

Attachment J.1

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|--------------|--------------|--------------|--------------|--------------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 1.99% | 1.99% | 1.99% | 1.99% | 1.99% |
| 0001 AA01 | Administrative Assistant – Level I | HR | \$43.98 | \$44.86 | \$45.75 | \$46.66 | \$47.59 | \$48.53 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$55.77 | \$56.88 | \$58.01 | \$59.17 | \$60.34 | \$61.54 |
| 0001 AB01 | Application Engineer – Level I | HR | \$91.27 | \$93.09 | \$94.94 | \$96.83 | \$98.75 | \$100.72 |
| 0001 AB02 | Application Engineer – Level II | HR | \$114.07 | \$116.34 | \$118.66 | \$121.02 | \$123.42 | \$125.88 |
| 0001 AC01 | Application Programmer – Level I | HR | \$74.00 | \$75.47 | \$76.97 | \$78.51 | \$80.07 | \$81.66 |
| 0001 AC02 | Application Programmer – Level II | HR | \$92.94 | \$94.79 | \$96.68 | \$98.60 | \$100.56 | \$102.56 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$113.28 | \$115.53 | \$117.83 | \$120.18 | \$122.57 | \$125.01 |
| 0001 AD00 | Application Systems Analyst | HR | \$98.37 | \$100.33 | \$102.32 | \$104.36 | \$106.44 | \$108.56 |
| 0001 AE00 | Biostatatician | HR | \$113.80 | \$116.06 | \$118.37 | \$120.73 | \$123.13 | \$125.58 |
| 0001 AF01 | Business Analyst – Level I | HR | \$78.22 | \$79.78 | \$81.36 | \$82.98 | \$84.63 | \$86.32 |
| 0001 AF02 | Business Analyst – Level II | HR | \$97.65 | \$99.59 | \$101.58 | \$103.60 | \$105.66 | \$107.76 |
| 0001 AF03 | Business Analyst – Level III | HR | \$120.39 | \$122.79 | \$125.23 | \$127.72 | \$130.26 | \$132.86 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$92.63 | \$94.47 | \$96.35 | \$98.27 | \$100.23 | \$102.22 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$117.01 | \$119.34 | \$121.71 | \$124.14 | \$126.61 | \$129.13 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$144.62 | \$147.50 | \$150.43 | \$153.43 | \$156.48 | \$159.59 |
| 0001 AH00 | Chief Information Security Officer | HR | \$173.49 | \$176.94 | \$180.46 | \$184.05 | \$187.72 | \$191.45 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$85.88 | \$87.59 | \$89.33 | \$91.11 | \$92.92 | \$94.77 |
| 0001 AJ00 | Communications Network Manager | HR | \$118.54 | \$120.90 | \$123.30 | \$125.76 | \$128.26 | \$130.81 |
| 0001 AK00 | Communications Software Specialist | HR | \$92.16 | \$93.99 | \$95.86 | \$97.77 | \$99.72 | \$101.70 |
| 0001 AL00 | Communications Specialist | HR | \$90.01 | \$91.80 | \$93.63 | \$95.49 | \$97.39 | \$99.33 |
| 0001 AM00 | Computer Data Librarian | HR | \$58.64 | \$59.81 | \$61.00 | \$62.21 | \$63.45 | \$64.71 |
| 0001 AN00 | Computer Scientist | HR | \$135.32 | \$138.01 | \$140.76 | \$143.56 | \$146.42 | \$149.33 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$86.88 | \$88.61 | \$90.37 | \$92.17 | \$94.00 | \$95.88 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$110.64 | \$112.84 | \$115.09 | \$117.38 | \$119.71 | \$122.10 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$133.24 | \$135.89 | \$138.60 | \$141.35 | \$144.17 | \$147.04 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$74.88 | \$76.37 | \$77.89 | \$79.44 | \$81.02 | \$82.63 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$93.53 | \$95.39 | \$97.29 | \$99.23 | \$101.20 | \$103.21 |
| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$114.26 | \$116.53 | \$118.85 | \$121.22 | \$123.63 | \$126.09 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$99.01 | \$100.98 | \$102.99 | \$105.04 | \$107.13 | \$109.26 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$69.48 | \$70.86 | \$72.27 | \$73.71 | \$75.18 | \$76.67 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$88.51 | \$90.27 | \$92.07 | \$93.90 | \$95.77 | \$97.67 |
| 0001 AS00 | Data Entry Clerk | HR | \$39.38 | \$40.16 | \$40.96 | \$41.78 | \$42.61 | \$43.46 |
| 0001 AT00 | Data Security Specialist | HR | \$96.77 | \$98.69 | \$100.66 | \$102.66 | \$104.70 | \$106.78 |
| 0001 AU00 | Data Standardization Specialist | HR | \$87.03 | \$88.76 | \$90.53 | \$92.33 | \$94.17 | \$96.04 |
| 0001 AV00 | Database Administrator | HR | \$107.62 | \$109.76 | \$111.94 | \$114.17 | \$116.44 | \$118.76 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$77.94 | \$79.49 | \$81.07 | \$82.68 | \$84.33 | \$86.01 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$100.90 | \$102.91 | \$104.96 | \$107.05 | \$109.18 | \$111.35 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$120.91 | \$123.31 | \$125.77 | \$128.27 | \$130.82 | \$133.43 |
| 0001 AX01 | Database Specialist – Level I | HR | \$77.88 | \$79.43 | \$81.01 | \$82.63 | \$84.27 | \$85.95 |
| 0001 AX02 | Database Specialist – Level II | HR | \$96.96 | \$98.89 | \$100.85 | \$102.86 | \$104.91 | \$107.00 |
| 0001 AX03 | Database Specialist – Level III | HR | \$116.00 | \$118.31 | \$120.66 | \$123.07 | \$125.51 | \$128.01 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$112.96 | \$115.21 | \$117.50 | \$119.84 | \$122.22 | \$124.66 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$107.64 | \$109.78 | \$111.97 | \$114.19 | \$116.47 | \$118.78 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$109.00 | \$111.16 | \$113.38 | \$115.63 | \$117.93 | \$120.28 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$115.74 | \$118.04 | \$120.39 | \$122.79 | \$125.23 | \$127.72 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$47.04 | \$47.98 | \$48.93 | \$49.91 | \$50.90 | \$51.91 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$58.35 | \$59.51 | \$60.70 | \$61.90 | \$63.14 | \$64.39 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$73.27 | \$74.73 | \$76.22 | \$77.74 | \$79.28 | \$80.86 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$48.41 | \$49.38 | \$50.36 | \$51.36 | \$52.38 | \$53.43 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$60.00 | \$61.19 | \$62.41 | \$63.65 | \$64.92 | \$66.21 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$41.10 | \$41.92 | \$42.76 | \$43.61 | \$44.47 | \$45.36 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$93.78 | \$95.65 | \$97.55 | \$99.50 | \$101.48 | \$103.50 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$60.37 | \$61.57 | \$62.80 | \$64.05 | \$65.32 | \$66.62 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$134.22 | \$136.89 | \$139.61 | \$142.39 | \$145.23 | \$148.12 |
| 0001 BI00 | Facilitator | HR | \$86.45 | \$88.17 | \$89.93 | \$91.72 | \$93.54 | \$95.41 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$93.86 | \$95.73 | \$97.63 | \$99.57 | \$101.55 | \$103.58 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$88.77 | \$90.54 | \$92.34 | \$94.18 | \$96.05 | \$97.97 |
| 0001 BK02 | Functional Analyst – Level II | HR | \$113.22 | \$115.47 | \$117.77 | \$120.11 | \$122.50 | \$124.94 |
| 0001 BL01 | General Clerk – Level I | HR | \$33.74 | \$34.41 | \$35.09 | \$35.79 | \$36.50 | \$37.23 |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 BL02 | General Clerk – Level II | HR | \$40.69 | \$41.50 | \$42.32 | \$43.17 | \$44.03 | \$44.90 |
| 0001 BL03 | General Clerk – Level III | HR | \$49.17 | \$50.15 | \$51.15 | \$52.17 | \$53.21 | \$54.27 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$99.56 | \$101.55 | \$103.57 | \$105.63 | \$107.73 | \$109.87 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$92.07 | \$93.90 | \$95.77 | \$97.68 | \$99.62 | \$101.60 |
| 0001 BO00 | Graphics Specialist | HR | \$74.62 | \$76.10 | \$77.62 | \$79.16 | \$80.74 | \$82.35 |
| 0001 BP00 | Hardware Draftsman | HR | \$65.87 | \$67.18 | \$68.52 | \$69.88 | \$71.27 | \$72.69 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$59.92 | \$61.11 | \$62.32 | \$63.56 | \$64.83 | \$66.12 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$74.05 | \$75.52 | \$77.03 | \$78.56 | \$80.12 | \$81.72 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$85.33 | \$87.03 | \$88.76 | \$90.53 | \$92.33 | \$94.17 |
| 0001 BS00 | Help Desk Manager | HR | \$96.33 | \$98.25 | \$100.20 | \$102.20 | \$104.23 | \$106.30 |
| 0001 BT00 | Help Desk Specialist | HR | \$65.69 | \$67.00 | \$68.33 | \$69.69 | \$71.08 | \$72.49 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$53.25 | \$54.30 | \$55.39 | \$56.49 | \$57.61 | \$58.76 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$68.00 | \$69.35 | \$70.73 | \$72.14 | \$73.58 | \$75.04 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$86.36 | \$88.08 | \$89.84 | \$91.62 | \$93.45 | \$95.31 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$131.63 | \$134.25 | \$136.92 | \$139.65 | \$142.42 | \$145.26 |
| 0001 BW01 | Information Engineer – Level I | HR | \$96.13 | \$98.04 | \$99.99 | \$101.98 | \$104.01 | \$106.08 |
| 0001 BW02 | Information Engineer – Level II | HR | \$116.49 | \$118.81 | \$121.17 | \$123.58 | \$126.04 | \$128.55 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$100.61 | \$102.61 | \$104.66 | \$106.74 | \$108.86 | \$111.03 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$89.79 | \$91.58 | \$93.40 | \$95.26 | \$97.16 | \$99.09 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$117.82 | \$120.17 | \$122.56 | \$125.00 | \$127.49 | \$130.02 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$132.19 | \$134.82 | \$137.50 | \$140.23 | \$143.03 | \$145.87 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$120.14 | \$122.53 | \$124.96 | \$127.45 | \$129.99 | \$132.57 |
| 0001 CC00 | Librarian | HR | \$66.25 | \$67.57 | \$68.92 | \$70.29 | \$71.69 | \$73.11 |
| 0001 CD00 | Librarian Technician | HR | \$48.37 | \$49.33 | \$50.32 | \$51.32 | \$52.34 | \$53.38 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$60.37 | \$61.57 | \$62.80 | \$64.04 | \$65.32 | \$66.62 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$112.53 | \$114.77 | \$117.05 | \$119.38 | \$121.76 | \$124.18 |
| 0001 CG00 | Network Administrator | HR | \$87.19 | \$88.92 | \$90.69 | \$92.50 | \$94.34 | \$96.21 |
| 0001 CH00 | Network Draftsman | HR | \$69.21 | \$70.58 | \$71.99 | \$73.42 | \$74.88 | \$76.37 |
| 0001 CI01 | Network Installation Technician – Level I | HR | \$60.69 | \$61.89 | \$63.13 | \$64.38 | \$65.66 | \$66.97 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$76.38 | \$77.90 | \$79.45 | \$81.03 | \$82.65 | \$84.29 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 CJ00 | Network Support Technician | HR | \$65.08 | \$66.38 | \$67.70 | \$69.04 | \$70.42 | \$71.82 |
| 0001 CK00 | Operations Manager | HR | \$107.81 | \$109.96 | \$112.15 | \$114.38 | \$116.65 | \$118.98 |
| 0001 CL00 | Procurement Product Specialist | HR | \$86.84 | \$88.57 | \$90.33 | \$92.13 | \$93.96 | \$95.83 |
| 0001 CM00 | Program Administration Specialist | HR | \$70.57 | \$71.97 | \$73.40 | \$74.86 | \$76.35 | \$77.87 |
| 0001 CN00 | Program Analyst | HR | \$97.29 | \$99.22 | \$101.20 | \$103.21 | \$105.26 | \$107.36 |
| 0001 CO00 | Program Manager | HR | \$167.92 | \$171.26 | \$174.67 | \$178.15 | \$181.69 | \$185.31 |
| 0001 CP00 | Project Control Specialist | HR | \$94.69 | \$96.57 | \$98.50 | \$100.46 | \$102.45 | \$104.49 |
| 0001 CQ00 | Project Leader | HR | \$108.73 | \$110.90 | \$113.10 | \$115.35 | \$117.65 | \$119.99 |
| 0001 CR01 | Project Manager – Level I | HR | \$107.35 | \$109.49 | \$111.66 | \$113.89 | \$116.15 | \$118.46 |
| 0001 CR02 | Project Manager – Level II | HR | \$131.00 | \$133.61 | \$136.27 | \$138.98 | \$141.74 | \$144.56 |
| 0001 CR03 | Project Manager – Level III | HR | \$155.06 | \$158.14 | \$161.29 | \$164.50 | \$167.77 | \$171.11 |
| 0001 CS00 | Public Health Analyst | HR | \$105.52 | \$107.62 | \$109.76 | \$111.94 | \$114.17 | \$116.44 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$88.39 | \$90.15 | \$91.95 | \$93.78 | \$95.64 | \$97.55 |
| 0001 CU00 | Quality Assurance Manager | HR | \$117.22 | \$119.56 | \$121.94 | \$124.36 | \$126.84 | \$129.36 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$93.81 | \$95.68 | \$97.58 | \$99.52 | \$101.50 | \$103.52 |
| 0001 CW00 | Records Management Specialist | HR | \$71.27 | \$72.69 | \$74.13 | \$75.61 | \$77.11 | \$78.65 |
| 0001 CX00 | Scanner Operator | HR | \$40.40 | \$41.20 | \$42.02 | \$42.86 | \$43.71 | \$44.58 |
| 0001 CY00 | Scientific Data Analyst | HR | \$104.55 | \$106.63 | \$108.76 | \$110.92 | \$113.13 | \$115.38 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$142.63 | \$145.47 | \$148.36 | \$151.32 | \$154.33 | \$157.40 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$175.13 | \$178.62 | \$182.17 | \$185.80 | \$189.50 | \$193.27 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$221.58 | \$225.99 | \$230.49 | \$235.08 | \$239.75 | \$244.53 |
| 0001 DA01 | System Administrator – Level I | HR | \$74.56 | \$76.05 | \$77.56 | \$79.10 | \$80.68 | \$82.28 |
| 0001 DA02 | System Administrator – Level II | HR | \$90.69 | \$92.50 | \$94.34 | \$96.21 | \$98.13 | \$100.08 |
| 0001 DA03 | System Administrator – Level III | HR | \$111.62 | \$113.84 | \$116.10 | \$118.42 | \$120.77 | \$123.18 |
| 0001 DB01 | Systems Architect – Level I | HR | \$119.00 | \$121.37 | \$123.78 | \$126.25 | \$128.76 | \$131.32 |
| 0001 DB02 | Systems Architect – Level II | HR | \$149.11 | \$152.07 | \$155.10 | \$158.19 | \$161.34 | \$164.55 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$87.51 | \$89.25 | \$91.03 | \$92.84 | \$94.69 | \$96.57 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$107.76 | \$109.90 | \$112.09 | \$114.32 | \$116.60 | \$118.92 |
| 0001 DC03 | Systems Engineer – Level III | HR | \$126.10 | \$128.61 | \$131.17 | \$133.78 | \$136.44 | \$139.16 |
| 0001 DD00 | System Operator | HR | \$65.25 | \$66.55 | \$67.87 | \$69.22 | \$70.60 | \$72.00 |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 DE00 | System Programmer | HR | \$102.03 | \$104.06 | \$106.13 | \$108.24 | \$110.40 | \$112.60 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$59.90 | \$61.09 | \$62.31 | \$63.55 | \$64.81 | \$66.10 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$75.75 | \$77.26 | \$78.80 | \$80.37 | \$81.96 | \$83.60 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$91.51 | \$93.33 | \$95.19 | \$97.08 | \$99.01 | \$100.98 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$90.46 | \$92.26 | \$94.09 | \$95.96 | \$97.87 | \$99.82 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$110.57 | \$112.77 | \$115.02 | \$117.31 | \$119.64 | \$122.02 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$77.00 | \$78.53 | \$80.09 | \$81.68 | \$83.31 | \$84.97 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$93.80 | \$95.67 | \$97.57 | \$99.51 | \$101.49 | \$103.51 |
| 0001 DI00 | Test Engineer | HR | \$97.13 | \$99.07 | \$101.04 | \$103.05 | \$105.10 | \$107.19 |
| 0001 DJ00 | Training Manager | HR | \$108.60 | \$110.76 | \$112.96 | \$115.21 | \$117.50 | \$119.84 |
| 0001 DK01 | Training Specialist – Level I | HR | \$75.16 | \$76.66 | \$78.18 | \$79.74 | \$81.33 | \$82.94 |
| 0001 DK02 | Training Specialist – Level II | HR | \$90.40 | \$92.20 | \$94.03 | \$95.90 | \$97.81 | \$99.76 |
| 0001 DL00 | Web Content Administrator | HR | \$88.26 | \$90.02 | \$91.81 | \$93.64 | \$95.50 | \$97.40 |
| 0001 DM00 | Web Designer | HR | \$96.73 | \$98.66 | \$100.62 | \$102.62 | \$104.67 | \$106.75 |
| 0001 DN00 | Web Project Manager | HR | \$128.54 | \$131.10 | \$133.71 | \$136.37 | \$139.08 | \$141.85 |
| 0001 DO00 | Web Software Developer | HR | \$104.03 | \$106.10 | \$108.21 | \$110.36 | \$112.56 | \$114.80 |
| 0001 DP00 | Webmaster | HR | \$94.46 | \$96.34 | \$98.26 | \$100.21 | \$102.21 | \$104.24 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$95.67 | \$97.58 | \$99.52 | \$101.50 | \$103.52 | \$105.58 |

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|-----------|---|-----|---------------|--------------|--------------|--------------|--------------|--------------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 1.99% | 1.99% | 1.99% | 1.99% | 1.99% |
| 0002 AA01 | Administrative Assistant – Level I | HR | \$41.10 | \$41.92 | \$42.75 | \$43.60 | \$44.47 | \$45.35 |
| 0002 AA02 | Administrative Assistant – Level II | HR | \$52.13 | \$53.16 | \$54.22 | \$55.30 | \$56.40 | \$57.52 |
| 0002 AB01 | Application Engineer – Level I | HR | \$85.30 | \$87.00 | \$88.73 | \$90.50 | \$92.30 | \$94.13 |
| 0002 AB02 | Application Engineer – Level II | HR | \$106.61 | \$108.73 | \$110.90 | \$113.10 | \$115.35 | \$117.65 |
| 0002 AC01 | Application Programmer – Level I | HR | \$69.16 | \$70.54 | \$71.94 | \$73.37 | \$74.84 | \$76.32 |
| 0002 AC02 | Application Programmer – Level II | HR | \$86.86 | \$88.59 | \$90.35 | \$92.15 | \$93.98 | \$95.85 |
| 0002 AC03 | Applications Programmer – Level III | HR | \$105.87 | \$107.98 | \$110.13 | \$112.32 | \$114.55 | \$116.83 |
| 0002 AD00 | Application Systems Analyst | HR | \$91.93 | \$93.76 | \$95.63 | \$97.53 | \$99.47 | \$101.45 |
| 0002 AE00 | Biostatistician | HR | \$106.36 | \$108.47 | \$110.63 | \$112.83 | \$115.08 | \$117.37 |
| 0002 AF01 | Business Analyst – Level I | HR | \$73.10 | \$74.56 | \$76.04 | \$77.56 | \$79.10 | \$80.67 |
| 0002 AF02 | Business Analyst – Level II | HR | \$91.26 | \$93.08 | \$94.93 | \$96.82 | \$98.75 | \$100.71 |
| 0002 AF03 | Business Analyst – Level III | HR | \$112.51 | \$114.75 | \$117.04 | \$119.36 | \$121.74 | \$124.16 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I | HR | \$86.57 | \$88.30 | \$90.05 | \$91.85 | \$93.67 | \$95.54 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II | HR | \$109.36 | \$111.53 | \$113.75 | \$116.02 | \$118.32 | \$120.68 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR | \$135.16 | \$137.85 | \$140.59 | \$143.39 | \$146.24 | \$149.15 |
| 0002 AH00 | Chief Information Security Officer | HR | \$162.14 | \$165.37 | \$168.66 | \$172.01 | \$175.44 | \$178.93 |
| 0002 AI00 | Communications Hardware Specialist | HR | \$80.26 | \$81.86 | \$83.49 | \$85.15 | \$86.84 | \$88.57 |
| 0002 AJ00 | Communications Network Manager | HR | \$110.79 | \$112.99 | \$115.24 | \$117.53 | \$119.87 | \$122.26 |
| 0002 AK00 | Communications Software Specialist | HR | \$86.13 | \$87.85 | \$89.59 | \$91.38 | \$93.20 | \$95.05 |
| 0002 AL00 | Communications Specialist | HR | \$84.12 | \$85.80 | \$87.51 | \$89.25 | \$91.02 | \$92.83 |
| 0002 AM00 | Computer Data Librarian | HR | \$54.80 | \$55.90 | \$57.01 | \$58.14 | \$59.30 | \$60.48 |
| 0002 AN00 | Computer Scientist | HR | \$126.46 | \$128.98 | \$131.55 | \$134.17 | \$136.84 | \$139.56 |
| 0002 AO01 | Computer Security System Specialist – Level I | HR | \$81.20 | \$82.81 | \$84.46 | \$86.14 | \$87.86 | \$89.60 |
| 0002 AO02 | Computer Security System Specialist – Level II | HR | \$103.41 | \$105.46 | \$107.56 | \$109.70 | \$111.89 | \$114.11 |
| 0002 AO03 | Computer Security System Specialist – Level III | HR | \$124.52 | \$127.00 | \$129.53 | \$132.11 | \$134.74 | \$137.42 |
| 0002 AP01 | Computer Systems Analyst – Level I | HR | \$69.99 | \$71.38 | \$72.80 | \$74.25 | \$75.72 | \$77.23 |
| 0002 AP02 | Computer Systems Analyst – Level II | HR | \$87.41 | \$89.15 | \$90.92 | \$92.73 | \$94.58 | \$96.46 |
| 0002 AP03 | Computer Systems Analyst – Level III | HR | \$106.78 | \$108.91 | \$111.08 | \$113.29 | \$115.54 | \$117.84 |
| 0002 AQ00 | Configuration Management Specialist | HR | \$92.53 | \$94.37 | \$96.25 | \$98.17 | \$100.12 | \$102.11 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 AR01 | Cost Analyst – Level I | HR | \$64.93 | \$66.23 | \$67.54 | \$68.89 | \$70.26 | \$71.66 |
| 0002 AR02 | Cost Analyst – Level II | HR | \$82.72 | \$84.36 | \$86.04 | \$87.76 | \$89.50 | \$91.28 |
| 0002 AS00 | Data Entry Clerk | HR | \$36.80 | \$37.54 | \$38.28 | \$39.04 | \$39.82 | \$40.61 |
| 0002 AT00 | Data Security Specialist | HR | \$90.44 | \$92.23 | \$94.07 | \$95.94 | \$97.85 | \$99.80 |
| 0002 AU00 | Data Standardization Specialist | HR | \$81.34 | \$82.95 | \$84.60 | \$86.29 | \$88.01 | \$89.76 |
| 0002 AV00 | Database Administrator | HR | \$100.58 | \$102.58 | \$104.62 | \$106.70 | \$108.82 | \$110.99 |
| 0002 AW01 | Database Management Specialist – Level I | HR | \$72.84 | \$74.29 | \$75.77 | \$77.27 | \$78.81 | \$80.38 |
| 0002 AW02 | Database Management Specialist – Level II | HR | \$94.30 | \$96.18 | \$98.09 | \$100.05 | \$102.04 | \$104.07 |
| 0002 AW03 | Database Management Specialist – Level III | HR | \$113.00 | \$115.25 | \$117.54 | \$119.88 | \$122.26 | \$124.70 |
| 0002 AX01 | Database Specialist – Level I | HR | \$72.79 | \$74.24 | \$75.71 | \$77.22 | \$78.76 | \$80.33 |
| 0002 AX02 | Database Specialist – Level II | HR | \$90.61 | \$92.42 | \$94.26 | \$96.13 | \$98.05 | \$100.00 |
| 0002 AX03 | Database Specialist – Level III | HR | \$108.41 | \$110.57 | \$112.77 | \$115.01 | \$117.30 | \$119.64 |
| 0002 AY00 | Data Warehousing Administrator | HR | \$105.57 | \$107.67 | \$109.81 | \$112.00 | \$114.23 | \$116.50 |
| 0002 AZ00 | Data Warehouse Analyst | HR | \$100.60 | \$102.60 | \$104.64 | \$106.72 | \$108.85 | \$111.01 |
| 0002 BA00 | Data Warehouse Programmer | HR | \$101.87 | \$103.89 | \$105.96 | \$108.07 | \$110.22 | \$112.41 |
| 0002 BB00 | Disaster Recovery Specialist | HR | \$108.17 | \$110.32 | \$112.52 | \$114.75 | \$117.04 | \$119.37 |
| 0002 BC01 | Document Control Specialist – Level I | HR | \$43.96 | \$44.84 | \$45.73 | \$46.64 | \$47.57 | \$48.52 |
| 0002 BC02 | Document Control Specialist - Level II | HR | \$54.53 | \$55.62 | \$56.73 | \$57.85 | \$59.01 | \$60.18 |
| 0002 BC03 | Document Control Specialist – Level III | HR | \$68.48 | \$69.84 | \$71.23 | \$72.65 | \$74.10 | \$75.57 |
| 0002 BD01 | Document Support Specialist – Level I | HR | \$45.25 | \$46.15 | \$47.06 | \$48.00 | \$48.96 | \$49.93 |
| 0002 BD02 | Document Support Specialist – Level II | HR | \$56.07 | \$57.19 | \$58.32 | \$59.49 | \$60.67 | \$61.88 |
| 0002 BE00 | Duplicating Machine Operator | HR | \$38.41 | \$39.18 | \$39.96 | \$40.75 | \$41.57 | \$42.39 |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$87.65 | \$89.39 | \$91.17 | \$92.99 | \$94.84 | \$96.72 |
| 0002 BG00 | Electronic Meeting Technographer | HR | \$56.42 | \$57.55 | \$58.69 | \$59.86 | \$61.05 | \$62.26 |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$125.44 | \$127.94 | \$130.48 | \$133.08 | \$135.73 | \$138.43 |
| 0002 BI00 | Facilitator | HR | \$80.80 | \$82.41 | \$84.05 | \$85.72 | \$87.42 | \$89.16 |
| 0002 BJ00 | Financial Analyst – IT | HR | \$87.72 | \$89.46 | \$91.24 | \$93.06 | \$94.91 | \$96.80 |
| 0002 BK01 | Functional Analyst – Level I | HR | \$82.97 | \$84.62 | \$86.30 | \$88.02 | \$89.77 | \$91.56 |
| 0002 BK02 | Functional Analyst – Level II | HR | \$105.81 | \$107.92 | \$110.06 | \$112.25 | \$114.49 | \$116.76 |
| 0002 BL01 | General Clerk – Level I | HR | \$31.53 | \$32.16 | \$32.80 | \$33.45 | \$34.11 | \$34.79 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 BL02 | General Clerk – Level II | HR | \$38.03 | \$38.78 | \$39.56 | \$40.34 | \$41.15 | \$41.96 |
| 0002 BL03 | General Clerk – Level III | HR | \$45.96 | \$46.87 | \$47.80 | \$48.76 | \$49.73 | \$50.72 |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR | \$93.05 | \$94.90 | \$96.79 | \$98.72 | \$100.68 | \$102.69 |
| 0002 BN00 | Graphical User Interface Designer | HR | \$86.05 | \$87.76 | \$89.50 | \$91.29 | \$93.10 | \$94.95 |
| 0002 BO00 | Graphics Specialist | HR | \$69.74 | \$71.13 | \$72.54 | \$73.98 | \$75.46 | \$76.96 |
| 0002 BP00 | Hardware Draftsman | HR | \$61.56 | \$62.79 | \$64.04 | \$65.31 | \$66.61 | \$67.94 |
| 0002 BQ01 | Hardware Installation Technician – Level I | HR | \$56.00 | \$57.11 | \$58.25 | \$59.41 | \$60.59 | \$61.79 |
| 0002 BQ02 | Hardware Installation Technician – Level II | HR | \$69.21 | \$70.58 | \$71.99 | \$73.42 | \$74.88 | \$76.37 |
| 0002 BR00 | Hardware Specialist – Information Technology | HR | \$79.75 | \$81.34 | \$82.95 | \$84.60 | \$86.29 | \$88.01 |
| 0002 BS00 | Help Desk Manager | HR | \$90.03 | \$91.82 | \$93.65 | \$95.51 | \$97.41 | \$99.35 |
| 0002 BT00 | Help Desk Specialist | HR | \$61.39 | \$62.62 | \$63.86 | \$65.13 | \$66.43 | \$67.75 |
| 0002 BU01 | Imaging Specialist/Technician – Level I | HR | \$49.76 | \$50.75 | \$51.76 | \$52.79 | \$53.84 | \$54.91 |
| 0002 BU02 | Imaging Specialist/Technician – Level II | HR | \$63.55 | \$64.82 | \$66.11 | \$67.42 | \$68.76 | \$70.13 |
| 0002 BU03 | Imaging Specialist/Technician – Level III | HR | \$80.71 | \$82.32 | \$83.96 | \$85.63 | \$87.33 | \$89.07 |
| 0002 BV00 | Informatic Specialist/Bioinformatician | HR | \$123.02 | \$125.47 | \$127.96 | \$130.51 | \$133.11 | \$135.76 |
| 0002 BW01 | Information Engineer – Level I | HR | \$89.84 | \$91.63 | \$93.45 | \$95.31 | \$97.21 | \$99.14 |
| 0002 BW02 | Information Engineer – Level II | HR | \$108.87 | \$111.04 | \$113.25 | \$115.50 | \$117.80 | \$120.14 |
| 0002 BX00 | Information Resource Management Analyst | HR | \$94.03 | \$95.90 | \$97.81 | \$99.76 | \$101.74 | \$103.76 |
| 0002 BY00 | Information Systems Training Specialist | HR | \$83.92 | \$85.59 | \$87.29 | \$89.03 | \$90.80 | \$92.61 |
| 0002 BZ00 | IT Policy/Legislative Specialist | HR | \$110.11 | \$112.31 | \$114.54 | \$116.82 | \$119.15 | \$121.52 |
| 0002 CA00 | IT Strategic/Capital Planner | HR | \$123.54 | \$126.00 | \$128.50 | \$131.06 | \$133.67 | \$136.33 |
| 0002 CB00 | Knowledge Management Specialist | HR | \$112.28 | \$114.51 | \$116.79 | \$119.11 | \$121.48 | \$123.90 |
| 0002 CC00 | Librarian | HR | \$61.92 | \$63.15 | \$64.41 | \$65.69 | \$67.00 | \$68.33 |
| 0002 CD00 | Librarian Technician | HR | \$45.21 | \$46.11 | \$47.02 | \$47.96 | \$48.91 | \$49.89 |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR | \$56.42 | \$57.54 | \$58.69 | \$59.86 | \$61.05 | \$62.26 |
| 0002 CF00 | Modeling and Simulation Specialist | HR | \$105.17 | \$107.26 | \$109.39 | \$111.57 | \$113.79 | \$116.06 |
| 0002 CG00 | Network Administrator | HR | \$81.48 | \$83.11 | \$84.76 | \$86.45 | \$88.17 | \$89.92 |
| 0002 CH00 | Network Draftsman | HR | \$64.68 | \$65.96 | \$67.28 | \$68.62 | \$69.98 | \$71.37 |
| 0002 CI01 | Network Installation Technician – Level I | HR | \$56.72 | \$57.85 | \$59.00 | \$60.17 | \$61.37 | \$62.59 |
| 0002 CI02 | Network Installation Technician – Level II | HR | \$71.39 | \$72.81 | \$74.25 | \$75.73 | \$77.24 | \$78.78 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 CJ00 | Network Support Technician | HR | \$60.82 | \$62.03 | \$63.27 | \$64.53 | \$65.81 | \$67.12 |
| 0002 CK00 | Operations Manager | HR | \$100.76 | \$102.77 | \$104.81 | \$106.90 | \$109.02 | \$111.19 |
| 0002 CL00 | Procurement Product Specialist | HR | \$81.16 | \$82.77 | \$84.42 | \$86.10 | \$87.81 | \$89.56 |
| 0002 CM00 | Program Administration Specialist | HR | \$65.95 | \$67.26 | \$68.60 | \$69.97 | \$71.36 | \$72.78 |
| 0002 CN00 | Program Analyst | HR | \$90.92 | \$92.73 | \$94.58 | \$96.46 | \$98.38 | \$100.33 |
| 0002 CO00 | Program Manager | HR | \$156.94 | \$160.06 | \$163.25 | \$166.49 | \$169.81 | \$173.19 |
| 0002 CP00 | Project Control Specialist | HR | \$88.49 | \$90.26 | \$92.05 | \$93.88 | \$95.75 | \$97.66 |
| 0002 CQ00 | Project Leader | HR | \$101.62 | \$103.64 | \$105.70 | \$107.81 | \$109.95 | \$112.14 |
| 0002 CR01 | Project Manager – Level I | HR | \$100.33 | \$102.32 | \$104.36 | \$106.44 | \$108.55 | \$110.71 |
| 0002 CR02 | Project Manager – Level II | HR | \$122.43 | \$124.87 | \$127.35 | \$129.89 | \$132.47 | \$135.11 |
| 0002 CR03 | Project Manager – Level III | HR | \$144.91 | \$147.80 | \$150.74 | \$153.74 | \$156.80 | \$159.92 |
| 0002 CS00 | Public Health Analyst | HR | \$98.61 | \$100.58 | \$102.58 | \$104.62 | \$106.70 | \$108.83 |
| 0002 CT00 | Quality Assurance Analyst | HR | \$82.61 | \$84.25 | \$85.93 | \$87.64 | \$89.39 | \$91.16 |
| 0002 CU00 | Quality Assurance Manager | HR | \$109.56 | \$111.74 | \$113.96 | \$116.23 | \$118.54 | \$120.90 |
| 0002 CV00 | Quality Assurance Specialist | HR | \$87.67 | \$89.42 | \$91.20 | \$93.01 | \$94.86 | \$96.75 |
| 0002 CW00 | Records Management Specialist | HR | \$66.61 | \$67.93 | \$69.28 | \$70.66 | \$72.07 | \$73.50 |
| 0002 CX00 | Scanner Operator | HR | \$37.75 | \$38.51 | \$39.27 | \$40.05 | \$40.85 | \$41.66 |
| 0002 CY00 | Scientific Data Analyst | HR | \$97.71 | \$99.66 | \$101.64 | \$103.66 | \$105.73 | \$107.83 |
| 0002 CZ01 | Subject Matter Expert – Level I | HR | \$133.30 | \$135.95 | \$138.66 | \$141.42 | \$144.23 | \$147.10 |
| 0002 CZ02 | Subject Matter Expert – Level II | HR | \$163.68 | \$166.93 | \$170.26 | \$173.64 | \$177.10 | \$180.62 |
| 0002 CZ03 | Subject Matter Expert – Level III | HR | \$207.09 | \$211.21 | \$215.41 | \$219.70 | \$224.07 | \$228.53 |
| 0002 DA01 | System Administrator – Level I | HR | \$69.69 | \$71.07 | \$72.49 | \$73.93 | \$75.40 | \$76.90 |
| 0002 DA02 | System Administrator – Level II | HR | \$84.76 | \$86.45 | \$88.17 | \$89.92 | \$91.71 | \$93.53 |
| 0002 DA03 | System Administrator – Level III | HR | \$104.32 | \$106.39 | \$108.51 | \$110.67 | \$112.87 | \$115.12 |
| 0002 DB01 | Systems Architect – Level I | HR | \$111.21 | \$113.43 | \$115.68 | \$117.99 | \$120.33 | \$122.73 |
| 0002 DB02 | Systems Architect – Level II | HR | \$139.35 | \$142.13 | \$144.95 | \$147.84 | \$150.78 | \$153.78 |
| 0002 DC01 | Systems Engineer – Level I | HR | \$81.79 | \$83.41 | \$85.07 | \$86.77 | \$88.49 | \$90.25 |
| 0002 DC02 | Systems Engineer – Level II | HR | \$100.71 | \$102.71 | \$104.76 | \$106.84 | \$108.97 | \$111.14 |
| 0002 DC03 | Systems Engineer – Level III | HR | \$117.85 | \$120.20 | \$122.59 | \$125.03 | \$127.52 | \$130.05 |
| 0002 DD00 | System Operator | HR | \$60.98 | \$62.19 | \$63.43 | \$64.69 | \$65.98 | \$67.29 |

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 DE00 | System Programmer | HR | \$95.36 | \$97.25 | \$99.19 | \$101.16 | \$103.18 | \$105.23 |
| 0002 DF01 | Technical Writer/Editor – Level I | HR | \$55.98 | \$57.10 | \$58.23 | \$59.39 | \$60.57 | \$61.78 |
| 0002 DF02 | Technical Writer/Editor – Level II | HR | \$70.80 | \$72.21 | \$73.64 | \$75.11 | \$76.60 | \$78.13 |
| 0002 DF03 | Technical Writer/Editor – Level III | HR | \$85.52 | \$87.22 | \$88.96 | \$90.73 | \$92.54 | \$94.38 |
| 0002 DG01 | Telecommunications Engineer – Level I | HR | \$84.54 | \$86.22 | \$87.94 | \$89.69 | \$91.47 | \$93.29 |
| 0002 DG02 | Telecommunications Engineer - Level II | HR | \$103.34 | \$105.39 | \$107.49 | \$109.63 | \$111.81 | \$114.04 |
| 0002 DH01 | Telecommunications Specialist – Level I | HR | \$71.96 | \$73.39 | \$74.85 | \$76.34 | \$77.86 | \$79.41 |
| 0002 DH02 | Telecommunications Specialist - Level II | HR | \$87.66 | \$89.41 | \$91.19 | \$93.00 | \$94.85 | \$96.74 |
| 0002 DI00 | Test Engineer | HR | \$90.78 | \$92.59 | \$94.43 | \$96.31 | \$98.22 | \$100.18 |
| 0002 DJ00 | Training Manager | HR | \$101.49 | \$103.51 | \$105.57 | \$107.67 | \$109.82 | \$112.00 |
| 0002 DK01 | Training Specialist – Level I | HR | \$70.25 | \$71.64 | \$73.07 | \$74.52 | \$76.01 | \$77.52 |
| 0002 DK02 | Training Specialist – Level II | HR | \$84.48 | \$86.16 | \$87.88 | \$89.63 | \$91.41 | \$93.23 |
| 0002 DL00 | Web Content Administrator | HR | \$82.49 | \$84.13 | \$85.80 | \$87.51 | \$89.25 | \$91.03 |
| 0002 DM00 | Web Designer | HR | \$90.41 | \$92.20 | \$94.04 | \$95.91 | \$97.82 | \$99.77 |
| 0002 DN00 | Web Project Manager | HR | \$120.13 | \$122.52 | \$124.96 | \$127.45 | \$129.99 | \$132.57 |
| 0002 DO00 | Web Software Developer | HR | \$97.22 | \$99.16 | \$101.13 | \$103.14 | \$105.19 | \$107.29 |
| 0002 DP00 | Webmaster | HR | \$88.28 | \$90.04 | \$91.83 | \$93.66 | \$95.52 | \$97.42 |
| 0002 DQ00 | Wide Area Network Administrator | HR | \$89.41 | \$91.19 | \$93.01 | \$94.86 | \$96.75 | \$98.67 |