

Attachment J.1

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 3% | 3% | 3% | 3% | 3% |
| 0001 AA01 | Administrative Assistant – Level I | HR | \$44.29 | \$45.62 | \$46.99 | \$48.40 | \$49.85 | \$51.34 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$53.09 | \$54.68 | \$56.32 | \$58.01 | \$59.75 | \$61.55 |
| 0001 AB01 | Application Engineer – Level I | HR | \$96.50 | \$99.40 | \$102.38 | \$105.45 | \$108.61 | \$111.87 |
| 0001 AB02 | Application Engineer – Level II | HR | \$105.15 | \$108.30 | \$111.55 | \$114.90 | \$118.35 | \$121.90 |
| 0001 AC01 | Application Programmer – Level I | HR | \$86.15 | \$88.73 | \$91.40 | \$94.14 | \$96.96 | \$99.87 |
| 0001 AC02 | Application Programmer – Level II | HR | \$109.75 | \$113.04 | \$116.43 | \$119.93 | \$123.52 | \$127.23 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$121.25 | \$124.89 | \$128.63 | \$132.49 | \$136.47 | \$140.56 |
| 0001 AD00 | Application Systems Analyst | HR | \$98.10 | \$101.04 | \$104.07 | \$107.20 | \$110.41 | \$113.72 |
| 0001 AE00 | Biostatatician | HR | \$175.00 | \$180.25 | \$185.66 | \$191.23 | \$196.96 | \$202.87 |
| 0001 AF01 | Business Analyst – Level I | HR | \$78.57 | \$80.93 | \$83.35 | \$85.86 | \$88.43 | \$91.08 |
| 0001 AF02 | Business Analyst – Level II | HR | \$98.56 | \$101.52 | \$104.56 | \$107.70 | \$110.93 | \$114.26 |
| 0001 AF03 | Business Analyst – Level III | HR | \$121.25 | \$124.89 | \$128.63 | \$132.49 | \$136.47 | \$140.56 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$111.55 | \$114.90 | \$118.34 | \$121.89 | \$125.55 | \$129.32 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$130.95 | \$134.88 | \$138.92 | \$143.09 | \$147.39 | \$151.81 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$145.50 | \$149.87 | \$154.36 | \$158.99 | \$163.76 | \$168.67 |
| 0001 AH00 | Chief Information Security Officer | HR | \$184.30 | \$189.83 | \$195.52 | \$201.39 | \$207.43 | \$213.65 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$99.91 | \$102.91 | \$105.99 | \$109.17 | \$112.45 | \$115.82 |
| 0001 AJ00 | Communications Network Manager | HR | \$116.40 | \$119.89 | \$123.49 | \$127.19 | \$131.01 | \$134.94 |
| 0001 AK00 | Communications Software Specialist | HR | \$101.85 | \$104.91 | \$108.05 | \$111.29 | \$114.63 | \$118.07 |
| 0001 AL00 | Communications Specialist | HR | \$88.65 | \$91.31 | \$94.05 | \$96.87 | \$99.78 | \$102.77 |
| 0001 AM00 | Computer Data Librarian | HR | \$59.17 | \$60.95 | \$62.77 | \$64.66 | \$66.60 | \$68.59 |
| 0001 AN00 | Computer Scientist | HR | \$120.15 | \$123.75 | \$127.47 | \$131.29 | \$135.23 | \$139.29 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$85.36 | \$87.92 | \$90.56 | \$93.28 | \$96.07 | \$98.96 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$101.85 | \$104.91 | \$108.05 | \$111.29 | \$114.63 | \$118.07 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$124.16 | \$127.88 | \$131.72 | \$135.67 | \$139.74 | \$143.94 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$71.78 | \$73.93 | \$76.15 | \$78.44 | \$80.79 | \$83.21 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$82.45 | \$84.92 | \$87.47 | \$90.10 | \$92.80 | \$95.58 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$106.70 | \$109.90 | \$113.20 | \$116.59 | \$120.09 | \$123.69 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$105.25 | \$108.41 | \$111.66 | \$115.01 | \$118.46 | \$122.01 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$66.93 | \$68.94 | \$71.01 | \$73.14 | \$75.33 | \$77.59 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$78.57 | \$80.93 | \$83.35 | \$85.86 | \$88.43 | \$91.08 |
| 0001 AS00 | Data Entry Clerk | HR | \$45.00 | \$46.35 | \$47.74 | \$49.17 | \$50.65 | \$52.17 |
| 0001 AT00 | Data Security Specialist | HR | \$108.50 | \$111.76 | \$115.11 | \$118.56 | \$122.12 | \$125.78 |
| 0001 AU00 | Data Standardization Specialist | HR | \$77.60 | \$79.93 | \$82.33 | \$84.80 | \$87.34 | \$89.96 |
| 0001 AV00 | Database Administrator | HR | \$116.40 | \$119.89 | \$123.49 | \$127.19 | \$131.01 | \$134.94 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$86.33 | \$88.92 | \$91.59 | \$94.34 | \$97.17 | \$100.08 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$103.79 | \$106.90 | \$110.11 | \$113.41 | \$116.82 | \$120.32 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$124.16 | \$127.88 | \$131.72 | \$135.67 | \$139.74 | \$143.94 |
| 0001 AX01 | Database Specialist – Level I | HR | \$82.45 | \$84.92 | \$87.47 | \$90.10 | \$92.80 | \$95.58 |
| 0001 AX02 | Database Specialist – Level II | HR | \$110.20 | \$113.51 | \$116.91 | \$120.42 | \$124.03 | \$127.75 |
| 0001 AX03 | Database Specialist – Level III | HR | \$114.46 | \$117.89 | \$121.43 | \$125.07 | \$128.83 | \$132.69 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$117.37 | \$120.89 | \$124.52 | \$128.25 | \$132.10 | \$136.06 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$115.43 | \$118.89 | \$122.46 | \$126.13 | \$129.92 | \$133.82 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$96.03 | \$98.91 | \$101.88 | \$104.93 | \$108.08 | \$111.33 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$145.50 | \$149.87 | \$154.36 | \$158.99 | \$163.76 | \$168.67 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$45.59 | \$46.96 | \$48.37 | \$49.82 | \$51.31 | \$52.85 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$54.65 | \$56.29 | \$57.98 | \$59.72 | \$61.51 | \$63.35 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$68.60 | \$70.66 | \$72.78 | \$74.96 | \$77.21 | \$79.53 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$45.59 | \$46.96 | \$48.37 | \$49.82 | \$51.31 | \$52.85 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$55.29 | \$56.95 | \$58.66 | \$60.42 | \$62.23 | \$64.10 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$52.50 | \$54.08 | \$55.70 | \$57.37 | \$59.09 | \$60.86 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$105.25 | \$108.41 | \$111.66 | \$115.01 | \$118.46 | \$122.01 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$53.35 | \$54.95 | \$56.60 | \$58.30 | \$60.05 | \$61.85 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$136.77 | \$140.87 | \$145.10 | \$149.45 | \$153.94 | \$158.55 |
| 0001 BI00 | Facilitator | HR | \$125.00 | \$128.75 | \$132.61 | \$136.59 | \$140.69 | \$144.91 |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$88.85 | \$91.52 | \$94.26 | \$97.09 | \$100.00 | \$103.00 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$96.50 | \$99.40 | \$102.38 | \$105.45 | \$108.61 | \$111.87 |
| 0001 BK02 | Functional Analyst – Level II | HR | \$125.50 | \$129.27 | \$133.14 | \$137.14 | \$141.25 | \$145.49 |
| 0001 BL01 | General Clerk – Level I | HR | \$55.45 | \$57.11 | \$58.83 | \$60.59 | \$62.41 | \$64.28 |
| 0001 BL02 | General Clerk – Level II | HR | \$62.30 | \$64.17 | \$66.09 | \$68.08 | \$70.12 | \$72.22 |
| 0001 BL03 | General Clerk – Level III | HR | \$68.50 | \$70.56 | \$72.67 | \$74.85 | \$77.10 | \$79.41 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$95.06 | \$97.91 | \$100.85 | \$103.87 | \$106.99 | \$110.20 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$110.15 | \$113.45 | \$116.86 | \$120.36 | \$123.97 | \$127.69 |
| 0001 BO00 | Graphics Specialist | HR | \$65.86 | \$67.84 | \$69.87 | \$71.97 | \$74.13 | \$76.35 |
| 0001 BP00 | Hardware Draftsman | HR | \$64.02 | \$65.94 | \$67.92 | \$69.96 | \$72.06 | \$74.22 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$58.20 | \$59.95 | \$61.74 | \$63.60 | \$65.50 | \$67.47 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$72.75 | \$74.93 | \$77.18 | \$79.50 | \$81.88 | \$84.34 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$87.30 | \$89.92 | \$92.62 | \$95.40 | \$98.26 | \$101.20 |
| 0001 BS00 | Help Desk Manager | HR | \$102.50 | \$105.58 | \$108.74 | \$112.00 | \$115.36 | \$118.83 |
| 0001 BT00 | Help Desk Specialist | HR | \$63.05 | \$64.94 | \$66.89 | \$68.90 | \$70.96 | \$73.09 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$50.44 | \$51.95 | \$53.51 | \$55.12 | \$56.77 | \$58.47 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$61.11 | \$62.94 | \$64.83 | \$66.78 | \$68.78 | \$70.84 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$79.54 | \$81.93 | \$84.38 | \$86.92 | \$89.52 | \$92.21 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$113.49 | \$116.89 | \$120.40 | \$124.01 | \$127.73 | \$131.57 |
| 0001 BW01 | Information Engineer – Level I | HR | \$90.35 | \$93.06 | \$95.85 | \$98.73 | \$101.69 | \$104.74 |
| 0001 BW02 | Information Engineer – Level II | HR | \$120.50 | \$124.12 | \$127.84 | \$131.67 | \$135.62 | \$139.69 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$84.39 | \$86.92 | \$89.53 | \$92.22 | \$94.98 | \$97.83 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$85.36 | \$87.92 | \$90.56 | \$93.28 | \$96.07 | \$98.96 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$106.70 | \$109.90 | \$113.20 | \$116.59 | \$120.09 | \$123.69 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$119.31 | \$122.89 | \$126.58 | \$130.37 | \$134.28 | \$138.31 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$117.37 | \$120.89 | \$124.52 | \$128.25 | \$132.10 | \$136.06 |
| 0001 CC00 | Librarian | HR | \$85.00 | \$87.55 | \$90.18 | \$92.88 | \$95.67 | \$98.54 |
| 0001 CD00 | Librarian Technician | HR | \$54.32 | \$55.95 | \$57.63 | \$59.36 | \$61.14 | \$62.97 |

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|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$55.29 | \$56.95 | \$58.66 | \$60.42 | \$62.23 | \$64.10 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$105.25 | \$108.41 | \$111.66 | \$115.01 | \$118.46 | \$122.01 |
| 0001 CG00 | Network Administrator | HR | \$85.36 | \$87.92 | \$90.56 | \$93.28 | \$96.07 | \$98.96 |
| 0001 CH00 | Network Draftsman | HR | \$69.84 | \$71.94 | \$74.09 | \$76.32 | \$78.61 | \$80.96 |
| 0001 CI01 | Network Installation Technician – Level I | HR | \$58.20 | \$59.95 | \$61.74 | \$63.60 | \$65.50 | \$67.47 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$69.84 | \$71.94 | \$74.09 | \$76.32 | \$78.61 | \$80.96 |
| 0001 CJ00 | Network Support Technician | HR | \$60.14 | \$61.94 | \$63.80 | \$65.72 | \$67.69 | \$69.72 |
| 0001 CK00 | Operations Manager | HR | \$130.95 | \$134.88 | \$138.92 | \$143.09 | \$147.39 | \$151.81 |
| 0001 CL00 | Procurement Product Specialist | HR | \$53.35 | \$54.95 | \$56.60 | \$58.30 | \$60.05 | \$61.85 |
| 0001 CM00 | Program Administration Specialist | HR | \$72.75 | \$74.93 | \$77.18 | \$79.50 | \$81.88 | \$84.34 |
| 0001 CN00 | Program Analyst | HR | \$115.25 | \$118.71 | \$122.27 | \$125.94 | \$129.71 | \$133.61 |
| 0001 CO00 | Program Manager | HR | \$198.85 | \$204.82 | \$210.96 | \$217.29 | \$223.81 | \$230.52 |
| 0001 CP00 | Project Control Specialist | HR | \$97.97 | \$100.91 | \$103.94 | \$107.05 | \$110.27 | \$113.57 |
| 0001 CQ00 | Project Leader | HR | \$126.10 | \$129.88 | \$133.78 | \$137.79 | \$141.93 | \$146.18 |
| 0001 CR01 | Project Manager – Level I | HR | \$123.19 | \$126.89 | \$130.69 | \$134.61 | \$138.65 | \$142.81 |
| 0001 CR02 | Project Manager – Level II | HR | \$142.59 | \$146.87 | \$151.27 | \$155.81 | \$160.49 | \$165.30 |
| 0001 CR03 | Project Manager – Level III | HR | \$161.99 | \$166.85 | \$171.86 | \$177.01 | \$182.32 | \$187.79 |
| 0001 CS00 | Public Health Analyst | HR | \$127.26 | \$131.08 | \$135.01 | \$139.06 | \$143.23 | \$147.53 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$82.45 | \$84.92 | \$87.47 | \$90.10 | \$92.80 | \$95.58 |
| 0001 CU00 | Quality Assurance Manager | HR | \$115.43 | \$118.89 | \$122.46 | \$126.13 | \$129.92 | \$133.82 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$105.75 | \$108.92 | \$112.19 | \$115.56 | \$119.02 | \$122.59 |
| 0001 CW00 | Records Management Specialist | HR | \$125.50 | \$129.27 | \$133.14 | \$137.14 | \$141.25 | \$145.49 |
| 0001 CX00 | Scanner Operator | HR | \$48.50 | \$49.96 | \$51.45 | \$53.00 | \$54.59 | \$56.22 |
| 0001 CY00 | Scientific Data Analyst | HR | \$110.10 | \$113.40 | \$116.81 | \$120.31 | \$123.92 | \$127.64 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$165.00 | \$169.95 | \$175.05 | \$180.30 | \$185.71 | \$191.28 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$220.00 | \$226.60 | \$233.40 | \$240.40 | \$247.61 | \$255.04 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$270.00 | \$278.10 | \$286.44 | \$295.04 | \$303.89 | \$313.00 |
| 0001 DA01 | System Administrator – Level I | HR | \$66.87 | \$68.88 | \$70.94 | \$73.07 | \$75.26 | \$77.52 |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 DA02 | System Administrator – Level II | HR | \$84.39 | \$86.92 | \$89.53 | \$92.22 | \$94.98 | \$97.83 |
| 0001 DA03 | System Administrator – Level III | HR | \$107.67 | \$110.90 | \$114.23 | \$117.65 | \$121.18 | \$124.82 |
| 0001 DB01 | Systems Architect – Level I | HR | \$126.10 | \$129.88 | \$133.78 | \$137.79 | \$141.93 | \$146.18 |
| 0001 DB02 | Systems Architect – Level II | HR | \$155.50 | \$160.17 | \$164.97 | \$169.92 | \$175.02 | \$180.27 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$77.60 | \$79.93 | \$82.33 | \$84.80 | \$87.34 | \$89.96 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$93.12 | \$95.91 | \$98.79 | \$101.75 | \$104.81 | \$107.95 |
| 0001 DC03 | Systems Engineer – Level III | HR | \$120.28 | \$123.89 | \$127.61 | \$131.43 | \$135.38 | \$139.44 |
| 0001 DD00 | System Operator | HR | \$56.26 | \$57.95 | \$59.69 | \$61.48 | \$63.32 | \$65.22 |
| 0001 DE00 | System Programmer | HR | \$115.10 | \$118.55 | \$122.11 | \$125.77 | \$129.55 | \$133.43 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$58.20 | \$59.95 | \$61.74 | \$63.60 | \$65.50 | \$67.47 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$72.75 | \$74.93 | \$77.18 | \$79.50 | \$81.88 | \$84.34 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$92.15 | \$94.91 | \$97.76 | \$100.69 | \$103.72 | \$106.83 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$77.60 | \$79.93 | \$82.33 | \$84.80 | \$87.34 | \$89.96 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$92.15 | \$94.91 | \$97.76 | \$100.69 | \$103.72 | \$106.83 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$70.81 | \$72.93 | \$75.12 | \$77.38 | \$79.70 | \$82.09 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$82.45 | \$84.92 | \$87.47 | \$90.10 | \$92.80 | \$95.58 |
| 0001 DI00 | Test Engineer | HR | \$97.00 | \$99.91 | \$102.91 | \$105.99 | \$109.17 | \$112.45 |
| 0001 DJ00 | Training Manager | HR | \$97.97 | \$100.91 | \$103.94 | \$107.05 | \$110.27 | \$113.57 |
| 0001 DK01 | Training Specialist – Level I | | | \$69.94 | \$72.04 | \$74.20 | \$76.42 | \$78.71 |
| 0001 DK02 | Training Specialist – Level II | HR | \$77.60 | \$79.93 | \$82.33 | \$84.80 | \$87.34 | \$89.96 |
| 0001 DL00 | Web Content Administrator | HR | \$80.51 | \$82.93 | \$85.41 | \$87.98 | \$90.61 | \$93.33 |
| 0001 DM00 | Web Designer | HR | \$120.15 | \$123.75 | \$127.47 | \$131.29 | \$135.23 | \$139.29 |
| 0001 DN00 | Web Project Manager | HR | \$127.07 | \$130.88 | \$134.81 | \$138.85 | \$143.02 | \$147.31 |
| 0001 DO00 | Web Software Developer | HR | \$98.80 | \$101.76 | \$104.82 | \$107.96 | \$111.20 | \$114.54 |
| 0001 DP00 | Webmaster | HR | \$109.61 | \$112.90 | \$116.29 | \$119.77 | \$123.37 | \$127.07 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$88.27 | \$90.92 | \$93.65 | \$96.46 | \$99.35 | \$102.33 |

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| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 3% | 3% | 3% | 3% | 3% |
| 0002 AA01 | Administrative Assistant – Level I | HR | \$39.86 | \$41.06 | \$42.29 | \$43.56 | \$44.86 | \$46.21 |
| 0002 AA02 | Administrative Assistant – Level II | HR | \$47.78 | \$49.21 | \$50.69 | \$52.21 | \$53.78 | \$55.39 |
| 0002 AB01 | Application Engineer – Level I | HR | \$86.85 | \$89.46 | \$92.14 | \$94.90 | \$97.75 | \$100.68 |
| 0002 AB02 | Application Engineer – Level II | HR | \$94.64 | \$97.47 | \$100.40 | \$103.41 | \$106.51 | \$109.71 |
| 0002 AC01 | Application Programmer – Level I | HR | \$77.54 | \$79.86 | \$82.26 | \$84.72 | \$87.27 | \$89.88 |
| 0002 AC02 | Application Programmer – Level II | HR | \$98.78 | \$101.74 | \$104.79 | \$107.93 | \$111.17 | \$114.51 |
| 0002 AC03 | Applications Programmer – Level III | HR | \$109.13 | \$112.40 | \$115.77 | \$119.24 | \$122.82 | \$126.51 |
| 0002 AD00 | Application Systems Analyst | HR | \$88.29 | \$90.94 | \$93.67 | \$96.48 | \$99.37 | \$102.35 |
| 0002 AE00 | Biostatatician | HR | \$157.50 | \$162.23 | \$167.09 | \$172.10 | \$177.27 | \$182.59 |
| 0002 AF01 | Business Analyst – Level I | HR | \$70.71 | \$72.83 | \$75.02 | \$77.27 | \$79.59 | \$81.98 |
| 0002 AF02 | Business Analyst – Level II | HR | \$88.70 | \$91.37 | \$94.11 | \$96.93 | \$99.84 | \$102.83 |
| 0002 AF03 | Business Analyst – Level III | HR | \$109.13 | \$112.40 | \$115.77 | \$119.24 | \$122.82 | \$126.51 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I | HR | \$100.40 | \$103.41 | \$106.51 | \$109.70 | \$113.00 | \$116.39 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II | HR | \$117.86 | \$121.39 | \$125.03 | \$128.78 | \$132.65 | \$136.63 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR | \$130.95 | \$134.88 | \$138.92 | \$143.09 | \$147.39 | \$151.81 |
| 0002 AH00 | Chief Information Security Officer | HR | \$165.87 | \$170.85 | \$175.97 | \$181.25 | \$186.69 | \$192.29 |
| 0002 AI00 | Communications Hardware Specialist | HR | \$89.92 | \$92.62 | \$95.40 | \$98.26 | \$101.20 | \$104.24 |
| 0002 AJ00 | Communications Network Manager | HR | \$104.76 | \$107.90 | \$111.14 | \$114.47 | \$117.91 | \$121.45 |
| 0002 AK00 | Communications Software Specialist | HR | \$91.67 | \$94.41 | \$97.25 | \$100.16 | \$103.17 | \$106.26 |
| 0002 AL00 | Communications Specialist | HR | \$79.79 | \$82.18 | \$84.64 | \$87.18 | \$89.80 | \$92.49 |
| 0002 AM00 | Computer Data Librarian | HR | \$53.25 | \$54.85 | \$56.50 | \$58.19 | \$59.94 | \$61.73 |
| 0002 AN00 | Computer Scientist | HR | \$108.14 | \$111.38 | \$114.72 | \$118.16 | \$121.71 | \$125.36 |
| 0002 AO01 | Computer Security System Specialist – Level I | HR | \$76.82 | \$79.13 | \$81.50 | \$83.95 | \$86.47 | \$89.06 |
| 0002 AO02 | Computer Security System Specialist – Level II | HR | \$91.67 | \$94.41 | \$97.25 | \$100.16 | \$103.17 | \$106.26 |
| 0002 AO03 | Computer Security System Specialist – Level III | HR | \$111.74 | \$115.10 | \$118.55 | \$122.11 | \$125.77 | \$129.54 |
| 0002 AP01 | Computer Systems Analyst – Level I | HR | \$64.60 | \$66.54 | \$68.54 | \$70.59 | \$72.71 | \$74.89 |
| 0002 AP02 | Computer Systems Analyst – Level II | HR | \$74.21 | \$76.43 | \$78.72 | \$81.09 | \$83.52 | \$86.02 |

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|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 AP03 | Computer Systems Analyst – Level III | HR | \$96.03 | \$98.91 | \$101.88 | \$104.93 | \$108.08 | \$111.33 |
| 0002 AQ00 | Configuration Management Specialist | HR | \$94.73 | \$97.57 | \$100.49 | \$103.51 | \$106.61 | \$109.81 |
| 0002 AR01 | Cost Analyst – Level I | HR | \$60.24 | \$62.04 | \$63.91 | \$65.82 | \$67.80 | \$69.83 |
| 0002 AR02 | Cost Analyst – Level II | HR | \$70.71 | \$72.83 | \$75.02 | \$77.27 | \$79.59 | \$81.98 |
| 0002 AS00 | Data Entry Clerk | HR | \$40.50 | \$41.72 | \$42.97 | \$44.26 | \$45.58 | \$46.95 |
| 0002 AT00 | Data Security Specialist | HR | \$97.65 | \$100.58 | \$103.60 | \$106.70 | \$109.91 | \$113.20 |
| 0002 AU00 | Data Standardization Specialist | HR | \$69.84 | \$71.94 | \$74.09 | \$76.32 | \$78.61 | \$80.96 |
| 0002 AV00 | Database Administrator | HR | \$104.76 | \$107.90 | \$111.14 | \$114.47 | \$117.91 | \$121.45 |
| 0002 AW01 | Database Management Specialist – Level I | HR | \$77.70 | \$80.03 | \$82.43 | \$84.90 | \$87.45 | \$90.07 |
| 0002 AW02 | Database Management Specialist – Level II | HR | \$93.41 | \$96.21 | \$99.10 | \$102.07 | \$105.13 | \$108.29 |
| 0002 AW03 | Database Management Specialist – Level III | HR | \$111.74 | \$115.10 | \$118.55 | \$122.11 | \$125.77 | \$129.54 |
| 0002 AX01 | Database Specialist – Level I | HR | \$74.21 | \$76.43 | \$78.72 | \$81.09 | \$83.52 | \$86.02 |
| 0002 AX02 | Database Specialist – Level II | HR | \$86.01 | \$88.59 | \$91.25 | \$93.99 | \$96.81 | \$99.71 |
| 0002 AX03 | Database Specialist – Level III | HR | \$103.01 | \$106.10 | \$109.29 | \$112.57 | \$115.94 | \$119.42 |
| 0002 AY00 | Data Warehousing Administrator | HR | \$105.63 | \$108.80 | \$112.07 | \$115.43 | \$118.89 | \$122.46 |
| 0002 AZ00 | Data Warehouse Analyst | HR | \$103.89 | \$107.00 | \$110.21 | \$113.52 | \$116.93 | \$120.43 |
| 0002 BA00 | Data Warehouse Programmer | HR | \$86.43 | \$89.02 | \$91.69 | \$94.44 | \$97.27 | \$100.19 |
| 0002 BB00 | Disaster Recovery Specialist | HR | \$130.95 | \$134.88 | \$138.92 | \$143.09 | \$147.39 | \$151.81 |
| 0002 BC01 | Document Control Specialist – Level I | HR | \$41.03 | \$42.26 | \$43.53 | \$44.84 | \$46.18 | \$47.57 |
| 0002 BC02 | Document Control Specialist - Level II | HR | \$49.19 | \$50.66 | \$52.18 | \$53.75 | \$55.36 | \$57.02 |
| 0002 BC03 | Document Control Specialist – Level III | HR | \$61.74 | \$63.59 | \$65.50 | \$67.46 | \$69.49 | \$71.57 |
| 0002 BD01 | Document Support Specialist – Level I | HR | \$41.03 | \$42.26 | \$43.53 | \$44.84 | \$46.18 | \$47.57 |
| 0002 BD02 | Document Support Specialist – Level II | HR | \$49.76 | \$51.25 | \$52.79 | \$54.38 | \$56.01 | \$57.69 |
| 0002 BE00 | Duplicating Machine Operator | HR | \$47.25 | \$48.67 | \$50.13 | \$51.63 | \$53.18 | \$54.78 |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$94.73 | \$97.57 | \$100.49 | \$103.51 | \$106.61 | \$109.81 |
| 0002 BG00 | Electronic Meeting Technographer | HR | \$48.02 | \$49.46 | \$50.94 | \$52.47 | \$54.04 | \$55.66 |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$123.09 | \$126.79 | \$130.59 | \$134.51 | \$138.54 | \$142.70 |
| 0002 BI00 | Facilitator | HR | \$112.50 | \$115.88 | \$119.35 | \$122.93 | \$126.62 | \$130.42 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 BJ00 | Financial Analyst – IT | HR | \$79.97 | \$82.36 | \$84.83 | \$87.38 | \$90.00 | \$92.70 |
| 0002 BK01 | Functional Analyst – Level I | HR | \$86.85 | \$89.46 | \$92.14 | \$94.90 | \$97.75 | \$100.68 |
| 0002 BK02 | Functional Analyst – Level II | HR | \$112.95 | \$116.34 | \$119.83 | \$123.42 | \$127.13 | \$130.94 |
| 0002 BL01 | General Clerk – Level I | HR | \$49.91 | \$51.40 | \$52.94 | \$54.53 | \$56.17 | \$57.85 |
| 0002 BL02 | General Clerk – Level II | HR | \$56.07 | \$57.75 | \$59.48 | \$61.27 | \$63.11 | \$65.00 |
| 0002 BL03 | General Clerk – Level III | HR | \$61.65 | \$63.50 | \$65.40 | \$67.37 | \$69.39 | \$71.47 |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR | \$85.55 | \$88.12 | \$90.76 | \$93.49 | \$96.29 | \$99.18 |
| 0002 BN00 | Graphical User Interface Designer | HR | \$99.14 | \$102.11 | \$105.17 | \$108.33 | \$111.58 | \$114.92 |
| 0002 BO00 | Graphics Specialist | HR | \$59.27 | \$61.05 | \$62.88 | \$64.77 | \$66.71 | \$68.71 |
| 0002 BP00 | Hardware Draftsman | HR | \$57.62 | \$59.35 | \$61.13 | \$62.96 | \$64.85 | \$66.80 |
| 0002 BQ01 | Hardware Installation Technician – Level I | HR | \$52.38 | \$53.95 | \$55.57 | \$57.24 | \$58.95 | \$60.72 |
| 0002 BQ02 | Hardware Installation Technician – Level II | HR | \$65.48 | \$67.44 | \$69.46 | \$71.55 | \$73.69 | \$75.90 |
| 0002 BR00 | Hardware Specialist – Information Technology | HR | \$78.57 | \$80.93 | \$83.35 | \$85.86 | \$88.43 | \$91.08 |
| 0002 BS00 | Help Desk Manager | HR | \$92.25 | \$95.02 | \$97.87 | \$100.80 | \$103.83 | \$106.94 |
| 0002 BT00 | Help Desk Specialist | HR | \$56.75 | \$58.45 | \$60.20 | \$62.01 | \$63.87 | \$65.78 |
| 0002 BU01 | Imaging Specialist/Technician – Level I | HR | \$45.40 | \$46.76 | \$48.16 | \$49.61 | \$51.09 | \$52.63 |
| 0002 BU02 | Imaging Specialist/Technician – Level II | HR | \$55.00 | \$56.65 | \$58.35 | \$60.10 | \$61.90 | \$63.76 |
| 0002 BU03 | Imaging Specialist/Technician – Level III | HR | \$71.59 | \$73.73 | \$75.95 | \$78.22 | \$80.57 | \$82.99 |
| 0002 BV00 | Informatic Specialist/Bioinformatician | HR | \$102.14 | \$105.21 | \$108.36 | \$111.61 | \$114.96 | \$118.41 |
| 0002 BW01 | Information Engineer – Level I | HR | \$81.32 | \$83.75 | \$86.27 | \$88.86 | \$91.52 | \$94.27 |
| 0002 BW02 | Information Engineer – Level II | HR | \$108.45 | \$111.70 | \$115.05 | \$118.51 | \$122.06 | \$125.72 |
| 0002 BX00 | Information Resource Management Analyst | HR | \$75.95 | \$78.23 | \$80.58 | \$82.99 | \$85.48 | \$88.05 |
| 0002 BY00 | Information Systems Training Specialist | HR | \$76.82 | \$79.13 | \$81.50 | \$83.95 | \$86.47 | \$89.06 |
| 0002 BZ00 | IT Policy/Legislative Specialist | HR | \$96.03 | \$98.91 | \$101.88 | \$104.93 | \$108.08 | \$111.33 |
| 0002 CA00 | IT Strategic/Capital Planner | HR | \$107.38 | \$110.60 | \$113.92 | \$117.34 | \$120.86 | \$124.48 |
| 0002 CB00 | Knowledge Management Specialist | HR | \$105.63 | \$108.80 | \$112.07 | \$115.43 | \$118.89 | \$122.46 |
| 0002 CC00 | Librarian | HR | \$81.45 | \$83.89 | \$86.41 | \$89.00 | \$91.67 | \$94.42 |
| 0002 CD00 | Librarian Technician | HR | \$48.89 | \$50.35 | \$51.87 | \$53.42 | \$55.02 | \$56.67 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR | \$49.76 | \$51.25 | \$52.79 | \$54.38 | \$56.01 | \$57.69 |
| 0002 CF00 | Modeling and Simulation Specialist | HR | \$94.73 | \$97.57 | \$100.49 | \$103.51 | \$106.61 | \$109.81 |
| 0002 CG00 | Network Administrator | HR | \$76.82 | \$79.13 | \$81.50 | \$83.95 | \$86.47 | \$89.06 |
| 0002 CH00 | Network Draftsman | HR | \$62.86 | \$64.74 | \$66.68 | \$68.68 | \$70.74 | \$72.87 |
| 0002 CI01 | Network Installation Technician – Level I | HR | \$52.38 | \$53.95 | \$55.57 | \$57.24 | \$58.95 | \$60.72 |
| 0002 CI02 | Network Installation Technician – Level II | HR | \$62.86 | \$64.74 | \$66.68 | \$68.68 | \$70.74 | \$72.87 |
| 0002 CJ00 | Network Support Technician | HR | \$54.13 | \$55.75 | \$57.42 | \$59.14 | \$60.92 | \$62.75 |
| 0002 CK00 | Operations Manager | HR | \$117.86 | \$121.39 | \$125.03 | \$128.78 | \$132.65 | \$136.63 |
| 0002 CL00 | Procurement Product Specialist | HR | \$48.02 | \$49.46 | \$50.94 | \$52.47 | \$54.04 | \$55.66 |
| 0002 CM00 | Program Administration Specialist | HR | \$65.48 | \$67.44 | \$69.46 | \$71.55 | \$73.69 | \$75.90 |
| 0002 CN00 | Program Analyst | HR | \$103.73 | \$106.84 | \$110.04 | \$113.34 | \$116.74 | \$120.25 |
| 0002 CO00 | Program Manager | HR | \$178.97 | \$184.33 | \$189.86 | \$195.56 | \$201.43 | \$207.47 |
| 0002 CP00 | Project Control Specialist | HR | \$88.17 | \$90.82 | \$93.54 | \$96.35 | \$99.24 | \$102.22 |
| 0002 CQ00 | Project Leader | HR | \$113.49 | \$116.89 | \$120.40 | \$124.01 | \$127.73 | \$131.57 |
| 0002 CR01 | Project Manager – Level I | HR | \$110.87 | \$114.20 | \$117.62 | \$121.15 | \$124.79 | \$128.53 |
| 0002 CR02 | Project Manager – Level II | HR | \$128.33 | \$132.18 | \$136.15 | \$140.23 | \$144.44 | \$148.77 |
| 0002 CR03 | Project Manager – Level III | HR | \$145.79 | \$150.16 | \$154.67 | \$159.31 | \$164.09 | \$169.01 |
| 0002 CS00 | Public Health Analyst | HR | \$71.59 | \$73.73 | \$75.95 | \$78.22 | \$80.57 | \$82.99 |
| 0002 CT00 | Quality Assurance Analyst | HR | \$74.21 | \$76.43 | \$78.72 | \$81.09 | \$83.52 | \$86.02 |
| 0002 CU00 | Quality Assurance Manager | HR | \$103.89 | \$107.00 | \$110.21 | \$113.52 | \$116.93 | \$120.43 |
| 0002 CV00 | Quality Assurance Specialist | HR | \$95.18 | \$98.03 | \$100.97 | \$104.00 | \$107.12 | \$110.33 |
| 0002 CW00 | Records Management Specialist | HR | \$112.95 | \$116.34 | \$119.83 | \$123.42 | \$127.13 | \$130.94 |
| 0002 CX00 | Scanner Operator | HR | \$43.65 | \$44.96 | \$46.31 | \$47.70 | \$49.13 | \$50.60 |
| 0002 CY00 | Scientific Data Analyst | HR | \$99.09 | \$102.06 | \$105.12 | \$108.28 | \$111.53 | \$114.87 |
| 0002 CZ01 | Subject Matter Expert – Level I | HR | \$158.43 | \$163.18 | \$168.08 | \$173.12 | \$178.31 | \$183.66 |
| 0002 CZ02 | Subject Matter Expert – Level II | HR | \$203.71 | \$209.82 | \$216.12 | \$222.60 | \$229.28 | \$236.16 |
| 0002 CZ03 | Subject Matter Expert – Level III | HR | \$248.97 | \$256.44 | \$264.13 | \$272.06 | \$280.22 | \$288.62 |
| 0002 DA01 | System Administrator – Level I | HR | \$61.98 | \$63.84 | \$65.75 | \$67.73 | \$69.76 | \$71.85 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 DA02 | System Administrator – Level II | HR | \$75.95 | \$78.23 | \$80.58 | \$82.99 | \$85.48 | \$88.05 |
| 0002 DA03 | System Administrator – Level III | HR | \$96.90 | \$99.81 | \$102.80 | \$105.89 | \$109.07 | \$112.34 |
| 0002 DB01 | Systems Architect – Level I | HR | \$113.49 | \$116.89 | \$120.40 | \$124.01 | \$127.73 | \$131.57 |
| 0002 DB02 | Systems Architect – Level II | HR | \$139.95 | \$144.15 | \$148.47 | \$152.93 | \$157.51 | \$162.24 |
| 0002 DC01 | Systems Engineer – Level I | HR | \$69.84 | \$71.94 | \$74.09 | \$76.32 | \$78.61 | \$80.96 |
| 0002 DC02 | Systems Engineer – Level II | HR | \$83.81 | \$86.32 | \$88.91 | \$91.58 | \$94.33 | \$97.16 |
| 0002 DC03 | Systems Engineer – Level III | HR | \$108.25 | \$111.50 | \$114.84 | \$118.29 | \$121.84 | \$125.49 |
| 0002 DD00 | System Operator | HR | \$50.63 | \$52.15 | \$53.72 | \$55.33 | \$56.99 | \$58.70 |
| 0002 DE00 | System Programmer | HR | \$103.59 | \$106.70 | \$109.90 | \$113.20 | \$116.59 | \$120.09 |
| 0002 DF01 | Technical Writer/Editor – Level I | HR | \$52.38 | \$53.95 | \$55.57 | \$57.24 | \$58.95 | \$60.72 |
| 0002 DF02 | Technical Writer/Editor – Level II | HR | \$65.48 | \$67.44 | \$69.46 | \$71.55 | \$73.69 | \$75.90 |
| 0002 DF03 | Technical Writer/Editor – Level III | HR | \$82.94 | \$85.42 | \$87.99 | \$90.63 | \$93.34 | \$96.14 |
| 0002 DG01 | Telecommunications Engineer – Level I | HR | \$69.84 | \$71.94 | \$74.09 | \$76.32 | \$78.61 | \$80.96 |
| 0002 DG02 | Telecommunications Engineer - Level II | HR | \$82.94 | \$85.42 | \$87.99 | \$90.63 | \$93.34 | \$96.14 |
| 0002 DH01 | Telecommunications Specialist – Level I | HR | \$63.73 | \$65.64 | \$67.61 | \$69.64 | \$71.73 | \$73.88 |
| 0002 DH02 | Telecommunications Specialist - Level II | HR | \$74.21 | \$76.43 | \$78.72 | \$81.09 | \$83.52 | \$86.02 |
| 0002 DI00 | Test Engineer | HR | \$87.30 | \$89.92 | \$92.62 | \$95.40 | \$98.26 | \$101.20 |
| 0002 DJ00 | Training Manager | HR | \$88.17 | \$90.82 | \$93.54 | \$96.35 | \$99.24 | \$102.22 |
| 0002 DK01 | Training Specialist – Level I | HR | \$61.11 | \$62.94 | \$64.83 | \$66.78 | \$68.78 | \$70.84 |
| 0002 DK02 | Training Specialist – Level II | HR | \$69.84 | \$71.94 | \$74.09 | \$76.32 | \$78.61 | \$80.96 |
| 0002 DL00 | Web Content Administrator | HR | \$72.46 | \$74.63 | \$76.87 | \$79.18 | \$81.55 | \$84.00 |
| 0002 DM00 | Web Designer | HR | \$108.14 | \$111.38 | \$114.72 | \$118.16 | \$121.71 | \$125.36 |
| 0002 DN00 | Web Project Manager | HR | \$114.36 | \$117.79 | \$121.33 | \$124.97 | \$128.72 | \$132.58 |
| 0002 DO00 | Web Software Developer | HR | \$88.92 | \$91.59 | \$94.34 | \$97.17 | \$100.08 | \$103.08 |
| 0002 DP00 | Webmaster | HR | \$98.65 | \$101.61 | \$104.66 | \$107.80 | \$111.03 | \$114.36 |
| 0002 DQ00 | Wide Area Network Administrator | HR | \$79.44 | \$81.83 | \$84.28 | \$86.81 | \$89.41 | \$92.10 |