



CIO-SP3
Attachment J.1
Labor Rates

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	Escalation rate			3%	3%	3%	3%	3%	3%	3%	3%	3%
0001 AA01	Administrative Assistant – Level I	HR	\$56.64	\$58.34	\$60.09	\$61.89	\$63.75	\$65.66	\$67.63	\$69.66	\$71.75	\$73.90
0001 AA02	Administrative Assistant – Level II	HR	\$68.08	\$70.12	\$72.22	\$74.39	\$76.62	\$78.92	\$81.29	\$83.73	\$86.24	\$88.83
0001 AB01	Application Engineer – Level I	HR	\$80.38	\$82.79	\$85.27	\$87.83	\$90.46	\$93.17	\$95.97	\$98.85	\$101.82	\$104.87
0001 AB02	Application Engineer – Level II	HR	\$87.47	\$90.09	\$92.79	\$95.57	\$98.44	\$101.39	\$104.43	\$107.56	\$110.79	\$114.11
0001 AC01	Application Programmer – Level I	HR	\$74.39	\$76.62	\$78.92	\$81.29	\$83.73	\$86.24	\$88.83	\$91.49	\$94.23	\$97.06
0001 AC02	Application Programmer – Level II	HR	\$87.82	\$90.45	\$93.16	\$95.95	\$98.83	\$101.79	\$104.84	\$107.99	\$111.23	\$114.57
0001 AC03	Applications Programmer – Level III	HR	\$104.81	\$107.95	\$111.19	\$114.53	\$117.97	\$121.51	\$125.16	\$128.91	\$132.78	\$136.76
0001 AD00	Application Systems Analyst	HR	\$102.71	\$105.79	\$108.96	\$112.23	\$115.60	\$119.07	\$122.64	\$126.32	\$130.11	\$134.01
0001 AE00	Biostatitician	HR	\$67.64	\$69.67	\$71.76	\$73.91	\$76.13	\$78.41	\$80.76	\$83.18	\$85.68	\$88.25
0001 AF01	Business Analyst – Level I	HR	\$98.30	\$101.25	\$104.29	\$107.42	\$110.64	\$113.96	\$117.38	\$120.90	\$124.53	\$128.27
0001 AF02	Business Analyst – Level II	HR	\$129.94	\$133.84	\$137.86	\$142.00	\$146.26	\$150.65	\$155.17	\$159.83	\$164.62	\$169.56
0001 AF03	Business Analyst – Level III	HR	\$184.45	\$189.98	\$195.68	\$201.55	\$207.60	\$213.83	\$220.24	\$226.85	\$233.66	\$240.67
0001 AG01	Business Process Reengineering Specialist – Level I	HR	\$90.72	\$93.44	\$96.24	\$99.13	\$102.10	\$105.16	\$108.31	\$111.56	\$114.91	\$118.36
0001 AG02	Business Process Reengineering Specialist – Level II	HR	\$105.66	\$108.83	\$112.09	\$115.45	\$118.91	\$122.48	\$126.15	\$129.93	\$133.83	\$137.84
0001 AG03	Business Process Reengineering Specialist – Level III	HR	\$135.78	\$139.85	\$144.05	\$148.37	\$152.82	\$157.40	\$162.12	\$166.98	\$171.99	\$177.15
0001 AH00	Chief Information Security Officer	HR	\$259.91	\$267.71	\$275.74	\$284.01	\$292.53	\$301.31	\$310.35	\$319.66	\$329.25	\$339.13
0001 AI00	Communications Hardware Specialist	HR	\$86.51	\$89.11	\$91.78	\$94.53	\$97.37	\$100.29	\$103.30	\$106.40	\$109.59	\$112.88
0001 AJ00	Communications Network Manager	HR	\$118.56	\$122.12	\$125.78	\$129.55	\$133.44	\$137.44	\$141.56	\$145.81	\$150.18	\$154.69
0001 AK00	Communications Software Specialist	HR	\$88.35	\$91.00	\$93.73	\$96.54	\$99.44	\$102.42	\$105.49	\$108.65	\$111.91	\$115.27
0001 AL00	Communications Specialist	HR	\$72.42	\$74.59	\$76.83	\$79.13	\$81.50	\$83.95	\$86.47	\$89.06	\$91.73	\$94.48
0001 AM00	Computer Data Librarian	HR	\$70.29	\$72.40	\$74.57	\$76.81	\$79.11	\$81.48	\$83.92	\$86.44	\$89.03	\$91.70
0001 AN00	Computer Scientist	HR	\$82.52	\$85.00	\$87.55	\$90.18	\$92.89	\$95.68	\$98.55	\$101.51	\$104.56	\$107.70
0001 AO01	Computer Security System Specialist – Level I	HR	\$83.31	\$85.81	\$88.38	\$91.03	\$93.76	\$96.57	\$99.47	\$102.45	\$105.52	\$108.69
0001 AO02	Computer Security System Specialist – Level II	HR	\$104.49	\$107.62	\$110.85	\$114.18	\$117.61	\$121.14	\$124.77	\$128.51	\$132.37	\$136.34
0001 AO03	Computer Security System Specialist – Level III	HR	\$122.38	\$126.05	\$129.83	\$133.72	\$137.73	\$141.86	\$146.12	\$150.50	\$155.02	\$159.67
0001 AP01	Computer Systems Analyst – Level I	HR	\$74.38	\$76.61	\$78.91	\$81.28	\$83.72	\$86.23	\$88.82	\$91.48	\$94.22	\$97.05
0001 AP02	Computer Systems Analyst – Level II	HR	\$96.56	\$99.46	\$102.44	\$105.51	\$108.68	\$111.94	\$115.30	\$118.76	\$122.32	\$125.99
0001 AP03	Computer Systems Analyst – Level III	HR	\$117.31	\$120.83	\$124.45	\$128.18	\$132.03	\$135.99	\$140.07	\$144.27	\$148.60	\$153.06
0001 AQ00	Configuration Management Specialist	HR	\$72.32	\$74.49	\$76.72	\$79.02	\$81.39	\$83.83	\$86.34	\$88.93	\$91.60	\$94.35
0001 AR01	Cost Analyst – Level I	HR	\$59.84	\$61.64	\$63.49	\$65.39	\$67.35	\$69.37	\$71.45	\$73.59	\$75.80	\$78.07
0001 AR02	Cost Analyst – Level II	HR	\$70.13	\$72.23	\$74.40	\$76.63	\$78.93	\$81.30	\$83.74	\$86.25	\$88.84	\$91.51
0001 AS00	Data Entry Clerk	HR	\$40.14	\$41.34	\$42.58	\$43.86	\$45.18	\$46.54	\$47.94	\$49.38	\$50.86	\$52.39
0001 AT00	Data Security Specialist	HR	\$118.74	\$122.30	\$125.97	\$129.75	\$133.64	\$137.65	\$141.78	\$146.03	\$150.41	\$154.92
0001 AU00	Data Standardization Specialist	HR	\$87.49	\$90.11	\$92.81	\$95.59	\$98.46	\$101.41	\$104.45	\$107.58	\$110.81	\$114.13
0001 AV00	Database Administrator	HR	\$98.30	\$101.25	\$104.29	\$107.42	\$110.64	\$113.96	\$117.38	\$120.90	\$124.53	\$128.27

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0001 AW01	Database Management Specialist – Level I	HR	\$78.04	\$80.38	\$82.79	\$85.27	\$87.83	\$90.46	\$93.17	\$95.97	\$98.85	\$101.82
0001 AW02	Database Management Specialist – Level II	HR	\$99.55	\$102.54	\$105.62	\$108.79	\$112.05	\$115.41	\$118.87	\$122.44	\$126.11	\$129.89
0001 AW03	Database Management Specialist – Level III	HR	\$127.23	\$131.05	\$134.98	\$139.03	\$143.20	\$147.50	\$151.93	\$156.49	\$161.18	\$166.02
0001 AX01	Database Specialist – Level I	HR	\$75.42	\$77.68	\$80.01	\$82.41	\$84.88	\$87.43	\$90.05	\$92.75	\$95.53	\$98.40
0001 AX02	Database Specialist – Level II	HR	\$95.73	\$98.60	\$101.56	\$104.61	\$107.75	\$110.98	\$114.31	\$117.74	\$121.27	\$124.91
0001 AX03	Database Specialist – Level III	HR	\$118.06	\$121.60	\$125.25	\$129.01	\$132.88	\$136.87	\$140.98	\$145.21	\$149.57	\$154.06
0001 AY00	Data Warehousing Administrator	HR	\$79.18	\$81.56	\$84.01	\$86.53	\$89.13	\$91.80	\$94.55	\$97.39	\$100.31	\$103.32
0001 AZ00	Data Warehouse Analyst	HR	\$89.11	\$91.78	\$94.53	\$97.37	\$100.29	\$103.30	\$106.40	\$109.59	\$112.88	\$116.27
0001 BA00	Data Warehouse Programmer	HR	\$75.57	\$77.84	\$80.18	\$82.59	\$85.07	\$87.62	\$90.25	\$92.96	\$95.75	\$98.62
0001 BB00	Disaster Recovery Specialist	HR	\$104.30	\$107.43	\$110.65	\$113.97	\$117.39	\$120.91	\$124.54	\$128.28	\$132.13	\$136.09
0001 BC01	Document Control Specialist – Level I	HR	\$51.24	\$52.78	\$54.36	\$55.99	\$57.67	\$59.40	\$61.18	\$63.02	\$64.91	\$66.86
0001 BC02	Document Control Specialist - Level II	HR	\$62.13	\$63.99	\$65.91	\$67.89	\$69.93	\$72.03	\$74.19	\$76.42	\$78.71	\$81.07
0001 BC03	Document Control Specialist – Level III	HR	\$86.58	\$89.18	\$91.86	\$94.62	\$97.46	\$100.38	\$103.39	\$106.49	\$109.68	\$112.97
0001 BD01	Document Support Specialist – Level I	HR	\$58.29	\$60.04	\$61.84	\$63.70	\$65.61	\$67.58	\$69.61	\$71.70	\$73.85	\$76.07
0001 BD02	Document Support Specialist – Level II	HR	\$67.69	\$69.72	\$71.81	\$73.96	\$76.18	\$78.47	\$80.82	\$83.24	\$85.74	\$88.31
0001 BE00	Duplicating Machine Operator	HR	\$39.98	\$41.18	\$42.42	\$43.69	\$45.00	\$46.35	\$47.74	\$49.17	\$50.65	\$52.17
0001 BF00	Electronic Data Interchange (EDI) Specialist	HR	\$82.36	\$84.83	\$87.37	\$89.99	\$92.69	\$95.47	\$98.33	\$101.28	\$104.32	\$107.45
0001 BG00	Electronic Meeting Technographer	HR	\$58.91	\$60.68	\$62.50	\$64.38	\$66.31	\$68.30	\$70.35	\$72.46	\$74.63	\$76.87
0001 BH00	Enterprise Resource Planning (ERP) Specialist	HR	\$106.24	\$109.43	\$112.71	\$116.09	\$119.57	\$123.16	\$126.85	\$130.66	\$134.58	\$138.62
0001 BI00	Facilitator	HR	\$70.91	\$73.04	\$75.23	\$77.49	\$79.81	\$82.20	\$84.67	\$87.21	\$89.83	\$92.52
0001 BJ00	Financial Analyst – IT	HR	\$73.76	\$75.97	\$78.25	\$80.60	\$83.02	\$85.51	\$88.08	\$90.72	\$93.44	\$96.24
0001 BK01	Functional Analyst – Level I	HR	\$73.96	\$76.18	\$78.47	\$80.82	\$83.24	\$85.74	\$88.31	\$90.96	\$93.69	\$96.50
0001 BK02	Functional Analyst – Level II	HR	\$96.95	\$99.86	\$102.86	\$105.95	\$109.13	\$112.40	\$115.77	\$119.24	\$122.82	\$126.50
0001 BL01	General Clerk – Level I	HR	\$43.21	\$44.51	\$45.85	\$47.23	\$48.65	\$50.11	\$51.61	\$53.16	\$54.75	\$56.39
0001 BL02	General Clerk – Level II	HR	\$48.83	\$50.29	\$51.80	\$53.35	\$54.95	\$56.60	\$58.30	\$60.05	\$61.85	\$63.71
0001 BL03	General Clerk – Level III	HR	\$58.93	\$60.70	\$62.52	\$64.40	\$66.33	\$68.32	\$70.37	\$72.48	\$74.65	\$76.89
0001 BM00	Geographic Information System (GIS) Specialist	HR	\$115.48	\$118.94	\$122.51	\$126.19	\$129.98	\$133.88	\$137.90	\$142.04	\$146.30	\$150.69
0001 BN00	Graphical User Interface Designer	HR	\$66.61	\$68.61	\$70.67	\$72.79	\$74.97	\$77.22	\$79.54	\$81.93	\$84.39	\$86.92
0001 BO00	Graphics Specialist	HR	\$74.38	\$76.61	\$78.91	\$81.28	\$83.72	\$86.23	\$88.82	\$91.48	\$94.22	\$97.05
0001 BP00	Hardware Draftsman	HR	\$66.78	\$68.78	\$70.84	\$72.97	\$75.16	\$77.41	\$79.73	\$82.12	\$84.58	\$87.12
0001 BQ01	Hardware Installation Technician – Level I	HR	\$55.88	\$57.56	\$59.29	\$61.07	\$62.90	\$64.79	\$66.73	\$68.73	\$70.79	\$72.91
0001 BQ02	Hardware Installation Technician – Level II	HR	\$66.64	\$68.64	\$70.70	\$72.82	\$75.00	\$77.25	\$79.57	\$81.96	\$84.42	\$86.95
0001 BR00	Hardware Specialist – Information Technology	HR	\$81.99	\$84.45	\$86.98	\$89.59	\$92.28	\$95.05	\$97.90	\$100.84	\$103.87	\$106.99
0001 BS00	Help Desk Manager	HR	\$108.98	\$112.25	\$115.62	\$119.09	\$122.66	\$126.34	\$130.13	\$134.03	\$138.05	\$142.19
0001 BT00	Help Desk Specialist	HR	\$61.77	\$63.62	\$65.53	\$67.50	\$69.53	\$71.62	\$73.77	\$75.98	\$78.26	\$80.61
0001 BU01	Imaging Specialist/Technician – Level I	HR	\$53.83	\$55.44	\$57.10	\$58.81	\$60.57	\$62.39	\$64.26	\$66.19	\$68.18	\$70.23

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0001 BU02	Imaging Specialist/Technician – Level II	HR	\$66.69	\$68.69	\$70.75	\$72.87	\$75.06	\$77.31	\$79.63	\$82.02	\$84.48	\$87.01
0001 BU03	Imaging Specialist/Technician – Level III	HR	\$83.65	\$86.16	\$88.74	\$91.40	\$94.14	\$96.96	\$99.87	\$102.87	\$105.96	\$109.14
0001 BV00	Informatic Specialist/Bioinformatician	HR	\$75.57	\$77.84	\$80.18	\$82.59	\$85.07	\$87.62	\$90.25	\$92.96	\$95.75	\$98.62
0001 BW01	Information Engineer – Level I	HR	\$90.08	\$92.78	\$95.56	\$98.43	\$101.38	\$104.42	\$107.55	\$110.78	\$114.10	\$117.52
0001 BW02	Information Engineer – Level II	HR	\$111.14	\$114.47	\$117.90	\$121.44	\$125.08	\$128.83	\$132.69	\$136.67	\$140.77	\$144.99
0001 BX00	Information Resource Management Analyst	HR	\$88.46	\$91.11	\$93.84	\$96.66	\$99.56	\$102.55	\$105.63	\$108.80	\$112.06	\$115.42
0001 BY00	Information Systems Training Specialist	HR	\$69.62	\$71.71	\$73.86	\$76.08	\$78.36	\$80.71	\$83.13	\$85.62	\$88.19	\$90.84
0001 BZ00	IT Policy/Legislative Specialist	HR	\$71.91	\$74.07	\$76.29	\$78.58	\$80.94	\$83.37	\$85.87	\$88.45	\$91.10	\$93.83
0001 CA00	IT Strategic/Capital Planner	HR	\$76.90	\$79.21	\$81.59	\$84.04	\$86.56	\$89.16	\$91.83	\$94.58	\$97.42	\$100.34
0001 CB00	Knowledge Management Specialist	HR	\$73.12	\$75.31	\$77.57	\$79.90	\$82.30	\$84.77	\$87.31	\$89.93	\$92.63	\$95.41
0001 CC00	Librarian	HR	\$70.29	\$72.40	\$74.57	\$76.81	\$79.11	\$81.48	\$83.92	\$86.44	\$89.03	\$91.70
0001 CD00	Librarian Technician	HR	\$56.94	\$58.65	\$60.41	\$62.22	\$64.09	\$66.01	\$67.99	\$70.03	\$72.13	\$74.29
0001 CE00	Medical Billing/Account Management Specialist	HR	\$68.41	\$70.46	\$72.57	\$74.75	\$76.99	\$79.30	\$81.68	\$84.13	\$86.65	\$89.25
0001 CF00	Modeling and Simulation Specialist	HR	\$81.29	\$83.73	\$86.24	\$88.83	\$91.49	\$94.23	\$97.06	\$99.97	\$102.97	\$106.06
0001 CG00	Network Administrator	HR	\$83.88	\$86.40	\$88.99	\$91.66	\$94.41	\$97.24	\$100.16	\$103.16	\$106.25	\$109.44
0001 CH00	Network Draftsman	HR	\$66.64	\$68.64	\$70.70	\$72.82	\$75.00	\$77.25	\$79.57	\$81.96	\$84.42	\$86.95
0001 CI01	Network Installation Technician – Level I	HR	\$68.31	\$70.36	\$72.47	\$74.64	\$76.88	\$79.19	\$81.57	\$84.02	\$86.54	\$89.14
0001 CI02	Network Installation Technician – Level II	HR	\$83.95	\$86.47	\$89.06	\$91.73	\$94.48	\$97.31	\$100.23	\$103.24	\$106.34	\$109.53
0001 CJ00	Network Support Technician	HR	\$72.65	\$74.83	\$77.07	\$79.38	\$81.76	\$84.21	\$86.74	\$89.34	\$92.02	\$94.78
0001 CK00	Operations Manager	HR	\$161.31	\$166.15	\$171.13	\$176.26	\$181.55	\$187.00	\$192.61	\$198.39	\$204.34	\$210.47
0001 CL00	Procurement Product Specialist	HR	\$87.55	\$90.18	\$92.89	\$95.68	\$98.55	\$101.51	\$104.56	\$107.70	\$110.93	\$114.26
0001 CM02	Program Administration Specialist	HR	\$70.91	\$73.04	\$75.23	\$77.49	\$79.81	\$82.20	\$84.67	\$87.21	\$89.83	\$92.52
0001 CN00	Program Analyst	HR	\$80.03	\$82.43	\$84.90	\$87.45	\$90.07	\$92.77	\$95.55	\$98.42	\$101.37	\$104.41
0001 CO00	Program Manager	HR	\$197.88	\$203.82	\$209.93	\$216.23	\$222.72	\$229.40	\$236.28	\$243.37	\$250.67	\$258.19
0001 CP00	Project Control Specialist	HR	\$73.76	\$75.97	\$78.25	\$80.60	\$83.02	\$85.51	\$88.08	\$90.72	\$93.44	\$96.24
0001 CQ00	Project Leader	HR	\$122.91	\$126.60	\$130.40	\$134.31	\$138.34	\$142.49	\$146.76	\$151.16	\$155.69	\$160.36
0001 CR01	Project Manager – Level I	HR	\$149.66	\$154.15	\$158.77	\$163.53	\$168.44	\$173.49	\$178.69	\$184.05	\$189.57	\$195.26
0001 CR02	Project Manager – Level II	HR	\$172.02	\$177.18	\$182.50	\$187.98	\$193.62	\$199.43	\$205.41	\$211.57	\$217.92	\$224.46
0001 CR03	Project Manager – Level III	HR	\$204.27	\$210.40	\$216.71	\$223.21	\$229.91	\$236.81	\$243.91	\$251.23	\$258.77	\$266.53
0001 CS00	Public Health Analyst	HR	\$80.59	\$83.01	\$85.50	\$88.07	\$90.71	\$93.43	\$96.23	\$99.12	\$102.09	\$105.15
0001 CT00	Quality Assurance Analyst	HR	\$87.49	\$90.11	\$92.81	\$95.59	\$98.46	\$101.41	\$104.45	\$107.58	\$110.81	\$114.13
0001 CU00	Quality Assurance Manager	HR	\$119.38	\$122.96	\$126.65	\$130.45	\$134.36	\$138.39	\$142.54	\$146.82	\$151.22	\$155.76
0001 CV00	Quality Assurance Specialist	HR	\$97.97	\$100.91	\$103.94	\$107.06	\$110.27	\$113.58	\$116.99	\$120.50	\$124.12	\$127.84
0001 CW00	Records Management Specialist	HR	\$59.78	\$61.57	\$63.42	\$65.32	\$67.28	\$69.30	\$71.38	\$73.52	\$75.73	\$78.00
0001 CX00	Scanner Operator	HR	\$75.50	\$77.77	\$80.10	\$82.50	\$84.98	\$87.53	\$90.16	\$92.86	\$95.65	\$98.52
0001 CY00	Scientific Data Analyst	HR	\$67.64	\$69.67	\$71.76	\$73.91	\$76.13	\$78.41	\$80.76	\$83.18	\$85.68	\$88.25

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0001 CZ01	Subject Matter Expert – Level I	HR	\$97.55	\$100.48	\$103.49	\$106.59	\$109.79	\$113.08	\$116.47	\$119.96	\$123.56	\$127.27
0001 CZ02	Subject Matter Expert – Level II	HR	\$131.27	\$135.21	\$139.27	\$143.45	\$147.75	\$152.18	\$156.75	\$161.45	\$166.29	\$171.28
0001 CZ03	Subject Matter Expert – Level III	HR	\$174.49	\$179.72	\$185.11	\$190.66	\$196.38	\$202.27	\$208.34	\$214.59	\$221.03	\$227.66
0001 DA01	System Administrator – Level I	HR	\$80.74	\$83.16	\$85.65	\$88.22	\$90.87	\$93.60	\$96.41	\$99.30	\$102.28	\$105.35
0001 DA02	System Administrator – Level II	HR	\$97.77	\$100.70	\$103.72	\$106.83	\$110.03	\$113.33	\$116.73	\$120.23	\$123.84	\$127.56
0001 DA03	System Administrator – Level III	HR	\$122.76	\$126.44	\$130.23	\$134.14	\$138.16	\$142.30	\$146.57	\$150.97	\$155.50	\$160.17
0001 DB01	Systems Architect – Level I	HR	\$189.77	\$195.46	\$201.32	\$207.36	\$213.58	\$219.99	\$226.59	\$233.39	\$240.39	\$247.60
0001 DB02	Systems Architect – Level II	HR	\$235.03	\$242.08	\$249.34	\$256.82	\$264.52	\$272.46	\$280.63	\$289.05	\$297.72	\$306.65
0001 DC01	Systems Engineer – Level I	HR	\$90.08	\$92.78	\$95.56	\$98.43	\$101.38	\$104.42	\$107.55	\$110.78	\$114.10	\$117.52
0001 DC02	Systems Engineer – Level II	HR	\$111.14	\$114.47	\$117.90	\$121.44	\$125.08	\$128.83	\$132.69	\$136.67	\$140.77	\$144.99
0001 DC03	Systems Engineer – Level III	HR	\$135.19	\$139.25	\$143.43	\$147.73	\$152.16	\$156.72	\$161.42	\$166.26	\$171.25	\$176.39
0001 DD00	System Operator	HR	\$58.40	\$60.15	\$61.95	\$63.81	\$65.72	\$67.69	\$69.72	\$71.81	\$73.96	\$76.18
0001 DE00	System Programmer	HR	\$91.07	\$93.80	\$96.61	\$99.51	\$102.50	\$105.58	\$108.75	\$112.01	\$115.37	\$118.83
0001 DF01	Technical Writer/Editor – Level I	HR	\$68.48	\$70.53	\$72.65	\$74.83	\$77.07	\$79.38	\$81.76	\$84.21	\$86.74	\$89.34
0001 DF02	Technical Writer/Editor – Level II	HR	\$81.04	\$83.47	\$85.97	\$88.55	\$91.21	\$93.95	\$96.77	\$99.67	\$102.66	\$105.74
0001 DF03	Technical Writer/Editor – Level III	HR	\$107.74	\$110.97	\$114.30	\$117.73	\$121.26	\$124.90	\$128.65	\$132.51	\$136.49	\$140.58
0001 DG01	Telecommunications Engineer – Level I	HR	\$66.82	\$68.82	\$70.88	\$73.01	\$75.20	\$77.46	\$79.78	\$82.17	\$84.64	\$87.18
0001 DG02	Telecommunications Engineer - Level II	HR	\$83.88	\$86.40	\$88.99	\$91.66	\$94.41	\$97.24	\$100.16	\$103.16	\$106.25	\$109.44
0001 DH01	Telecommunications Specialist – Level I	HR	\$54.07	\$55.69	\$57.36	\$59.08	\$60.85	\$62.68	\$64.56	\$66.50	\$68.50	\$70.56
0001 DH02	Telecommunications Specialist - Level II	HR	\$66.64	\$68.64	\$70.70	\$72.82	\$75.00	\$77.25	\$79.57	\$81.96	\$84.42	\$86.95
0001 DI00	Test Engineer	HR	\$85.56	\$88.13	\$90.77	\$93.49	\$96.29	\$99.18	\$102.16	\$105.22	\$108.38	\$111.63
0001 DJ00	Training Manager	HR	\$124.05	\$127.77	\$131.60	\$135.55	\$139.62	\$143.81	\$148.12	\$152.56	\$157.14	\$161.85
0001 DK01	Training Specialist – Level I	HR	\$68.39	\$70.44	\$72.55	\$74.73	\$76.97	\$79.28	\$81.66	\$84.11	\$86.63	\$89.23
0001 DK02	Training Specialist – Level II	HR	\$79.38	\$81.76	\$84.21	\$86.74	\$89.34	\$92.02	\$94.78	\$97.62	\$100.55	\$103.57
0001 DL00	Web Content Administrator	HR	\$91.09	\$93.82	\$96.63	\$99.53	\$102.52	\$105.60	\$108.77	\$112.03	\$115.39	\$118.85
0001 DM00	Web Designer	HR	\$105.03	\$108.18	\$111.43	\$114.77	\$118.21	\$121.76	\$125.41	\$129.17	\$133.05	\$137.04
0001 DN00	Web Project Manager	HR	\$164.60	\$169.54	\$174.63	\$179.87	\$185.27	\$190.83	\$196.55	\$202.45	\$208.52	\$214.78
0001 DO00	Web Software Developer	HR	\$93.81	\$96.62	\$99.52	\$102.51	\$105.59	\$108.76	\$112.02	\$115.38	\$118.84	\$122.41
0001 DP00	Webmaster	HR	\$88.48	\$91.13	\$93.86	\$96.68	\$99.58	\$102.57	\$105.65	\$108.82	\$112.08	\$115.44
0001 DQ00	Wide Area Network Administrator	HR	\$99.61	\$102.60	\$105.68	\$108.85	\$112.12	\$115.48	\$118.94	\$122.51	\$126.19	\$129.98

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	Escalation rate			3%	3%	3%	3%	3%	3%	3%	3%	3%
0002 AA01	Administrative Assistant – Level I	HR	\$43.08	\$44.37	\$45.70	\$47.07	\$48.48	\$49.93	\$51.43	\$52.97	\$54.56	\$56.20
0002 AA02	Administrative Assistant – Level II	HR	\$51.78	\$53.33	\$54.93	\$56.58	\$58.28	\$60.03	\$61.83	\$63.68	\$65.59	\$67.56
0002 AB01	Application Engineer – Level I	HR	\$67.58	\$69.61	\$71.70	\$73.85	\$76.07	\$78.35	\$80.70	\$83.12	\$85.61	\$88.18
0002 AB02	Application Engineer – Level II	HR	\$66.52	\$68.52	\$70.58	\$72.70	\$74.88	\$77.13	\$79.44	\$81.82	\$84.27	\$86.80
0002 AC01	Application Programmer – Level I	HR	\$62.64	\$64.52	\$66.46	\$68.45	\$70.50	\$72.62	\$74.80	\$77.04	\$79.35	\$81.73
0002 AC02	Application Programmer – Level II	HR	\$66.79	\$68.79	\$70.85	\$72.98	\$75.17	\$77.43	\$79.75	\$82.14	\$84.60	\$87.14
0002 AC03	Applications Programmer – Level III	HR	\$87.68	\$90.31	\$93.02	\$95.81	\$98.68	\$101.64	\$104.69	\$107.83	\$111.06	\$114.39
0002 AD00	Application Systems Analyst	HR	\$85.70	\$88.27	\$90.92	\$93.65	\$96.46	\$99.35	\$102.33	\$105.40	\$108.56	\$111.82
0002 AE00	Biostatitician	HR	\$51.44	\$52.98	\$54.57	\$56.21	\$57.90	\$59.64	\$61.43	\$63.27	\$65.17	\$67.13
0002 AF01	Business Analyst – Level I	HR	\$80.83	\$83.25	\$85.75	\$88.32	\$90.97	\$93.70	\$96.51	\$99.41	\$102.39	\$105.46
0002 AF02	Business Analyst – Level II	HR	\$98.83	\$101.79	\$104.84	\$107.99	\$111.23	\$114.57	\$118.01	\$121.55	\$125.20	\$128.96
0002 AF03	Business Analyst – Level III	HR	\$144.45	\$148.78	\$153.24	\$157.84	\$162.58	\$167.46	\$172.48	\$177.65	\$182.98	\$188.47
0002 AG01	Business Process Reengineering Specialist – Level I	HR	\$77.33	\$79.65	\$82.04	\$84.50	\$87.04	\$89.65	\$92.34	\$95.11	\$97.96	\$100.90
0002 AG02	Business Process Reengineering Specialist – Level II	HR	\$80.36	\$82.77	\$85.25	\$87.81	\$90.44	\$93.15	\$95.94	\$98.82	\$101.78	\$104.83
0002 AG03	Business Process Reengineering Specialist – Level III	HR	\$103.27	\$106.37	\$109.56	\$112.85	\$116.24	\$119.73	\$123.32	\$127.02	\$130.83	\$134.75
0002 AH00	Chief Information Security Officer	HR	\$219.54	\$226.13	\$232.91	\$239.90	\$247.10	\$254.51	\$262.15	\$270.01	\$278.11	\$286.45
0002 AI00	Communications Hardware Specialist	HR	\$72.24	\$74.41	\$76.64	\$78.94	\$81.31	\$83.75	\$86.26	\$88.85	\$91.52	\$94.27
0002 AJ00	Communications Network Manager	HR	\$98.89	\$101.86	\$104.92	\$108.07	\$111.31	\$114.65	\$118.09	\$121.63	\$125.28	\$129.04
0002 AK00	Communications Software Specialist	HR	\$73.64	\$75.85	\$78.13	\$80.47	\$82.88	\$85.37	\$87.93	\$90.57	\$93.29	\$96.09
0002 AL00	Communications Specialist	HR	\$55.08	\$56.73	\$58.43	\$60.18	\$61.99	\$63.85	\$65.77	\$67.74	\$69.77	\$71.86
0002 AM00	Computer Data Librarian	HR	\$53.46	\$55.06	\$56.71	\$58.41	\$60.16	\$61.96	\$63.82	\$65.73	\$67.70	\$69.73
0002 AN00	Computer Scientist	HR	\$62.76	\$64.64	\$66.58	\$68.58	\$70.64	\$72.76	\$74.94	\$77.19	\$79.51	\$81.90
0002 AO01	Computer Security System Specialist – Level I	HR	\$70.56	\$72.68	\$74.86	\$77.11	\$79.42	\$81.80	\$84.25	\$86.78	\$89.38	\$92.06
0002 AO02	Computer Security System Specialist – Level II	HR	\$79.47	\$81.85	\$84.31	\$86.84	\$89.45	\$92.13	\$94.89	\$97.74	\$100.67	\$103.69
0002 AO03	Computer Security System Specialist – Level III	HR	\$103.68	\$106.79	\$109.99	\$113.29	\$116.69	\$120.19	\$123.80	\$127.51	\$131.34	\$135.28
0002 AP01	Computer Systems Analyst – Level I	HR	\$62.64	\$64.52	\$66.46	\$68.45	\$70.50	\$72.62	\$74.80	\$77.04	\$79.35	\$81.73
0002 AP02	Computer Systems Analyst – Level II	HR	\$73.44	\$75.64	\$77.91	\$80.25	\$82.66	\$85.14	\$87.69	\$90.32	\$93.03	\$95.82
0002 AP03	Computer Systems Analyst – Level III	HR	\$97.56	\$100.49	\$103.50	\$106.61	\$109.81	\$113.10	\$116.49	\$119.98	\$123.58	\$127.29
0002 AQ00	Configuration Management Specialist	HR	\$55.00	\$56.65	\$58.35	\$60.10	\$61.90	\$63.76	\$65.67	\$67.64	\$69.67	\$71.76
0002 AR01	Cost Analyst – Level I	HR	\$45.51	\$46.88	\$48.29	\$49.74	\$51.23	\$52.77	\$54.35	\$55.98	\$57.66	\$59.39
0002 AR02	Cost Analyst – Level II	HR	\$53.34	\$54.94	\$56.59	\$58.29	\$60.04	\$61.84	\$63.70	\$65.61	\$67.58	\$69.61
0002 AS00	Data Entry Clerk	HR	\$30.53	\$31.45	\$32.39	\$33.36	\$34.36	\$35.39	\$36.45	\$37.54	\$38.67	\$39.83
0002 AT00	Data Security Specialist	HR	\$104.51	\$107.65	\$110.88	\$114.21	\$117.64	\$121.17	\$124.81	\$128.55	\$132.41	\$136.38
0002 AU00	Data Standardization Specialist	HR	\$73.36	\$75.56	\$77.83	\$80.16	\$82.56	\$85.04	\$87.59	\$90.22	\$92.93	\$95.72
0002 AV00	Database Administrator	HR	\$83.10	\$85.59	\$88.16	\$90.80	\$93.52	\$96.33	\$99.22	\$102.20	\$105.27	\$108.43

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0002 AW01	Database Management Specialist – Level I	HR	\$65.80	\$67.77	\$69.80	\$71.89	\$74.05	\$76.27	\$78.56	\$80.92	\$83.35	\$85.85
0002 AW02	Database Management Specialist – Level II	HR	\$82.91	\$85.40	\$87.96	\$90.60	\$93.32	\$96.12	\$99.00	\$101.97	\$105.03	\$108.18
0002 AW03	Database Management Specialist – Level III	HR	\$106.24	\$109.43	\$112.71	\$116.09	\$119.57	\$123.16	\$126.85	\$130.66	\$134.58	\$138.62
0002 AX01	Database Specialist – Level I	HR	\$63.43	\$65.33	\$67.29	\$69.31	\$71.39	\$73.53	\$75.74	\$78.01	\$80.35	\$82.76
0002 AX02	Database Specialist – Level II	HR	\$72.81	\$74.99	\$77.24	\$79.56	\$81.95	\$84.41	\$86.94	\$89.55	\$92.24	\$95.01
0002 AX03	Database Specialist – Level III	HR	\$98.13	\$101.07	\$104.10	\$107.22	\$110.44	\$113.75	\$117.16	\$120.67	\$124.29	\$128.02
0002 AY00	Data Warehousing Administrator	HR	\$60.22	\$62.03	\$63.89	\$65.81	\$67.78	\$69.81	\$71.90	\$74.06	\$76.28	\$78.57
0002 AZ00	Data Warehouse Analyst	HR	\$67.77	\$69.80	\$71.89	\$74.05	\$76.27	\$78.56	\$80.92	\$83.35	\$85.85	\$88.43
0002 BA00	Data Warehouse Programmer	HR	\$57.48	\$59.20	\$60.98	\$62.81	\$64.69	\$66.63	\$68.63	\$70.69	\$72.81	\$74.99
0002 BB00	Disaster Recovery Specialist	HR	\$88.43	\$91.08	\$93.81	\$96.62	\$99.52	\$102.51	\$105.59	\$108.76	\$112.02	\$115.38
0002 BC01	Document Control Specialist – Level I	HR	\$38.97	\$40.14	\$41.34	\$42.58	\$43.86	\$45.18	\$46.54	\$47.94	\$49.38	\$50.86
0002 BC02	Document Control Specialist - Level II	HR	\$47.25	\$48.67	\$50.13	\$51.63	\$53.18	\$54.78	\$56.42	\$58.11	\$59.85	\$61.65
0002 BC03	Document Control Specialist – Level III	HR	\$65.85	\$67.83	\$69.86	\$71.96	\$74.12	\$76.34	\$78.63	\$80.99	\$83.42	\$85.92
0002 BD01	Document Support Specialist – Level I	HR	\$44.33	\$45.66	\$47.03	\$48.44	\$49.89	\$51.39	\$52.93	\$54.52	\$56.16	\$57.84
0002 BD02	Document Support Specialist – Level II	HR	\$51.48	\$53.02	\$54.61	\$56.25	\$57.94	\$59.68	\$61.47	\$63.31	\$65.21	\$67.17
0002 BE00	Duplicating Machine Operator	HR	\$30.41	\$31.32	\$32.26	\$33.23	\$34.23	\$35.26	\$36.32	\$37.41	\$38.53	\$39.69
0002 BF00	Electronic Data Interchange (EDI) Specialist	HR	\$69.08	\$71.15	\$73.28	\$75.48	\$77.74	\$80.07	\$82.47	\$84.94	\$87.49	\$90.11
0002 BG00	Electronic Meeting Technographer	HR	\$44.80	\$46.14	\$47.52	\$48.95	\$50.42	\$51.93	\$53.49	\$55.09	\$56.74	\$58.44
0002 BH00	Enterprise Resource Planning (ERP) Specialist	HR	\$91.03	\$93.76	\$96.57	\$99.47	\$102.45	\$105.52	\$108.69	\$111.95	\$115.31	\$118.77
0002 BI00	Facilitator	HR	\$53.93	\$55.55	\$57.22	\$58.94	\$60.71	\$62.53	\$64.41	\$66.34	\$68.33	\$70.38
0002 BJ00	Financial Analyst – IT	HR	\$56.10	\$57.78	\$59.51	\$61.30	\$63.14	\$65.03	\$66.98	\$68.99	\$71.06	\$73.19
0002 BK01	Functional Analyst – Level I	HR	\$62.31	\$64.18	\$66.11	\$68.09	\$70.13	\$72.23	\$74.40	\$76.63	\$78.93	\$81.30
0002 BK02	Functional Analyst – Level II	HR	\$80.56	\$82.98	\$85.47	\$88.03	\$90.67	\$93.39	\$96.19	\$99.08	\$102.05	\$105.11
0002 BL01	General Clerk – Level I	HR	\$32.87	\$33.86	\$34.88	\$35.93	\$37.01	\$38.12	\$39.26	\$40.44	\$41.65	\$42.90
0002 BL02	General Clerk – Level II	HR	\$37.14	\$38.25	\$39.40	\$40.58	\$41.80	\$43.05	\$44.34	\$45.67	\$47.04	\$48.45
0002 BL03	General Clerk – Level III	HR	\$44.82	\$46.16	\$47.54	\$48.97	\$50.44	\$51.95	\$53.51	\$55.12	\$56.77	\$58.47
0002 BM00	Geographic Information System (GIS) Specialist	HR	\$99.20	\$102.18	\$105.25	\$108.41	\$111.66	\$115.01	\$118.46	\$122.01	\$125.67	\$129.44
0002 BN00	Graphical User Interface Designer	HR	\$50.66	\$52.18	\$53.75	\$55.36	\$57.02	\$58.73	\$60.49	\$62.30	\$64.17	\$66.10
0002 BO00	Graphics Specialist	HR	\$56.57	\$58.27	\$60.02	\$61.82	\$63.67	\$65.58	\$67.55	\$69.58	\$71.67	\$73.82
0002 BP00	Hardware Draftsman	HR	\$55.71	\$57.38	\$59.10	\$60.87	\$62.70	\$64.58	\$66.52	\$68.52	\$70.58	\$72.70
0002 BQ01	Hardware Installation Technician – Level I	HR	\$46.66	\$48.06	\$49.50	\$50.99	\$52.52	\$54.10	\$55.72	\$57.39	\$59.11	\$60.88
0002 BQ02	Hardware Installation Technician – Level II	HR	\$50.69	\$52.21	\$53.78	\$55.39	\$57.05	\$58.76	\$60.52	\$62.34	\$64.21	\$66.14
0002 BR00	Hardware Specialist – Information Technology	HR	\$68.04	\$70.08	\$72.18	\$74.35	\$76.58	\$78.88	\$81.25	\$83.69	\$86.20	\$88.79
0002 BS00	Help Desk Manager	HR	\$92.36	\$95.13	\$97.98	\$100.92	\$103.95	\$107.07	\$110.28	\$113.59	\$117.00	\$120.51
0002 BT00	Help Desk Specialist	HR	\$51.90	\$53.46	\$55.06	\$56.71	\$58.41	\$60.16	\$61.96	\$63.82	\$65.73	\$67.70
0002 BU01	Imaging Specialist/Technician – Level I	HR	\$40.94	\$42.17	\$43.44	\$44.74	\$46.08	\$47.46	\$48.88	\$50.35	\$51.86	\$53.42

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0002 BU02	Imaging Specialist/Technician – Level II	HR	\$50.72	\$52.24	\$53.81	\$55.42	\$57.08	\$58.79	\$60.55	\$62.37	\$64.24	\$66.17
0002 BU03	Imaging Specialist/Technician – Level III	HR	\$63.62	\$65.53	\$67.50	\$69.53	\$71.62	\$73.77	\$75.98	\$78.26	\$80.61	\$83.03
0002 BV00	Informatic Specialist/Bioinformatician	HR	\$57.48	\$59.20	\$60.98	\$62.81	\$64.69	\$66.63	\$68.63	\$70.69	\$72.81	\$74.99
0002 BW01	Information Engineer – Level I	HR	\$68.51	\$70.57	\$72.69	\$74.87	\$77.12	\$79.43	\$81.81	\$84.26	\$86.79	\$89.39
0002 BW02	Information Engineer – Level II	HR	\$84.53	\$87.07	\$89.68	\$92.37	\$95.14	\$97.99	\$100.93	\$103.96	\$107.08	\$110.29
0002 BX00	Information Resource Management Analyst	HR	\$74.10	\$76.32	\$78.61	\$80.97	\$83.40	\$85.90	\$88.48	\$91.13	\$93.86	\$96.68
0002 BY00	Information Systems Training Specialist	HR	\$52.95	\$54.54	\$56.18	\$57.87	\$59.61	\$61.40	\$63.24	\$65.14	\$67.09	\$69.10
0002 BZ00	IT Policy/Legislative Specialist	HR	\$54.69	\$56.33	\$58.02	\$59.76	\$61.55	\$63.40	\$65.30	\$67.26	\$69.28	\$71.36
0002 CA00	IT Strategic/Capital Planner	HR	\$58.49	\$60.24	\$62.05	\$63.91	\$65.83	\$67.80	\$69.83	\$71.92	\$74.08	\$76.30
0002 CB00	Knowledge Management Specialist	HR	\$55.61	\$57.28	\$59.00	\$60.77	\$62.59	\$64.47	\$66.40	\$68.39	\$70.44	\$72.55
0002 CC00	Librarian	HR	\$53.46	\$55.06	\$56.71	\$58.41	\$60.16	\$61.96	\$63.82	\$65.73	\$67.70	\$69.73
0002 CD00	Librarian Technician	HR	\$43.31	\$44.61	\$45.95	\$47.33	\$48.75	\$50.21	\$51.72	\$53.27	\$54.87	\$56.52
0002 CE00	Medical Billing/Account Management Specialist	HR	\$52.03	\$53.59	\$55.20	\$56.86	\$58.57	\$60.33	\$62.14	\$64.00	\$65.92	\$67.90
0002 CF00	Modeling and Simulation Specialist	HR	\$61.83	\$63.68	\$65.59	\$67.56	\$69.59	\$71.68	\$73.83	\$76.04	\$78.32	\$80.67
0002 CG00	Network Administrator	HR	\$63.79	\$65.70	\$67.67	\$69.70	\$71.79	\$73.94	\$76.16	\$78.44	\$80.79	\$83.21
0002 CH00	Network Draftsman	HR	\$50.69	\$52.21	\$53.78	\$55.39	\$57.05	\$58.76	\$60.52	\$62.34	\$64.21	\$66.14
0002 CI01	Network Installation Technician – Level I	HR	\$51.95	\$53.51	\$55.12	\$56.77	\$58.47	\$60.22	\$62.03	\$63.89	\$65.81	\$67.78
0002 CI02	Network Installation Technician – Level II	HR	\$63.85	\$65.77	\$67.74	\$69.77	\$71.86	\$74.02	\$76.24	\$78.53	\$80.89	\$83.32
0002 CJ00	Network Support Technician	HR	\$60.94	\$62.77	\$64.65	\$66.59	\$68.59	\$70.65	\$72.77	\$74.95	\$77.20	\$79.52
0002 CK00	Operations Manager	HR	\$134.32	\$138.35	\$142.50	\$146.78	\$151.18	\$155.72	\$160.39	\$165.20	\$170.16	\$175.26
0002 CL00	Procurement Product Specialist	HR	\$66.59	\$68.59	\$70.65	\$72.77	\$74.95	\$77.20	\$79.52	\$81.91	\$84.37	\$86.90
0002 CM02	Program Administration Specialist	HR	\$53.93	\$55.55	\$57.22	\$58.94	\$60.71	\$62.53	\$64.41	\$66.34	\$68.33	\$70.38
0002 CN00	Program Analyst	HR	\$67.31	\$69.33	\$71.41	\$73.55	\$75.76	\$78.03	\$80.37	\$82.78	\$85.26	\$87.82
0002 CO00	Program Manager	HR	\$166.16	\$171.14	\$176.27	\$181.56	\$187.01	\$192.62	\$198.40	\$204.35	\$210.48	\$216.79
0002 CP00	Project Control Specialist	HR	\$56.10	\$57.78	\$59.51	\$61.30	\$63.14	\$65.03	\$66.98	\$68.99	\$71.06	\$73.19
0002 CQ00	Project Leader	HR	\$102.33	\$105.40	\$108.56	\$111.82	\$115.17	\$118.63	\$122.19	\$125.86	\$129.64	\$133.53
0002 CR01	Project Manager – Level I	HR	\$117.21	\$120.73	\$124.35	\$128.08	\$131.92	\$135.88	\$139.96	\$144.16	\$148.48	\$152.93
0002 CR02	Project Manager – Level II	HR	\$134.72	\$138.76	\$142.92	\$147.21	\$151.63	\$156.18	\$160.87	\$165.70	\$170.67	\$175.79
0002 CR03	Project Manager – Level III	HR	\$159.98	\$164.78	\$169.72	\$174.81	\$180.05	\$185.45	\$191.01	\$196.74	\$202.64	\$208.72
0002 CS00	Public Health Analyst		\$61.29	\$63.13	\$65.02	\$66.97	\$68.98	\$71.05	\$73.18	\$75.38	\$77.64	\$79.97
0002 CT00	Quality Assurance Analyst	HR	\$73.36	\$75.56	\$77.83	\$80.16	\$82.56	\$85.04	\$87.59	\$90.22	\$92.93	\$95.72
0002 CU00	Quality Assurance Manager	HR	\$99.89	\$102.89	\$105.98	\$109.16	\$112.43	\$115.80	\$119.27	\$122.85	\$126.54	\$130.34
0002 CV00	Quality Assurance Specialist	HR	\$82.85	\$85.34	\$87.90	\$90.54	\$93.26	\$96.06	\$98.94	\$101.91	\$104.97	\$108.12
0002 CW00	Records Management Specialist	HR	\$45.47	\$46.83	\$48.23	\$49.68	\$51.17	\$52.71	\$54.29	\$55.92	\$57.60	\$59.33
0002 CX00	Scanner Operator	HR	\$57.42	\$59.14	\$60.91	\$62.74	\$64.62	\$66.56	\$68.56	\$70.62	\$72.74	\$74.92
0002 CY00	Scientific Data Analyst	HR	\$51.44	\$52.98	\$54.57	\$56.21	\$57.90	\$59.64	\$61.43	\$63.27	\$65.17	\$67.13

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0002 CZ01	Subject Matter Expert – Level I	HR	\$83.67	\$86.18	\$88.77	\$91.43	\$94.17	\$97.00	\$99.91	\$102.91	\$106.00	\$109.18
0002 CZ02	Subject Matter Expert – Level II	HR	\$110.07	\$113.37	\$116.77	\$120.27	\$123.88	\$127.60	\$131.43	\$135.37	\$139.43	\$143.61
0002 CZ03	Subject Matter Expert – Level III	HR	\$146.56	\$150.96	\$155.49	\$160.15	\$164.95	\$169.90	\$175.00	\$180.25	\$185.66	\$191.23
0002 DA01	System Administrator – Level I	HR	\$61.41	\$63.25	\$65.15	\$67.10	\$69.11	\$71.18	\$73.32	\$75.52	\$77.79	\$80.12
0002 DA02	System Administrator – Level II	HR	\$74.36	\$76.59	\$78.89	\$81.26	\$83.70	\$86.21	\$88.80	\$91.46	\$94.20	\$97.03
0002 DA03	System Administrator – Level III	HR	\$93.37	\$96.17	\$99.06	\$102.03	\$105.09	\$108.24	\$111.49	\$114.83	\$118.27	\$121.82
0002 DB01	Systems Architect – Level I	HR	\$148.62	\$153.08	\$157.67	\$162.40	\$167.27	\$172.29	\$177.46	\$182.78	\$188.26	\$193.91
0002 DB02	Systems Architect – Level II	HR	\$184.07	\$189.59	\$195.28	\$201.14	\$207.17	\$213.39	\$219.79	\$226.38	\$233.17	\$240.17
0002 DC01	Systems Engineer – Level I	HR	\$68.51	\$70.57	\$72.69	\$74.87	\$77.12	\$79.43	\$81.81	\$84.26	\$86.79	\$89.39
0002 DC02	Systems Engineer – Level II	HR	\$84.53	\$87.07	\$89.68	\$92.37	\$95.14	\$97.99	\$100.93	\$103.96	\$107.08	\$110.29
0002 DC03	Systems Engineer – Level III	HR	\$102.82	\$105.90	\$109.08	\$112.35	\$115.72	\$119.19	\$122.77	\$126.45	\$130.24	\$134.15
0002 DD00	System Operator	HR	\$49.72	\$51.21	\$52.75	\$54.33	\$55.96	\$57.64	\$59.37	\$61.15	\$62.98	\$64.87
0002 DE00	System Programmer	HR	\$76.47	\$78.76	\$81.12	\$83.55	\$86.06	\$88.64	\$91.30	\$94.04	\$96.86	\$99.77
0002 DF01	Technical Writer/Editor – Level I	HR	\$57.76	\$59.49	\$61.27	\$63.11	\$65.00	\$66.95	\$68.96	\$71.03	\$73.16	\$75.35
0002 DF02	Technical Writer/Editor – Level II	HR	\$68.46	\$70.51	\$72.63	\$74.81	\$77.05	\$79.36	\$81.74	\$84.19	\$86.72	\$89.32
0002 DF03	Technical Writer/Editor – Level III	HR	\$90.28	\$92.99	\$95.78	\$98.65	\$101.61	\$104.66	\$107.80	\$111.03	\$114.36	\$117.79
0002 DG01	Telecommunications Engineer – Level I	HR	\$50.82	\$52.34	\$53.91	\$55.53	\$57.20	\$58.92	\$60.69	\$62.51	\$64.39	\$66.32
0002 DG02	Telecommunications Engineer - Level II	HR	\$63.79	\$65.70	\$67.67	\$69.70	\$71.79	\$73.94	\$76.16	\$78.44	\$80.79	\$83.21
0002 DH01	Telecommunications Specialist – Level I	HR	\$41.12	\$42.35	\$43.62	\$44.93	\$46.28	\$47.67	\$49.10	\$50.57	\$52.09	\$53.65
0002 DH02	Telecommunications Specialist - Level II	HR	\$50.69	\$52.21	\$53.78	\$55.39	\$57.05	\$58.76	\$60.52	\$62.34	\$64.21	\$66.14
0002 DI00	Test Engineer	HR	\$71.52	\$73.67	\$75.88	\$78.16	\$80.50	\$82.92	\$85.41	\$87.97	\$90.61	\$93.33
0002 DJ00	Training Manager	HR	\$104.58	\$107.72	\$110.95	\$114.28	\$117.71	\$121.24	\$124.88	\$128.63	\$132.49	\$136.46
0002 DK01	Training Specialist – Level I	HR	\$57.32	\$59.04	\$60.81	\$62.63	\$64.51	\$66.45	\$68.44	\$70.49	\$72.60	\$74.78
0002 DK02	Training Specialist – Level II	HR	\$66.82	\$68.82	\$70.88	\$73.01	\$75.20	\$77.46	\$79.78	\$82.17	\$84.64	\$87.18
0002 DL00	Web Content Administrator	HR	\$76.48	\$78.77	\$81.13	\$83.56	\$86.07	\$88.65	\$91.31	\$94.05	\$96.87	\$99.78
0002 DM00	Web Designer	HR	\$86.32	\$88.91	\$91.58	\$94.33	\$97.16	\$100.07	\$103.07	\$106.16	\$109.34	\$112.62
0002 DN00	Web Project Manager	HR	\$132.90	\$136.89	\$141.00	\$145.23	\$149.59	\$154.08	\$158.70	\$163.46	\$168.36	\$173.41
0002 DO00	Web Software Developer	HR	\$74.57	\$76.81	\$79.11	\$81.48	\$83.92	\$86.44	\$89.03	\$91.70	\$94.45	\$97.28
0002 DP00	Webmaster	HR	\$74.11	\$76.33	\$78.62	\$80.98	\$83.41	\$85.91	\$88.49	\$91.14	\$93.87	\$96.69
0002 DQ00	Wide Area Network Administrator	HR	\$84.10	\$86.62	\$89.22	\$91.90	\$94.66	\$97.50	\$100.43	\$103.44	\$106.54	\$109.74