

Instructions: Please only input Labor Rate for Contract Year 1 only.
Please fill-in Escalation rate for Contract Years 2-10. Escalation rate is in percentage.

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	\$41.19	\$42.43	\$43.70	\$45.01	\$46.36	\$47.75	\$49.19	\$50.66	\$52.18	\$53.75
0002 AA02	Administrative Assistant – Level II	HR	\$47.31	\$48.73	\$50.19	\$51.70	\$53.25	\$54.85	\$56.49	\$58.19	\$59.93	\$61.73
0002 AB01	Application Engineer – Level I	HR	\$71.33	\$73.47	\$75.68	\$77.95	\$80.28	\$82.69	\$85.17	\$87.73	\$90.36	\$93.07
0002 AB02	Application Engineer – Level II	HR	\$97.15	\$100.07	\$103.07	\$106.16	\$109.35	\$112.63	\$116.01	\$119.49	\$123.07	\$126.76
0002 AC01	Application Programmer – Level I	HR	\$54.69	\$56.33	\$58.02	\$59.76	\$61.55	\$63.40	\$65.30	\$67.26	\$69.28	\$71.36
0002 AC02	Application Programmer – Level II	HR	\$81.87	\$84.33	\$86.86	\$89.46	\$92.15	\$94.91	\$97.76	\$100.69	\$103.71	\$106.82
0002 AC03	Applications Programmer – Level III	HR	\$92.34	\$95.11	\$97.97	\$100.90	\$103.93	\$107.05	\$110.26	\$113.57	\$116.98	\$120.49
0002 AD00	Application Systems Analyst	HR	\$80.43	\$82.84	\$85.32	\$87.88	\$90.52	\$93.24	\$96.03	\$98.91	\$101.88	\$104.94
0002 AE00	Biostatistician	HR	\$95.03	\$97.88	\$100.82	\$103.84	\$106.96	\$110.17	\$113.47	\$116.88	\$120.38	\$124.00
0002 AF01	Business Analyst – Level I	HR	\$72.45	\$74.62	\$76.86	\$79.16	\$81.54	\$83.98	\$86.50	\$89.10	\$91.77	\$94.53
0002 AF02	Business Analyst – Level II	HR	\$84.71	\$87.25	\$89.86	\$92.56	\$95.34	\$98.20	\$101.14	\$104.18	\$107.30	\$110.52
0002 AF03	Business Analyst – Level III	HR	\$101.16	\$104.19	\$107.32	\$110.54	\$113.85	\$117.27	\$120.79	\$124.41	\$128.14	\$131.99
0002 AG01	Business Process Reengineering Specialist – Level I	HR	\$79.53	\$81.91	\$84.37	\$86.90	\$89.51	\$92.19	\$94.96	\$97.81	\$100.74	\$103.76
0002 AG02	Business Process Reengineering Specialist – Level II	HR	\$92.78	\$95.57	\$98.43	\$101.39	\$104.43	\$107.56	\$110.79	\$114.11	\$117.53	\$121.06
0002 AG03	Business Process Reengineering Specialist – Level III	HR	\$130.26	\$134.17	\$138.20	\$142.34	\$146.61	\$151.01	\$155.54	\$160.21	\$165.01	\$169.96
0002 AH00	Chief Information Security Officer	HR	\$138.64	\$142.80	\$147.08	\$151.49	\$156.04	\$160.72	\$165.54	\$170.51	\$175.62	\$180.89
0002 AI00	Communications Hardware Specialist	HR	\$76.51	\$78.81	\$81.17	\$83.61	\$86.11	\$88.70	\$91.36	\$94.10	\$96.92	\$99.83
0002 AJ00	Communications Network Manager	HR	\$107.12	\$110.34	\$113.65	\$117.06	\$120.57	\$124.19	\$127.91	\$131.75	\$135.70	\$139.77
0002 AK00	Communications Software Specialist	HR	\$82.99	\$85.48	\$88.05	\$90.69	\$93.41	\$96.21	\$99.10	\$102.07	\$105.13	\$108.29
0002 AL00	Communications Specialist	HR	\$77.31	\$79.62	\$82.01	\$84.47	\$87.01	\$89.62	\$92.31	\$95.08	\$97.93	\$100.87
0002 AM00	Computer Data Librarian	HR	\$50.34	\$51.85	\$53.41	\$55.01	\$56.66	\$58.36	\$60.11	\$61.91	\$63.77	\$65.68
0002 AN00	Computer Scientist	HR	\$115.34	\$118.80	\$122.37	\$126.04	\$129.82	\$133.71	\$137.73	\$141.86	\$146.11	\$150.50
0002 AO01	Computer Security System Specialist – Level I	HR	\$72.20	\$74.36	\$76.59	\$78.89	\$81.26	\$83.69	\$86.21	\$88.79	\$91.46	\$94.20

**Instructions: Please only input Labor Rate for Contract Year 1 only.
Please fill-in Esculation rate for Contract Years 2-10. Esculation rate is in percentage.**

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	Esculation rate			3%	3%	3%	3%	3%	3%	3%	3%	3%
0002 AO02	Computer Security System Specialist – Level II	HR	\$91.96	\$94.72	\$97.56	\$100.49	\$103.50	\$106.61	\$109.81	\$113.10	\$116.49	\$119.99
0002 AO03	Computer Security System Specialist – Level III	HR	\$115.80	\$119.27	\$122.85	\$126.54	\$130.33	\$134.24	\$138.27	\$142.42	\$146.69	\$151.09
0002 AP01	Computer Systems Analyst – Level I	HR	\$68.85	\$70.91	\$73.04	\$75.23	\$77.49	\$79.81	\$82.21	\$84.68	\$87.22	\$89.83
0002 AP02	Computer Systems Analyst – Level II	HR	\$86.22	\$88.80	\$91.47	\$94.21	\$97.04	\$99.95	\$102.95	\$106.03	\$109.22	\$112.49
0002 AP03	Computer Systems Analyst – Level III	HR	\$103.58	\$106.69	\$109.89	\$113.19	\$116.58	\$120.08	\$123.68	\$127.39	\$131.22	\$135.15
0002 AQ00	Configuration Management Specialist	HR	\$79.24	\$81.62	\$84.07	\$86.59	\$89.19	\$91.87	\$94.62	\$97.46	\$100.38	\$103.40
0002 AR01	Cost Analyst – Level I	HR	\$58.65	\$60.41	\$62.22	\$64.09	\$66.01	\$67.99	\$70.03	\$72.13	\$74.29	\$76.52
0002 AR02	Cost Analyst – Level II	HR	\$71.22	\$73.36	\$75.56	\$77.83	\$80.16	\$82.57	\$85.05	\$87.60	\$90.22	\$92.93
0002 AS00	Data Entry Clerk	HR	\$32.86	\$33.84	\$34.86	\$35.90	\$36.98	\$38.09	\$39.23	\$40.41	\$41.62	\$42.87
0002 AT00	Data Security Specialist	HR	\$81.24	\$83.68	\$86.19	\$88.78	\$91.44	\$94.18	\$97.01	\$99.92	\$102.92	\$106.00
0002 AU00	Data Standardization Specialist	HR	\$74.95	\$77.20	\$79.51	\$81.90	\$84.36	\$86.89	\$89.49	\$92.18	\$94.94	\$97.79
0002 AV00	Database Administrator	HR	\$78.62	\$80.98	\$83.41	\$85.91	\$88.48	\$91.14	\$93.87	\$96.69	\$99.59	\$102.58
0002 AW01	Database Management Specialist – Level I	HR	\$67.36	\$69.38	\$71.46	\$73.61	\$75.82	\$78.09	\$80.43	\$82.85	\$85.33	\$87.89
0002 AW02	Database Management Specialist – Level II	HR	\$89.81	\$92.50	\$95.28	\$98.14	\$101.08	\$104.11	\$107.24	\$110.45	\$113.77	\$117.18
0002 AW03	Database Management Specialist – Level III	HR	\$105.56	\$108.72	\$111.98	\$115.34	\$118.80	\$122.37	\$126.04	\$129.82	\$133.71	\$137.73
0002 AX01	Database Specialist – Level I	HR	\$69.52	\$71.61	\$73.76	\$75.97	\$78.25	\$80.60	\$83.02	\$85.51	\$88.07	\$90.71
0002 AX02	Database Specialist – Level II	HR	\$86.97	\$89.58	\$92.27	\$95.04	\$97.89	\$100.82	\$103.85	\$106.96	\$110.17	\$113.48
0002 AX03	Database Specialist – Level III	HR	\$112.69	\$116.07	\$119.55	\$123.13	\$126.83	\$130.63	\$134.55	\$138.59	\$142.75	\$147.03
0002 AY00	Data Warehousing Administrator	HR	\$74.54	\$76.78	\$79.08	\$81.46	\$83.90	\$86.42	\$89.01	\$91.68	\$94.43	\$97.26
0002 AZ00	Data Warehouse Analyst	HR	\$82.10	\$84.56	\$87.10	\$89.71	\$92.40	\$95.18	\$98.03	\$100.97	\$104.00	\$107.12
0002 BA00	Data Warehouse Programmer	HR	\$90.93	\$93.66	\$96.47	\$99.36	\$102.34	\$105.41	\$108.58	\$111.83	\$115.19	\$118.64
0002 BB00	Disaster Recovery Specialist	HR	\$91.13	\$93.86	\$96.67	\$99.58	\$102.56	\$105.64	\$108.81	\$112.07	\$115.43	\$118.90
0002 BC01	Document Control Specialist – Level I	HR	\$46.94	\$48.35	\$49.80	\$51.30	\$52.84	\$54.42	\$56.05	\$57.73	\$59.47	\$61.25

**Instructions: Please only input Labor Rate for Contract Year 1 only.
 Please fill-in Esculation rate for Contract Years 2-10. Esculation rate is in percentage.**

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	Esculation rate			3%	3%	3%	3%	3%	3%	3%	3%	3%
0002 BC02	Document Control Specialist - Level II	HR	\$55.15	\$56.80	\$58.51	\$60.26	\$62.07	\$63.93	\$65.85	\$67.83	\$69.86	\$71.96
0002 BC03	Document Control Specialist – Level III	HR	\$66.18	\$68.17	\$70.22	\$72.32	\$74.49	\$76.73	\$79.03	\$81.40	\$83.84	\$86.36
0002 BD01	Document Support Specialist – Level I	HR	\$44.35	\$45.68	\$47.05	\$48.46	\$49.92	\$51.42	\$52.96	\$54.55	\$56.18	\$57.87
0002 BD02	Document Support Specialist – Level II	HR	\$53.55	\$55.15	\$56.81	\$58.51	\$60.27	\$62.07	\$63.94	\$65.86	\$67.83	\$69.87
0002 BE00	Duplicating Machine Operator	HR	\$40.67	\$41.89	\$43.15	\$44.44	\$45.78	\$47.15	\$48.57	\$50.02	\$51.52	\$53.07
0002 BF00	Electronic Data Interchange (EDI) Specialist	HR	\$54.23	\$55.86	\$57.54	\$59.26	\$61.04	\$62.87	\$64.76	\$66.70	\$68.70	\$70.76
0002 BG00	Electronic Meeting Technographer	HR	\$44.51	\$45.84	\$47.22	\$48.64	\$50.10	\$51.60	\$53.15	\$54.74	\$56.38	\$58.07
0002 BH00	Enterprise Resource Planning (ERP) Specialist	HR	\$78.42	\$80.77	\$83.20	\$85.69	\$88.26	\$90.91	\$93.64	\$96.45	\$99.34	\$102.32
0002 BI00	Facilitator	HR	\$52.96	\$54.55	\$56.19	\$57.88	\$59.61	\$61.40	\$63.24	\$65.14	\$67.09	\$69.11
0002 BJ00	Financial Analyst – IT	HR	\$75.19	\$77.45	\$79.77	\$82.16	\$84.63	\$87.17	\$89.78	\$92.47	\$95.25	\$98.11
0002 BK01	Functional Analyst – Level I	HR	\$73.90	\$76.12	\$78.40	\$80.75	\$83.18	\$85.67	\$88.24	\$90.89	\$93.62	\$96.42
0002 BK02	Functional Analyst – Level II	HR	\$105.86	\$109.04	\$112.31	\$115.68	\$119.15	\$122.72	\$126.40	\$130.19	\$134.10	\$138.12
0002 BL01	General Clerk – Level I	HR	\$33.47	\$34.48	\$35.51	\$36.58	\$37.67	\$38.80	\$39.97	\$41.17	\$42.40	\$43.67
0002 BL02	General Clerk – Level II	HR	\$37.57	\$38.70	\$39.86	\$41.06	\$42.29	\$43.56	\$44.86	\$46.21	\$47.60	\$49.02
0002 BL03	General Clerk – Level III	HR	\$43.95	\$45.27	\$46.63	\$48.03	\$49.47	\$50.95	\$52.48	\$54.05	\$55.68	\$57.35
0002 BM00	Geographic Information System (GIS) Specialist	HR	\$64.99	\$66.94	\$68.94	\$71.01	\$73.14	\$75.34	\$77.60	\$79.92	\$82.32	\$84.79
0002 BN00	Graphical User Interface Designer	HR	\$70.44	\$72.55	\$74.73	\$76.97	\$79.28	\$81.65	\$84.10	\$86.63	\$89.23	\$91.90
0002 BO00	Graphics Specialist	HR	\$64.71	\$66.65	\$68.65	\$70.71	\$72.83	\$75.02	\$77.27	\$79.59	\$81.97	\$84.43
0002 BP00	Hardware Draftsman	HR	\$49.15	\$50.62	\$52.14	\$53.70	\$55.31	\$56.97	\$58.68	\$60.44	\$62.26	\$64.12
0002 BQ01	Hardware Installation Technician – Level I	HR	\$49.40	\$50.88	\$52.40	\$53.98	\$55.60	\$57.26	\$58.98	\$60.75	\$62.57	\$64.45
0002 BQ02	Hardware Installation Technician – Level II	HR	\$65.49	\$67.45	\$69.47	\$71.56	\$73.71	\$75.92	\$78.19	\$80.54	\$82.96	\$85.44
0002 BR00	Hardware Specialist – Information Technology	HR	\$71.92	\$74.08	\$76.30	\$78.59	\$80.95	\$83.38	\$85.88	\$88.46	\$91.11	\$93.84
0002 BS00	Help Desk Manager	HR	\$87.35	\$89.97	\$92.67	\$95.45	\$98.31	\$101.26	\$104.30	\$107.42	\$110.65	\$113.97

**Instructions: Please only input Labor Rate for Contract Year 1 only.
Please fill-in Esculation rate for Contract Years 2-10. Esculation rate is in percentage.**

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	Esculation rate			3%	3%	3%	3%	3%	3%	3%	3%	3%
0002 BT00	Help Desk Specialist	HR	\$64.53	\$66.46	\$68.46	\$70.51	\$72.63	\$74.81	\$77.05	\$79.36	\$81.74	\$84.20
0002 BU01	Imaging Specialist/Technician – Level I	HR	\$65.91	\$67.89	\$69.93	\$72.02	\$74.18	\$76.41	\$78.70	\$81.06	\$83.49	\$86.00
0002 BU02	Imaging Specialist/Technician – Level II	HR	\$86.29	\$88.88	\$91.55	\$94.29	\$97.12	\$100.03	\$103.04	\$106.13	\$109.31	\$112.59
0002 BU03	Imaging Specialist/Technician – Level III	HR	\$105.57	\$108.74	\$112.00	\$115.36	\$118.82	\$122.39	\$126.06	\$129.84	\$133.74	\$137.75
0002 BV00	Informatic Specialist/Bioinformatician	HR	\$104.52	\$107.66	\$110.89	\$114.21	\$117.64	\$121.17	\$124.81	\$128.55	\$132.41	\$136.38
0002 BW01	Information Engineer – Level I	HR	\$80.33	\$82.74	\$85.22	\$87.78	\$90.41	\$93.12	\$95.92	\$98.79	\$101.76	\$104.81
0002 BW02	Information Engineer – Level II	HR	\$107.48	\$110.70	\$114.03	\$117.45	\$120.97	\$124.60	\$128.34	\$132.19	\$136.15	\$140.24
0002 BX00	Information Resource Management Analyst	HR	\$68.85	\$70.92	\$73.05	\$75.24	\$77.50	\$79.82	\$82.22	\$84.68	\$87.22	\$89.84
0002 BY00	Information Systems Training Specialist	HR	\$72.64	\$74.82	\$77.07	\$79.38	\$81.76	\$84.22	\$86.74	\$89.34	\$92.02	\$94.79
0002 BZ00	IT Policy/Legislative Specialist	HR	\$72.67	\$74.85	\$77.09	\$79.40	\$81.79	\$84.24	\$86.77	\$89.37	\$92.05	\$94.81
0002 CA00	IT Strategic/Capital Planner	HR	\$69.96	\$72.06	\$74.22	\$76.45	\$78.74	\$81.11	\$83.54	\$86.05	\$88.63	\$91.29
0002 CB00	Knowledge Management Specialist	HR	\$81.05	\$83.48	\$85.99	\$88.57	\$91.22	\$93.96	\$96.78	\$99.68	\$102.67	\$105.75
0002 CC00	Librarian	HR	\$61.44	\$63.28	\$65.18	\$67.13	\$69.15	\$71.22	\$73.36	\$75.56	\$77.82	\$80.16
0002 CD00	Librarian Technician	HR	\$36.47	\$37.56	\$38.69	\$39.85	\$41.05	\$42.28	\$43.55	\$44.85	\$46.20	\$47.58
0002 CE00	Medical Billing/Account Management Specialist	HR	\$46.56	\$47.96	\$49.40	\$50.88	\$52.40	\$53.98	\$55.60	\$57.26	\$58.98	\$60.75
0002 CF00	Modeling and Simulation Specialist	HR	\$99.27	\$102.24	\$105.31	\$108.47	\$111.72	\$115.08	\$118.53	\$122.08	\$125.75	\$129.52
0002 CG00	Network Administrator	HR	\$72.70	\$74.88	\$77.12	\$79.44	\$81.82	\$84.28	\$86.80	\$89.41	\$92.09	\$94.85
0002 CH00	Network Draftsman	HR	\$52.25	\$53.81	\$55.43	\$57.09	\$58.80	\$60.57	\$62.38	\$64.26	\$66.18	\$68.17
0002 CI01	Network Installation Technician – Level I	HR	\$55.78	\$57.45	\$59.18	\$60.95	\$62.78	\$64.66	\$66.60	\$68.60	\$70.66	\$72.78
0002 CI02	Network Installation Technician – Level II	HR	\$74.21	\$76.44	\$78.73	\$81.09	\$83.53	\$86.03	\$88.61	\$91.27	\$94.01	\$96.83
0002 CJ00	Network Support Technician	HR	\$49.91	\$51.41	\$52.95	\$54.54	\$56.17	\$57.86	\$59.60	\$61.38	\$63.22	\$65.12
0002 CK00	Operations Manager	HR	\$88.81	\$91.48	\$94.22	\$97.05	\$99.96	\$102.96	\$106.05	\$109.23	\$112.50	\$115.88
0002 CL00	Procurement Product Specialist	HR	\$68.63	\$70.69	\$72.81	\$74.99	\$77.24	\$79.56	\$81.95	\$84.41	\$86.94	\$89.55
0002 CM00	Program Administration Specialist	HR	\$54.86	\$56.51	\$58.20	\$59.95	\$61.75	\$63.60	\$65.51	\$67.47	\$69.50	\$71.58
0002 CN00	Program Analyst	HR	\$67.49	\$69.52	\$71.60	\$73.75	\$75.96	\$78.24	\$80.59	\$83.01	\$85.50	\$88.06

Instructions: Please only input Labor Rate for Contract Year 1 only.
Please fill-in Esculation rate for Contract Years 2-10. Esculation rate is in percentage.

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	Esculation rate			3%	3%	3%	3%	3%	3%	3%	3%	3%
0002 CO00	Program Manager	HR	\$140.40	\$144.61	\$148.95	\$153.41	\$158.02	\$162.76	\$167.64	\$172.67	\$177.85	\$183.18
0002 CP00	Project Control Specialist	HR	\$71.23	\$73.37	\$75.57	\$77.83	\$80.17	\$82.57	\$85.05	\$87.60	\$90.23	\$92.94
0002 CQ00	Project Leader	HR	\$94.54	\$97.38	\$100.30	\$103.31	\$106.41	\$109.60	\$112.89	\$116.27	\$119.76	\$123.35
0002 CR01	Project Manager – Level I	HR	\$96.31	\$99.20	\$102.17	\$105.24	\$108.40	\$111.65	\$115.00	\$118.45	\$122.00	\$125.66
0002 CR02	Project Manager – Level II	HR	\$110.52	\$113.84	\$117.25	\$120.77	\$124.39	\$128.13	\$131.97	\$135.93	\$140.01	\$144.21
0002 CR03	Project Manager – Level III	HR	\$130.03	\$133.93	\$137.95	\$142.09	\$146.35	\$150.74	\$155.26	\$159.92	\$164.72	\$169.66
0002 CS00	Public Health Analyst	HR	\$70.23	\$72.34	\$74.51	\$76.75	\$79.05	\$81.42	\$83.86	\$86.38	\$88.97	\$91.64
0002 CT00	Quality Assurance Analyst	HR	\$84.76	\$87.30	\$89.92	\$92.62	\$95.40	\$98.26	\$101.21	\$104.24	\$107.37	\$110.59
0002 CU00	Quality Assurance Manager	HR	\$103.06	\$106.15	\$109.33	\$112.61	\$115.99	\$119.47	\$123.05	\$126.75	\$130.55	\$134.46
0002 CV00	Quality Assurance Specialist	HR	\$65.56	\$67.53	\$69.56	\$71.64	\$73.79	\$76.01	\$78.29	\$80.64	\$83.05	\$85.55
0002 CW00	Records Management Specialist	HR	\$63.65	\$65.56	\$67.52	\$69.55	\$71.64	\$73.79	\$76.00	\$78.28	\$80.63	\$83.05
0002 CX00	Scanner Operator	HR	\$34.38	\$35.41	\$36.48	\$37.57	\$38.70	\$39.86	\$41.05	\$42.29	\$43.55	\$44.86
0002 CY00	Scientific Data Analyst	HR	\$74.85	\$77.10	\$79.41	\$81.79	\$84.25	\$86.78	\$89.38	\$92.06	\$94.82	\$97.67
0002 CZ01	Subject Matter Expert – Level I	HR	\$130.92	\$134.85	\$138.90	\$143.06	\$147.35	\$151.78	\$156.33	\$161.02	\$165.85	\$170.82
0002 CZ02	Subject Matter Expert – Level II	HR	\$156.74	\$161.44	\$166.28	\$171.27	\$176.41	\$181.70	\$187.15	\$192.77	\$198.55	\$204.51
0002 CZ03	Subject Matter Expert – Level III	HR	\$189.95	\$195.64	\$201.51	\$207.56	\$213.79	\$220.20	\$226.81	\$233.61	\$240.62	\$247.84
0002 DA01	System Administrator – Level I	HR	\$65.64	\$67.61	\$69.63	\$71.72	\$73.87	\$76.09	\$78.37	\$80.72	\$83.15	\$85.64
0002 DA02	System Administrator – Level II	HR	\$80.98	\$83.41	\$85.91	\$88.49	\$91.14	\$93.88	\$96.70	\$99.60	\$102.58	\$105.66
0002 DA03	System Administrator – Level III	HR	\$97.80	\$100.74	\$103.76	\$106.87	\$110.08	\$113.38	\$116.78	\$120.28	\$123.89	\$127.61
0002 DB01	Systems Architect – Level I	HR	\$100.81	\$103.83	\$106.95	\$110.16	\$113.46	\$116.87	\$120.37	\$123.98	\$127.70	\$131.53
0002 DB02	Systems Architect – Level II	HR	\$130.52	\$134.43	\$138.47	\$142.62	\$146.90	\$151.31	\$155.85	\$160.52	\$165.34	\$170.30
0002 DC01	Systems Engineer – Level I	HR	\$78.84	\$81.20	\$83.64	\$86.15	\$88.73	\$91.40	\$94.14	\$96.96	\$99.87	\$102.87
0002 DC02	Systems Engineer – Level II	HR	\$95.48	\$98.35	\$101.30	\$104.33	\$107.46	\$110.69	\$114.01	\$117.43	\$120.95	\$124.58
0002 DC03	Systems Engineer – Level III	HR	\$119.09	\$122.66	\$126.34	\$130.13	\$134.03	\$138.06	\$142.20	\$146.46	\$150.86	\$155.38
0002 DD00	System Operator	HR	\$57.44	\$59.17	\$60.94	\$62.77	\$64.65	\$66.59	\$68.59	\$70.65	\$72.77	\$74.95
0002 DE00	System Programmer	HR	\$81.95	\$84.41	\$86.94	\$89.55	\$92.23	\$95.00	\$97.85	\$100.79	\$103.81	\$106.92
0002 DF01	Technical Writer/Editor – Level I	HR	\$51.73	\$53.28	\$54.88	\$56.53	\$58.23	\$59.97	\$61.77	\$63.62	\$65.53	\$67.50

**Instructions: Please only input Labor Rate for Contract Year 1 only.
Please fill-in Esculation rate for Contract Years 2-10. Esculation rate is in percentage.**

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	Esculation rate			3%	3%	3%	3%	3%	3%	3%	3%	3%
0002 DF02	Technical Writer/Editor – Level II	HR	\$65.34	\$67.30	\$69.32	\$71.40	\$73.54	\$75.74	\$78.02	\$80.36	\$82.77	\$85.25
0002 DF03	Technical Writer/Editor – Level III	HR	\$75.61	\$77.88	\$80.21	\$82.62	\$85.10	\$87.65	\$90.28	\$92.99	\$95.78	\$98.65
0002 DG01	Telecommunications Engineer – Level I	HR	\$75.62	\$77.89	\$80.23	\$82.63	\$85.11	\$87.67	\$90.30	\$93.01	\$95.80	\$98.67
0002 DG02	Telecommunications Engineer - Level II	HR	\$93.27	\$96.07	\$98.95	\$101.92	\$104.98	\$108.13	\$111.37	\$114.71	\$118.15	\$121.70
0002 DH01	Telecommunications Specialist – Level I	HR	\$79.73	\$82.13	\$84.59	\$87.13	\$89.74	\$92.43	\$95.21	\$98.06	\$101.01	\$104.04
0002 DH02	Telecommunications Specialist - Level II	HR	\$84.76	\$87.30	\$89.92	\$92.62	\$95.39	\$98.26	\$101.20	\$104.24	\$107.37	\$110.59
0002 DI00	Test Engineer	HR	\$73.07	\$75.26	\$77.51	\$79.84	\$82.24	\$84.70	\$87.24	\$89.86	\$92.56	\$95.33
0002 DJ00	Training Manager	HR	\$88.74	\$91.40	\$94.14	\$96.97	\$99.88	\$102.87	\$105.96	\$109.14	\$112.41	\$115.79
0002 DK01	Training Specialist – Level I	HR	\$54.62	\$56.26	\$57.95	\$59.69	\$61.48	\$63.32	\$65.22	\$67.18	\$69.19	\$71.27
0002 DK02	Training Specialist – Level II	HR	\$74.39	\$76.62	\$78.92	\$81.29	\$83.73	\$86.24	\$88.83	\$91.49	\$94.24	\$97.06
0002 DL00	Web Content Administrator	HR	\$76.13	\$78.42	\$80.77	\$83.19	\$85.69	\$88.26	\$90.90	\$93.63	\$96.44	\$99.33
0002 DM00	Web Designer	HR	\$85.90	\$88.48	\$91.13	\$93.87	\$96.68	\$99.58	\$102.57	\$105.65	\$108.82	\$112.08
0002 DN00	Web Project Manager	HR	\$102.18	\$105.25	\$108.41	\$111.66	\$115.01	\$118.46	\$122.01	\$125.67	\$129.44	\$133.33
0002 DO00	Web Software Developer	HR	\$82.68	\$85.16	\$87.71	\$90.34	\$93.05	\$95.84	\$98.72	\$101.68	\$104.73	\$107.87
0002 DP00	Webmaster	HR	\$88.47	\$91.13	\$93.86	\$96.68	\$99.58	\$102.56	\$105.64	\$108.81	\$112.07	\$115.44
0002 DQ00	Wide Area Network Administrator	HR	\$77.66	\$79.99	\$82.39	\$84.86	\$87.41	\$90.03	\$92.73	\$95.51	\$98.38	\$101.33