

**CIO-SP3 Small Business - Contractor Site Hourly Rate**

| ITEM      | DESCRIPTION                                       | U/M | Contract Year |              |              |              |              |              |              |              |              |              |
|-----------|---|-----|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|           |   |     | 1             | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           |
|           | <b>Escalation rate</b>                            |     |               | <b>2.40%</b> | <b>2.75%</b> | <b>3.10%</b> | <b>3.60%</b> | <b>3.60%</b> | <b>3.60%</b> | <b>4.00%</b> | <b>4.00%</b> | <b>4.00%</b> |
| 0001 AA01 | Administrative Assistant – Level I                | HR  | \$39.10       | \$40.04      | \$41.14      | \$42.41      | \$43.94      | \$45.52      | \$47.16      | \$49.05      | \$51.01      | \$53.05      |
| 0001 AA02 | Administrative Assistant – Level II               | HR  | \$54.05       | \$55.35      | \$56.87      | \$58.63      | \$60.74      | \$62.93      | \$65.20      | \$67.80      | \$70.52      | \$73.34      |
| 0001 AB01 | Application Engineer – Level I                    | HR  | \$97.83       | \$100.18     | \$102.93     | \$106.12     | \$109.94     | \$113.90     | \$118.00     | \$122.72     | \$127.63     | \$132.74     |
| 0001 AB02 | Application Engineer – Level II                   | HR  | \$122.55      | \$125.49     | \$128.94     | \$132.94     | \$137.73     | \$142.68     | \$147.82     | \$153.73     | \$159.88     | \$166.28     |
| 0001 AC01 | Application Programmer – Level I                  | HR  | \$86.25       | \$88.32      | \$90.75      | \$93.56      | \$96.93      | \$100.42     | \$104.03     | \$108.20     | \$112.52     | \$117.03     |
| 0001 AC02 | Application Programmer – Level II                 | HR  | \$99.98       | \$102.38     | \$105.19     | \$108.46     | \$112.36     | \$116.41     | \$120.60     | \$125.42     | \$130.44     | \$135.65     |
| 0001 AC03 | Applications Programmer – Level III               | HR  | \$151.44      | \$155.07     | \$159.34     | \$164.28     | \$170.19     | \$176.32     | \$182.67     | \$189.97     | \$197.57     | \$205.48     |
| 0001 AD00 | Application Systems Analyst                       | HR  | \$118.56      | \$121.41     | \$124.74     | \$128.61     | \$133.24     | \$138.04     | \$143.01     | \$148.73     | \$154.68     | \$160.86     |
| 0001 AE00 | Biostatistician                                   | HR  | \$92.00       | \$94.21      | \$96.80      | \$99.80      | \$103.39     | \$107.11     | \$110.97     | \$115.41     | \$120.03     | \$124.83     |
| 0001 AF01 | Business Analyst – Level I                        | HR  | \$79.88       | \$81.80      | \$84.05      | \$86.65      | \$89.77      | \$93.00      | \$96.35      | \$100.21     | \$104.21     | \$108.38     |
| 0001 AF02 | Business Analyst – Level II                       | HR  | \$99.98       | \$102.38     | \$105.19     | \$108.46     | \$112.36     | \$116.41     | \$120.60     | \$125.42     | \$130.44     | \$135.65     |
| 0001 AF03 | Business Analyst – Level III                      | HR  | \$124.20      | \$127.18     | \$130.68     | \$134.73     | \$139.58     | \$144.60     | \$149.81     | \$155.80     | \$162.03     | \$168.52     |
| 0001 AG01 | Business Process Reengineering                    | HR  | \$79.35       | \$81.25      | \$83.49      | \$86.08      | \$89.18      | \$92.39      | \$95.71      | \$99.54      | \$103.52     | \$107.66     |
| 0001 AG02 | Business Process Reengineering                    | HR  | \$133.30      | \$136.50     | \$140.25     | \$144.60     | \$149.81     | \$155.20     | \$160.79     | \$167.22     | \$173.91     | \$180.86     |
| 0001 AG03 | Business Process Reengineering                    | HR  | \$156.40      | \$160.15     | \$164.56     | \$169.66     | \$175.77     | \$182.09     | \$188.65     | \$196.20     | \$204.04     | \$212.21     |
| 0001 AH00 | Chief Information Security Officer                | HR  | \$180.55      | \$184.88     | \$189.97     | \$195.86     | \$202.91     | \$210.21     | \$217.78     | \$226.49     | \$235.55     | \$244.97     |
| 0001 AI00 | Communications Hardware Specialist                | HR  | \$80.50       | \$82.43      | \$84.70      | \$87.32      | \$90.47      | \$93.73      | \$97.10      | \$100.98     | \$105.02     | \$109.22     |
| 0001 AJ00 | Communications Network Manager                    | HR  | \$121.92      | \$124.85     | \$128.28     | \$132.26     | \$137.02     | \$141.95     | \$147.06     | \$152.94     | \$159.06     | \$165.42     |
| 0001 AK00 | Communications Software Specialist                | HR  | \$85.48       | \$87.53      | \$89.94      | \$92.73      | \$96.06      | \$99.52      | \$103.11     | \$107.23     | \$111.52     | \$115.98     |
| 0001 AL00 | Communications Specialist                         | HR  | \$92.00       | \$94.21      | \$96.80      | \$99.80      | \$103.39     | \$107.11     | \$110.97     | \$115.41     | \$120.03     | \$124.83     |
| 0001 AM00 | Computer Data Librarian                           | HR  | \$45.58       | \$46.67      | \$47.96      | \$49.44      | \$51.22      | \$53.07      | \$54.98      | \$57.18      | \$59.46      | \$61.84      |
| 0001 AN00 | Computer Scientist                                | HR  | \$138.42      | \$141.74     | \$145.64     | \$150.15     | \$155.56     | \$161.16     | \$166.96     | \$173.64     | \$180.59     | \$187.81     |
| 0001 AO01 | Computer Security System Specialist –             | HR  | \$80.50       | \$82.43      | \$84.70      | \$87.32      | \$90.47      | \$93.73      | \$97.10      | \$100.98     | \$105.02     | \$109.22     |
| 0001 AO02 | Computer Security System Specialist –<br>Level II | HR  | \$101.05      | \$103.48     | \$106.32     | \$109.62     | \$113.56     | \$117.65     | \$121.89     | \$126.76     | \$131.83     | \$137.11     |
| 0001 AO03 | Computer Security System Specialist –             | HR  | \$129.95      | \$133.07     | \$136.73     | \$140.97     | \$146.04     | \$151.30     | \$156.75     | \$163.02     | \$169.54     | \$176.32     |

| ITEM      | DESCRIPTION                                  | U/M | Contract Year |          |          |          |          |          |          |          |          |          |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|           |  |     | 1             | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| 0001 AP01 | Computer Systems Analyst – Level I           | HR  | \$80.50       | \$82.43  | \$84.70  | \$87.32  | \$90.47  | \$93.73  | \$97.10  | \$100.98 | \$105.02 | \$109.22 |
| 0001 AP02 | Computer Systems Analyst – Level II          | HR  | \$101.59      | \$104.03 | \$106.89 | \$110.20 | \$114.17 | \$118.28 | \$122.54 | \$127.44 | \$132.54 | \$137.84 |
| 0001 AP03 | Computer Systems Analyst – Level III         | HR  | \$129.95      | \$133.07 | \$136.73 | \$140.97 | \$146.04 | \$151.30 | \$156.75 | \$163.02 | \$169.54 | \$176.32 |
| 0001 AQ00 | Configuration Management Specialist          | HR  | \$96.87       | \$99.19  | \$101.92 | \$105.08 | \$108.87 | \$112.78 | \$116.84 | \$121.52 | \$126.38 | \$131.43 |
| 0001 AR01 | Cost Analyst – Level I                       | HR  | \$83.26       | \$85.26  | \$87.60  | \$90.32  | \$93.57  | \$96.94  | \$100.43 | \$104.45 | \$108.62 | \$112.97 |
| 0001 AR02 | Cost Analyst – Level II                      | HR  | \$92.45       | \$94.67  | \$97.27  | \$100.29 | \$103.90 | \$107.64 | \$111.51 | \$115.97 | \$120.61 | \$125.44 |
| 0001 AS00 | Data Entry Clerk                             | HR  | \$45.58       | \$46.67  | \$47.96  | \$49.44  | \$51.22  | \$53.07  | \$54.98  | \$57.18  | \$59.46  | \$61.84  |
| 0001 AT00 | Data Security Specialist                     | HR  | \$96.87       | \$99.19  | \$101.92 | \$105.08 | \$108.87 | \$112.78 | \$116.84 | \$121.52 | \$126.38 | \$131.43 |
| 0001 AU00 | Data Standardization Specialist              | HR  | \$75.66       | \$77.48  | \$79.61  | \$82.07  | \$85.03  | \$88.09  | \$91.26  | \$94.91  | \$98.71  | \$102.66 |
| 0001 AV00 | Database Administrator                       | HR  | \$97.75       | \$100.10 | \$102.85 | \$106.04 | \$109.85 | \$113.81 | \$117.91 | \$122.62 | \$127.53 | \$132.63 |
| 0001 AW01 | Database Management Specialist – Level I     | HR  | \$56.30       | \$57.65  | \$59.24  | \$61.07  | \$63.27  | \$65.55  | \$67.91  | \$70.63  | \$73.45  | \$76.39  |
| 0001 AW02 | Database Management Specialist – Level II    | HR  | \$112.40      | \$115.10 | \$118.26 | \$121.93 | \$126.32 | \$130.87 | \$135.58 | \$141.00 | \$146.64 | \$152.51 |
| 0001 AW03 | Database Management Specialist – Level III   | HR  | \$133.01      | \$136.20 | \$139.95 | \$144.29 | \$149.48 | \$154.86 | \$160.44 | \$166.85 | \$173.53 | \$180.47 |
| 0001 AX01 | Database Specialist – Level I                | HR  | \$67.86       | \$69.49  | \$71.40  | \$73.61  | \$76.26  | \$79.01  | \$81.85  | \$85.13  | \$88.53  | \$92.07  |
| 0001 AX02 | Database Specialist – Level II               | HR  | \$87.08       | \$89.17  | \$91.62  | \$94.46  | \$97.86  | \$101.39 | \$105.04 | \$109.24 | \$113.61 | \$118.15 |
| 0001 AX03 | Database Specialist – Level III              | HR  | \$108.86      | \$111.47 | \$114.54 | \$118.09 | \$122.34 | \$126.74 | \$131.31 | \$136.56 | \$142.02 | \$147.70 |
| 0001 AY00 | Data Warehousing Administrator               | HR  | \$57.97       | \$59.36  | \$60.99  | \$62.88  | \$65.15  | \$67.49  | \$69.92  | \$72.72  | \$75.63  | \$78.65  |
| 0001 AZ00 | Data Warehouse Analyst                       | HR  | \$96.87       | \$99.19  | \$101.92 | \$105.08 | \$108.87 | \$112.78 | \$116.84 | \$121.52 | \$126.38 | \$131.43 |
| 0001 BA00 | Data Warehouse Programmer                    | HR  | \$96.87       | \$99.19  | \$101.92 | \$105.08 | \$108.87 | \$112.78 | \$116.84 | \$121.52 | \$126.38 | \$131.43 |
| 0001 BB00 | Disaster Recovery Specialist                 | HR  | \$134.55      | \$137.78 | \$141.57 | \$145.96 | \$151.21 | \$156.65 | \$162.29 | \$168.79 | \$175.54 | \$182.56 |
| 0001 BC01 | Document Control Specialist – Level I        | HR  | \$44.85       | \$45.93  | \$47.19  | \$48.65  | \$50.40  | \$52.22  | \$54.10  | \$56.26  | \$58.51  | \$60.85  |
| 0001 BC02 | Document Control Specialist - Level II       | HR  | \$56.35       | \$57.70  | \$59.29  | \$61.13  | \$63.33  | \$65.61  | \$67.97  | \$70.69  | \$73.52  | \$76.46  |
| 0001 BC03 | Document Control Specialist – Level III      | HR  | \$63.25       | \$64.77  | \$66.55  | \$68.61  | \$71.08  | \$73.64  | \$76.29  | \$79.34  | \$82.52  | \$85.82  |
| 0001 BD01 | Document Support Specialist – Level I        | HR  | \$56.35       | \$57.70  | \$59.29  | \$61.13  | \$63.33  | \$65.61  | \$67.97  | \$70.69  | \$73.52  | \$76.46  |
| 0001 BD02 | Document Support Specialist – Level II       | HR  | \$67.85       | \$69.48  | \$71.39  | \$73.60  | \$76.25  | \$79.00  | \$81.84  | \$85.11  | \$88.52  | \$92.06  |
| 0001 BE00 | Duplicating Machine Operator                 | HR  | \$46.00       | \$47.10  | \$48.40  | \$49.90  | \$51.70  | \$53.56  | \$55.49  | \$57.70  | \$60.01  | \$62.41  |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR  | \$80.50       | \$82.43  | \$84.70  | \$87.32  | \$90.47  | \$93.73  | \$97.10  | \$100.98 | \$105.02 | \$109.22 |
| 0001 BG00 | Electronic Meeting Technographer             | HR  | \$51.20       | \$52.43  | \$53.87  | \$55.54  | \$57.54  | \$59.61  | \$61.76  | \$64.23  | \$66.80  | \$69.47  |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|           |  |     | 1             | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist  | HR  | \$114.48      | \$117.23 | \$120.45 | \$124.19 | \$128.66 | \$133.29 | \$138.09 | \$143.61 | \$149.35 | \$155.33 |
| 0001 BI00 | Facilitator                                    | HR  | \$104.08      | \$106.58 | \$109.51 | \$112.90 | \$116.97 | \$121.18 | \$125.54 | \$130.56 | \$135.79 | \$141.22 |
| 0001 BJ00 | Financial Analyst – IT                         | HR  | \$104.08      | \$106.58 | \$109.51 | \$112.90 | \$116.97 | \$121.18 | \$125.54 | \$130.56 | \$135.79 | \$141.22 |
| 0001 BK01 | Functional Analyst – Level I                   | HR  | \$78.06       | \$79.93  | \$82.13  | \$84.68  | \$87.73  | \$90.88  | \$94.16  | \$97.92  | \$101.84 | \$105.91 |
| 0001 BK02 | Functional Analyst – Level II                  | HR  | \$114.48      | \$117.23 | \$120.45 | \$124.19 | \$128.66 | \$133.29 | \$138.09 | \$143.61 | \$149.35 | \$155.33 |
| 0001 BL01 | General Clerk – Level I                        | HR  | \$28.75       | \$29.44  | \$30.25  | \$31.19  | \$32.31  | \$33.47  | \$34.68  | \$36.07  | \$37.51  | \$39.01  |
| 0001 BL02 | General Clerk – Level II                       | HR  | \$40.25       | \$41.22  | \$42.35  | \$43.66  | \$45.23  | \$46.86  | \$48.55  | \$50.49  | \$52.51  | \$54.61  |
| 0001 BL03 | General Clerk – Level III                      | HR  | \$51.75       | \$52.99  | \$54.45  | \$56.14  | \$58.16  | \$60.25  | \$62.42  | \$64.92  | \$67.51  | \$70.22  |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR  | \$88.36       | \$90.48  | \$92.97  | \$95.85  | \$99.30  | \$102.88 | \$106.58 | \$110.84 | \$115.28 | \$119.89 |
| 0001 BN00 | Graphical User Interface Designer              | HR  | \$86.90       | \$88.99  | \$91.43  | \$94.27  | \$97.66  | \$101.18 | \$104.82 | \$109.01 | \$113.37 | \$117.91 |
| 0001 BO00 | Graphics Specialist                            | HR  | \$78.68       | \$80.57  | \$82.78  | \$85.35  | \$88.42  | \$91.61  | \$94.90  | \$98.70  | \$102.65 | \$106.75 |
| 0001 BP00 | Hardware Draftsman                             | HR  | \$97.75       | \$100.10 | \$102.85 | \$106.04 | \$109.85 | \$113.81 | \$117.91 | \$122.62 | \$127.53 | \$132.63 |
| 0001 BQ01 | Hardware Installation Technician – Level I     | HR  | \$67.65       | \$69.27  | \$71.18  | \$73.39  | \$76.03  | \$78.76  | \$81.60  | \$84.86  | \$88.26  | \$91.79  |
| 0001 BQ02 | Hardware Installation Technician – Level II    | HR  | \$74.18       | \$75.96  | \$78.05  | \$80.47  | \$83.37  | \$86.37  | \$89.48  | \$93.06  | \$96.78  | \$100.65 |
| 0001 BR00 | Hardware Specialist – Information              | HR  | \$63.07       | \$64.58  | \$66.36  | \$68.42  | \$70.88  | \$73.43  | \$76.08  | \$79.12  | \$82.28  | \$85.57  |
| 0001 BS00 | Help Desk Manager                              | HR  | \$96.87       | \$99.19  | \$101.92 | \$105.08 | \$108.87 | \$112.78 | \$116.84 | \$121.52 | \$126.38 | \$131.43 |
| 0001 BT00 | Help Desk Specialist                           | HR  | \$57.50       | \$58.88  | \$60.50  | \$62.37  | \$64.62  | \$66.95  | \$69.36  | \$72.13  | \$75.02  | \$78.02  |
| 0001 BU01 | Imaging Specialist/Technician – Level I        | HR  | \$34.50       | \$35.33  | \$36.30  | \$37.42  | \$38.77  | \$40.17  | \$41.61  | \$43.28  | \$45.01  | \$46.81  |
| 0001 BU02 | Imaging Specialist/Technician – Level II       | HR  | \$53.75       | \$55.04  | \$56.55  | \$58.31  | \$60.41  | \$62.58  | \$64.83  | \$67.43  | \$70.12  | \$72.93  |
| 0001 BU03 | Imaging Specialist/Technician – Level III      | HR  | \$74.75       | \$76.54  | \$78.65  | \$81.09  | \$84.01  | \$87.03  | \$90.16  | \$93.77  | \$97.52  | \$101.42 |
| 0001 BV00 | Informatic Specialist/Bioinformatician         | HR  | \$184.00      | \$188.42 | \$193.60 | \$199.60 | \$206.78 | \$214.23 | \$221.94 | \$230.82 | \$240.05 | \$249.65 |
| 0001 BW01 | Information Engineer – Level I                 | HR  | \$113.96      | \$116.70 | \$119.90 | \$123.62 | \$128.07 | \$132.68 | \$137.46 | \$142.96 | \$148.68 | \$154.62 |
| 0001 BW02 | Information Engineer – Level II                | HR  | \$133.30      | \$136.50 | \$140.25 | \$144.60 | \$149.81 | \$155.20 | \$160.79 | \$167.22 | \$173.91 | \$180.86 |
| 0001 BX00 | Information Resource Management Analyst        | HR  | \$72.85       | \$74.60  | \$76.65  | \$79.03  | \$81.87  | \$84.82  | \$87.87  | \$91.39  | \$95.04  | \$98.84  |
| 0001 BY00 | Information Systems Training Specialist        | HR  | \$87.76       | \$89.87  | \$92.34  | \$95.20  | \$98.63  | \$102.18 | \$105.86 | \$110.09 | \$114.49 | \$119.07 |
| 0001 BZ00 | IT Policy/Legislative Specialist               | HR  | \$123.05      | \$126.00 | \$129.47 | \$133.48 | \$138.29 | \$143.27 | \$148.42 | \$154.36 | \$160.53 | \$166.96 |

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|           |   |     | 1             | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| 0001 CA00 | IT Strategic/Capital Planner                  | HR  | \$152.68      | \$156.34 | \$160.64 | \$165.62 | \$171.59 | \$177.76 | \$184.16 | \$191.53 | \$199.19 | \$207.16 |
| 0001 CB00 | Knowledge Management Specialist               | HR  | \$95.96       | \$98.26  | \$100.97 | \$104.10 | \$107.84 | \$111.72 | \$115.75 | \$120.38 | \$125.19 | \$130.20 |
| 0001 CC00 | Librarian                                     | HR  | \$104.08      | \$106.58 | \$109.51 | \$112.90 | \$116.97 | \$121.18 | \$125.54 | \$130.56 | \$135.79 | \$141.22 |
| 0001 CD00 | Librarian Technician                          | HR  | \$62.45       | \$63.95  | \$65.71  | \$67.74  | \$70.18  | \$72.71  | \$75.33  | \$78.34  | \$81.47  | \$84.73  |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR  | \$63.25       | \$64.77  | \$66.55  | \$68.61  | \$71.08  | \$73.64  | \$76.29  | \$79.34  | \$82.52  | \$85.82  |
| 0001 CF00 | Modeling and Simulation Specialist            | HR  | \$143.75      | \$147.20 | \$151.25 | \$155.94 | \$161.55 | \$167.37 | \$173.39 | \$180.33 | \$187.54 | \$195.04 |
| 0001 CG00 | Network Administrator                         | HR  | \$83.26       | \$85.26  | \$87.60  | \$90.32  | \$93.57  | \$96.94  | \$100.43 | \$104.45 | \$108.62 | \$112.97 |
| 0001 CH00 | Network Draftsman                             | HR  | \$97.75       | \$100.10 | \$102.85 | \$106.04 | \$109.85 | \$113.81 | \$117.91 | \$122.62 | \$127.53 | \$132.63 |
| 0001 CI01 | Network Installation Technician – Level I     | HR  | \$85.48       | \$87.53  | \$89.94  | \$92.73  | \$96.06  | \$99.52  | \$103.11 | \$107.23 | \$111.52 | \$115.98 |
| 0001 CI02 | Network Installation Technician – Level II    | HR  | \$99.98       | \$102.38 | \$105.19 | \$108.46 | \$112.36 | \$116.41 | \$120.60 | \$125.42 | \$130.44 | \$135.65 |
| 0001 CJ00 | Network Support Technician                    | HR  | \$70.15       | \$71.83  | \$73.81  | \$76.10  | \$78.84  | \$81.67  | \$84.62  | \$88.00  | \$91.52  | \$95.18  |
| 0001 CK00 | Operations Manager                            | HR  | \$109.25      | \$111.87 | \$114.95 | \$118.51 | \$122.78 | \$127.20 | \$131.78 | \$137.05 | \$142.53 | \$148.23 |
| 0001 CL00 | Procurement Product Specialist                | HR  | \$73.06       | \$74.81  | \$76.87  | \$79.25  | \$82.11  | \$85.06  | \$88.13  | \$91.65  | \$95.32  | \$99.13  |
| 0001 CM00 | Program Administration Specialist             | HR  | \$73.06       | \$74.81  | \$76.87  | \$79.25  | \$82.11  | \$85.06  | \$88.13  | \$91.65  | \$95.32  | \$99.13  |
| 0001 CN00 | Program Analyst                               | HR  | \$114.48      | \$117.23 | \$120.45 | \$124.19 | \$128.66 | \$133.29 | \$138.09 | \$143.61 | \$149.35 | \$155.33 |
| 0001 CO00 | Program Manager                               | HR  | \$171.72      | \$175.84 | \$180.68 | \$186.28 | \$192.98 | \$199.93 | \$207.13 | \$215.41 | \$224.03 | \$232.99 |
| 0001 CP00 | Project Control Specialist                    | HR  | \$104.08      | \$106.58 | \$109.51 | \$112.90 | \$116.97 | \$121.18 | \$125.54 | \$130.56 | \$135.79 | \$141.22 |
| 0001 CQ00 | Project Leader                                | HR  | \$114.48      | \$117.23 | \$120.45 | \$124.19 | \$128.66 | \$133.29 | \$138.09 | \$143.61 | \$149.35 | \$155.33 |
| 0001 CR01 | Project Manager – Level I                     | HR  | \$92.00       | \$94.21  | \$96.80  | \$99.80  | \$103.39 | \$107.11 | \$110.97 | \$115.41 | \$120.03 | \$124.83 |
| 0001 CR02 | Project Manager – Level II                    | HR  | \$118.25      | \$121.09 | \$124.42 | \$128.27 | \$132.89 | \$137.68 | \$142.63 | \$148.34 | \$154.27 | \$160.44 |
| 0001 CR03 | Project Manager – Level III                   | HR  | \$143.75      | \$147.20 | \$151.25 | \$155.94 | \$161.55 | \$167.37 | \$173.39 | \$180.33 | \$187.54 | \$195.04 |
| 0001 CS00 | Public Health Analyst                         | HR  | \$110.40      | \$113.05 | \$116.16 | \$119.76 | \$124.07 | \$128.54 | \$133.16 | \$138.49 | \$144.03 | \$149.79 |
| 0001 CT00 | Quality Assurance Analyst                     | HR  | \$91.17       | \$93.36  | \$95.93  | \$98.90  | \$102.46 | \$106.15 | \$109.97 | \$114.37 | \$118.94 | \$123.70 |
| 0001 CU00 | Quality Assurance Manager                     | HR  | \$114.48      | \$117.23 | \$120.45 | \$124.19 | \$128.66 | \$133.29 | \$138.09 | \$143.61 | \$149.35 | \$155.33 |
| 0001 CV00 | Quality Assurance Specialist                  | HR  | \$62.45       | \$63.95  | \$65.71  | \$67.74  | \$70.18  | \$72.71  | \$75.33  | \$78.34  | \$81.47  | \$84.73  |
| 0001 CW00 | Records Management Specialist                 | HR  | \$57.24       | \$58.61  | \$60.23  | \$62.09  | \$64.33  | \$66.64  | \$69.04  | \$71.80  | \$74.68  | \$77.66  |
| 0001 CX00 | Scanner Operator                              | HR  | \$51.75       | \$52.99  | \$54.45  | \$56.14  | \$58.16  | \$60.25  | \$62.42  | \$64.92  | \$67.51  | \$70.22  |
| 0001 CY00 | Scientific Data Analyst                       | HR  | \$108.10      | \$110.69 | \$113.74 | \$117.26 | \$121.49 | \$125.86 | \$130.39 | \$135.61 | \$141.03 | \$146.67 |

| ITEM      | DESCRIPTION                              | U/M | Contract Year |          |          |          |          |          |          |          |          |          |
|-----------|--|-----|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|           |  |     | 1             | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| 0001 CZ01 | Subject Matter Expert – Level I          | HR  | \$138.00      | \$141.31 | \$145.20 | \$149.70 | \$155.09 | \$160.67 | \$166.46 | \$173.11 | \$180.04 | \$187.24 |
| 0001 CZ02 | Subject Matter Expert – Level II         | HR  | \$195.50      | \$200.19 | \$205.70 | \$212.07 | \$219.71 | \$227.62 | \$235.81 | \$245.24 | \$255.05 | \$265.26 |
| 0001 CZ03 | Subject Matter Expert – Level III        | HR  | \$287.50      | \$294.40 | \$302.50 | \$311.87 | \$323.10 | \$334.73 | \$346.78 | \$360.65 | \$375.08 | \$390.08 |
| 0001 DA01 | System Administrator – Level I           | HR  | \$74.75       | \$76.54  | \$78.65  | \$81.09  | \$84.01  | \$87.03  | \$90.16  | \$93.77  | \$97.52  | \$101.42 |
| 0001 DA02 | System Administrator – Level II          | HR  | \$99.98       | \$102.38 | \$105.19 | \$108.46 | \$112.36 | \$116.41 | \$120.60 | \$125.42 | \$130.44 | \$135.65 |
| 0001 DA03 | System Administrator – Level III         | HR  | \$133.01      | \$136.20 | \$139.95 | \$144.29 | \$149.48 | \$154.86 | \$160.44 | \$166.85 | \$173.53 | \$180.47 |
| 0001 DB01 | Systems Architect – Level I              | HR  | \$119.69      | \$122.56 | \$125.93 | \$129.84 | \$134.51 | \$139.35 | \$144.37 | \$150.15 | \$156.15 | \$162.40 |
| 0001 DB02 | Systems Architect – Level II             | HR  | \$161.32      | \$165.19 | \$169.73 | \$175.00 | \$181.30 | \$187.82 | \$194.58 | \$202.37 | \$210.46 | \$218.88 |
| 0001 DC01 | Systems Engineer – Level I               | HR  | \$83.26       | \$85.26  | \$87.60  | \$90.32  | \$93.57  | \$96.94  | \$100.43 | \$104.45 | \$108.62 | \$112.97 |
| 0001 DC02 | Systems Engineer – Level II              | HR  | \$117.72      | \$120.55 | \$123.86 | \$127.70 | \$132.30 | \$137.06 | \$141.99 | \$147.67 | \$153.58 | \$159.72 |
| 0001 DC03 | Systems Engineer – Level III             | HR  | \$143.75      | \$147.20 | \$151.25 | \$155.94 | \$161.55 | \$167.37 | \$173.39 | \$180.33 | \$187.54 | \$195.04 |
| 0001 DD00 | System Operator                          | HR  | \$72.45       | \$74.19  | \$76.23  | \$78.59  | \$81.42  | \$84.35  | \$87.39  | \$90.88  | \$94.52  | \$98.30  |
| 0001 DE00 | System Programmer                        | HR  | \$95.54       | \$97.83  | \$100.52 | \$103.64 | \$107.37 | \$111.24 | \$115.24 | \$119.85 | \$124.64 | \$129.63 |
| 0001 DF01 | Technical Writer/Editor – Level I        | HR  | \$79.77       | \$81.68  | \$83.93  | \$86.53  | \$89.65  | \$92.88  | \$96.22  | \$100.07 | \$104.07 | \$108.23 |
| 0001 DF02 | Technical Writer/Editor – Level II       | HR  | \$95.54       | \$97.83  | \$100.52 | \$103.64 | \$107.37 | \$111.24 | \$115.24 | \$119.85 | \$124.64 | \$129.63 |
| 0001 DF03 | Technical Writer/Editor – Level III      | HR  | \$133.01      | \$136.20 | \$139.95 | \$144.29 | \$149.48 | \$154.86 | \$160.44 | \$166.85 | \$173.53 | \$180.47 |
| 0001 DG01 | Telecommunications Engineer – Level I    | HR  | \$108.27      | \$110.87 | \$113.92 | \$117.45 | \$121.68 | \$126.06 | \$130.60 | \$135.82 | \$141.25 | \$146.90 |
| 0001 DG02 | Telecommunications Engineer - Level II   | HR  | \$123.64      | \$126.61 | \$130.09 | \$134.12 | \$138.95 | \$143.95 | \$149.13 | \$155.10 | \$161.30 | \$167.76 |
| 0001 DH01 | Telecommunications Specialist – Level I  | HR  | \$85.48       | \$87.53  | \$89.94  | \$92.73  | \$96.06  | \$99.52  | \$103.11 | \$107.23 | \$111.52 | \$115.98 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR  | \$101.16      | \$103.59 | \$106.44 | \$109.74 | \$113.69 | \$117.78 | \$122.02 | \$126.90 | \$131.98 | \$137.26 |
| 0001 DI00 | Test Engineer                            | HR  | \$123.64      | \$126.61 | \$130.09 | \$134.12 | \$138.95 | \$143.95 | \$149.13 | \$155.10 | \$161.30 | \$167.76 |
| 0001 DJ00 | Training Manager                         | HR  | \$132.25      | \$135.42 | \$139.15 | \$143.46 | \$148.63 | \$153.98 | \$159.52 | \$165.90 | \$172.54 | \$179.44 |
| 0001 DK01 | Training Specialist – Level I            | HR  | \$87.76       | \$89.87  | \$92.34  | \$95.20  | \$98.63  | \$102.18 | \$105.86 | \$110.09 | \$114.49 | \$119.07 |
| 0001 DK02 | Training Specialist – Level II           | HR  | \$98.91       | \$101.28 | \$104.07 | \$107.30 | \$111.16 | \$115.16 | \$119.31 | \$124.08 | \$129.04 | \$134.20 |
| 0001 DL00 | Web Content Administrator                | HR  | \$79.77       | \$81.68  | \$83.93  | \$86.53  | \$89.65  | \$92.88  | \$96.22  | \$100.07 | \$104.07 | \$108.23 |
| 0001 DM00 | Web Designer                             | HR  | \$101.16      | \$103.59 | \$106.44 | \$109.74 | \$113.69 | \$117.78 | \$122.02 | \$126.90 | \$131.98 | \$137.26 |
| 0001 DN00 | Web Project Manager                      | HR  | \$121.92      | \$124.85 | \$128.28 | \$132.26 | \$137.02 | \$141.95 | \$147.06 | \$152.94 | \$159.06 | \$165.42 |
| 0001 DO00 | Web Software Developer                   | HR  | \$108.27      | \$110.87 | \$113.92 | \$117.45 | \$121.68 | \$126.06 | \$130.60 | \$135.82 | \$141.25 | \$146.90 |
| 0001 DP00 | Webmaster                                | HR  | \$86.38       | \$88.45  | \$90.89  | \$93.70  | \$97.08  | \$100.57 | \$104.19 | \$108.36 | \$112.69 | \$117.20 |

| ITEM      | DESCRIPTION                     | U/M | Contract Year |         |         |         |         |         |          |          |          |          |
|-----------|---------------------------------|-----|---------------|---------|---------|---------|---------|---------|----------|----------|----------|----------|
|           |                                 |     | 1             | 2       | 3       | 4       | 5       | 6       | 7        | 8        | 9        | 10       |
| 0001 DQ00 | Wide Area Network Administrator | HR  | \$84.30       | \$86.32 | \$88.70 | \$91.45 | \$94.74 | \$98.15 | \$101.68 | \$105.75 | \$109.98 | \$114.38 |