

| ITEM      | DESCRIPTION   | U/M | Contract Year |          |          |          |          |          |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
|           |   |     | 5             | 6        | 7        | 8        | 9        | 10       |
|           | <b>Escalation rate</b>                                |     |               | 3%       | 3%       | 3%       | 3%       | 3%       |
| 0002 AA01 | Administrative Assistant – Level I                    | HR  | \$53.59       | \$55.20  | \$56.85  | \$58.56  | \$60.31  | \$62.12  |
| 0002 AA02 | Administrative Assistant – Level II                   | HR  | \$61.79       | \$63.64  | \$65.55  | \$67.52  | \$69.54  | \$71.63  |
| 0002 AB01 | Application Engineer – Level I                        | HR  | \$105.61      | \$108.78 | \$112.04 | \$115.40 | \$118.87 | \$122.43 |
| 0002 AB02 | Application Engineer – Level II                       | HR  | \$125.64      | \$129.41 | \$133.29 | \$137.29 | \$141.40 | \$145.65 |
| 0002 AC01 | Application Programmer – Level I                      | HR  | \$89.17       | \$91.84  | \$94.60  | \$97.44  | \$100.36 | \$103.37 |
| 0002 AC02 | Application Programmer – Level II                     | HR  | \$99.08       | \$102.05 | \$105.11 | \$108.27 | \$111.52 | \$114.86 |
| 0002 AC03 | Applications Programmer – Level III                   | HR  | \$112.72      | \$116.10 | \$119.59 | \$123.17 | \$126.87 | \$130.67 |
| 0002 AD00 | Application Systems Analyst                           | HR  | \$110.34      | \$113.65 | \$117.06 | \$120.57 | \$124.18 | \$127.91 |
| 0002 AE00 | Biostatatician  | HR  | \$143.54      | \$147.85 | \$152.28 | \$156.85 | \$161.55 | \$166.40 |
| 0002 AF01 | Business Analyst – Level I                            | HR  | \$99.84       | \$102.84 | \$105.92 | \$109.10 | \$112.38 | \$115.75 |
| 0002 AF02 | Business Analyst – Level II                           | HR  | \$113.59      | \$117.00 | \$120.51 | \$124.13 | \$127.85 | \$131.68 |
| 0002 AF03 | Business Analyst – Level III                          | HR  | \$128.46      | \$132.32 | \$136.29 | \$140.37 | \$144.59 | \$148.92 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I   | HR  | \$121.57      | \$125.21 | \$128.97 | \$132.84 | \$136.82 | \$140.93 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II  | HR  | \$129.77      | \$133.66 | \$137.67 | \$141.80 | \$146.06 | \$150.44 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR  | \$137.97      | \$142.11 | \$146.37 | \$150.77 | \$155.29 | \$159.95 |
| 0002 AH00 | Chief Information Security Officer                    | HR  | \$184.55      | \$190.09 | \$195.79 | \$201.66 | \$207.71 | \$213.94 |
| 0002 AI00 | Communications Hardware Specialist                    | HR  | \$105.55      | \$108.72 | \$111.98 | \$115.34 | \$118.80 | \$122.37 |
| 0002 AJ00 | Communications Network Manager                        | HR  | \$112.92      | \$116.30 | \$119.79 | \$123.39 | \$127.09 | \$130.90 |
| 0002 AK00 | Communications Software Specialist                    | HR  | \$109.71      | \$113.00 | \$116.39 | \$119.88 | \$123.47 | \$127.18 |
| 0002 AL00 | Communications Specialist                             | HR  | \$99.88       | \$102.87 | \$105.96 | \$109.14 | \$112.41 | \$115.78 |
| 0002 AM00 | Computer Data Librarian                               | HR  | \$55.58       | \$57.25  | \$58.97  | \$60.74  | \$62.56  | \$64.44  |
| 0002 AN00 | Computer Scientist                                    | HR  | \$106.63      | \$109.83 | \$113.12 | \$116.52 | \$120.01 | \$123.61 |
| 0002 AO01 | Computer Security System Specialist – Level I         | HR  | \$112.93      | \$116.32 | \$119.81 | \$123.40 | \$127.10 | \$130.92 |
| 0002 AO02 | Computer Security System Specialist – Level II        | HR  | \$126.30      | \$130.09 | \$133.99 | \$138.01 | \$142.15 | \$146.41 |
| 0002 AO03 | Computer Security System Specialist – Level III       | HR  | \$137.18      | \$141.29 | \$145.53 | \$149.90 | \$154.39 | \$159.02 |
| 0002 AP01 | Computer Systems Analyst – Level I                    | HR  | \$73.82       | \$76.03  | \$78.32  | \$80.67  | \$83.09  | \$85.58  |
| 0002 AP02 | Computer Systems Analyst – Level II                   | HR  | \$82.02       | \$84.48  | \$87.02  | \$89.63  | \$92.32  | \$95.09  |
| 0002 AP03 | Computer Systems Analyst – Level III                  | HR  | \$90.22       | \$92.93  | \$95.72  | \$98.59  | \$101.55 | \$104.60 |
| 0002 AQ00 | Configuration Management Specialist                   | HR  | \$121.48      | \$125.12 | \$128.88 | \$132.74 | \$136.73 | \$140.83 |
| 0002 AR01 | Cost Analyst – Level I                                | HR  | \$77.92       | \$80.26  | \$82.67  | \$85.15  | \$87.70  | \$90.33  |

| ITEM      | DESCRIPTION                                   | U/M | Contract Year |          |          |          |          |          |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
|           |   |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 AR02 | Cost Analyst – Level II                       | HR  | \$86.12       | \$88.71  | \$91.37  | \$94.11  | \$96.93  | \$99.84  |
| 0002 AS00 | Data Entry Clerk                              | HR  | \$27.38       | \$28.20  | \$29.05  | \$29.92  | \$30.82  | \$31.74  |
| 0002 AT00 | Data Security Specialist                      | HR  | \$105.96      | \$109.14 | \$112.42 | \$115.79 | \$119.26 | \$122.84 |
| 0002 AU00 | Data Standardization Specialist               | HR  | \$122.65      | \$126.33 | \$130.12 | \$134.03 | \$138.05 | \$142.19 |
| 0002 AV00 | Database Administrator                        | HR  | \$112.13      | \$115.49 | \$118.96 | \$122.53 | \$126.20 | \$129.99 |
| 0002 AW01 | Database Management Specialist – Level I      | HR  | \$86.91       | \$89.52  | \$92.20  | \$94.97  | \$97.82  | \$100.75 |
| 0002 AW02 | Database Management Specialist – Level II     | HR  | \$110.83      | \$114.16 | \$117.58 | \$121.11 | \$124.75 | \$128.49 |
| 0002 AW03 | Database Management Specialist – Level III    | HR  | \$123.13      | \$126.82 | \$130.62 | \$134.54 | \$138.58 | \$142.74 |
| 0002 AX01 | Database Specialist – Level I                 | HR  | \$88.19       | \$90.84  | \$93.56  | \$96.37  | \$99.26  | \$102.24 |
| 0002 AX02 | Database Specialist – Level II                | HR  | \$106.77      | \$109.97 | \$113.27 | \$116.67 | \$120.17 | \$123.77 |
| 0002 AX03 | Database Specialist – Level III               | HR  | \$126.95      | \$130.76 | \$134.68 | \$138.72 | \$142.88 | \$147.17 |
| 0002 AY00 | Data Warehousing Administrator                | HR  | \$106.26      | \$109.45 | \$112.73 | \$116.11 | \$119.60 | \$123.19 |
| 0002 AZ00 | Data Warehouse Analyst                        | HR  | \$113.90      | \$117.32 | \$120.84 | \$124.46 | \$128.20 | \$132.04 |
| 0002 BA00 | Data Warehouse Programmer                     | HR  | \$107.50      | \$110.73 | \$114.05 | \$117.47 | \$121.00 | \$124.63 |
| 0002 BB00 | Disaster Recovery Specialist                  | HR  | \$146.52      | \$150.92 | \$155.44 | \$160.11 | \$164.91 | \$169.86 |
| 0002 BC01 | Document Control Specialist – Level I         | HR  | \$53.59       | \$55.20  | \$56.85  | \$58.56  | \$60.31  | \$62.12  |
| 0002 BC02 | Document Control Specialist - Level II        | HR  | \$61.79       | \$63.64  | \$65.55  | \$67.52  | \$69.54  | \$71.63  |
| 0002 BC03 | Document Control Specialist – Level III       | HR  | \$69.99       | \$72.09  | \$74.25  | \$76.48  | \$78.78  | \$81.14  |
| 0002 BD01 | Document Support Specialist – Level I         | HR  | \$53.59       | \$55.20  | \$56.85  | \$58.56  | \$60.31  | \$62.12  |
| 0002 BD02 | Document Support Specialist – Level II        | HR  | \$61.79       | \$63.64  | \$65.55  | \$67.52  | \$69.54  | \$71.63  |
| 0002 BE00 | Duplicating Machine Operator                  | HR  | \$25.08       | \$25.83  | \$26.61  | \$27.40  | \$28.23  | \$29.07  |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist  | HR  | \$90.22       | \$92.93  | \$95.72  | \$98.59  | \$101.55 | \$104.60 |
| 0002 BG00 | Electronic Meeting Technographer              | HR  | \$81.74       | \$84.19  | \$86.71  | \$89.32  | \$92.00  | \$94.76  |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR  | \$156.73      | \$161.44 | \$166.28 | \$171.27 | \$176.41 | \$181.70 |
| 0002 BI00 | Facilitator                                   | HR  | \$153.72      | \$158.33 | \$163.08 | \$167.97 | \$173.01 | \$178.20 |
| 0002 BJ00 | Financial Analyst – IT                        | HR  | \$110.73      | \$114.05 | \$117.47 | \$121.00 | \$124.63 | \$128.37 |
| 0002 BK01 | Functional Analyst – Level I                  | HR  | \$116.48      | \$119.98 | \$123.58 | \$127.28 | \$131.10 | \$135.03 |
| 0002 BK02 | Functional Analyst – Level II                 | HR  | \$124.68      | \$128.42 | \$132.28 | \$136.25 | \$140.33 | \$144.54 |
| 0002 BL01 | General Clerk – Level I                       | HR  | \$25.39       | \$26.15  | \$26.93  | \$27.74  | \$28.57  | \$29.43  |
| 0002 BL02 | General Clerk – Level II                      | HR  | \$27.71       | \$28.54  | \$29.39  | \$30.28  | \$31.18  | \$32.12  |

| ITEM      | DESCRIPTION                                    | U/M | Contract Year |          |          |          |          |          |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
|           |  |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 BL03 | General Clerk – Level III                      | HR  | \$31.97       | \$32.93  | \$33.92  | \$34.94  | \$35.98  | \$37.06  |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR  | \$123.03      | \$126.72 | \$130.53 | \$134.44 | \$138.48 | \$142.63 |
| 0002 BN00 | Graphical User Interface Designer              | HR  | \$98.84       | \$101.81 | \$104.86 | \$108.01 | \$111.25 | \$114.58 |
| 0002 BO00 | Graphics Specialist                            | HR  | \$50.29       | \$51.80  | \$53.36  | \$54.96  | \$56.61  | \$58.31  |
| 0002 BP00 | Hardware Draftsman                             | HR  | \$38.56       | \$39.71  | \$40.91  | \$42.13  | \$43.40  | \$44.70  |
| 0002 BQ01 | Hardware Installation Technician – Level I     | HR  | \$42.98       | \$44.27  | \$45.59  | \$46.96  | \$48.37  | \$49.82  |
| 0002 BQ02 | Hardware Installation Technician – Level II    | HR  | \$52.89       | \$54.47  | \$56.11  | \$57.79  | \$59.53  | \$61.31  |
| 0002 BR00 | Hardware Specialist – Information Technology   | HR  | \$116.42      | \$119.92 | \$123.52 | \$127.22 | \$131.04 | \$134.97 |
| 0002 BS00 | Help Desk Manager                              | HR  | \$94.68       | \$97.52  | \$100.44 | \$103.46 | \$106.56 | \$109.76 |
| 0002 BT00 | Help Desk Specialist                           | HR  | \$73.04       | \$75.23  | \$77.48  | \$79.81  | \$82.20  | \$84.67  |
| 0002 BU01 | Imaging Specialist/Technician – Level I        | HR  | \$35.14       | \$36.20  | \$37.29  | \$38.40  | \$39.56  | \$40.74  |
| 0002 BU02 | Imaging Specialist/Technician – Level II       | HR  | \$39.32       | \$40.50  | \$41.72  | \$42.97  | \$44.26  | \$45.59  |
| 0002 BU03 | Imaging Specialist/Technician – Level III      | HR  | \$43.85       | \$45.16  | \$46.52  | \$47.91  | \$49.35  | \$50.83  |
| 0002 BV00 | Informatic Specialist/Bioinformatician         | HR  | \$147.64      | \$152.07 | \$156.63 | \$161.33 | \$166.17 | \$171.16 |
| 0002 BW01 | Information Engineer – Level I                 | HR  | \$108.42      | \$111.67 | \$115.02 | \$118.47 | \$122.03 | \$125.69 |
| 0002 BW02 | Information Engineer – Level II                | HR  | \$124.49      | \$128.23 | \$132.08 | \$136.04 | \$140.12 | \$144.32 |
| 0002 BX00 | Information Resource Management Analyst        | HR  | \$137.18      | \$141.29 | \$145.53 | \$149.90 | \$154.39 | \$159.02 |
| 0002 BY00 | Information Systems Training Specialist        | HR  | \$73.82       | \$76.03  | \$78.32  | \$80.67  | \$83.09  | \$85.58  |
| 0002 BZ00 | IT Policy/Legislative Specialist               | HR  | \$141.52      | \$145.77 | \$150.14 | \$154.65 | \$159.29 | \$164.06 |
| 0002 CA00 | IT Strategic/Capital Planner                   | HR  | \$153.70      | \$158.31 | \$163.06 | \$167.95 | \$172.99 | \$178.18 |
| 0002 CB00 | Knowledge Management Specialist                | HR  | \$141.52      | \$145.77 | \$150.14 | \$154.65 | \$159.29 | \$164.06 |
| 0002 CC00 | Librarian                                      | HR  | \$61.57       | \$63.42  | \$65.32  | \$67.28  | \$69.30  | \$71.38  |
| 0002 CD00 | Librarian Technician                           | HR  | \$34.27       | \$35.30  | \$36.36  | \$37.45  | \$38.58  | \$39.73  |
| 0002 CE00 | Medical Billing/Account Management Specialist  | HR  | \$35.90       | \$36.97  | \$38.08  | \$39.22  | \$40.40  | \$41.61  |
| 0002 CF00 | Modeling and Simulation Specialist             | HR  | \$143.54      | \$147.85 | \$152.28 | \$156.85 | \$161.55 | \$166.40 |
| 0002 CG00 | Network Administrator                          | HR  | \$91.28       | \$94.02  | \$96.84  | \$99.75  | \$102.74 | \$105.82 |
| 0002 CH00 | Network Draftsman                              | HR  | \$94.32       | \$97.15  | \$100.06 | \$103.06 | \$106.15 | \$109.34 |
| 0002 CI01 | Network Installation Technician – Level I      | HR  | \$69.40       | \$71.48  | \$73.63  | \$75.84  | \$78.11  | \$80.46  |
| 0002 CI02 | Network Installation Technician – Level II     | HR  | \$92.75       | \$95.53  | \$98.39  | \$101.35 | \$104.39 | \$107.52 |
| 0002 CJ00 | Network Support Technician                     | HR  | \$73.09       | \$75.28  | \$77.54  | \$79.86  | \$82.26  | \$84.73  |

| ITEM      | DESCRIPTION                       | U/M | Contract Year |          |          |          |          |          |
|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|
|           |                                   |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 CK00 | Operations Manager                | HR  | \$103.32      | \$106.42 | \$109.61 | \$112.90 | \$116.29 | \$119.78 |
| 0002 CL00 | Procurement Product Specialist    | HR  | \$93.92       | \$96.74  | \$99.64  | \$102.63 | \$105.71 | \$108.88 |
| 0002 CM00 | Program Administration Specialist | HR  | \$101.26      | \$104.30 | \$107.43 | \$110.65 | \$113.97 | \$117.39 |
| 0002 CN00 | Program Analyst                   | HR  | \$87.76       | \$90.40  | \$93.11  | \$95.90  | \$98.78  | \$101.74 |
| 0002 CO00 | Program Manager                   | HR  | \$164.04      | \$168.97 | \$174.04 | \$179.26 | \$184.63 | \$190.17 |
| 0002 CP00 | Project Control Specialist        | HR  | \$103.11      | \$106.21 | \$109.39 | \$112.67 | \$116.05 | \$119.54 |
| 0002 CQ00 | Project Leader                    | HR  | \$123.14      | \$126.84 | \$130.64 | \$134.56 | \$138.60 | \$142.76 |
| 0002 CR01 | Project Manager – Level I         | HR  | \$106.60      | \$109.80 | \$113.09 | \$116.49 | \$119.98 | \$123.58 |
| 0002 CR02 | Project Manager – Level II        | HR  | \$130.05      | \$133.95 | \$137.97 | \$142.11 | \$146.37 | \$150.76 |
| 0002 CR03 | Project Manager – Level III       | HR  | \$118.93      | \$122.50 | \$126.18 | \$129.96 | \$133.86 | \$137.88 |
| 0002 CS00 | Public Health Analyst             | HR  | \$123.14      | \$126.83 | \$130.64 | \$134.56 | \$138.59 | \$142.75 |
| 0002 CT00 | Quality Assurance Analyst         | HR  | \$105.40      | \$108.56 | \$111.81 | \$115.17 | \$118.62 | \$122.18 |
| 0002 CU00 | Quality Assurance Manager         | HR  | \$115.35      | \$118.81 | \$122.37 | \$126.04 | \$129.82 | \$133.72 |
| 0002 CV00 | Quality Assurance Specialist      | HR  | \$110.22      | \$113.52 | \$116.93 | \$120.44 | \$124.05 | \$127.77 |
| 0002 CW00 | Records Management Specialist     | HR  | \$35.90       | \$36.97  | \$38.08  | \$39.22  | \$40.40  | \$41.61  |
| 0002 CX00 | Scanner Operator                  | HR  | \$32.28       | \$33.25  | \$34.24  | \$35.27  | \$36.33  | \$37.42  |
| 0002 CY00 | Scientific Data Analyst           | HR  | \$128.46      | \$132.32 | \$136.29 | \$140.37 | \$144.59 | \$148.92 |
| 0002 CZ01 | Subject Matter Expert – Level I   | HR  | \$114.83      | \$118.28 | \$121.82 | \$125.48 | \$129.24 | \$133.12 |
| 0002 CZ02 | Subject Matter Expert – Level II  | HR  | \$127.13      | \$130.95 | \$134.88 | \$138.92 | \$143.09 | \$147.38 |
| 0002 CZ03 | Subject Matter Expert – Level III | HR  | \$139.44      | \$143.62 | \$147.93 | \$152.37 | \$156.94 | \$161.65 |
| 0002 DA01 | System Administrator – Level I    | HR  | \$78.05       | \$80.39  | \$82.81  | \$85.29  | \$87.85  | \$90.48  |
| 0002 DA02 | System Administrator – Level II   | HR  | \$94.90       | \$97.74  | \$100.68 | \$103.70 | \$106.81 | \$110.01 |
| 0002 DA03 | System Administrator – Level III  | HR  | \$124.49      | \$128.22 | \$132.07 | \$136.03 | \$140.11 | \$144.32 |
| 0002 DB01 | Systems Architect – Level I       | HR  | \$137.18      | \$141.29 | \$145.53 | \$149.90 | \$154.39 | \$159.02 |
| 0002 DB02 | Systems Architect – Level II      | HR  | \$146.37      | \$150.76 | \$155.28 | \$159.94 | \$164.74 | \$169.68 |
| 0002 DC01 | Systems Engineer – Level I        | HR  | \$117.33      | \$120.85 | \$124.48 | \$128.21 | \$132.06 | \$136.02 |
| 0002 DC02 | Systems Engineer – Level II       | HR  | \$131.09      | \$135.03 | \$139.08 | \$143.25 | \$147.55 | \$151.97 |
| 0002 DC03 | Systems Engineer – Level III      | HR  | \$136.73      | \$140.84 | \$145.06 | \$149.41 | \$153.90 | \$158.51 |
| 0002 DD00 | System Operator                   | HR  | \$50.33       | \$51.84  | \$53.39  | \$55.00  | \$56.65  | \$58.35  |
| 0002 DE00 | System Programmer                 | HR  | \$105.61      | \$108.78 | \$112.04 | \$115.40 | \$118.87 | \$122.43 |

| ITEM      | DESCRIPTION                              | U/M | Contract Year |          |          |          |          |          |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
|           |  |     | 5             | 6        | 7        | 8        | 9        | 10       |
| 0002 DF01 | Technical Writer/Editor – Level I        | HR  | \$64.08       | \$66.01  | \$67.99  | \$70.03  | \$72.13  | \$74.29  |
| 0002 DF02 | Technical Writer/Editor – Level II       | HR  | \$75.91       | \$78.19  | \$80.54  | \$82.95  | \$85.44  | \$88.00  |
| 0002 DF03 | Technical Writer/Editor – Level III      | HR  | \$90.22       | \$92.93  | \$95.72  | \$98.59  | \$101.55 | \$104.60 |
| 0002 DG01 | Telecommunications Engineer – Level I    | HR  | \$96.75       | \$99.66  | \$102.64 | \$105.72 | \$108.90 | \$112.16 |
| 0002 DG02 | Telecommunications Engineer - Level II   | HR  | \$113.57      | \$116.97 | \$120.48 | \$124.10 | \$127.82 | \$131.65 |
| 0002 DH01 | Telecommunications Specialist – Level I  | HR  | \$80.15       | \$82.55  | \$85.03  | \$87.58  | \$90.21  | \$92.91  |
| 0002 DH02 | Telecommunications Specialist - Level II | HR  | \$98.20       | \$101.14 | \$104.18 | \$107.30 | \$110.52 | \$113.84 |
| 0002 DI00 | Test Engineer                            | HR  | \$102.73      | \$105.82 | \$108.99 | \$112.26 | \$115.63 | \$119.10 |
| 0002 DJ00 | Training Manager                         | HR  | \$118.69      | \$122.25 | \$125.92 | \$129.70 | \$133.59 | \$137.59 |
| 0002 DK01 | Training Specialist – Level I            | HR  | \$73.82       | \$76.03  | \$78.32  | \$80.67  | \$83.09  | \$85.58  |
| 0002 DK02 | Training Specialist – Level II           | HR  | \$90.22       | \$92.93  | \$95.72  | \$98.59  | \$101.55 | \$104.60 |
| 0002 DL00 | Web Content Administrator                | HR  | \$128.04      | \$131.88 | \$135.84 | \$139.91 | \$144.11 | \$148.43 |
| 0002 DM00 | Web Designer                             | HR  | \$104.13      | \$107.25 | \$110.47 | \$113.78 | \$117.20 | \$120.71 |
| 0002 DN00 | Web Project Manager                      | HR  | \$130.34      | \$134.25 | \$138.27 | \$142.42 | \$146.70 | \$151.10 |
| 0002 DO00 | Web Software Developer                   | HR  | \$102.12      | \$105.19 | \$108.34 | \$111.59 | \$114.94 | \$118.39 |
| 0002 DP00 | Webmaster                                | HR  | \$103.32      | \$106.42 | \$109.61 | \$112.90 | \$116.29 | \$119.78 |
| 0002 DQ00 | Wide Area Network Administrator          | HR  | \$96.37       | \$99.26  | \$102.24 | \$105.30 | \$108.46 | \$111.72 |