$81.86 | \$83.49 | \$85.16 | \$86.87 |
| 0002 CQ00 | Project Leader | HR | \$94.07 | \$95.95 | \$97.87 | \$99.83 | \$101.82 | \$103.86 |
| 0002 CR01 | Project Manager – Level I | HR | \$96.64 | \$98.57 | \$100.54 | \$102.55 | \$104.61 | \$106.70 |
| 0002 CR02 | Project Manager – Level II | HR | \$115.87 | \$118.19 | \$120.56 | \$122.97 | \$125.43 | \$127.94 |
| 0002 CR03 | Project Manager – Level III | HR | \$135.12 | \$137.82 | \$140.58 | \$143.39 | \$146.26 | \$149.18 |
| 0002 CS00 | Public Health Analyst | HR | \$81.24 | \$82.86 | \$84.52 | \$86.21 | \$87.93 | \$89.69 |
| 0002 CT00 | Quality Assurance Analyst | HR | \$76.11 | \$77.63 | \$79.18 | \$80.77 | \$82.38 | \$84.03 |
| 0002 CU00 | Quality Assurance Manager | HR | \$100.33 | \$102.34 | \$104.39 | \$106.47 | \$108.60 | \$110.77 |
| 0002 CV00 | Quality Assurance Specialist | HR | \$76.11 | \$77.63 | \$79.18 | \$80.77 | \$82.38 | \$84.03 |
| 0002 CW00 | Records Management Specialist | HR | \$53.02 | \$54.08 | \$55.16 | \$56.26 | \$57.39 | \$58.53 |
| 0002 CX00 | Scanner Operator | HR | \$33.78 | \$34.45 | \$35.14 | \$35.84 | \$36.56 | \$37.29 |
| 0002 CY00 | Scientific Data Analyst | HR | \$81.24 | \$82.86 | \$84.52 | \$86.21 | \$87.93 | \$89.69 |
| 0002 CZ01 | Subject Matter Expert – Level I | HR | \$119.72 | \$122.11 | \$124.56 | \$127.05 | \$129.59 | \$132.18 |
| 0002 CZ02 | Subject Matter Expert – Level II | HR | \$149.66 | \$152.65 | \$155.70 | \$158.82 | \$161.99 | \$165.23 |
| 0002 CZ03 | Subject Matter Expert – Level III | HR | \$189.85 | \$193.65 | \$197.52 | \$201.47 | \$205.50 | \$209.61 |
| 0002 DA01 | System Administrator – Level I | HR | \$63.80 | \$65.08 | \$66.38 | \$67.71 | \$69.06 | \$70.44 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 DA02 | System Administrator – Level II | HR | \$79.11 | \$80.70 | \$82.31 | \$83.96 | \$85.64 | \$87.35 |
| 0002 DA03 | System Administrator – Level III | HR | \$95.78 | \$97.70 | \$99.65 | \$101.64 | \$103.68 | \$105.75 |
| 0002 DB01 | Systems Architect – Level I | HR | \$103.47 | \$105.54 | \$107.65 | \$109.81 | \$112.00 | \$114.24 |
| 0002 DB02 | Systems Architect – Level II | HR | \$128.28 | \$130.84 | \$133.46 | \$136.13 | \$138.85 | \$141.63 |
| 0002 DC01 | Systems Engineer – Level I | HR | \$76.11 | \$77.63 | \$79.18 | \$80.77 | \$82.38 | \$84.03 |
| 0002 DC02 | Systems Engineer – Level II | HR | \$92.35 | \$94.20 | \$96.09 | \$98.01 | \$99.97 | \$101.97 |
| 0002 DC03 | Systems Engineer – Level III | HR | \$110.32 | \$112.52 | \$114.77 | \$117.07 | \$119.41 | \$121.80 |
| 0002 DD00 | System Operator | HR | \$56.07 | \$57.19 | \$58.33 | \$59.50 | \$60.69 | \$61.90 |
| 0002 DE00 | System Programmer | HR | \$85.52 | \$87.23 | \$88.98 | \$90.76 | \$92.57 | \$94.42 |
| 0002 DF01 | Technical Writer/Editor – Level I | HR | \$56.01 | \$57.14 | \$58.28 | \$59.44 | \$60.63 | \$61.84 |
| 0002 DF02 | Technical Writer/Editor – Level II | HR | \$70.12 | \$71.52 | \$72.95 | \$74.41 | \$75.90 | \$77.42 |
| 0002 DF03 | Technical Writer/Editor – Level III | HR | \$86.37 | \$88.10 | \$89.86 | \$91.65 | \$93.49 | \$95.36 |
| 0002 DG01 | Telecommunications Engineer – Level I | HR | \$76.96 | \$78.50 | \$80.07 | \$81.67 | \$83.30 | \$84.97 |
| 0002 DG02 | Telecommunications Engineer - Level II | HR | \$94.07 | \$95.95 | \$97.87 | \$99.83 | \$101.82 | \$103.86 |
| 0002 DH01 | Telecommunications Specialist – Level I | HR | \$65.85 | \$67.16 | \$68.51 | \$69.88 | \$71.27 | \$72.70 |
| 0002 DH02 | Telecommunications Specialist - Level II | HR | \$80.81 | \$82.43 | \$84.07 | \$85.76 | \$87.47 | \$89.22 |
| 0002 DI00 | Test Engineer | HR | \$84.83 | \$86.53 | \$88.26 | \$90.03 | \$91.83 | \$93.66 |
| 0002 DJ00 | Training Manager | HR | \$93.21 | \$95.08 | \$96.98 | \$98.92 | \$100.90 | \$102.91 |
| 0002 DK01 | Training Specialist – Level I | HR | \$62.78 | \$64.04 | \$65.32 | \$66.63 | \$67.96 | \$69.32 |
| 0002 DK02 | Training Specialist – Level II | HR | \$77.39 | \$78.94 | \$80.52 | \$82.13 | \$83.77 | \$85.45 |
| 0002 DL00 | Web Content Administrator | HR | \$72.69 | \$74.14 | \$75.63 | \$77.14 | \$78.68 | \$80.26 |
| 0002 DM00 | Web Designer | HR | \$80.39 | \$82.00 | \$83.64 | \$85.31 | \$87.02 | \$88.76 |
| 0002 DN00 | Web Project Manager | HR | \$106.90 | \$109.04 | \$111.22 | \$113.44 | \$115.71 | \$118.03 |
| 0002 DO00 | Web Software Developer | HR | \$89.80 | \$91.59 | \$93.42 | \$95.29 | \$97.20 | \$99.14 |
| 0002 DP00 | Webmaster | HR | \$83.38 | \$85.05 | \$86.75 | \$88.48 | \$90.25 | \$92.06 |
| 0002 DQ00 | Wide Area Network Administrator | HR | \$79.53 | \$81.13 | \$82.75 | \$84.40 | \$86.09 | \$87.81 |