

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	<b>Escalation rate*</b>			3%	3%	3%	3%	3%	3%	3%	3%	3%
0001 AA01	Administrative Assistant – Level I	HR	\$38.73	\$40.09	\$41.49	\$42.94	\$44.45	\$46.00	\$47.61	\$49.28	\$51.00	\$52.78
0001 AA02	Administrative Assistant – Level II	HR	\$46.86	\$48.50	\$50.20	\$51.96	\$53.77	\$55.66	\$57.60	\$59.62	\$61.71	\$63.87
0001 AB01	Application Engineer – Level I	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 AB02	Application Engineer – Level II	HR	\$109.64	\$113.47	\$117.45	\$121.56	\$125.81	\$130.22	\$134.77	\$139.49	\$144.37	\$149.42
0001 AC01	Application Programmer – Level I	HR	\$77.40	\$79.15	\$81.03	\$82.91	\$84.84	\$86.83	\$88.89	\$91.00	\$93.17	\$95.39
0001 AC02	Application Programmer – Level II	HR	\$91.57	\$94.77	\$98.09	\$101.52	\$105.08	\$108.75	\$112.56	\$116.50	\$120.58	\$124.80
0001 AC03	Applications Programmer – Level III	HR	\$188.30	\$193.23	\$198.10	\$203.11	\$208.26	\$213.54	\$218.94	\$224.47	\$230.15	\$235.97
0001 AD00	Application Systems Analyst	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67
0001 AE00	Biostatistician	HR	\$100.09	\$102.49	\$105.01	\$107.58	\$110.23	\$112.96	\$115.76	\$118.66	\$121.63	\$124.67
0001 AF01	Business Analyst – Level I	HR	\$51.19	\$52.98	\$54.84	\$56.76	\$58.74	\$60.80	\$62.93	\$65.13	\$67.41	\$69.77
0001 AF02	Business Analyst – Level II	HR	\$65.92	\$68.23	\$70.61	\$73.08	\$75.64	\$78.29	\$81.03	\$83.87	\$86.80	\$89.83
0001 AF03	Business Analyst – Level III	HR	\$89.48	\$92.61	\$95.85	\$99.20	\$102.68	\$106.27	\$109.99	\$113.84	\$117.82	\$121.94
0001 AG01	Business Process Reengineering	HR	\$45.49	\$47.08	\$48.73	\$50.43	\$52.20	\$54.02	\$55.91	\$57.87	\$59.90	\$62.00
0001 AG02	Business Process Reengineering Specialist – Level II	HR	\$106.23	\$108.79	\$111.47	\$114.24	\$117.08	\$120.01	\$123.02	\$126.13	\$129.32	\$132.59
0001 AG03	Business Process Reengineering	HR	\$84.68	\$87.65	\$90.71	\$93.89	\$97.17	\$100.58	\$104.10	\$107.74	\$111.51	\$115.41
0001 AH00	Chief Information Security Officer	HR	\$183.67	\$190.10	\$196.75	\$203.64	\$210.76	\$218.14	\$225.77	\$233.68	\$241.85	\$250.31
0001 AI00	Communications Hardware Specialist	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 AJ00	Communications Network Manager	HR	\$109.64	\$113.47	\$117.45	\$121.56	\$125.81	\$130.22	\$134.77	\$139.49	\$144.37	\$149.42
0001 AK00	Communications Software Specialist	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 AL00	Communications Specialist	HR	\$66.75	\$69.09	\$71.50	\$74.01	\$76.60	\$79.28	\$82.05	\$84.92	\$87.90	\$90.98
0001 AM00	Computer Data Librarian	HR	\$93.67	\$96.95	\$100.35	\$103.86	\$107.49	\$111.25	\$115.15	\$119.18	\$123.35	\$127.67
0001 AN00	Computer Scientist	HR	\$126.66	\$131.09	\$135.68	\$140.43	\$145.34	\$150.43	\$155.70	\$161.15	\$166.79	\$172.63
0001 AO01	Computer Security System Specialist –	HR	\$66.75	\$69.09	\$71.50	\$74.01	\$76.60	\$79.28	\$82.05	\$84.92	\$87.90	\$90.98
0001 AO02	Computer Security System Specialist – Level II	HR	\$91.57	\$94.77	\$98.09	\$101.52	\$105.08	\$108.75	\$112.56	\$116.50	\$120.58	\$124.80
0001 AO03	Computer Security System Specialist –	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67
0001 AP01	Computer Systems Analyst – Level I	HR	\$77.40	\$79.15	\$81.03	\$82.91	\$84.84	\$86.83	\$88.89	\$91.00	\$93.17	\$95.39
0001 AP02	Computer Systems Analyst – Level II	HR	\$106.23	\$108.79	\$111.47	\$114.24	\$117.08	\$120.01	\$123.02	\$126.13	\$129.32	\$132.59
0001 AP03	Computer Systems Analyst – Level III	HR	\$230.24	\$236.27	\$242.18	\$248.24	\$254.44	\$260.80	\$267.33	\$274.02	\$280.89	\$287.93
0001 AQ00	Configuration Management Specialist	HR	\$99.24	\$102.72	\$106.31	\$110.03	\$113.89	\$117.87	\$122.00	\$126.27	\$130.69	\$135.26
0001 AR01	Cost Analyst – Level I	HR	\$65.92	\$68.23	\$70.61	\$73.08	\$75.64	\$78.29	\$81.03	\$83.87	\$86.80	\$89.83
0001 AR02	Cost Analyst – Level II	HR	\$79.95	\$82.74	\$85.64	\$88.64	\$91.74	\$94.95	\$98.27	\$101.71	\$105.27	\$108.95
0001 AS00	Data Entry Clerk	HR	\$56.34	\$58.31	\$60.35	\$62.46	\$64.65	\$66.91	\$69.25	\$71.67	\$74.18	\$76.78
0001 AT00	Data Security Specialist	HR	\$91.57	\$94.77	\$98.09	\$101.52	\$105.08	\$108.75	\$112.56	\$116.50	\$120.58	\$124.80
0001 AU00	Data Standardization Specialist	HR	\$78.78	\$81.54	\$84.40	\$87.35	\$90.41	\$93.57	\$96.85	\$100.24	\$103.74	\$107.36
0001 AV00	Database Administrator	HR	\$78.78	\$81.54	\$84.40	\$87.35	\$90.41	\$93.57	\$96.85	\$100.24	\$103.74	\$107.36
0001 AW01	Database Management Specialist – Level I	HR	\$46.91	\$48.56	\$50.26	\$52.02	\$53.84	\$55.72	\$57.67	\$59.69	\$61.78	\$63.94
0001 AW02	Database Management Specialist – Level	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67
0001 AW03	Database Management Specialist – Level	HR	\$109.64	\$113.47	\$117.45	\$121.56	\$125.81	\$130.22	\$134.77	\$139.49	\$144.37	\$149.42
0001 AX01	Database Specialist – Level I	HR	\$80.60	\$83.42	\$86.34	\$89.36	\$92.49	\$95.73	\$99.08	\$102.54	\$106.13	\$109.85
0001 AX02	Database Specialist – Level II	HR	\$85.40	\$87.37	\$89.47	\$91.61	\$93.80	\$96.04	\$98.36	\$100.75	\$103.20	\$105.71
0001 AX03	Database Specialist – Level III	HR	\$106.23	\$108.79	\$111.47	\$114.24	\$117.08	\$120.01	\$123.02	\$126.13	\$129.32	\$132.59
0001 AY00	Data Warehousing Administrator	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 AZ00	Data Warehouse Analyst	HR	\$65.95	\$68.26	\$70.65	\$73.13	\$75.68	\$78.33	\$81.08	\$83.91	\$86.85	\$89.89
0001 BA00	Data Warehouse Programmer	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67
0001 BB00	Disaster Recovery Specialist	HR	\$106.23	\$108.79	\$111.47	\$114.24	\$117.08	\$120.01	\$123.02	\$126.13	\$129.32	\$132.59
0001 BC01	Document Control Specialist – Level I	HR	\$45.49	\$47.08	\$48.73	\$50.43	\$52.20	\$54.02	\$55.91	\$57.87	\$59.90	\$62.00
0001 BC02	Document Control Specialist - Level II	HR	\$46.86	\$48.50	\$50.20	\$51.96	\$53.77	\$55.66	\$57.60	\$59.62	\$61.71	\$63.87
0001 BC03	Document Control Specialist – Level III	HR	\$55.75	\$57.70	\$59.72	\$61.81	\$63.98	\$66.22	\$68.53	\$70.93	\$73.42	\$76.00
0001 BD01	Document Support Specialist – Level I	HR	\$45.49	\$47.08	\$48.73	\$50.43	\$52.20	\$54.02	\$55.91	\$57.87	\$59.90	\$62.00

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0001 BD02	Document Support Specialist – Level II	HR	\$56.14	\$58.11	\$60.14	\$62.25	\$64.43	\$66.68	\$69.01	\$71.43	\$73.93	\$76.52
0001 BE00	Duplicating Machine Operator	HR	\$45.49	\$47.08	\$48.73	\$50.43	\$52.20	\$54.02	\$55.91	\$57.87	\$59.90	\$62.00
0001 BF00	Electronic Data Interchange (EDI) Specialist	HR	\$66.22	\$68.53	\$70.93	\$73.41	\$75.98	\$78.64	\$81.40	\$84.24	\$87.19	\$90.24
0001 BG00	Electronic Meeting Technographer	HR	\$45.49	\$47.08	\$48.73	\$50.43	\$52.20	\$54.02	\$55.91	\$57.87	\$59.90	\$62.00
0001 BH00	Enterprise Resource Planning (ERP) Specialist	HR	\$106.23	\$108.79	\$111.47	\$114.24	\$117.08	\$120.01	\$123.02	\$126.13	\$129.32	\$132.59
0001 BI00	Facilitator	HR	\$142.32	\$147.31	\$152.46	\$157.80	\$163.32	\$169.04	\$174.95	\$181.08	\$187.41	\$193.96
0001 BJ00	Financial Analyst – IT	HR	\$78.78	\$81.54	\$84.40	\$87.35	\$90.41	\$93.57	\$96.85	\$100.24	\$103.74	\$107.36
0001 BK01	Functional Analyst – Level I	HR	\$62.41	\$64.59	\$66.85	\$69.19	\$71.61	\$74.12	\$76.72	\$79.40	\$82.18	\$85.06
0001 BK02	Functional Analyst – Level II	HR	\$234.40	\$240.54	\$246.56	\$252.73	\$259.05	\$265.52	\$272.17	\$278.99	\$285.98	\$293.15
0001 BL01	General Clerk – Level I	HR	\$45.49	\$47.08	\$48.73	\$50.43	\$52.20	\$54.02	\$55.91	\$57.87	\$59.90	\$62.00
0001 BL02	General Clerk – Level II	HR	\$56.14	\$58.11	\$60.14	\$62.25	\$64.43	\$66.68	\$69.01	\$71.43	\$73.93	\$76.52
0001 BL03	General Clerk – Level III	HR	\$83.43	\$86.35	\$89.38	\$92.51	\$95.74	\$99.09	\$102.56	\$106.15	\$109.87	\$113.72
0001 BM00	Geographic Information System (GIS) Specialist	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 BN00	Graphical User Interface Designer	HR	\$78.78	\$81.54	\$84.40	\$87.35	\$90.41	\$93.57	\$96.85	\$100.24	\$103.74	\$107.36
0001 BO00	Graphics Specialist	HR	\$57.16	\$59.16	\$61.23	\$63.38	\$65.60	\$67.89	\$70.27	\$72.73	\$75.27	\$77.90
0001 BP00	Hardware Draftsman	HR	\$130.19	\$134.74	\$139.46	\$144.34	\$149.39	\$154.62	\$160.03	\$165.63	\$171.43	\$177.43
0001 BQ01	Hardware Installation Technician – Level I	HR	\$48.91	\$50.62	\$52.39	\$54.23	\$56.13	\$58.09	\$60.12	\$62.23	\$64.41	\$66.67
0001 BQ02	Hardware Installation Technician – Level II	HR	\$58.20	\$60.23	\$62.34	\$64.52	\$66.78	\$69.12	\$71.54	\$74.04	\$76.64	\$79.33
0001 BR00	Hardware Specialist – Information	HR	\$70.99	\$73.48	\$76.05	\$78.71	\$81.47	\$84.32	\$87.27	\$90.32	\$93.48	\$96.75
0001 BS00	Help Desk Manager	HR	\$96.86	\$100.25	\$103.76	\$107.39	\$111.15	\$115.04	\$119.07	\$123.24	\$127.55	\$132.01
0001 BT00	Help Desk Specialist	HR	\$47.02	\$48.67	\$50.37	\$52.14	\$53.96	\$55.85	\$57.80	\$59.83	\$61.92	\$64.08
0001 BU01	Imaging Specialist/Technician – Level I	HR	\$59.96	\$62.06	\$64.24	\$66.48	\$68.81	\$71.22	\$73.71	\$76.29	\$78.96	\$81.72
0001 BU02	Imaging Specialist/Technician – Level II	HR	\$96.98	\$100.38	\$103.89	\$107.53	\$111.29	\$115.19	\$119.22	\$123.39	\$127.71	\$132.18
0001 BU03	Imaging Specialist/Technician – Level III	HR	\$88.94	\$92.05	\$95.27	\$98.61	\$102.06	\$105.63	\$109.33	\$113.16	\$117.12	\$121.22
0001 BV00	Informatic Specialist/Bioinformatician	HR	\$100.09	\$102.49	\$105.01	\$107.58	\$110.23	\$112.96	\$115.76	\$118.66	\$121.63	\$124.67
0001 BW01	Information Engineer – Level I	HR	\$91.57	\$94.77	\$98.09	\$101.52	\$105.08	\$108.75	\$112.56	\$116.50	\$120.58	\$124.80
0001 BW02	Information Engineer – Level II	HR	\$123.79	\$126.87	\$130.03	\$133.34	\$136.74	\$140.24	\$143.84	\$147.54	\$151.35	\$155.26
0001 BX00	Information Resource Management Analyst	HR	\$89.48	\$92.61	\$95.85	\$99.20	\$102.68	\$106.27	\$109.99	\$113.84	\$117.82	\$121.94
0001 BY00	Information Systems Training Specialist	HR	\$81.99	\$84.86	\$87.83	\$90.90	\$94.08	\$97.38	\$100.78	\$104.31	\$107.96	\$111.74
0001 BZ00	IT Policy/Legislative Specialist	HR	\$100.09	\$102.49	\$105.01	\$107.58	\$110.23	\$112.96	\$115.76	\$118.66	\$121.63	\$124.67
0001 CA00	IT Strategic/Capital Planner	HR	\$128.41	\$131.96	\$134.94	\$138.38	\$141.93	\$145.57	\$149.34	\$153.20	\$157.17	\$161.24
0001 CB00	Knowledge Management Specialist	HR	\$79.98	\$82.78	\$85.68	\$88.68	\$91.78	\$95.00	\$98.32	\$101.76	\$105.32	\$109.00
0001 CC00	Librarian	HR	\$70.38	\$72.85	\$75.40	\$78.03	\$80.77	\$83.59	\$86.52	\$89.55	\$92.68	\$95.92
0001 CD00	Librarian Technician	HR	\$44.79	\$46.36	\$47.98	\$49.66	\$51.40	\$53.19	\$55.06	\$56.98	\$58.98	\$61.05
0001 CE00	Medical Billing/Account Management Specialist	HR	\$74.35	\$76.95	\$79.65	\$82.44	\$85.32	\$88.31	\$91.40	\$94.60	\$97.91	\$101.34
0001 CF00	Modeling and Simulation Specialist	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67
0001 CG00	Network Administrator	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 CH00	Network Draftsman	HR	\$49.57	\$51.30	\$53.10	\$54.96	\$56.88	\$58.87	\$60.93	\$63.06	\$65.27	\$67.56
0001 CI01	Network Installation Technician – Level I	HR	\$66.75	\$69.09	\$71.50	\$74.01	\$76.60	\$79.28	\$82.05	\$84.92	\$87.90	\$90.98
0001 CI02	Network Installation Technician – Level II	HR	\$78.78	\$81.54	\$84.40	\$87.35	\$90.41	\$93.57	\$96.85	\$100.24	\$103.74	\$107.36
0001 CJ00	Network Support Technician	HR	\$78.78	\$81.54	\$84.40	\$87.35	\$90.41	\$93.57	\$96.85	\$100.24	\$103.74	\$107.36
0001 CK00	Operations Manager	HR	\$106.23	\$108.79	\$111.47	\$114.24	\$117.08	\$120.01	\$123.02	\$126.13	\$129.32	\$132.59
0001 CL00	Procurement Product Specialist	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 CM00	Program Administration Specialist	HR	\$63.06	\$65.27	\$67.55	\$69.92	\$72.36	\$74.90	\$77.52	\$80.23	\$83.04	\$85.95
0001 CN00	Program Analyst	HR	\$65.92	\$68.23	\$70.61	\$73.08	\$75.64	\$78.29	\$81.03	\$83.87	\$86.80	\$89.83
0001 CO00	Program Manager	HR	\$220.48	\$226.23	\$231.88	\$237.68	\$243.61	\$249.68	\$255.91	\$262.31	\$268.87	\$275.59
0001 CP00	Project Control Specialist	HR	\$85.14	\$88.12	\$91.20	\$94.40	\$97.70	\$101.12	\$104.66	\$108.32	\$112.11	\$116.03

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0001 CQ00	Project Leader	HR	\$120.98	\$125.22	\$129.60	\$134.14	\$138.83	\$143.69	\$148.72	\$153.92	\$159.31	\$164.89
0001 CR01	Project Manager – Level I	HR	\$96.53	\$99.91	\$103.41	\$107.03	\$110.77	\$114.65	\$118.66	\$122.82	\$127.12	\$131.57
0001 CR02	Project Manager – Level II	HR	\$123.79	\$126.87	\$130.03	\$133.34	\$136.74	\$140.24	\$143.84	\$147.54	\$151.35	\$155.26
0001 CR03	Project Manager – Level III	HR	\$230.24	\$236.27	\$242.18	\$248.24	\$254.44	\$260.80	\$267.33	\$274.02	\$280.89	\$287.93
0001 CS00	Public Health Analyst	HR	\$100.09	\$102.49	\$105.01	\$107.58	\$110.23	\$112.96	\$115.76	\$118.66	\$121.63	\$124.67
0001 CT00	Quality Assurance Analyst	HR	\$106.93	\$110.68	\$114.55	\$118.56	\$122.71	\$127.00	\$131.45	\$136.05	\$140.81	\$145.74
0001 CU00	Quality Assurance Manager	HR	\$111.04	\$114.92	\$118.95	\$123.11	\$127.42	\$131.88	\$136.49	\$141.27	\$146.22	\$151.34
0001 CV00	Quality Assurance Specialist	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 CW00	Records Management Specialist	HR	\$56.14	\$58.11	\$60.14	\$62.25	\$64.43	\$66.68	\$69.01	\$71.43	\$73.93	\$76.52
0001 CX00	Scanner Operator	HR	\$45.49	\$47.08	\$48.73	\$50.43	\$52.20	\$54.02	\$55.91	\$57.87	\$59.90	\$62.00
0001 CY00	Scientific Data Analyst	HR	\$65.95	\$68.26	\$70.65	\$73.13	\$75.68	\$78.33	\$81.08	\$83.91	\$86.85	\$89.89
0001 CZ01	Subject Matter Expert – Level I	HR	\$104.28	\$107.06	\$109.44	\$112.15	\$114.93	\$117.80	\$120.75	\$123.78	\$126.91	\$130.12
0001 CZ02	Subject Matter Expert – Level II	HR	\$130.76	\$135.33	\$140.07	\$144.97	\$150.05	\$155.30	\$160.73	\$166.36	\$172.18	\$178.20
0001 CZ03	Subject Matter Expert – Level III	HR	\$230.24	\$236.27	\$242.18	\$248.24	\$254.44	\$260.80	\$267.33	\$274.02	\$280.89	\$287.93
0001 DA01	System Administrator – Level I	HR	\$77.40	\$79.15	\$81.03	\$82.91	\$84.84	\$86.83	\$88.89	\$91.00	\$93.17	\$95.39
0001 DA02	System Administrator – Level II	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67
0001 DA03	System Administrator – Level III	HR	\$106.23	\$108.79	\$111.47	\$114.24	\$117.08	\$120.01	\$123.02	\$126.13	\$129.32	\$132.59
0001 DB01	Systems Architect – Level I	HR	\$109.64	\$113.47	\$117.45	\$121.56	\$125.81	\$130.22	\$134.77	\$139.49	\$144.37	\$149.42
0001 DB02	Systems Architect – Level II	HR	\$128.22	\$132.71	\$137.35	\$142.16	\$147.13	\$152.28	\$157.61	\$163.13	\$168.84	\$174.75
0001 DC01	Systems Engineer – Level I	HR	\$77.40	\$79.15	\$81.03	\$82.91	\$84.84	\$86.83	\$88.89	\$91.00	\$93.17	\$95.39
0001 DC02	Systems Engineer – Level II	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 DC03	Systems Engineer – Level III	HR	\$230.24	\$236.27	\$242.18	\$248.24	\$254.44	\$260.80	\$267.33	\$274.02	\$280.89	\$287.93
0001 DD00	System Operator	HR	\$66.75	\$69.09	\$71.50	\$74.01	\$76.60	\$79.28	\$82.05	\$84.92	\$87.90	\$90.98
0001 DE00	System Programmer	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 DF01	Technical Writer/Editor – Level I	HR	\$38.73	\$40.09	\$41.49	\$42.94	\$44.45	\$46.00	\$47.61	\$49.28	\$51.00	\$52.78
0001 DF02	Technical Writer/Editor – Level II	HR	\$46.86	\$48.50	\$50.20	\$51.96	\$53.77	\$55.66	\$57.60	\$59.62	\$61.71	\$63.87
0001 DF03	Technical Writer/Editor – Level III	HR	\$55.75	\$57.70	\$59.72	\$61.81	\$63.98	\$66.22	\$68.53	\$70.93	\$73.42	\$76.00
0001 DG01	Telecommunications Engineer – Level I	HR	\$58.20	\$60.23	\$62.34	\$64.52	\$66.78	\$69.12	\$71.54	\$74.04	\$76.64	\$79.33
0001 DG02	Telecommunications Engineer - Level II	HR	\$70.99	\$73.48	\$76.05	\$78.71	\$81.47	\$84.32	\$87.27	\$90.32	\$93.48	\$96.75
0001 DH01	Telecommunications Specialist – Level I	HR	\$66.75	\$69.09	\$71.50	\$74.01	\$76.60	\$79.28	\$82.05	\$84.92	\$87.90	\$90.98
0001 DH02	Telecommunications Specialist - Level II	HR	\$89.85	\$91.95	\$94.18	\$96.45	\$98.77	\$101.17	\$103.64	\$106.17	\$108.79	\$111.47
0001 DI00	Test Engineer	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67
0001 DJ00	Training Manager	HR	\$96.53	\$99.91	\$103.41	\$107.03	\$110.77	\$114.65	\$118.66	\$122.82	\$127.12	\$131.57
0001 DK01	Training Specialist – Level I	HR	\$54.92	\$56.84	\$58.83	\$60.89	\$63.02	\$65.23	\$67.51	\$69.88	\$72.32	\$74.85
0001 DK02	Training Specialist – Level II	HR	\$66.22	\$68.53	\$70.93	\$73.41	\$75.98	\$78.64	\$81.40	\$84.24	\$87.19	\$90.24
0001 DL00	Web Content Administrator	HR	\$77.70	\$80.41	\$83.23	\$86.14	\$89.16	\$92.28	\$95.51	\$98.85	\$102.31	\$105.89
0001 DM00	Web Designer	HR	\$84.64	\$87.60	\$90.67	\$93.84	\$97.13	\$100.53	\$104.05	\$107.69	\$111.46	\$115.36
0001 DN00	Web Project Manager	HR	\$110.04	\$112.73	\$115.51	\$118.39	\$121.35	\$124.41	\$127.55	\$130.78	\$134.10	\$137.50
0001 DO00	Web Software Developer	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67
0001 DP00	Webmaster	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67
0001 DQ00	Wide Area Network Administrator	HR	\$92.95	\$96.20	\$99.57	\$103.05	\$106.66	\$110.39	\$114.26	\$118.25	\$122.39	\$126.67

\* Labor rates per year reflect our forward pricing rate proposal and provisional billing rates. The escalation percentage is an average of the labor rates per year.

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	\$31.28	\$32.37	\$33.51	\$34.68	\$35.89	\$37.15	\$38.45	\$39.79	\$41.19	\$42.64
0002 AA02	Administrative Assistant – Level II	HR	\$41.62	\$43.08	\$44.59	\$46.15	\$47.76	\$49.44	\$51.17	\$52.96	\$54.81	\$56.72
0002 AB01	Application Engineer – Level I	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 AB02	Application Engineer – Level II	HR	\$97.36	\$100.77	\$104.30	\$107.95	\$111.73	\$115.64	\$119.69	\$123.87	\$128.21	\$132.70
0002 AC01	Application Programmer – Level I	HR	\$62.15	\$63.92	\$65.60	\$67.50	\$69.43	\$71.42	\$73.47	\$75.58	\$77.76	\$80.00
0002 AC02	Application Programmer – Level II	HR	\$74.31	\$76.91	\$79.60	\$82.38	\$85.27	\$88.25	\$91.34	\$94.54	\$97.85	\$101.28
0002 AC03	Applications Programmer – Level III	HR	\$140.77	\$144.53	\$148.25	\$152.00	\$155.84	\$159.77	\$163.81	\$167.94	\$172.18	\$176.53
0002 AD00	Application Systems Analyst	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49
0002 AE00	Biostatistician	HR	\$84.84	\$87.27	\$89.58	\$92.16	\$94.81	\$97.55	\$100.35	\$103.25	\$106.22	\$109.28
0002 AF01	Business Analyst – Level I	HR	\$41.54	\$42.99	\$44.50	\$46.06	\$47.67	\$49.34	\$51.06	\$52.85	\$54.70	\$56.61
0002 AF02	Business Analyst – Level II	HR	\$53.49	\$55.36	\$57.30	\$59.31	\$61.38	\$63.53	\$65.75	\$68.06	\$70.44	\$72.90
0002 AF03	Business Analyst – Level III	HR	\$72.61	\$75.15	\$77.78	\$80.50	\$83.32	\$86.24	\$89.25	\$92.38	\$95.61	\$98.95
0002 AG01	Business Process Reengineering Specialist – Level I	HR	\$36.91	\$38.20	\$39.54	\$40.92	\$42.36	\$43.84	\$45.37	\$46.96	\$48.61	\$50.32
0002 AG02	Business Process Reengineering Specialist – Level II	HR	\$90.98	\$93.58	\$96.05	\$98.82	\$101.66	\$104.59	\$107.60	\$110.70	\$113.89	\$117.17
0002 AG03	Business Process Reengineering Specialist – Level III	HR	\$68.72	\$71.12	\$73.61	\$76.19	\$78.86	\$81.62	\$84.47	\$87.43	\$90.49	\$93.66
0002 AH00	Chief Information Security Officer	HR	\$183.67	\$190.10	\$196.75	\$203.64	\$210.76	\$218.14	\$225.77	\$233.68	\$241.85	\$250.31
0002 AI00	Communications Hardware Specialist	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 AJ00	Communications Network Manager	HR	\$97.36	\$100.77	\$104.30	\$107.95	\$111.73	\$115.64	\$119.69	\$123.87	\$128.21	\$132.70
0002 AK00	Communications Software Specialist	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 AL00	Communications Specialist	HR	\$59.28	\$61.36	\$63.50	\$65.73	\$68.03	\$70.41	\$72.87	\$75.42	\$78.06	\$80.79
0002 AM00	Computer Data Librarian	HR	\$76.01	\$78.68	\$81.43	\$84.28	\$87.23	\$90.28	\$93.44	\$96.71	\$100.10	\$103.61
0002 AN00	Computer Scientist	HR	\$102.78	\$106.38	\$110.10	\$113.96	\$117.94	\$122.07	\$126.35	\$130.77	\$135.34	\$140.07
0002 AO01	Computer Security System Specialist – Level I	HR	\$59.28	\$61.36	\$63.50	\$65.73	\$68.03	\$70.41	\$72.87	\$75.42	\$78.06	\$80.79
0002 AO02	Computer Security System Specialist – Level II	HR	\$74.31	\$76.91	\$79.60	\$82.38	\$85.27	\$88.25	\$91.34	\$94.54	\$97.85	\$101.28
0002 AO03	Computer Security System Specialist – Level III	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49
0002 AP01	Computer Systems Analyst – Level I	HR	\$62.15	\$63.92	\$65.60	\$67.50	\$69.43	\$71.42	\$73.47	\$75.58	\$77.76	\$80.00
0002 AP02	Computer Systems Analyst – Level II	HR	\$90.98	\$93.58	\$96.05	\$98.82	\$101.66	\$104.59	\$107.60	\$110.70	\$113.89	\$117.17
0002 AP03	Computer Systems Analyst – Level III	HR	\$172.11	\$176.71	\$181.24	\$185.77	\$190.42	\$195.19	\$200.08	\$205.08	\$210.22	\$215.49
0002 AQ00	Configuration Management Specialist	HR	\$80.54	\$83.35	\$86.27	\$89.29	\$92.42	\$95.65	\$99.00	\$102.46	\$106.05	\$109.77
0002 AR01	Cost Analyst – Level I	HR	\$53.49	\$55.36	\$57.30	\$59.31	\$61.38	\$63.53	\$65.75	\$68.06	\$70.44	\$72.90
0002 AR02	Cost Analyst – Level II	HR	\$71.01	\$73.49	\$76.07	\$78.73	\$81.48	\$84.34	\$87.29	\$90.34	\$93.50	\$96.77
0002 AS00	Data Entry Clerk	HR	\$45.72	\$47.32	\$48.97	\$50.69	\$52.46	\$54.30	\$56.20	\$58.16	\$60.20	\$62.31
0002 AT00	Data Security Specialist	HR	\$74.31	\$76.91	\$79.60	\$82.38	\$85.27	\$88.25	\$91.34	\$94.54	\$97.85	\$101.28
0002 AU00	Data Standardization Specialist	HR	\$69.98	\$72.43	\$74.97	\$77.59	\$80.31	\$83.12	\$86.03	\$89.04	\$92.16	\$95.39
0002 AV00	Database Administrator	HR	\$69.98	\$72.43	\$74.97	\$77.59	\$80.31	\$83.12	\$86.03	\$89.04	\$92.16	\$95.39
0002 AW01	Database Management Specialist – Level I	HR	\$38.07	\$39.40	\$40.78	\$42.21	\$43.69	\$45.22	\$46.80	\$48.44	\$50.13	\$51.88
0002 AW02	Database Management Specialist – Level II	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49
0002 AW03	Database Management Specialist – Level III	HR	\$97.36	\$100.77	\$104.30	\$107.95	\$111.73	\$115.64	\$119.69	\$123.87	\$128.21	\$132.70
0002 AX01	Database Specialist – Level I	HR	\$65.40	\$67.69	\$70.06	\$72.52	\$75.05	\$77.68	\$80.40	\$83.21	\$86.13	\$89.15
0002 AX02	Database Specialist – Level II	HR	\$70.16	\$72.15	\$74.06	\$76.19	\$78.38	\$80.63	\$82.94	\$85.33	\$87.78	\$90.30
0002 AX03	Database Specialist – Level III	HR	\$90.98	\$93.58	\$96.05	\$98.82	\$101.66	\$104.59	\$107.60	\$110.70	\$113.89	\$117.17
0002 AY00	Data Warehousing Administrator	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 AZ00	Data Warehouse Analyst	HR	\$53.52	\$55.39	\$57.33	\$59.34	\$61.42	\$63.57	\$65.79	\$68.09	\$70.48	\$72.95
0002 BA00	Data Warehouse Programmer	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49
0002 BB00	Disaster Recovery Specialist	HR	\$90.98	\$93.58	\$96.05	\$98.82	\$101.66	\$104.59	\$107.60	\$110.70	\$113.89	\$117.17
0002 BC01	Document Control Specialist – Level I	HR	\$36.91	\$38.20	\$39.54	\$40.92	\$42.36	\$43.84	\$45.37	\$46.96	\$48.61	\$50.32
0002 BC02	Document Control Specialist – Level II	HR	\$41.62	\$43.08	\$44.59	\$46.15	\$47.76	\$49.44	\$51.17	\$52.96	\$54.81	\$56.72
0002 BC03	Document Control Specialist – Level III	HR	\$49.52	\$51.26	\$53.05	\$54.91	\$56.83	\$58.82	\$60.88	\$63.01	\$65.21	\$67.49
0002 BD01	Document Support Specialist – Level I	HR	\$36.91	\$38.20	\$39.54	\$40.92	\$42.36	\$43.84	\$45.37	\$46.96	\$48.61	\$50.32
0002 BD02	Document Support Specialist – Level II	HR	\$45.56	\$47.15	\$48.80	\$50.51	\$52.28	\$54.11	\$56.00	\$57.96	\$59.99	\$62.09

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 BE00	Duplicating Machine Operator	HR	\$36.91	\$38.20	\$39.54	\$40.92	\$42.36	\$43.84	\$45.37	\$46.96	\$48.61	\$50.32
0002 BF00	Electronic Data Interchange (EDI) Specialist	HR	\$58.81	\$60.87	\$63.00	\$65.21	\$67.49	\$69.85	\$72.30	\$74.83	\$77.45	\$80.16
0002 BG00	Electronic Meeting Technographer	HR	\$36.91	\$38.20	\$39.54	\$40.92	\$42.36	\$43.84	\$45.37	\$46.96	\$48.61	\$50.32
0002 BH00	Enterprise Resource Planning (ERP) Specialist	HR	\$90.98	\$93.58	\$96.05	\$98.82	\$101.66	\$104.59	\$107.60	\$110.70	\$113.89	\$117.17
0002 BI00	Facilitator	HR	\$115.49	\$119.54	\$123.72	\$128.05	\$132.53	\$137.17	\$141.97	\$146.94	\$152.08	\$157.40
0002 BJ00	Financial Analyst – IT	HR	\$69.98	\$72.43	\$74.97	\$77.59	\$80.31	\$83.12	\$86.03	\$89.04	\$92.16	\$95.39
0002 BK01	Functional Analyst – Level I	HR	\$50.64	\$52.42	\$54.25	\$56.15	\$58.11	\$60.15	\$62.25	\$64.43	\$66.69	\$69.03
0002 BK02	Functional Analyst – Level II	HR	\$175.22	\$179.91	\$184.52	\$189.13	\$193.87	\$198.72	\$203.69	\$208.79	\$214.02	\$219.38
0002 BL01	General Clerk – Level I	HR	\$36.91	\$38.20	\$39.54	\$40.92	\$42.36	\$43.84	\$45.37	\$46.96	\$48.61	\$50.32
0002 BL02	General Clerk – Level II	HR	\$45.56	\$47.15	\$48.80	\$50.51	\$52.28	\$54.11	\$56.00	\$57.96	\$59.99	\$62.09
0002 BL03	General Clerk – Level III	HR	\$67.71	\$70.08	\$72.53	\$75.07	\$77.69	\$80.41	\$83.23	\$86.14	\$89.16	\$92.29
0002 BM00	Geographic Information System (GIS) Specialist	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 BN00	Graphical User Interface Designer	HR	\$69.98	\$72.43	\$74.97	\$77.59	\$80.31	\$83.12	\$86.03	\$89.04	\$92.16	\$95.39
0002 BO00	Graphics Specialist	HR	\$46.39	\$48.01	\$49.69	\$51.43	\$53.23	\$55.09	\$57.02	\$59.02	\$61.08	\$63.21
0002 BP00	Hardware Draftsman	HR	\$105.64	\$109.34	\$113.17	\$117.13	\$121.23	\$125.47	\$129.86	\$134.41	\$139.11	\$143.97
0002 BQ01	Hardware Installation Technician – Level I	HR	\$39.69	\$41.08	\$42.52	\$44.00	\$45.54	\$47.14	\$48.79	\$50.50	\$52.26	\$54.08
0002 BQ02	Hardware Installation Technician – Level II	HR	\$47.23	\$48.88	\$50.59	\$52.36	\$54.19	\$56.09	\$58.05	\$60.09	\$62.19	\$64.36
0002 BR00	Hardware Specialist – Information Technology	HR	\$57.61	\$59.63	\$61.71	\$63.87	\$66.11	\$68.42	\$70.82	\$73.29	\$75.86	\$78.52
0002 BS00	Help Desk Manager	HR	\$78.60	\$81.35	\$84.20	\$87.15	\$90.20	\$93.35	\$96.62	\$100.00	\$103.50	\$107.12
0002 BT00	Help Desk Specialist	HR	\$38.16	\$39.49	\$40.88	\$42.31	\$43.79	\$45.32	\$46.91	\$48.55	\$50.25	\$52.01
0002 BU01	Imaging Specialist/Technician – Level I	HR	\$48.66	\$50.36	\$52.13	\$53.95	\$55.84	\$57.79	\$59.81	\$61.91	\$64.08	\$66.33
0002 BU02	Imaging Specialist/Technician – Level II	HR	\$78.70	\$81.46	\$84.31	\$87.26	\$90.31	\$93.47	\$96.74	\$100.13	\$103.64	\$107.27
0002 BU03	Imaging Specialist/Technician – Level III	HR	\$72.18	\$74.71	\$77.32	\$80.03	\$82.83	\$85.73	\$88.73	\$91.83	\$95.05	\$98.38
0002 BV00	Informatic Specialist/Bioinformatician	HR	\$84.84	\$87.27	\$89.58	\$92.16	\$94.81	\$97.55	\$100.35	\$103.25	\$106.22	\$109.28
0002 BW01	Information Engineer – Level I	HR	\$74.31	\$76.91	\$79.60	\$82.38	\$85.27	\$88.25	\$91.34	\$94.54	\$97.85	\$101.28
0002 BW02	Information Engineer – Level II	HR	\$108.56	\$111.65	\$114.62	\$117.92	\$121.32	\$124.82	\$128.41	\$132.12	\$135.94	\$139.87
0002 BX00	Information Resource Management Analyst	HR	\$72.61	\$75.15	\$77.78	\$80.50	\$83.32	\$86.24	\$89.25	\$92.38	\$95.61	\$98.95
0002 BY00	Information Systems Training Specialist	HR	\$66.53	\$68.86	\$71.27	\$73.76	\$76.35	\$79.02	\$81.78	\$84.65	\$87.61	\$90.67
0002 BZ00	IT Policy/Legislative Specialist	HR	\$84.84	\$87.27	\$89.58	\$92.16	\$94.81	\$97.55	\$100.35	\$103.25	\$106.22	\$109.28
0002 CA00	IT Strategic/Capital Planner	HR	\$113.17	\$116.73	\$119.53	\$122.97	\$126.51	\$130.16	\$133.91	\$137.78	\$141.76	\$145.85
0002 CB00	Knowledge Management Specialist	HR	\$64.91	\$67.18	\$69.53	\$71.96	\$74.48	\$77.09	\$79.79	\$82.58	\$85.47	\$88.46
0002 CC00	Librarian	HR	\$57.11	\$59.11	\$61.17	\$63.32	\$65.53	\$67.83	\$70.20	\$72.66	\$75.20	\$77.83
0002 CD00	Librarian Technician	HR	\$35.74	\$36.99	\$38.28	\$39.62	\$41.01	\$42.44	\$43.93	\$45.47	\$47.06	\$48.71
0002 CE00	Medical Billing/Account Management Specialist	HR	\$60.34	\$62.45	\$64.63	\$66.90	\$69.24	\$71.66	\$74.17	\$76.76	\$79.45	\$82.23
0002 CF00	Modeling and Simulation Specialist	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49
0002 CG00	Network Administrator	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 CH00	Network Draftsman	HR	\$40.22	\$41.63	\$43.09	\$44.60	\$46.16	\$47.77	\$49.45	\$51.18	\$52.97	\$54.82
0002 CI01	Network Installation Technician – Level I	HR	\$59.28	\$61.36	\$63.50	\$65.73	\$68.03	\$70.41	\$72.87	\$75.42	\$78.06	\$80.79
0002 CI02	Network Installation Technician – Level II	HR	\$69.98	\$72.43	\$74.97	\$77.59	\$80.31	\$83.12	\$86.03	\$89.04	\$92.16	\$95.39
0002 CJ00	Network Support Technician	HR	\$69.98	\$72.43	\$74.97	\$77.59	\$80.31	\$83.12	\$86.03	\$89.04	\$92.16	\$95.39
0002 CK00	Operations Manager	HR	\$90.98	\$93.58	\$96.05	\$98.82	\$101.66	\$104.59	\$107.60	\$110.70	\$113.89	\$117.17
0002 CL00	Procurement Product Specialist	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 CM00	Program Administration Specialist	HR	\$51.17	\$52.96	\$54.82	\$56.74	\$58.72	\$60.78	\$62.91	\$65.11	\$67.39	\$69.75
0002 CN00	Program Analyst	HR	\$53.49	\$55.36	\$57.30	\$59.31	\$61.38	\$63.53	\$65.75	\$68.06	\$70.44	\$72.90
0002 CO00	Program Manager	HR	\$170.17	\$174.70	\$179.17	\$183.26	\$187.70	\$192.99	\$197.83	\$202.79	\$207.87	\$213.08
0002 CP00	Project Control Specialist	HR	\$69.09	\$71.51	\$74.01	\$76.60	\$79.28	\$82.06	\$84.93	\$87.90	\$90.98	\$94.17
0002 CQ00	Project Leader	HR	\$98.18	\$101.61	\$105.17	\$108.85	\$112.66	\$116.60	\$120.68	\$124.91	\$129.28	\$133.80
0002 CR01	Project Manager – Level I	HR	\$85.74	\$88.74	\$91.85	\$95.06	\$98.39	\$101.83	\$105.40	\$109.09	\$112.90	\$116.84
0002 CR02	Project Manager – Level II	HR	\$108.56	\$111.65	\$114.62	\$117.92	\$121.32	\$124.82	\$128.41	\$132.12	\$135.94	\$139.87
0002 CR03	Project Manager – Level III	HR	\$172.11	\$176.71	\$181.24	\$185.77	\$190.42	\$195.19	\$200.08	\$205.08	\$210.22	\$215.49

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 CS00	Public Health Analyst	HR	\$84.84	\$87.27	\$89.58	\$92.16	\$94.81	\$97.55	\$100.35	\$103.25	\$106.22	\$109.28
0002 CT00	Quality Assurance Analyst	HR	\$86.77	\$89.81	\$92.95	\$96.21	\$99.58	\$103.06	\$106.67	\$110.40	\$114.26	\$118.25
0002 CU00	Quality Assurance Manager	HR	\$90.11	\$93.26	\$96.52	\$99.90	\$103.40	\$107.02	\$110.76	\$114.64	\$118.65	\$122.80
0002 CV00	Quality Assurance Specialist	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 CW00	Records Management Specialist	HR	\$45.56	\$47.15	\$48.80	\$50.51	\$52.28	\$54.11	\$56.00	\$57.96	\$59.99	\$62.09
0002 CX00	Scanner Operator	HR	\$36.91	\$38.20	\$39.54	\$40.92	\$42.36	\$43.84	\$45.37	\$46.96	\$48.61	\$50.32
0002 CY00	Scientific Data Analyst	HR	\$53.52	\$55.39	\$57.33	\$59.34	\$61.42	\$63.57	\$65.79	\$68.09	\$70.48	\$72.95
0002 CZ01	Subject Matter Expert – Level I	HR	\$89.03	\$91.84	\$94.03	\$96.73	\$99.52	\$102.38	\$105.33	\$108.36	\$111.49	\$114.71
0002 CZ02	Subject Matter Expert – Level II	HR	\$106.11	\$109.82	\$113.66	\$117.64	\$121.76	\$126.02	\$130.43	\$135.00	\$139.72	\$144.61
0002 CZ03	Subject Matter Expert – Level III	HR	\$172.11	\$176.71	\$181.24	\$185.77	\$190.42	\$195.19	\$200.08	\$205.08	\$210.22	\$215.49
0002 DA01	System Administrator – Level I	HR	\$62.15	\$63.92	\$65.60	\$67.50	\$69.43	\$71.42	\$73.47	\$75.58	\$77.76	\$80.00
0002 DA02	System Administrator – Level II	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49
0002 DA03	System Administrator – Level III	HR	\$90.98	\$93.58	\$96.05	\$98.82	\$101.66	\$104.59	\$107.60	\$110.70	\$113.89	\$117.17
0002 DB01	Systems Architect – Level I	HR	\$97.36	\$100.77	\$104.30	\$107.95	\$111.73	\$115.64	\$119.69	\$123.87	\$128.21	\$132.70
0002 DB02	Systems Architect – Level II	HR	\$113.87	\$117.86	\$121.98	\$126.25	\$130.67	\$135.25	\$139.98	\$144.88	\$149.95	\$155.20
0002 DC01	Systems Engineer – Level I	HR	\$62.15	\$63.92	\$65.60	\$67.50	\$69.43	\$71.42	\$73.47	\$75.58	\$77.76	\$80.00
0002 DC02	Systems Engineer – Level II	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 DC03	Systems Engineer – Level III	HR	\$172.11	\$176.71	\$181.24	\$185.77	\$190.42	\$195.19	\$200.08	\$205.08	\$210.22	\$215.49
0002 DD00	System Operator	HR	\$59.28	\$61.36	\$63.50	\$65.73	\$68.03	\$70.41	\$72.87	\$75.42	\$78.06	\$80.79
0002 DE00	System Programmer	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 DF01	Technical Writer/Editor – Level I	HR	\$34.41	\$35.61	\$36.86	\$38.15	\$39.48	\$40.86	\$42.29	\$43.77	\$45.31	\$46.90
0002 DF02	Technical Writer/Editor – Level II	HR	\$41.62	\$43.08	\$44.59	\$46.15	\$47.76	\$49.44	\$51.17	\$52.96	\$54.81	\$56.72
0002 DF03	Technical Writer/Editor – Level III	HR	\$49.52	\$51.26	\$53.05	\$54.91	\$56.83	\$58.82	\$60.88	\$63.01	\$65.21	\$67.49
0002 DG01	Telecommunications Engineer – Level I	HR	\$47.23	\$48.88	\$50.59	\$52.36	\$54.19	\$56.09	\$58.05	\$60.09	\$62.19	\$64.36
0002 DG02	Telecommunications Engineer - Level II	HR	\$57.61	\$59.63	\$61.71	\$63.87	\$66.11	\$68.42	\$70.82	\$73.29	\$75.86	\$78.52
0002 DH01	Telecommunications Specialist – Level I	HR	\$59.28	\$61.36	\$63.50	\$65.73	\$68.03	\$70.41	\$72.87	\$75.42	\$78.06	\$80.79
0002 DH02	Telecommunications Specialist - Level II	HR	\$74.61	\$76.74	\$78.76	\$81.03	\$83.36	\$85.76	\$88.22	\$90.76	\$93.37	\$96.06
0002 DI00	Test Engineer	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49
0002 DJ00	Training Manager	HR	\$85.74	\$88.74	\$91.85	\$95.06	\$98.39	\$101.83	\$105.40	\$109.09	\$112.90	\$116.84
0002 DK01	Training Specialist – Level I	HR	\$48.77	\$50.48	\$52.25	\$54.08	\$55.97	\$57.93	\$59.95	\$62.05	\$64.23	\$66.49
0002 DK02	Training Specialist – Level II	HR	\$58.81	\$60.87	\$63.00	\$65.21	\$67.49	\$69.85	\$72.30	\$74.83	\$77.45	\$80.16
0002 DL00	Web Content Administrator	HR	\$63.05	\$65.26	\$67.54	\$69.90	\$72.35	\$74.88	\$77.50	\$80.22	\$83.02	\$85.92
0002 DM00	Web Designer	HR	\$68.68	\$71.09	\$73.58	\$76.15	\$78.82	\$81.58	\$84.43	\$87.39	\$90.44	\$93.60
0002 DN00	Web Project Manager	HR	\$94.80	\$97.50	\$100.09	\$102.97	\$105.94	\$108.99	\$112.13	\$115.37	\$118.69	\$122.11
0002 DO00	Web Software Developer	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49
0002 DP00	Webmaster	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49
0002 DQ00	Wide Area Network Administrator	HR	\$82.54	\$85.43	\$88.42	\$91.51	\$94.72	\$98.03	\$101.46	\$105.02	\$108.69	\$112.49

\* Labor rates per year reflect our forward pricing rate proposal and provisional billing rates. The escalation percentage is an average of the labor rates per year.