

| ITEM      | DESCRIPTION   | U/M | Contract Year |           |           |           |           |           |           |           |           |  |
|-----------|---|-----|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|
|           |   |     | 5             | 6         | 7         | 8         | 9         | 10        |           |           |           |  |
|           | <b>Escalation rate</b>                                |     |               | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> |  |
| 0001 AA01 | Administrative Assistant – Level I                    | HR  | \$42.20       | \$43.43   | \$44.69   | \$45.98   | \$47.31   | \$48.69   |           |           |           |  |
| 0001 AA02 | Administrative Assistant – Level II                   | HR  | \$52.36       | \$53.88   | \$55.44   | \$57.05   | \$58.70   | \$60.41   |           |           |           |  |
| 0001 AB01 | Application Engineer – Level I                        | HR  | \$82.69       | \$85.09   | \$87.56   | \$90.10   | \$92.71   | \$95.40   |           |           |           |  |
| 0001 AB02 | Application Engineer – Level II                       | HR  | \$113.47      | \$116.76  | \$120.14  | \$123.63  | \$127.21  | \$130.90  |           |           |           |  |
| 0001 AC01 | Application Programmer – Level I                      | HR  | \$76.35       | \$78.57   | \$80.85   | \$83.19   | \$85.60   | \$88.09   |           |           |           |  |
| 0001 AC02 | Application Programmer – Level II                     | HR  | \$101.72      | \$104.67  | \$107.70  | \$110.83  | \$114.04  | \$117.35  |           |           |           |  |
| 0001 AC03 | Applications Programmer – Level III                   | HR  | \$123.28      | \$126.85  | \$130.53  | \$134.32  | \$138.21  | \$142.22  |           |           |           |  |
| 0001 AD00 | Application Systems Analyst                           | HR  | \$103.49      | \$106.49  | \$109.58  | \$112.76  | \$116.03  | \$119.39  |           |           |           |  |
| 0001 AE00 | Biostatistician                                       | HR  | \$111.67      | \$114.91  | \$118.25  | \$121.67  | \$125.20  | \$128.83  |           |           |           |  |
| 0001 AF01 | Business Analyst – Level I                            | HR  | \$73.87       | \$76.01   | \$78.21   | \$80.48   | \$82.81   | \$85.22   |           |           |           |  |
| 0001 AF02 | Business Analyst – Level II                           | HR  | \$98.87       | \$101.74  | \$104.69  | \$107.73  | \$110.85  | \$114.07  |           |           |           |  |
| 0001 AF03 | Business Analyst – Level III                          | HR  | \$124.32      | \$127.93  | \$131.64  | \$135.46  | \$139.38  | \$143.43  |           |           |           |  |
| 0001 AG01 | Business Process Reengineering Specialist – Level I   | HR  | \$88.65       | \$91.23   | \$93.87   | \$96.59   | \$99.40   | \$102.28  |           |           |           |  |
| 0001 AG02 | Business Process Reengineering Specialist – Level II  | HR  | \$126.50      | \$130.16  | \$133.94  | \$137.82  | \$141.82  | \$145.93  |           |           |           |  |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR  | \$168.20      | \$173.08  | \$178.10  | \$183.27  | \$188.58  | \$194.05  |           |           |           |  |
| 0001 AH00 | Chief Information Security Officer                    | HR  | \$178.14      | \$183.31  | \$188.63  | \$194.10  | \$199.73  | \$205.52  |           |           |           |  |
| 0001 AI00 | Communications Hardware Specialist                    | HR  | \$78.77       | \$81.05   | \$83.40   | \$85.82   | \$88.31   | \$90.87   |           |           |           |  |
| 0001 AJ00 | Communications Network Manager                        | HR  | \$131.41      | \$135.22  | \$139.15  | \$143.18  | \$147.33  | \$151.61  |           |           |           |  |
| 0001 AK00 | Communications Software Specialist                    | HR  | \$99.49       | \$102.37  | \$105.34  | \$108.40  | \$111.54  | \$114.77  |           |           |           |  |
| 0001 AL00 | Communications Specialist                             | HR  | \$97.98       | \$100.82  | \$103.74  | \$106.75  | \$109.85  | \$113.03  |           |           |           |  |
| 0001 AM00 | Computer Data Librarian                               | HR  | \$71.48       | \$73.55   | \$75.69   | \$77.88   | \$80.14   | \$82.46   |           |           |           |  |
| 0001 AN00 | Computer Scientist                                    | HR  | \$138.58      | \$142.60  | \$146.74  | \$150.99  | \$155.37  | \$159.88  |           |           |           |  |
| 0001 AO01 | Computer Security System Specialist – Level I         | HR  | \$88.67       | \$91.24   | \$93.88   | \$96.61   | \$99.41   | \$102.29  |           |           |           |  |
| 0001 AO02 | Computer Security System Specialist – Level II        | HR  | \$119.21      | \$122.67  | \$126.22  | \$129.88  | \$133.65  | \$137.53  |           |           |           |  |
| 0001 AO03 | Computer Security System Specialist – Level III       | HR  | \$136.78      | \$140.74  | \$144.83  | \$149.03  | \$153.35  | \$157.79  |           |           |           |  |
| 0001 AP01 | Computer Systems Analyst – Level I                    | HR  | \$76.20       | \$78.41   | \$80.68   | \$83.02   | \$85.43   | \$87.91   |           |           |           |  |
| 0001 AP02 | Computer Systems Analyst – Level II                   | HR  | \$99.22       | \$102.10  | \$105.06  | \$108.11  | \$111.24  | \$114.47  |           |           |           |  |
| 0001 AP03 | Computer Systems Analyst – Level III                  | HR  | \$126.10      | \$129.75  | \$133.51  | \$137.39  | \$141.37  | \$145.47  |           |           |           |  |
| 0001 AQ00 | Configuration Management Specialist                   | HR  | \$106.42      | \$109.50  | \$112.68  | \$115.95  | \$119.31  | \$122.77  |           |           |           |  |
| 0001 AR01 | Cost Analyst – Level I                                | HR  | \$68.74       | \$70.74   | \$72.79   | \$74.90   | \$77.07   | \$79.31   |           |           |           |  |

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| 0001 AR02 | Cost Analyst – Level II                       | HR  | \$84.07       | \$86.51  | \$89.02  | \$91.60  | \$94.26  | \$96.99  |  |
| 0001 AS00 | Data Entry Clerk                              | HR  | \$35.71       | \$36.75  | \$37.81  | \$38.91  | \$40.04  | \$41.20  |  |
| 0001 AT00 | Data Security Specialist                      | HR  | \$104.01      | \$107.03 | \$110.13 | \$113.33 | \$116.61 | \$120.00 |  |
| 0001 AU00 | Data Standardization Specialist               | HR  | \$99.92       | \$102.82 | \$105.80 | \$108.87 | \$112.03 | \$115.27 |  |
| 0001 AV00 | Database Administrator                        | HR  | \$113.73      | \$117.02 | \$120.42 | \$123.91 | \$127.50 | \$131.20 |  |
| 0001 AW01 | Database Management Specialist – Level I      | HR  | \$87.50       | \$90.04  | \$92.65  | \$95.34  | \$98.10  | \$100.95 |  |
| 0001 AW02 | Database Management Specialist – Level II     | HR  | \$110.35      | \$113.55 | \$116.84 | \$120.23 | \$123.72 | \$127.30 |  |
| 0001 AW03 | Database Management Specialist – Level III    | HR  | \$135.65      | \$139.59 | \$143.63 | \$147.80 | \$152.09 | \$156.50 |  |
| 0001 AX01 | Database Specialist – Level I                 | HR  | \$82.64       | \$85.03  | \$87.50  | \$90.04  | \$92.65  | \$95.34  |  |
| 0001 AX02 | Database Specialist – Level II                | HR  | \$113.11      | \$116.39 | \$119.76 | \$123.24 | \$126.81 | \$130.49 |  |
| 0001 AX03 | Database Specialist – Level III               | HR  | \$132.91      | \$136.77 | \$140.73 | \$144.81 | \$149.01 | \$153.34 |  |
| 0001 AY00 | Data Warehousing Administrator                | HR  | \$130.55      | \$134.33 | \$138.23 | \$142.24 | \$146.36 | \$150.61 |  |
| 0001 AZ00 | Data Warehouse Analyst                        | HR  | \$107.06      | \$110.17 | \$113.36 | \$116.65 | \$120.03 | \$123.51 |  |
| 0001 BA00 | Data Warehouse Programmer                     | HR  | \$111.81      | \$115.05 | \$118.38 | \$121.82 | \$125.35 | \$128.99 |  |
| 0001 BB00 | Disaster Recovery Specialist                  | HR  | \$122.40      | \$125.95 | \$129.60 | \$133.36 | \$137.23 | \$141.21 |  |
| 0001 BC01 | Document Control Specialist – Level I         | HR  | \$52.60       | \$54.12  | \$55.69  | \$57.31  | \$58.97  | \$60.68  |  |
| 0001 BC02 | Document Control Specialist - Level II        | HR  | \$66.45       | \$68.38  | \$70.36  | \$72.40  | \$74.50  | \$76.66  |  |
| 0001 BC03 | Document Control Specialist – Level III       | HR  | \$82.55       | \$84.94  | \$87.40  | \$89.94  | \$92.55  | \$95.23  |  |
| 0001 BD01 | Document Support Specialist – Level I         | HR  | \$50.43       | \$51.89  | \$53.39  | \$54.94  | \$56.54  | \$58.18  |  |
| 0001 BD02 | Document Support Specialist – Level II        | HR  | \$64.15       | \$66.01  | \$67.93  | \$69.90  | \$71.92  | \$74.01  |  |
| 0001 BE00 | Duplicating Machine Operator                  | HR  | \$42.35       | \$43.58  | \$44.84  | \$46.14  | \$47.48  | \$48.86  |  |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist  | HR  | \$100.03      | \$102.94 | \$105.92 | \$108.99 | \$112.15 | \$115.41 |  |
| 0001 BG00 | Electronic Meeting Technographer              | HR  | \$56.50       | \$58.14  | \$59.82  | \$61.56  | \$63.34  | \$65.18  |  |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR  | \$140.53      | \$144.60 | \$148.79 | \$153.11 | \$157.55 | \$162.12 |  |
| 0001 BI00 | Facilitator                                   | HR  | \$72.51       | \$74.61  | \$76.78  | \$79.00  | \$81.29  | \$83.65  |  |
| 0001 BJ00 | Financial Analyst – IT                        | HR  | \$90.32       | \$92.93  | \$95.63  | \$98.40  | \$101.26 | \$104.19 |  |
| 0001 BK01 | Functional Analyst – Level I                  | HR  | \$82.35       | \$84.74  | \$87.20  | \$89.73  | \$92.33  | \$95.01  |  |
| 0001 BK02 | Functional Analyst – Level II                 | HR  | \$102.70      | \$105.68 | \$108.74 | \$111.90 | \$115.14 | \$118.48 |  |
| 0001 BL01 | General Clerk – Level I                       | HR  | \$33.66       | \$34.64  | \$35.64  | \$36.68  | \$37.74  | \$38.84  |  |
| 0001 BL02 | General Clerk – Level II                      | HR  | \$38.60       | \$39.72  | \$40.87  | \$42.05  | \$43.27  | \$44.53  |  |

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| 0001 BL03 | General Clerk – Level III                      | HR  | \$45.47       | \$46.79  | \$48.15  | \$49.54  | \$50.98  | \$52.46  |  |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR  | \$97.98       | \$100.82 | \$103.75 | \$106.75 | \$109.85 | \$113.04 |  |
| 0001 BN00 | Graphical User Interface Designer              | HR  | \$91.37       | \$94.02  | \$96.74  | \$99.55  | \$102.44 | \$105.41 |  |
| 0001 BO00 | Graphics Specialist                            | HR  | \$79.29       | \$81.59  | \$83.96  | \$86.39  | \$88.90  | \$91.48  |  |
| 0001 BP00 | Hardware Draftsman                             | HR  | \$64.40       | \$66.27  | \$68.19  | \$70.17  | \$72.20  | \$74.30  |  |
| 0001 BQ01 | Hardware Installation Technician – Level I     | HR  | \$56.60       | \$58.24  | \$59.93  | \$61.66  | \$63.45  | \$65.29  |  |
| 0001 BQ02 | Hardware Installation Technician – Level II    | HR  | \$65.71       | \$67.62  | \$69.58  | \$71.59  | \$73.67  | \$75.81  |  |
| 0001 BR00 | Hardware Specialist – Information Technology   | HR  | \$87.85       | \$90.39  | \$93.01  | \$95.71  | \$98.49  | \$101.34 |  |
| 0001 BS00 | Help Desk Manager                              | HR  | \$104.66      | \$107.70 | \$110.82 | \$114.03 | \$117.34 | \$120.74 |  |
| 0001 BT00 | Help Desk Specialist                           | HR  | \$70.34       | \$72.38  | \$74.48  | \$76.64  | \$78.87  | \$81.15  |  |
| 0001 BU01 | Imaging Specialist/Technician – Level I        | HR  | \$50.88       | \$52.35  | \$53.87  | \$55.43  | \$57.04  | \$58.69  |  |
| 0001 BU02 | Imaging Specialist/Technician – Level II       | HR  | \$68.10       | \$70.08  | \$72.11  | \$74.20  | \$76.35  | \$78.57  |  |
| 0001 BU03 | Imaging Specialist/Technician – Level III      | HR  | \$85.91       | \$88.40  | \$90.96  | \$93.60  | \$96.32  | \$99.11  |  |
| 0001 BV00 | Informatic Specialist/Bioinformatician         | HR  | \$122.39      | \$125.94 | \$129.59 | \$133.35 | \$137.21 | \$141.19 |  |
| 0001 BW01 | Information Engineer – Level I                 | HR  | \$88.30       | \$90.86  | \$93.50  | \$96.21  | \$99.00  | \$101.87 |  |
| 0001 BW02 | Information Engineer – Level II                | HR  | \$120.81      | \$124.31 | \$127.92 | \$131.63 | \$135.45 | \$139.37 |  |
| 0001 BX00 | Information Resource Management Analyst        | HR  | \$102.56      | \$105.54 | \$108.60 | \$111.75 | \$114.99 | \$118.32 |  |
| 0001 BY00 | Information Systems Training Specialist        | HR  | \$94.31       | \$97.04  | \$99.86  | \$102.75 | \$105.73 | \$108.80 |  |
| 0001 BZ00 | IT Policy/Legislative Specialist               | HR  | \$115.74      | \$119.09 | \$122.55 | \$126.10 | \$129.76 | \$133.52 |  |
| 0001 CA00 | IT Strategic/Capital Planner                   | HR  | \$138.42      | \$142.44 | \$146.57 | \$150.82 | \$155.19 | \$159.69 |  |
| 0001 CB00 | Knowledge Management Specialist                | HR  | \$105.12      | \$108.17 | \$111.31 | \$114.53 | \$117.86 | \$121.27 |  |
| 0001 CC00 | Librarian                                      | HR  | \$75.85       | \$78.05  | \$80.31  | \$82.64  | \$85.04  | \$87.50  |  |
| 0001 CD00 | Librarian Technician                           | HR  | \$47.20       | \$48.57  | \$49.98  | \$51.43  | \$52.92  | \$54.46  |  |
| 0001 CE00 | Medical Billing/Account Management Specialist  | HR  | \$61.44       | \$63.22  | \$65.05  | \$66.94  | \$68.88  | \$70.88  |  |
| 0001 CF00 | Modeling and Simulation Specialist             | HR  | \$115.72      | \$119.07 | \$122.52 | \$126.08 | \$129.73 | \$133.50 |  |
| 0001 CG00 | Network Administrator                          | HR  | \$96.72       | \$99.53  | \$102.41 | \$105.38 | \$108.44 | \$111.58 |  |
| 0001 CH00 | Network Draftsman                              | HR  | \$74.01       | \$76.15  | \$78.36  | \$80.63  | \$82.97  | \$85.38  |  |
| 0001 CI01 | Network Installation Technician – Level I      | HR  | \$61.65       | \$63.43  | \$65.27  | \$67.17  | \$69.12  | \$71.12  |  |
| 0001 CI02 | Network Installation Technician – Level II     | HR  | \$79.72       | \$82.04  | \$84.42  | \$86.86  | \$89.38  | \$91.97  |  |
| 0001 CJ00 | Network Support Technician                     | HR  | \$72.26       | \$74.35  | \$76.51  | \$78.73  | \$81.01  | \$83.36  |  |

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|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|--|--|--|--|--|--|
|           |                                   |     | 5             | 6        | 7        | 8        | 9        | 10       |  |  |  |  |  |  |
| 0001 CK00 | Operations Manager                | HR  | \$111.13      | \$114.35 | \$117.67 | \$121.08 | \$124.59 | \$128.20 |  |  |  |  |  |  |
| 0001 CL00 | Procurement Product Specialist    | HR  | \$90.73       | \$93.36  | \$96.07  | \$98.86  | \$101.72 | \$104.67 |  |  |  |  |  |  |
| 0001 CM00 | Program Administration Specialist | HR  | \$75.51       | \$77.70  | \$79.95  | \$82.27  | \$84.66  | \$87.11  |  |  |  |  |  |  |
| 0001 CN00 | Program Analyst                   | HR  | \$95.18       | \$97.94  | \$100.78 | \$103.70 | \$106.71 | \$109.80 |  |  |  |  |  |  |
| 0001 CO00 | Program Manager                   | HR  | \$181.51      | \$186.77 | \$192.19 | \$197.76 | \$203.49 | \$209.40 |  |  |  |  |  |  |
| 0001 CP00 | Project Control Specialist        | HR  | \$108.16      | \$111.30 | \$114.52 | \$117.84 | \$121.26 | \$124.78 |  |  |  |  |  |  |
| 0001 CQ00 | Project Leader                    | HR  | \$124.55      | \$128.17 | \$131.88 | \$135.71 | \$139.64 | \$143.69 |  |  |  |  |  |  |
| 0001 CR01 | Project Manager – Level I         | HR  | \$106.17      | \$109.24 | \$112.41 | \$115.67 | \$119.03 | \$122.48 |  |  |  |  |  |  |
| 0001 CR02 | Project Manager – Level II        | HR  | \$135.13      | \$139.05 | \$143.08 | \$147.23 | \$151.50 | \$155.89 |  |  |  |  |  |  |
| 0001 CR03 | Project Manager – Level III       | HR  | \$161.56      | \$166.24 | \$171.06 | \$176.03 | \$181.13 | \$186.38 |  |  |  |  |  |  |
| 0001 CS00 | Public Health Analyst             | HR  | \$112.96      | \$116.23 | \$119.60 | \$123.07 | \$126.64 | \$130.31 |  |  |  |  |  |  |
| 0001 CT00 | Quality Assurance Analyst         | HR  | \$88.03       | \$90.58  | \$93.21  | \$95.91  | \$98.69  | \$101.55 |  |  |  |  |  |  |
| 0001 CU00 | Quality Assurance Manager         | HR  | \$121.70      | \$125.22 | \$128.86 | \$132.59 | \$136.44 | \$140.40 |  |  |  |  |  |  |
| 0001 CV00 | Quality Assurance Specialist      | HR  | \$103.50      | \$106.50 | \$109.59 | \$112.77 | \$116.04 | \$119.40 |  |  |  |  |  |  |
| 0001 CW00 | Records Management Specialist     | HR  | \$77.06       | \$79.30  | \$81.60  | \$83.96  | \$86.40  | \$88.90  |  |  |  |  |  |  |
| 0001 CX00 | Scanner Operator                  | HR  | \$53.77       | \$55.33  | \$56.93  | \$58.58  | \$60.28  | \$62.03  |  |  |  |  |  |  |
| 0001 CY00 | Scientific Data Analyst           | HR  | \$98.66       | \$101.52 | \$104.47 | \$107.50 | \$110.62 | \$113.82 |  |  |  |  |  |  |
| 0001 CZ01 | Subject Matter Expert – Level I   | HR  | \$141.19      | \$145.29 | \$149.50 | \$153.84 | \$158.30 | \$162.89 |  |  |  |  |  |  |
| 0001 CZ02 | Subject Matter Expert – Level II  | HR  | \$187.31      | \$192.74 | \$198.33 | \$204.08 | \$210.00 | \$216.09 |  |  |  |  |  |  |
| 0001 CZ03 | Subject Matter Expert – Level III | HR  | \$246.84      | \$254.00 | \$261.36 | \$268.94 | \$276.74 | \$284.77 |  |  |  |  |  |  |
| 0001 DA01 | System Administrator – Level I    | HR  | \$79.06       | \$81.35  | \$83.71  | \$86.14  | \$88.64  | \$91.21  |  |  |  |  |  |  |
| 0001 DA02 | System Administrator – Level II   | HR  | \$95.49       | \$98.26  | \$101.11 | \$104.05 | \$107.06 | \$110.17 |  |  |  |  |  |  |
| 0001 DA03 | System Administrator – Level III  | HR  | \$115.72      | \$119.07 | \$122.53 | \$126.08 | \$129.74 | \$133.50 |  |  |  |  |  |  |
| 0001 DB01 | Systems Architect – Level I       | HR  | \$114.12      | \$117.42 | \$120.83 | \$124.33 | \$127.94 | \$131.65 |  |  |  |  |  |  |
| 0001 DB02 | Systems Architect – Level II      | HR  | \$147.58      | \$151.86 | \$156.26 | \$160.79 | \$165.45 | \$170.25 |  |  |  |  |  |  |
| 0001 DC01 | Systems Engineer – Level I        | HR  | \$86.00       | \$88.50  | \$91.06  | \$93.70  | \$96.42  | \$99.22  |  |  |  |  |  |  |
| 0001 DC02 | Systems Engineer – Level II       | HR  | \$109.95      | \$113.14 | \$116.42 | \$119.80 | \$123.27 | \$126.84 |  |  |  |  |  |  |
| 0001 DC03 | Systems Engineer – Level III      | HR  | \$138.32      | \$142.33 | \$146.46 | \$150.71 | \$155.08 | \$159.58 |  |  |  |  |  |  |
| 0001 DD00 | System Operator                   | HR  | \$74.52       | \$76.68  | \$78.90  | \$81.19  | \$83.55  | \$85.97  |  |  |  |  |  |  |
| 0001 DE00 | System Programmer                 | HR  | \$102.96      | \$105.95 | \$109.02 | \$112.18 | \$115.44 | \$118.79 |  |  |  |  |  |  |

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| 0001 DF01 | Technical Writer/Editor – Level I        | HR  | \$57.59       | \$59.26  | \$60.98  | \$62.75  | \$64.57  | \$66.44  |  |
| 0001 DF02 | Technical Writer/Editor – Level II       | HR  | \$75.87       | \$78.07  | \$80.33  | \$82.66  | \$85.06  | \$87.53  |  |
| 0001 DF03 | Technical Writer/Editor – Level III      | HR  | \$93.53       | \$96.24  | \$99.03  | \$101.90 | \$104.86 | \$107.90 |  |
| 0001 DG01 | Telecommunications Engineer – Level I    | HR  | \$83.06       | \$85.47  | \$87.95  | \$90.50  | \$93.12  | \$95.82  |  |
| 0001 DG02 | Telecommunications Engineer - Level II   | HR  | \$110.33      | \$113.53 | \$116.82 | \$120.21 | \$123.70 | \$127.28 |  |
| 0001 DH01 | Telecommunications Specialist – Level I  | HR  | \$71.84       | \$73.92  | \$76.06  | \$78.27  | \$80.54  | \$82.87  |  |
| 0001 DH02 | Telecommunications Specialist - Level II | HR  | \$95.05       | \$97.81  | \$100.64 | \$103.56 | \$106.56 | \$109.66 |  |
| 0001 DI00 | Test Engineer                            | HR  | \$92.40       | \$95.08  | \$97.83  | \$100.67 | \$103.59 | \$106.60 |  |
| 0001 DJ00 | Training Manager                         | HR  | \$110.32      | \$113.52 | \$116.81 | \$120.20 | \$123.69 | \$127.27 |  |
| 0001 DK01 | Training Specialist – Level I            | HR  | \$68.08       | \$70.05  | \$72.08  | \$74.17  | \$76.32  | \$78.54  |  |
| 0001 DK02 | Training Specialist – Level II           | HR  | \$87.30       | \$89.83  | \$92.44  | \$95.12  | \$97.88  | \$100.72 |  |
| 0001 DL00 | Web Content Administrator                | HR  | \$106.89      | \$109.99 | \$113.18 | \$116.46 | \$119.84 | \$123.31 |  |
| 0001 DM00 | Web Designer                             | HR  | \$95.06       | \$97.81  | \$100.65 | \$103.57 | \$106.57 | \$109.66 |  |
| 0001 DN00 | Web Project Manager                      | HR  | \$129.37      | \$133.13 | \$136.99 | \$140.96 | \$145.05 | \$149.25 |  |
| 0001 DO00 | Web Software Developer                   | HR  | \$108.85      | \$112.00 | \$115.25 | \$118.59 | \$122.03 | \$125.57 |  |
| 0001 DP00 | Webmaster                                | HR  | \$98.26       | \$101.11 | \$104.04 | \$107.06 | \$110.16 | \$113.36 |  |
| 0001 DQ00 | Wide Area Network Administrator          | HR  | \$95.77       | \$98.54  | \$101.40 | \$104.34 | \$107.37 | \$110.48 |  |

| ITEM      | DESCRIPTION   | U/M | Contract Year |           |           |           |           |           |           |           |           |  |
|-----------|---|-----|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--|
|           |   |     | 5             | 6         | 7         | 8         | 9         | 10        |           |           |           |  |
|           | <b>Escalation rate</b>                                |     |               | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> | <b>3%</b> |  |
| 0002 AA01 | Administrative Assistant – Level I                    | HR  | \$38.40       | \$39.52   | \$40.66   | \$41.84   | \$43.06   | \$44.30   |           |           |           |  |
| 0002 AA02 | Administrative Assistant – Level II                   | HR  | \$47.65       | \$49.03   | \$50.45   | \$51.92   | \$53.42   | \$54.97   |           |           |           |  |
| 0002 AB01 | Application Engineer – Level I                        | HR  | \$75.25       | \$77.43   | \$79.68   | \$81.99   | \$84.37   | \$86.81   |           |           |           |  |
| 0002 AB02 | Application Engineer – Level II                       | HR  | \$103.26      | \$106.25  | \$109.33  | \$112.50  | \$115.76  | \$119.12  |           |           |           |  |
| 0002 AC01 | Application Programmer – Level I                      | HR  | \$69.48       | \$71.50   | \$73.57   | \$75.70   | \$77.90   | \$80.16   |           |           |           |  |
| 0002 AC02 | Application Programmer – Level II                     | HR  | \$92.56       | \$95.25   | \$98.01   | \$100.85  | \$103.78  | \$106.79  |           |           |           |  |
| 0002 AC03 | Applications Programmer – Level III                   | HR  | \$112.18      | \$115.44  | \$118.78  | \$122.23  | \$125.77  | \$129.42  |           |           |           |  |
| 0002 AD00 | Application Systems Analyst                           | HR  | \$94.18       | \$96.91   | \$99.72   | \$102.61  | \$105.58  | \$108.65  |           |           |           |  |
| 0002 AE00 | Biostatistician                                       | HR  | \$101.62      | \$104.57  | \$107.60  | \$110.72  | \$113.93  | \$117.24  |           |           |           |  |
| 0002 AF01 | Business Analyst – Level I                            | HR  | \$67.22       | \$69.17   | \$71.17   | \$73.24   | \$75.36   | \$77.55   |           |           |           |  |
| 0002 AF02 | Business Analyst – Level II                           | HR  | \$89.98       | \$92.58   | \$95.27   | \$98.03   | \$100.88  | \$103.80  |           |           |           |  |
| 0002 AF03 | Business Analyst – Level III                          | HR  | \$113.13      | \$116.42  | \$119.79  | \$123.27  | \$126.84  | \$130.52  |           |           |           |  |
| 0002 AG01 | Business Process Reengineering Specialist – Level I   | HR  | \$80.68       | \$83.02   | \$85.42   | \$87.90   | \$90.45   | \$93.07   |           |           |           |  |
| 0002 AG02 | Business Process Reengineering Specialist – Level II  | HR  | \$115.11      | \$118.45  | \$121.88  | \$125.42  | \$129.06  | \$132.80  |           |           |           |  |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR  | \$153.07      | \$157.50  | \$162.07  | \$166.77  | \$171.61  | \$176.58  |           |           |           |  |
| 0002 AH00 | Chief Information Security Officer                    | HR  | \$162.11      | \$166.81  | \$171.65  | \$176.63  | \$181.75  | \$187.02  |           |           |           |  |
| 0002 AI00 | Communications Hardware Specialist                    | HR  | \$71.68       | \$73.76   | \$75.90   | \$78.10   | \$80.36   | \$82.69   |           |           |           |  |
| 0002 AJ00 | Communications Network Manager                        | HR  | \$119.59      | \$123.05  | \$126.62  | \$130.29  | \$134.07  | \$137.96  |           |           |           |  |
| 0002 AK00 | Communications Software Specialist                    | HR  | \$90.53       | \$93.16   | \$95.86   | \$98.64   | \$101.50  | \$104.44  |           |           |           |  |
| 0002 AL00 | Communications Specialist                             | HR  | \$89.16       | \$91.75   | \$94.41   | \$97.14   | \$99.96   | \$102.86  |           |           |           |  |
| 0002 AM00 | Computer Data Librarian                               | HR  | \$65.05       | \$66.93   | \$68.88   | \$70.87   | \$72.93   | \$75.04   |           |           |           |  |
| 0002 AN00 | Computer Scientist                                    | HR  | \$126.11      | \$129.77  | \$133.53  | \$137.40  | \$141.39  | \$145.49  |           |           |           |  |
| 0002 AO01 | Computer Security System Specialist – Level I         | HR  | \$80.69       | \$83.03   | \$85.43   | \$87.91   | \$90.46   | \$93.08   |           |           |           |  |
| 0002 AO02 | Computer Security System Specialist – Level II        | HR  | \$108.48      | \$111.63  | \$114.86  | \$118.19  | \$121.62  | \$125.15  |           |           |           |  |
| 0002 AO03 | Computer Security System Specialist – Level III       | HR  | \$124.47      | \$128.08  | \$131.79  | \$135.61  | \$139.55  | \$143.59  |           |           |           |  |
| 0002 AP01 | Computer Systems Analyst – Level I                    | HR  | \$69.34       | \$71.35   | \$73.42   | \$75.55   | \$77.74   | \$80.00   |           |           |           |  |
| 0002 AP02 | Computer Systems Analyst – Level II                   | HR  | \$90.29       | \$92.91   | \$95.60   | \$98.38   | \$101.23  | \$104.16  |           |           |           |  |
| 0002 AP03 | Computer Systems Analyst – Level III                  | HR  | \$114.75      | \$118.07  | \$121.50  | \$125.02  | \$128.65  | \$132.38  |           |           |           |  |
| 0002 AQ00 | Configuration Management Specialist                   | HR  | \$96.84       | \$99.65   | \$102.54  | \$105.51  | \$108.57  | \$111.72  |           |           |           |  |
| 0002 AR01 | Cost Analyst – Level I                                | HR  | \$62.56       | \$64.37   | \$66.24   | \$68.16   | \$70.14   | \$72.17   |           |           |           |  |

| ITEM      | DESCRIPTION                                   | U/M | Contract Year |          |          |          |          |          |  |
|-----------|---|-----|---------------|----------|----------|----------|----------|----------|--|
|           |   |     | 5             | 6        | 7        | 8        | 9        | 10       |  |
| 0002 AR02 | Cost Analyst – Level II                       | HR  | \$76.51       | \$78.73  | \$81.01  | \$83.36  | \$85.78  | \$88.26  |  |
| 0002 AS00 | Data Entry Clerk                              | HR  | \$32.50       | \$33.44  | \$34.41  | \$35.41  | \$36.44  | \$37.49  |  |
| 0002 AT00 | Data Security Specialist                      | HR  | \$94.65       | \$97.40  | \$100.22 | \$103.13 | \$106.12 | \$109.20 |  |
| 0002 AU00 | Data Standardization Specialist               | HR  | \$90.93       | \$93.56  | \$96.28  | \$99.07  | \$101.94 | \$104.90 |  |
| 0002 AV00 | Database Administrator                        | HR  | \$103.49      | \$106.49 | \$109.58 | \$112.76 | \$116.03 | \$119.39 |  |
| 0002 AW01 | Database Management Specialist – Level I      | HR  | \$79.63       | \$81.94  | \$84.31  | \$86.76  | \$89.27  | \$91.86  |  |
| 0002 AW02 | Database Management Specialist – Level II     | HR  | \$100.42      | \$103.33 | \$106.32 | \$109.41 | \$112.58 | \$115.85 |  |
| 0002 AW03 | Database Management Specialist – Level III    | HR  | \$123.44      | \$127.02 | \$130.71 | \$134.50 | \$138.40 | \$142.41 |  |
| 0002 AX01 | Database Specialist – Level I                 | HR  | \$75.20       | \$77.38  | \$79.63  | \$81.93  | \$84.31  | \$86.76  |  |
| 0002 AX02 | Database Specialist – Level II                | HR  | \$102.93      | \$105.91 | \$108.98 | \$112.15 | \$115.40 | \$118.74 |  |
| 0002 AX03 | Database Specialist – Level III               | HR  | \$120.95      | \$124.46 | \$128.07 | \$131.78 | \$135.60 | \$139.54 |  |
| 0002 AY00 | Data Warehousing Administrator                | HR  | \$118.80      | \$122.24 | \$125.79 | \$129.43 | \$133.19 | \$137.05 |  |
| 0002 AZ00 | Data Warehouse Analyst                        | HR  | \$97.43       | \$100.25 | \$103.16 | \$106.15 | \$109.23 | \$112.40 |  |
| 0002 BA00 | Data Warehouse Programmer                     | HR  | \$101.74      | \$104.69 | \$107.73 | \$110.85 | \$114.07 | \$117.38 |  |
| 0002 BB00 | Disaster Recovery Specialist                  | HR  | \$111.39      | \$114.62 | \$117.94 | \$121.36 | \$124.88 | \$128.50 |  |
| 0002 BC01 | Document Control Specialist – Level I         | HR  | \$47.87       | \$49.25  | \$50.68  | \$52.15  | \$53.66  | \$55.22  |  |
| 0002 BC02 | Document Control Specialist - Level II        | HR  | \$60.47       | \$62.22  | \$64.03  | \$65.88  | \$67.79  | \$69.76  |  |
| 0002 BC03 | Document Control Specialist – Level III       | HR  | \$75.12       | \$77.30  | \$79.54  | \$81.84  | \$84.22  | \$86.66  |  |
| 0002 BD01 | Document Support Specialist – Level I         | HR  | \$45.89       | \$47.22  | \$48.59  | \$50.00  | \$51.45  | \$52.94  |  |
| 0002 BD02 | Document Support Specialist – Level II        | HR  | \$58.38       | \$60.07  | \$61.81  | \$63.61  | \$65.45  | \$67.35  |  |
| 0002 BE00 | Duplicating Machine Operator                  | HR  | \$38.54       | \$39.66  | \$40.81  | \$41.99  | \$43.21  | \$44.46  |  |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist  | HR  | \$91.03       | \$93.67  | \$96.39  | \$99.18  | \$102.06 | \$105.02 |  |
| 0002 BG00 | Electronic Meeting Technographer              | HR  | \$51.41       | \$52.91  | \$54.44  | \$56.02  | \$57.64  | \$59.31  |  |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR  | \$127.88      | \$131.59 | \$135.40 | \$139.33 | \$143.37 | \$147.53 |  |
| 0002 BI00 | Facilitator                                   | HR  | \$65.98       | \$67.90  | \$69.87  | \$71.89  | \$73.98  | \$76.12  |  |
| 0002 BJ00 | Financial Analyst – IT                        | HR  | \$82.19       | \$84.57  | \$87.02  | \$89.55  | \$92.14  | \$94.82  |  |
| 0002 BK01 | Functional Analyst – Level I                  | HR  | \$74.94       | \$77.11  | \$79.35  | \$81.65  | \$84.02  | \$86.46  |  |
| 0002 BK02 | Functional Analyst – Level II                 | HR  | \$93.46       | \$96.17  | \$98.96  | \$101.83 | \$104.78 | \$107.82 |  |
| 0002 BL01 | General Clerk – Level I                       | HR  | \$30.63       | \$31.52  | \$32.44  | \$33.38  | \$34.34  | \$35.34  |  |
| 0002 BL02 | General Clerk – Level II                      | HR  | \$35.12       | \$36.14  | \$37.19  | \$38.27  | \$39.38  | \$40.52  |  |

| ITEM      | DESCRIPTION                                    | U/M | Contract Year |          |          |          |          |          |  |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|--|
|           |  |     | 5             | 6        | 7        | 8        | 9        | 10       |  |
| 0002 BL03 | General Clerk – Level III                      | HR  | \$41.38       | \$42.58  | \$43.82  | \$45.09  | \$46.39  | \$47.74  |  |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR  | \$89.16       | \$91.75  | \$94.41  | \$97.15  | \$99.96  | \$102.86 |  |
| 0002 BN00 | Graphical User Interface Designer              | HR  | \$83.14       | \$85.56  | \$88.04  | \$90.59  | \$93.22  | \$95.92  |  |
| 0002 BO00 | Graphics Specialist                            | HR  | \$72.16       | \$74.25  | \$76.40  | \$78.62  | \$80.90  | \$83.24  |  |
| 0002 BP00 | Hardware Draftsman                             | HR  | \$58.60       | \$60.30  | \$62.05  | \$63.85  | \$65.70  | \$67.61  |  |
| 0002 BQ01 | Hardware Installation Technician – Level I     | HR  | \$51.50       | \$53.00  | \$54.53  | \$56.11  | \$57.74  | \$59.42  |  |
| 0002 BQ02 | Hardware Installation Technician – Level II    | HR  | \$59.80       | \$61.53  | \$63.32  | \$65.15  | \$67.04  | \$68.98  |  |
| 0002 BR00 | Hardware Specialist – Information Technology   | HR  | \$79.94       | \$82.26  | \$84.64  | \$87.10  | \$89.62  | \$92.22  |  |
| 0002 BS00 | Help Desk Manager                              | HR  | \$95.24       | \$98.00  | \$100.85 | \$103.77 | \$106.78 | \$109.88 |  |
| 0002 BT00 | Help Desk Specialist                           | HR  | \$64.01       | \$65.87  | \$67.78  | \$69.75  | \$71.77  | \$73.85  |  |
| 0002 BU01 | Imaging Specialist/Technician – Level I        | HR  | \$46.30       | \$47.64  | \$49.02  | \$50.44  | \$51.91  | \$53.41  |  |
| 0002 BU02 | Imaging Specialist/Technician – Level II       | HR  | \$61.98       | \$63.77  | \$65.62  | \$67.52  | \$69.48  | \$71.50  |  |
| 0002 BU03 | Imaging Specialist/Technician – Level III      | HR  | \$78.18       | \$80.44  | \$82.78  | \$85.18  | \$87.65  | \$90.19  |  |
| 0002 BV00 | Informatic Specialist/Bioinformatician         | HR  | \$111.37      | \$114.60 | \$117.93 | \$121.35 | \$124.86 | \$128.49 |  |
| 0002 BW01 | Information Engineer – Level I                 | HR  | \$80.36       | \$82.69  | \$85.08  | \$87.55  | \$90.09  | \$92.70  |  |
| 0002 BW02 | Information Engineer – Level II                | HR  | \$109.94      | \$113.13 | \$116.41 | \$119.78 | \$123.26 | \$126.83 |  |
| 0002 BX00 | Information Resource Management Analyst        | HR  | \$93.33       | \$96.04  | \$98.82  | \$101.69 | \$104.64 | \$107.67 |  |
| 0002 BY00 | Information Systems Training Specialist        | HR  | \$85.82       | \$88.31  | \$90.87  | \$93.50  | \$96.22  | \$99.01  |  |
| 0002 BZ00 | IT Policy/Legislative Specialist               | HR  | \$105.32      | \$108.37 | \$111.52 | \$114.75 | \$118.08 | \$121.50 |  |
| 0002 CA00 | IT Strategic/Capital Planner                   | HR  | \$125.96      | \$129.62 | \$133.38 | \$137.24 | \$141.22 | \$145.32 |  |
| 0002 CB00 | Knowledge Management Specialist                | HR  | \$95.66       | \$98.43  | \$101.29 | \$104.23 | \$107.25 | \$110.36 |  |
| 0002 CC00 | Librarian                                      | HR  | \$69.02       | \$71.02  | \$73.08  | \$75.20  | \$77.38  | \$79.63  |  |
| 0002 CD00 | Librarian Technician                           | HR  | \$42.96       | \$44.20  | \$45.48  | \$46.80  | \$48.16  | \$49.56  |  |
| 0002 CE00 | Medical Billing/Account Management Specialist  | HR  | \$55.91       | \$57.53  | \$59.20  | \$60.91  | \$62.68  | \$64.50  |  |
| 0002 CF00 | Modeling and Simulation Specialist             | HR  | \$105.30      | \$108.35 | \$111.50 | \$114.73 | \$118.06 | \$121.48 |  |
| 0002 CG00 | Network Administrator                          | HR  | \$88.02       | \$90.57  | \$93.20  | \$95.90  | \$98.68  | \$101.54 |  |
| 0002 CH00 | Network Draftsman                              | HR  | \$67.35       | \$69.30  | \$71.31  | \$73.38  | \$75.50  | \$77.69  |  |
| 0002 CI01 | Network Installation Technician – Level I      | HR  | \$56.10       | \$57.73  | \$59.40  | \$61.12  | \$62.89  | \$64.72  |  |
| 0002 CI02 | Network Installation Technician – Level II     | HR  | \$72.55       | \$74.65  | \$76.82  | \$79.05  | \$81.34  | \$83.70  |  |
| 0002 CJ00 | Network Support Technician                     | HR  | \$65.75       | \$67.66  | \$69.62  | \$71.64  | \$73.72  | \$75.86  |  |



| ITEM      | DESCRIPTION                       | U/M | Contract Year |          |          |          |          |          |  |
|-----------|-----------------------------------|-----|---------------|----------|----------|----------|----------|----------|--|
|           |                                   |     | 5             | 6        | 7        | 8        | 9        | 10       |  |
| 0002 CK00 | Operations Manager                | HR  | \$101.13      | \$104.06 | \$107.08 | \$110.18 | \$113.38 | \$116.66 |  |
| 0002 CL00 | Procurement Product Specialist    | HR  | \$82.57       | \$84.96  | \$87.42  | \$89.96  | \$92.57  | \$95.25  |  |
| 0002 CM00 | Program Administration Specialist | HR  | \$68.71       | \$70.71  | \$72.76  | \$74.87  | \$77.04  | \$79.27  |  |
| 0002 CN00 | Program Analyst                   | HR  | \$86.61       | \$89.12  | \$91.71  | \$94.37  | \$97.10  | \$99.92  |  |
| 0002 CO00 | Program Manager                   | HR  | \$165.17      | \$169.96 | \$174.89 | \$179.96 | \$185.18 | \$190.55 |  |
| 0002 CP00 | Project Control Specialist        | HR  | \$98.42       | \$101.28 | \$104.22 | \$107.24 | \$110.35 | \$113.55 |  |
| 0002 CQ00 | Project Leader                    | HR  | \$113.34      | \$116.63 | \$120.01 | \$123.49 | \$127.07 | \$130.76 |  |
| 0002 CR01 | Project Manager – Level I         | HR  | \$96.61       | \$99.41  | \$102.29 | \$105.26 | \$108.31 | \$111.46 |  |
| 0002 CR02 | Project Manager – Level II        | HR  | \$122.97      | \$126.53 | \$130.20 | \$133.98 | \$137.86 | \$141.86 |  |
| 0002 CR03 | Project Manager – Level III       | HR  | \$147.02      | \$151.28 | \$155.67 | \$160.18 | \$164.83 | \$169.61 |  |
| 0002 CS00 | Public Health Analyst             | HR  | \$102.79      | \$105.77 | \$108.84 | \$112.00 | \$115.24 | \$118.59 |  |
| 0002 CT00 | Quality Assurance Analyst         | HR  | \$80.10       | \$82.43  | \$84.82  | \$87.28  | \$89.81  | \$92.41  |  |
| 0002 CU00 | Quality Assurance Manager         | HR  | \$110.74      | \$113.95 | \$117.26 | \$120.66 | \$124.16 | \$127.76 |  |
| 0002 CV00 | Quality Assurance Specialist      | HR  | \$94.18       | \$96.91  | \$99.72  | \$102.62 | \$105.59 | \$108.65 |  |
| 0002 CW00 | Records Management Specialist     | HR  | \$70.13       | \$72.16  | \$74.25  | \$76.41  | \$78.62  | \$80.90  |  |
| 0002 CX00 | Scanner Operator                  | HR  | \$48.93       | \$50.35  | \$51.81  | \$53.31  | \$54.86  | \$56.45  |  |
| 0002 CY00 | Scientific Data Analyst           | HR  | \$89.78       | \$92.39  | \$95.07  | \$97.82  | \$100.66 | \$103.58 |  |
| 0002 CZ01 | Subject Matter Expert – Level I   | HR  | \$128.49      | \$132.21 | \$136.05 | \$139.99 | \$144.05 | \$148.23 |  |
| 0002 CZ02 | Subject Matter Expert – Level II  | HR  | \$170.45      | \$175.39 | \$180.48 | \$185.71 | \$191.10 | \$196.64 |  |
| 0002 CZ03 | Subject Matter Expert – Level III | HR  | \$224.62      | \$231.14 | \$237.84 | \$244.74 | \$251.83 | \$259.14 |  |
| 0002 DA01 | System Administrator – Level I    | HR  | \$71.95       | \$74.03  | \$76.18  | \$78.39  | \$80.66  | \$83.00  |  |
| 0002 DA02 | System Administrator – Level II   | HR  | \$86.90       | \$89.42  | \$92.01  | \$94.68  | \$97.43  | \$100.25 |  |
| 0002 DA03 | System Administrator – Level III  | HR  | \$105.30      | \$108.36 | \$111.50 | \$114.73 | \$118.06 | \$121.48 |  |
| 0002 DB01 | Systems Architect – Level I       | HR  | \$103.84      | \$106.86 | \$109.96 | \$113.14 | \$116.43 | \$119.80 |  |
| 0002 DB02 | Systems Architect – Level II      | HR  | \$134.29      | \$138.19 | \$142.20 | \$146.32 | \$150.56 | \$154.93 |  |
| 0002 DC01 | Systems Engineer – Level I        | HR  | \$78.26       | \$80.53  | \$82.87  | \$85.27  | \$87.74  | \$90.29  |  |
| 0002 DC02 | Systems Engineer – Level II       | HR  | \$100.05      | \$102.96 | \$105.94 | \$109.01 | \$112.18 | \$115.43 |  |
| 0002 DC03 | Systems Engineer – Level III      | HR  | \$125.87      | \$129.52 | \$133.28 | \$137.15 | \$141.12 | \$145.22 |  |
| 0002 DD00 | System Operator                   | HR  | \$67.81       | \$69.78  | \$71.80  | \$73.88  | \$76.03  | \$78.23  |  |
| 0002 DE00 | System Programmer                 | HR  | \$93.70       | \$96.41  | \$99.21  | \$102.09 | \$105.05 | \$108.10 |  |

| ITEM      | DESCRIPTION                              | U/M | Contract Year |          |          |          |          |          |  |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|--|
|           |  |     | 5             | 6        | 7        | 8        | 9        | 10       |  |
| 0002 DF01 | Technical Writer/Editor – Level I        | HR  | \$52.41       | \$53.93  | \$55.49  | \$57.10  | \$58.75  | \$60.46  |  |
| 0002 DF02 | Technical Writer/Editor – Level II       | HR  | \$69.04       | \$71.04  | \$73.10  | \$75.22  | \$77.41  | \$79.65  |  |
| 0002 DF03 | Technical Writer/Editor – Level III      | HR  | \$85.11       | \$87.58  | \$90.12  | \$92.73  | \$95.42  | \$98.19  |  |
| 0002 DG01 | Telecommunications Engineer – Level I    | HR  | \$75.58       | \$77.78  | \$80.03  | \$82.35  | \$84.74  | \$87.20  |  |
| 0002 DG02 | Telecommunications Engineer - Level II   | HR  | \$100.40      | \$103.31 | \$106.31 | \$109.39 | \$112.56 | \$115.83 |  |
| 0002 DH01 | Telecommunications Specialist – Level I  | HR  | \$65.37       | \$67.27  | \$69.22  | \$71.22  | \$73.29  | \$75.41  |  |
| 0002 DH02 | Telecommunications Specialist - Level II | HR  | \$86.50       | \$89.00  | \$91.58  | \$94.24  | \$96.97  | \$99.79  |  |
| 0002 DI00 | Test Engineer                            | HR  | \$84.08       | \$86.52  | \$89.03  | \$91.61  | \$94.27  | \$97.00  |  |
| 0002 DJ00 | Training Manager                         | HR  | \$100.39      | \$103.30 | \$106.30 | \$109.38 | \$112.55 | \$115.82 |  |
| 0002 DK01 | Training Specialist – Level I            | HR  | \$61.95       | \$63.75  | \$65.60  | \$67.50  | \$69.45  | \$71.47  |  |
| 0002 DK02 | Training Specialist – Level II           | HR  | \$79.45       | \$81.75  | \$84.12  | \$86.56  | \$89.07  | \$91.65  |  |
| 0002 DL00 | Web Content Administrator                | HR  | \$97.27       | \$100.09 | \$102.99 | \$105.98 | \$109.05 | \$112.21 |  |
| 0002 DM00 | Web Designer                             | HR  | \$86.50       | \$89.01  | \$91.59  | \$94.25  | \$96.98  | \$99.79  |  |
| 0002 DN00 | Web Project Manager                      | HR  | \$117.73      | \$121.14 | \$124.66 | \$128.27 | \$131.99 | \$135.82 |  |
| 0002 DO00 | Web Software Developer                   | HR  | \$99.05       | \$101.92 | \$104.88 | \$107.92 | \$111.05 | \$114.27 |  |
| 0002 DP00 | Webmaster                                | HR  | \$89.41       | \$92.01  | \$94.68  | \$97.42  | \$100.25 | \$103.15 |  |
| 0002 DQ00 | Wide Area Network Administrator          | HR  | \$87.15       | \$89.68  | \$92.28  | \$94.95  | \$97.71  | \$100.54 |  |