

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|-------------|-------------|-------------|-------------|-------------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 2.2% | 2.2% | 2.2% | 2.2% | 2.2% |
| 0002 AA01 | Administrative Assistant – Level I | HR | \$33.26 | \$33.99 | \$34.74 | \$35.50 | \$36.28 | \$37.08 |
| 0002 AA02 | Administrative Assistant – Level II | HR | \$40.57 | \$41.46 | \$42.37 | \$43.31 | \$44.26 | \$45.23 |
| 0002 AB01 | Application Engineer – Level I | HR | \$73.12 | \$74.73 | \$76.37 | \$78.05 | \$79.77 | \$81.52 |
| 0002 AB02 | Application Engineer – Level II | HR | \$97.05 | \$99.19 | \$101.37 | \$103.60 | \$105.88 | \$108.21 |
| 0002 AC01 | Application Programmer – Level I | HR | \$59.38 | \$60.69 | \$62.02 | \$63.39 | \$64.78 | \$66.21 |
| 0002 AC02 | Application Programmer – Level II | HR | \$81.21 | \$83.00 | \$84.82 | \$86.69 | \$88.60 | \$90.54 |
| 0002 AC03 | Applications Programmer – Level III | HR | \$101.93 | \$104.17 | \$106.46 | \$108.81 | \$111.20 | \$113.65 |
| 0002 AD00 | Application Systems Analyst | HR | \$88.45 | \$90.40 | \$92.38 | \$94.42 | \$96.49 | \$98.62 |
| 0002 AE00 | Biostatistician | HR | \$94.36 | \$96.44 | \$98.56 | \$100.73 | \$102.94 | \$105.21 |
| 0002 AF01 | Business Analyst – Level I | HR | \$58.97 | \$60.27 | \$61.59 | \$62.95 | \$64.33 | \$65.75 |
| 0002 AF02 | Business Analyst – Level II | HR | \$81.83 | \$83.63 | \$85.47 | \$87.35 | \$89.27 | \$91.24 |
| 0002 AF03 | Business Analyst – Level III | HR | \$103.04 | \$105.31 | \$107.62 | \$109.99 | \$112.41 | \$114.88 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I | HR | \$82.94 | \$84.76 | \$86.63 | \$88.54 | \$90.48 | \$92.47 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II | HR | \$102.48 | \$104.73 | \$107.04 | \$109.39 | \$111.80 | \$114.26 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR | \$118.20 | \$120.80 | \$123.46 | \$126.17 | \$128.95 | \$131.79 |
| 0002 AH00 | Chief Information Security Officer | HR | \$152.82 | \$156.18 | \$159.62 | \$163.13 | \$166.72 | \$170.39 |
| 0002 AI00 | Communications Hardware Specialist | HR | \$72.69 | \$74.29 | \$75.92 | \$77.59 | \$79.30 | \$81.05 |
| 0002 AJ00 | Communications Network Manager | HR | \$97.09 | \$99.23 | \$101.41 | \$103.64 | \$105.92 | \$108.25 |
| 0002 AK00 | Communications Software Specialist | HR | \$74.77 | \$76.41 | \$78.10 | \$79.81 | \$81.57 | \$83.36 |
| 0002 AL00 | Communications Specialist | HR | \$73.67 | \$75.29 | \$76.95 | \$78.64 | \$80.37 | \$82.14 |
| 0002 AM00 | Computer Data Librarian | HR | \$44.66 | \$45.64 | \$46.65 | \$47.67 | \$48.72 | \$49.79 |
| 0002 AN00 | Computer Scientist | HR | \$106.14 | \$108.48 | \$110.86 | \$113.30 | \$115.79 | \$118.34 |
| 0002 AO01 | Computer Security System Specialist – Level I | HR | \$69.72 | \$71.25 | \$72.82 | \$74.42 | \$76.06 | \$77.73 |
| 0002 AO02 | Computer Security System Specialist – Level II | HR | \$97.51 | \$99.66 | \$101.85 | \$104.09 | \$106.38 | \$108.72 |
| 0002 AO03 | Computer Security System Specialist – Level III | HR | \$116.35 | \$118.91 | \$121.53 | \$124.20 | \$126.93 | \$129.72 |
| 0002 AP01 | Computer Systems Analyst – Level I | HR | \$64.02 | \$65.43 | \$66.87 | \$68.34 | \$69.84 | \$71.38 |
| 0002 AP02 | Computer Systems Analyst – Level II | HR | \$79.74 | \$81.49 | \$83.29 | \$85.12 | \$86.99 | \$88.91 |
| 0002 AP03 | Computer Systems Analyst – Level III | HR | \$94.55 | \$96.63 | \$98.76 | \$100.93 | \$103.15 | \$105.42 |
| 0002 AQ00 | Configuration Management Specialist | HR | \$79.75 | \$81.50 | \$83.30 | \$85.13 | \$87.00 | \$88.92 |
| 0002 AR01 | Cost Analyst – Level I | HR | \$52.61 | \$53.77 | \$54.95 | \$56.16 | \$57.39 | \$58.66 |

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| 0002 AR02 | Cost Analyst – Level II | HR | \$70.43 | \$71.98 | \$73.56 | \$75.18 | \$76.84 | \$78.53 |
| 0002 AS00 | Data Entry Clerk | HR | \$30.91 | \$31.59 | \$32.29 | \$33.00 | \$33.72 | \$34.46 |
| 0002 AT00 | Data Security Specialist | HR | \$89.47 | \$91.44 | \$93.45 | \$95.51 | \$97.61 | \$99.75 |
| 0002 AU00 | Data Standardization Specialist | HR | \$74.06 | \$75.69 | \$77.35 | \$79.06 | \$80.80 | \$82.57 |
| 0002 AV00 | Database Administrator | HR | \$86.45 | \$88.35 | \$90.30 | \$92.28 | \$94.31 | \$96.39 |
| 0002 AW01 | Database Management Specialist – Level I | HR | \$87.88 | \$89.81 | \$91.79 | \$93.81 | \$95.87 | \$97.98 |
| 0002 AW02 | Database Management Specialist – Level II | HR | \$96.99 | \$99.12 | \$101.30 | \$103.53 | \$105.81 | \$108.14 |
| 0002 AW03 | Database Management Specialist – Level III | HR | \$94.95 | \$97.04 | \$99.17 | \$101.36 | \$103.59 | \$105.86 |
| 0002 AX01 | Database Specialist – Level I | HR | \$69.55 | \$71.08 | \$72.64 | \$74.24 | \$75.88 | \$77.54 |
| 0002 AX02 | Database Specialist – Level II | HR | \$86.68 | \$88.59 | \$90.54 | \$92.53 | \$94.56 | \$96.64 |
| 0002 AX03 | Database Specialist – Level III | HR | \$124.16 | \$126.89 | \$129.68 | \$132.54 | \$135.45 | \$138.43 |
| 0002 AY00 | Data Warehousing Administrator | HR | \$64.89 | \$66.32 | \$67.78 | \$69.27 | \$70.79 | \$72.35 |
| 0002 AZ00 | Data Warehouse Analyst | HR | \$78.93 | \$80.67 | \$82.44 | \$84.25 | \$86.11 | \$88.00 |
| 0002 BA00 | Data Warehouse Programmer | HR | \$103.21 | \$105.48 | \$107.80 | \$110.17 | \$112.60 | \$115.07 |
| 0002 BB00 | Disaster Recovery Specialist | HR | \$90.85 | \$92.85 | \$94.89 | \$96.98 | \$99.11 | \$101.29 |
| 0002 BC01 | Document Control Specialist – Level I | HR | \$36.40 | \$37.20 | \$38.02 | \$38.86 | \$39.71 | \$40.58 |
| 0002 BC02 | Document Control Specialist - Level II | HR | \$45.55 | \$46.55 | \$47.58 | \$48.62 | \$49.69 | \$50.79 |
| 0002 BC03 | Document Control Specialist – Level III | HR | \$55.17 | \$56.38 | \$57.62 | \$58.89 | \$60.19 | \$61.51 |
| 0002 BD01 | Document Support Specialist – Level I | HR | \$37.67 | \$38.50 | \$39.35 | \$40.21 | \$41.10 | \$42.00 |
| 0002 BD02 | Document Support Specialist – Level II | HR | \$48.60 | \$49.67 | \$50.76 | \$51.88 | \$53.02 | \$54.19 |
| 0002 BE00 | Duplicating Machine Operator | HR | \$30.45 | \$31.12 | \$31.80 | \$32.50 | \$33.22 | \$33.95 |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$74.44 | \$76.08 | \$77.75 | \$79.46 | \$81.21 | \$83.00 |
| 0002 BG00 | Electronic Meeting Technographer | HR | \$45.50 | \$46.50 | \$47.52 | \$48.57 | \$49.64 | \$50.73 |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$102.59 | \$104.85 | \$107.15 | \$109.51 | \$111.92 | \$114.38 |
| 0002 BI00 | Facilitator | HR | \$66.86 | \$68.33 | \$69.83 | \$71.37 | \$72.94 | \$74.55 |
| 0002 BJ00 | Financial Analyst – IT | HR | \$69.76 | \$71.29 | \$72.86 | \$74.47 | \$76.10 | \$77.78 |
| 0002 BK01 | Functional Analyst – Level I | HR | \$66.98 | \$68.45 | \$69.96 | \$71.50 | \$73.07 | \$74.68 |
| 0002 BK02 | Functional Analyst – Level II | HR | \$91.30 | \$93.31 | \$95.36 | \$97.46 | \$99.60 | \$101.79 |
| 0002 BL01 | General Clerk – Level I | HR | \$24.27 | \$24.80 | \$25.35 | \$25.91 | \$26.48 | \$27.06 |
| 0002 BL02 | General Clerk – Level II | HR | \$28.36 | \$28.98 | \$29.62 | \$30.27 | \$30.94 | \$31.62 |

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| 0002 BL03 | General Clerk – Level III | HR | \$33.70 | \$34.44 | \$35.20 | \$35.97 | \$36.76 | \$37.57 |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR | \$83.30 | \$85.13 | \$87.01 | \$88.92 | \$90.88 | \$92.88 |
| 0002 BN00 | Graphical User Interface Designer | HR | \$69.50 | \$71.03 | \$72.59 | \$74.19 | \$75.82 | \$77.49 |
| 0002 BO00 | Graphics Specialist | HR | \$54.25 | \$55.44 | \$56.66 | \$57.91 | \$59.18 | \$60.49 |
| 0002 BP00 | Hardware Draftsman | HR | \$48.27 | \$49.33 | \$50.42 | \$51.53 | \$52.66 | \$53.82 |
| 0002 BQ01 | Hardware Installation Technician – Level I | HR | \$47.35 | \$48.39 | \$49.46 | \$50.54 | \$51.66 | \$52.79 |
| 0002 BQ02 | Hardware Installation Technician – Level II | HR | \$55.92 | \$57.15 | \$58.41 | \$59.69 | \$61.01 | \$62.35 |
| 0002 BR00 | Hardware Specialist – Information Technology | HR | \$63.77 | \$65.17 | \$66.61 | \$68.07 | \$69.57 | \$71.10 |
| 0002 BS00 | Help Desk Manager | HR | \$81.36 | \$83.15 | \$84.98 | \$86.85 | \$88.76 | \$90.71 |
| 0002 BT00 | Help Desk Specialist | HR | \$55.35 | \$56.57 | \$57.81 | \$59.08 | \$60.38 | \$61.71 |
| 0002 BU01 | Imaging Specialist/Technician – Level I | HR | \$40.54 | \$41.43 | \$42.34 | \$43.27 | \$44.23 | \$45.20 |
| 0002 BU02 | Imaging Specialist/Technician – Level II | HR | \$51.48 | \$52.61 | \$53.77 | \$54.95 | \$56.16 | \$57.40 |
| 0002 BU03 | Imaging Specialist/Technician – Level III | HR | \$61.66 | \$63.02 | \$64.40 | \$65.82 | \$67.27 | \$68.75 |
| 0002 BV00 | Informatic Specialist/Bioinformatician | HR | \$114.46 | \$116.98 | \$119.55 | \$122.18 | \$124.87 | \$127.62 |
| 0002 BW01 | Information Engineer – Level I | HR | \$75.14 | \$76.79 | \$78.48 | \$80.21 | \$81.97 | \$83.78 |
| 0002 BW02 | Information Engineer – Level II | HR | \$101.88 | \$104.12 | \$106.41 | \$108.75 | \$111.15 | \$113.59 |
| 0002 BX00 | Information Resource Management Analyst | HR | \$74.25 | \$75.88 | \$77.55 | \$79.26 | \$81.00 | \$82.78 |
| 0002 BY00 | Information Systems Training Specialist | HR | \$69.02 | \$70.54 | \$72.09 | \$73.68 | \$75.30 | \$76.95 |
| 0002 BZ00 | IT Policy/Legislative Specialist | HR | \$104.39 | \$106.69 | \$109.03 | \$111.43 | \$113.88 | \$116.39 |
| 0002 CA00 | IT Strategic/Capital Planner | HR | \$114.87 | \$117.40 | \$119.98 | \$122.62 | \$125.32 | \$128.07 |
| 0002 CB00 | Knowledge Management Specialist | HR | \$94.29 | \$96.36 | \$98.48 | \$100.65 | \$102.87 | \$105.13 |
| 0002 CC00 | Librarian | HR | \$50.12 | \$51.22 | \$52.35 | \$53.50 | \$54.68 | \$55.88 |
| 0002 CD00 | Librarian Technician | HR | \$38.76 | \$39.61 | \$40.48 | \$41.37 | \$42.29 | \$43.22 |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR | \$43.46 | \$44.42 | \$45.39 | \$46.39 | \$47.41 | \$48.46 |
| 0002 CF00 | Modeling and Simulation Specialist | HR | \$88.72 | \$90.67 | \$92.67 | \$94.71 | \$96.79 | \$98.92 |
| 0002 CG00 | Network Administrator | HR | \$77.47 | \$79.17 | \$80.92 | \$82.70 | \$84.52 | \$86.37 |
| 0002 CH00 | Network Draftsman | HR | \$49.94 | \$51.04 | \$52.16 | \$53.31 | \$54.48 | \$55.68 |
| 0002 CI01 | Network Installation Technician – Level I | HR | \$48.17 | \$49.23 | \$50.31 | \$51.42 | \$52.55 | \$53.71 |
| 0002 CI02 | Network Installation Technician – Level II | HR | \$64.93 | \$66.36 | \$67.82 | \$69.31 | \$70.84 | \$72.39 |
| 0002 CJ00 | Network Support Technician | HR | \$50.80 | \$51.92 | \$53.06 | \$54.23 | \$55.42 | \$56.64 |

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|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 CK00 | Operations Manager | HR | \$81.79 | \$83.59 | \$85.43 | \$87.31 | \$89.23 | \$91.19 |
| 0002 CL00 | Procurement Product Specialist | HR | \$63.53 | \$64.93 | \$66.36 | \$67.82 | \$69.31 | \$70.83 |
| 0002 CM00 | Program Administration Specialist | HR | \$54.17 | \$55.36 | \$56.58 | \$57.82 | \$59.10 | \$60.40 |
| 0002 CN00 | Program Analyst | HR | \$73.27 | \$74.88 | \$76.53 | \$78.21 | \$79.93 | \$81.69 |
| 0002 CO00 | Program Manager | HR | \$177.51 | \$181.42 | \$185.41 | \$189.49 | \$193.65 | \$197.91 |
| 0002 CP00 | Project Control Specialist | HR | \$69.19 | \$70.71 | \$72.27 | \$73.86 | \$75.48 | \$77.14 |
| 0002 CQ00 | Project Leader | HR | \$90.37 | \$92.36 | \$94.39 | \$96.47 | \$98.59 | \$100.76 |
| 0002 CR01 | Project Manager – Level I | HR | \$91.67 | \$93.69 | \$95.75 | \$97.85 | \$100.01 | \$102.21 |
| 0002 CR02 | Project Manager – Level II | HR | \$113.20 | \$115.69 | \$118.24 | \$120.84 | \$123.50 | \$126.21 |
| 0002 CR03 | Project Manager – Level III | HR | \$153.15 | \$156.52 | \$159.96 | \$163.48 | \$167.08 | \$170.75 |
| 0002 CS00 | Public Health Analyst | HR | \$74.33 | \$75.97 | \$77.64 | \$79.34 | \$81.09 | \$82.87 |
| 0002 CT00 | Quality Assurance Analyst | HR | \$73.38 | \$74.99 | \$76.64 | \$78.33 | \$80.05 | \$81.81 |
| 0002 CU00 | Quality Assurance Manager | HR | \$99.92 | \$102.12 | \$104.36 | \$106.66 | \$109.01 | \$111.41 |
| 0002 CV00 | Quality Assurance Specialist | HR | \$81.15 | \$82.94 | \$84.76 | \$86.62 | \$88.53 | \$90.48 |
| 0002 CW00 | Records Management Specialist | HR | \$53.81 | \$54.99 | \$56.20 | \$57.44 | \$58.70 | \$60.00 |
| 0002 CX00 | Scanner Operator | HR | \$31.53 | \$32.22 | \$32.93 | \$33.66 | \$34.40 | \$35.15 |
| 0002 CY00 | Scientific Data Analyst | HR | \$82.85 | \$84.67 | \$86.54 | \$88.44 | \$90.38 | \$92.37 |
| 0002 CZ01 | Subject Matter Expert – Level I | HR | \$127.36 | \$130.16 | \$133.03 | \$135.95 | \$138.94 | \$142.00 |
| 0002 CZ02 | Subject Matter Expert – Level II | HR | \$203.74 | \$208.22 | \$212.80 | \$217.48 | \$222.27 | \$227.16 |
| 0002 CZ03 | Subject Matter Expert – Level III | HR | \$284.68 | \$290.94 | \$297.34 | \$303.89 | \$310.57 | \$317.40 |
| 0002 DA01 | System Administrator – Level I | HR | \$64.42 | \$65.84 | \$67.29 | \$68.77 | \$70.28 | \$71.82 |
| 0002 DA02 | System Administrator – Level II | HR | \$94.56 | \$96.64 | \$98.77 | \$100.94 | \$103.16 | \$105.43 |
| 0002 DA03 | System Administrator – Level III | HR | \$115.76 | \$118.31 | \$120.91 | \$123.57 | \$126.29 | \$129.07 |
| 0002 DB01 | Systems Architect – Level I | HR | \$109.66 | \$112.07 | \$114.54 | \$117.06 | \$119.63 | \$122.27 |
| 0002 DB02 | Systems Architect – Level II | HR | \$133.95 | \$136.90 | \$139.91 | \$142.99 | \$146.13 | \$149.35 |
| 0002 DC01 | Systems Engineer – Level I | HR | \$65.07 | \$66.50 | \$67.96 | \$69.46 | \$70.99 | \$72.55 |
| 0002 DC02 | Systems Engineer – Level II | HR | \$90.77 | \$92.77 | \$94.81 | \$96.89 | \$99.03 | \$101.20 |
| 0002 DC03 | Systems Engineer – Level III | HR | \$127.11 | \$129.91 | \$132.76 | \$135.69 | \$138.67 | \$141.72 |
| 0002 DD00 | System Operator | HR | \$48.02 | \$49.08 | \$50.16 | \$51.26 | \$52.39 | \$53.54 |
| 0002 DE00 | System Programmer | HR | \$75.89 | \$77.56 | \$79.27 | \$81.01 | \$82.79 | \$84.61 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 DF01 | Technical Writer/Editor – Level I | HR | \$45.38 | \$46.38 | \$47.40 | \$48.44 | \$49.51 | \$50.60 |
| 0002 DF02 | Technical Writer/Editor – Level II | HR | \$57.55 | \$58.82 | \$60.11 | \$61.43 | \$62.78 | \$64.17 |
| 0002 DF03 | Technical Writer/Editor – Level III | HR | \$73.49 | \$75.11 | \$76.76 | \$78.45 | \$80.17 | \$81.94 |
| 0002 DG01 | Telecommunications Engineer – Level I | HR | \$68.42 | \$69.93 | \$71.46 | \$73.04 | \$74.64 | \$76.28 |
| 0002 DG02 | Telecommunications Engineer - Level II | HR | \$82.75 | \$84.57 | \$86.43 | \$88.33 | \$90.28 | \$92.26 |
| 0002 DH01 | Telecommunications Specialist – Level I | HR | \$59.29 | \$60.59 | \$61.93 | \$63.29 | \$64.68 | \$66.11 |
| 0002 DH02 | Telecommunications Specialist - Level II | HR | \$71.25 | \$72.82 | \$74.42 | \$76.06 | \$77.73 | \$79.44 |
| 0002 DI00 | Test Engineer | HR | \$83.10 | \$84.93 | \$86.80 | \$88.71 | \$90.66 | \$92.65 |
| 0002 DJ00 | Training Manager | HR | \$80.45 | \$82.22 | \$84.03 | \$85.88 | \$87.77 | \$89.70 |
| 0002 DK01 | Training Specialist – Level I | HR | \$55.17 | \$56.38 | \$57.62 | \$58.89 | \$60.19 | \$61.51 |
| 0002 DK02 | Training Specialist – Level II | HR | \$68.02 | \$69.52 | \$71.05 | \$72.61 | \$74.21 | \$75.84 |
| 0002 DL00 | Web Content Administrator | HR | \$67.95 | \$69.44 | \$70.97 | \$72.53 | \$74.13 | \$75.76 |
| 0002 DM00 | Web Designer | HR | \$74.50 | \$76.14 | \$77.81 | \$79.53 | \$81.28 | \$83.06 |
| 0002 DN00 | Web Project Manager | HR | \$97.54 | \$99.69 | \$101.88 | \$104.12 | \$106.41 | \$108.75 |
| 0002 DO00 | Web Software Developer | HR | \$80.09 | \$81.85 | \$83.65 | \$85.49 | \$87.37 | \$89.30 |
| 0002 DP00 | Webmaster | HR | \$70.57 | \$72.12 | \$73.71 | \$75.33 | \$76.99 | \$78.68 |
| 0002 DQ00 | Wide Area Network Administrator | HR | \$81.47 | \$83.26 | \$85.09 | \$86.97 | \$88.88 | \$90.83 |