| ITEM | DESCRIPTION |
| :---: | :---: |
|  | Escalation rate |
| 0002 AA01 | Administrative Assistant - Level I |
| 0002 AA02 | Administrative Assistant - Level II |
| 0002 AB01 | Application Engineer - Level I |
| 0002 AB02 | Application Engineer - Level II |
| 0002 AC01 | Application Programmer - Level I |
| 0002 AC02 | Application Programmer - Level II |
| 0002 AC03 | Applications Programmer - Level III |
| 0002 AD00 | Application Systems Analyst |
| 0002 AE00 | Biostatatician |
| 0002 AF01 | Business Analyst - Level I |
| 0002 AFO2 | Business Analyst - Level II |
| 0002 AFO3 | Business Analyst - Level III |
| 0002 AG01 | Business Process Reengineering Specialist - Level I |
| 0002 AG02 | Business Process Reengineering Specialist - Level II |
| 0002 AG03 | Business Process Reengineering Specialist - Level III |
| 0002 AH00 | Chief Information Security Officer |
| 0002 Al00 | Communications Hardware Specialist |
| 0002 AJOO | Communications Network Manager |
| 0002 AK00 | Communications Software Specialist |
| 0002 ALOO | Communications Specialist |
| 0002 AM00 | Computer Data Librarian |
| 0002 ANOO | Computer Scientist |
| 0002 A001 | Computer Security System Specialist - Level I |
| 0002 A002 | Computer Security System Specialist - Level II |
| 0002 A003 | Computer Security System Specialist - Level III |
| 0002 AP01 | Computer Systems Analyst - Level I |
| 0002 APO2 | Computer Systems Analyst - Level II |
| 0002 AP03 | Computer Systems Analyst - Level III |
| 0002 AQ00 | Configuration Management Specialist |
| 0002 AR01 | Cost Analyst - Level I |
| 0002 ARO2 | Cost Analyst - Level II |
| 0002 AS00 | Data Entry Clerk |
| 0002 ATOO | Data Security Specialist |
| 0002 AU00 | Data Standardization Specialist |
| 0002 AV00 | Database Administrator |
| 0002 AW01 | Database Management Specialist - Level I |
| 0002 AW02 | Database Management Specialist - Level II |
| 0002 AW03 | Database Management Specialist - Level III |

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0002 AX01 Database Specialist - Level I
0002 AX02 Database Specialist - Level II
0002 AX03 Database Specialist - Level III
0002 AY00 Data Warehousing Administrator
0002 AZOO Data Warehouse Analyst
0002 BA00 Data Warehouse Programmer
0002 BBOO Disaster Recovery Specialist
0002 BC01 Document Control Specialist - Level I
0002 BC02 Document Control Specialist -Level II
0002 BC03 Document Control Specialist - Level III
0002 BD01 Document Support Specialist - Level I
0002 BD02 Document Support Specialist - Level II
0002 BE00 Duplicating Machine Operator
0002 BF00 Electronic Data Interchange (EDI) Specialist
0002 BG00 Electronic Meeting Technographer
0002 BHOO Enterprise Resource Planning (ERP) Specialist
0002 BI00 Facilitator
0002 BJ00 Financial Analyst - IT
0002 BK01 Functional Analyst - Level I
0002 BKO2 Functional Analyst - Level II
0002 BLO1 General Clerk - Level I
0002 BL02 General Clerk - Level II
0002 BL03 General Clerk - Level III
0002 BM00 Geographic Information System (GIS) Specialist
0002 BNOO Graphical User Interface Designer
0002 BOOO Graphics Specialist
0002 BP00 Hardware Draftsman
0002 BQ01 Hardware Installation Technician - Level I
0002 BQ02 Hardware Installation Technician - Level II
0002 BROO Hardware Specialist - Information Technology
0002 BSOO Help Desk Manager
0002 BTOO Help Desk Specialist
0002 BU01 Imaging Specialist/Technician - Level I
0002 BU02 Imaging Specialist/Technician - Level II
0002 BU03 Imaging Specialist/Technician - Level III
0002 BV00 Informatic Specialist/Bioinformatician
0002 BW01 Information Engineer - Level I
0002 BW02 Information Engineer - Level II
0002 BX00 Information Resource Management Analyst
0002 BY00 Information Systems Training Specialist
0002 BZ00 IT Policy/Legislative Specialist
0002 CA00 IT Strategic/Capital Planner
0002 CB00 Knowledge Management Specialist
0002 CCOO Librarian
0002 CD00 Librarian Technician
0002 CEOO Medical Billing/Account Management Specialist

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| ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| $\$ 78.30$ | $\$ 80.34$ | $\$ 82.42$ | $\$ 84.57$ | $\$ 86.77$ | $\$ 89.02$ | $\$ 91.34$ | $\$ 93.71$ | $\$ 96.15$ | $\$ 98.65$ |
| $\$ 105.36$ | $\$ 108.10$ | $\$ 110.91$ | $\$ 113.79$ | $\$ 116.75$ | $\$ 119.79$ | $\$ 122.90$ | $\$ 126.10$ | $\$ 129.38$ | $\$ 132.74$ |
| $\$ 141.35$ | $\$ 145.03$ | $\$ 148.80$ | $\$ 152.66$ | $\$ 156.63$ | $\$ 160.71$ | $\$ 164.88$ | $\$ 169.17$ | $\$ 173.57$ | $\$ 178.08$ |
| $\$ 82.96$ | $\$ 85.12$ | $\$ 87.33$ | $\$ 89.60$ | $\$ 91.93$ | $\$ 94.32$ | $\$ 96.77$ | $\$ 99.29$ | $\$ 101.87$ | $\$ 104.52$ |
| $\$ 103.70$ | $\$ 106.40$ | $\$ 109.16$ | $\$ 112.00$ | $\$ 114.91$ | $\$ 117.90$ | $\$ 120.97$ | $\$ 124.11$ | $\$ 127.34$ | $\$ 130.65$ |
| $\$ 134.81$ | $\$ 138.32$ | $\$ 141.91$ | $\$ 145.60$ | $\$ 149.39$ | $\$ 153.27$ | $\$ 157.26$ | $\$ 161.34$ | $\$ 165.54$ | $\$ 169.84$ |
| $\$ 144.25$ | $\$ 148.00$ | $\$ 151.85$ | $\$ 155.80$ | $\$ 159.85$ | $\$ 164.00$ | $\$ 168.27$ | $\$ 172.64$ | $\$ 177.13$ | $\$ 181.74$ |
| $\$ 32.14$ | $\$ 32.98$ | $\$ 33.83$ | $\$ 34.71$ | $\$ 35.62$ | $\$ 36.54$ | $\$ 37.49$ | $\$ 38.47$ | $\$ 39.47$ | $\$ 40.49$ |
| $\$ 57.04$ | $\$ 58.52$ | $\$ 60.04$ | $\$ 61.61$ | $\$ 63.21$ | $\$ 64.85$ | $\$ 66.54$ | $\$ 68.27$ | $\$ 70.04$ | $\$ 71.86$ |
| $\$ 68.44$ | $\$ 70.22$ | $\$ 72.05$ | $\$ 73.92$ | $\$ 75.84$ | $\$ 77.81$ | $\$ 79.84$ | $\$ 81.91$ | $\$ 84.04$ | $\$ 86.23$ |
| $\$ 36.30$ | $\$ 37.24$ | $\$ 38.21$ | $\$ 39.21$ | $\$ 40.23$ | $\$ 41.27$ | $\$ 42.34$ | $\$ 43.44$ | $\$ 44.57$ | $\$ 45.73$ |
| $\$ 51.85$ | $\$ 53.20$ | $\$ 54.58$ | $\$ 56.00$ | $\$ 57.46$ | $\$ 58.95$ | $\$ 60.48$ | $\$ 62.06$ | $\$ 63.67$ | $\$ 65.32$ |
| $\$ 36.30$ | $\$ 37.24$ | $\$ 38.21$ | $\$ 39.21$ | $\$ 40.23$ | $\$ 41.27$ | $\$ 42.34$ | $\$ 43.44$ | $\$ 44.57$ | $\$ 45.73$ |
| $\$ 103.70$ | $\$ 106.40$ | $\$ 109.16$ | $\$ 112.00$ | $\$ 114.91$ | $\$ 117.90$ | $\$ 120.97$ | $\$ 124.11$ | $\$ 127.34$ | $\$ 130.65$ |
| $\$ 51.85$ | $\$ 53.20$ | $\$ 54.58$ | $\$ 56.00$ | $\$ 57.46$ | $\$ 58.95$ | $\$ 60.48$ | $\$ 62.06$ | $\$ 63.67$ | $\$ 65.32$ |
| $\$ 197.03$ | $\$ 202.15$ | $\$ 207.41$ | $\$ 212.80$ | $\$ 218.33$ | $\$ 224.01$ | $\$ 229.84$ | $\$ 235.81$ | $\$ 241.94$ | $\$ 248.23$ |
| $\$ 145.18$ | $\$ 148.95$ | $\$ 152.83$ | $\$ 156.80$ | $\$ 160.88$ | $\$ 165.06$ | $\$ 169.35$ | $\$ 173.76$ | $\$ 178.27$ | $\$ 182.91$ |
| $\$ 113.04$ | $\$ 115.98$ | $\$ 118.99$ | $\$ 122.09$ | $\$ 125.26$ | $\$ 128.52$ | $\$ 131.86$ | $\$ 135.29$ | $\$ 138.81$ | $\$ 142.42$ |
| $\$ 114.60$ | $\$ 117.58$ | $\$ 120.64$ | $\$ 123.77$ | $\$ 126.99$ | $\$ 130.29$ | $\$ 133.68$ | $\$ 137.16$ | $\$ 140.72$ | $\$ 144.38$ |
| $\$ 125.48$ | $\$ 128.74$ | $\$ 132.09$ | $\$ 135.52$ | $\$ 139.05$ | $\$ 142.66$ | $\$ 146.37$ | $\$ 150.18$ | $\$ 154.08$ | $\$ 158.09$ |
| $\$ 36.30$ | $\$ 37.24$ | $\$ 38.21$ | $\$ 39.21$ | $\$ 40.23$ | $\$ 41.27$ | $\$ 42.34$ | $\$ 43.44$ | $\$ 44.57$ | $\$ 45.73$ |
| $\$ 51.85$ | $\$ 53.20$ | $\$ 54.58$ | $\$ 56.00$ | $\$ 57.46$ | $\$ 58.95$ | $\$ 60.48$ | $\$ 62.06$ | $\$ 63.67$ | $\$ 65.32$ |
| $\$ 68.44$ | $\$ 70.22$ | $\$ 72.05$ | $\$ 73.92$ | $\$ 75.84$ | $\$ 77.81$ | $\$ 79.84$ | $\$ 81.91$ | $\$ 84.04$ | $\$ 86.23$ |
| $\$ 119.26$ | $\$ 122.36$ | $\$ 125.54$ | $\$ 128.81$ | $\$ 132.16$ | $\$ 135.59$ | $\$ 139.12$ | $\$ 142.73$ | $\$ 146.44$ | $\$ 150.25$ |
| $\$ 122.37$ | $\$ 125.55$ | $\$ 128.82$ | $\$ 132.17$ | $\$ 135.60$ | $\$ 139.13$ | $\$ 142.74$ | $\$ 146.46$ | $\$ 150.26$ | $\$ 154.17$ |
| $\$ 47.91$ | $\$ 49.16$ | $\$ 50.43$ | $\$ 51.74$ | $\$ 53.09$ | $\$ 54.47$ | $\$ 55.89$ | $\$ 57.34$ | $\$ 58.83$ | $\$ 60.36$ |
| $\$ 47.91$ | $\$ 49.16$ | $\$ 50.43$ | $\$ 51.74$ | $\$ 53.09$ | $\$ 54.47$ | $\$ 55.89$ | $\$ 57.34$ | $\$ 58.83$ | $\$ 60.36$ |
| $\$ 41.3$ |  |  |  |  |  |  |  |  |  |

$\$ 98.65$ $\$ 132.74$ \$104.52 \$130.65 \$169.84 $\$ 181.74$ $\$ 40.49$
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$\$ 45.73$ $\$ 57.49$ \$235.17 $\$ 174.09$ $\$ 107.01$ $\$ 209.04$ \$182.91 $\$ 77.61$
$\$ 45.73$ \$150.25

0002 CFOO Modeling and Simulation Specialist
0002 CG00 Network Administrator
0002 CH00 Network Draftsman
0002 CI01 Network Installation Technician - Level I
0002 CIO2 Network Installation Technician - Level II
0002 CJOO Network Support Technician
0002 CK00 Operations Manager
0002 CL00 Procurement Product Specialist
0002 CM00 Program Administration Specialist
0002 CNOO Program Analyst
0002 CO00 Program Manager
0002 CP00 Project Control Specialist
0002 CQ00 Project Leader
0002 CRO1 Project Manager - Level I
0002 CR02 Project Manager - Level II
0002 CRO3 Project Manager - Level III
0002 CS00 Public Health Analyst
0002 CTOO Quality Assurance Analyst
0002 CU00 Quality Assurance Manager
0002 CV00 Quality Assurance Specialist
0002 CW00 Records Management Specialist
0002 CX00 Scanner Operator
0002 CY00 Scientific Data Analyst
0002 CZ01 Subject Matter Expert - Level I
0002 CZO2 Subject Matter Expert - Level II
0002 CZ03 Subject Matter Expert - Level III
0002 DA01 System Administrator - Level I
0002 DA02 System Administrator - Level II
0002 DA03 System Administrator - Level III
0002 DB01 Systems Architect - Level I
0002 DB02 Systems Architect - Level II
0002 DC01 Systems Engineer - Level I
0002 DC02 Systems Engineer - Level II
0002 DC03 Systems Engineer - Level III
0002 DD00 System Operator
0002 DEOO System Programmer
0002 DF01 Technical Writer/Editor - Level I
0002 DF02 Technical Writer/Editor - Level II
0002 DF03 Technical Writer/Editor - Level II
0002 DG01 Telecommunications Engineer - Level I
0002 DG02 Telecommunications Engineer - Level II
0002 DH01 Telecommunications Specialist - Level I
0002 DH02 Telecommunications Specialist - Level II
0002 DI00 Test Engineer
0002 DJ00 Training Manager
0002 DK01 Training Specialist - Level

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| \$217.78 | \$223.44 | \$229.25 | \$235.21 | \$241.33 | \$247.60 | \$254.04 | \$260.65 | \$267.42 | \$274.37 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| \$83.99 | \$86.17 | \$88.41 | \$90.71 | \$93.07 | \$95.49 | \$97.97 | \$100.52 | \$103.14 | \$105.82 |
| \$47.91 | \$49.16 | \$50.43 | \$51.74 | \$53.09 | \$54.47 | \$55.89 | \$57.34 | \$58.83 | \$60.36 |
| \$40.45 | \$41.50 | \$42.58 | \$43.69 | \$44.82 | \$45.99 | \$47.18 | \$48.41 | \$49.67 | \$50.96 |
| \$56.00 | \$57.46 | \$58.95 | \$60.48 | \$62.06 | \$63.67 | \$65.32 | \$67.02 | \$68.76 | \$70.55 |
| \$51.85 | \$53.20 | \$54.58 | \$56.00 | \$57.46 | \$58.95 | \$60.48 | \$62.06 | \$63.67 | \$65.32 |
| \$124.34 | \$127.57 | \$130.89 | \$134.29 | \$137.78 | \$141.37 | \$145.04 | \$148.81 | \$152.68 | \$156.65 |
| \$123.72 | \$126.94 | \$130.24 | \$133.62 | \$137.10 | \$140.66 | \$144.32 | \$148.07 | \$151.92 | \$155.87 |
| \$61.60 | \$63.20 | \$64.84 | \$66.53 | \$68.26 | \$70.04 | \$71.86 | \$73.72 | \$75.64 | \$77.61 |
| \$77.78 | \$79.80 | \$81.88 | \$84.01 | \$86.19 | \$88.43 | \$90.73 | \$93.09 | \$95.51 | \$97.99 |
| \$200.67 | \$205.89 | \$211.24 | \$216.73 | \$222.37 | \$228.15 | \$234.08 | \$240.17 | \$246.41 | \$252.82 |
| \$94.06 | \$96.51 | \$99.01 | \$101.59 | \$104.23 | \$106.94 | \$109.72 | \$112.57 | \$115.50 | \$118.50 |
| \$119.26 | \$122.36 | \$125.54 | \$128.81 | \$132.16 | \$135.59 | \$139.12 | \$142.73 | \$146.44 | \$150.25 |
| \$97.48 | \$100.01 | \$102.61 | \$105.28 | \$108.02 | \$110.83 | \$113.71 | \$116.67 | \$119.70 | \$122.81 |
| \$143.11 | \$146.83 | \$150.65 | \$154.57 | \$158.58 | \$162.71 | \$166.94 | \$171.28 | \$175.73 | \$180.30 |
| \$182.00 | \$186.73 | \$191.59 | \$196.57 | \$201.68 | \$206.92 | \$212.30 | \$217.82 | \$223.49 | \$229.30 |
| \$108.89 | \$111.72 | \$114.63 | \$117.61 | \$120.66 | \$123.80 | \$127.02 | \$130.32 | \$133.71 | \$137.19 |
| \$75.77 | \$77.74 | \$79.76 | \$81.84 | \$83.96 | \$86.15 | \$88.39 | \$90.68 | \$93.04 | \$95.46 |
| \$108.29 | \$111.11 | \$113.99 | \$116.96 | \$120.00 | \$123.12 | \$126.32 | \$129.60 | \$132.97 | \$136.43 |
| \$105.68 | \$108.43 | \$111.25 | \$114.14 | \$117.11 | \$120.15 | \$123.28 | \$126.48 | \$129.77 | \$133.14 |
| \$47.70 | \$48.94 | \$50.21 | \$51.52 | \$52.86 | \$54.23 | \$55.64 | \$57.09 | \$58.57 | \$60.10 |
| \$36.30 | \$37.24 | \$38.21 | \$39.21 | \$40.23 | \$41.27 | \$42.34 | \$43.44 | \$44.57 | \$45.73 |
| \$98.52 | \$101.08 | \$103.71 | \$106.41 | \$109.17 | \$112.01 | \$114.92 | \$117.91 | \$120.98 | \$124.12 |
| \$125.48 | \$128.74 | \$132.09 | \$135.52 | \$139.05 | \$142.66 | \$146.37 | \$150.18 | \$154.08 | \$158.09 |
| \$147.26 | \$151.09 | \$155.02 | \$159.05 | \$163.18 | \$167.43 | \$171.78 | \$176.24 | \$180.83 | \$185.53 |
| \$217.10 | \$222.74 | \$228.54 | \$234.48 | \$240.57 | \$246.83 | \$253.25 | \$259.83 | \$266.59 | \$273.52 |
| \$76.74 | \$78.74 | \$80.78 | \$82.88 | \$85.04 | \$87.25 | \$89.52 | \$91.84 | \$94.23 | \$96.68 |
| \$92.67 | \$95.08 | \$97.55 | \$100.09 | \$102.69 | \$105.36 | \$108.10 | \$110.91 | \$113.79 | \$116.75 |
| \$109.37 | \$112.21 | \$115.13 | \$118.12 | \$121.20 | \$124.35 | \$127.58 | \$130.90 | \$134.30 | \$137.79 |
| \$147.26 | \$151.09 | \$155.02 | \$159.05 | \$163.18 | \$167.43 | \$171.78 | \$176.24 | \$180.83 | \$185.53 |
| \$180.42 | \$185.11 | \$189.92 | \$194.86 | \$199.93 | \$205.13 | \$210.46 | \$215.93 | \$221.55 | \$227.31 |
| \$102.67 | \$105.34 | \$108.08 | \$110.89 | \$113.77 | \$116.73 | \$119.76 | \$122.88 | \$126.07 | \$129.35 |
| \$118.22 | \$121.29 | \$124.45 | \$127.68 | \$131.00 | \$134.41 | \$137.90 | \$141.49 | \$145.17 | \$148.94 |
| \$159.71 | \$163.86 | \$168.12 | \$172.49 | \$176.98 | \$181.58 | \$186.30 | \$191.15 | \$196.12 | \$201.21 |
| \$62.53 | \$64.16 | \$65.82 | \$67.54 | \$69.29 | \$71.09 | \$72.94 | \$74.84 | \$76.78 | \$78.78 |
| \$122.79 | \$125.98 | \$129.26 | \$132.62 | \$136.07 | \$139.60 | \$143.23 | \$146.96 | \$150.78 | \$154.70 |
| \$47.70 | \$48.94 | \$50.21 | \$51.52 | \$52.86 | \$54.23 | \$55.64 | \$57.09 | \$58.57 | \$60.10 |
| \$64.30 | \$65.97 | \$67.69 | \$69.45 | \$71.25 | \$73.11 | \$75.01 | \$76.96 | \$78.96 | \$81.01 |
| \$76.74 | \$78.74 | \$80.78 | \$82.88 | \$85.04 | \$87.25 | \$89.52 | \$91.84 | \$94.23 | \$96.68 |
| \$90.22 | \$92.57 | \$94.97 | \$97.44 | \$99.98 | \$102.57 | \$105.24 | \$107.98 | \$110.79 | \$113.67 |
| \$106.81 | \$109.59 | \$112.44 | \$115.36 | \$118.36 | \$121.44 | \$124.59 | \$127.83 | \$131.16 | \$134.57 |
| \$79.85 | \$81.93 | \$84.06 | \$86.24 | \$88.48 | \$90.78 | \$93.14 | \$95.57 | \$98.05 | \$100.60 |
| \$92.30 | \$94.70 | \$97.16 | \$99.69 | \$102.28 | \$104.94 | \$107.67 | \$110.47 | \$113.34 | \$116.29 |
| \$98.52 | \$101.08 | \$103.71 | \$106.41 | \$109.17 | \$112.01 | \$114.92 | \$117.91 | \$120.98 | \$124.12 |
| \$103.70 | \$106.40 | \$109.16 | \$112.00 | \$114.91 | \$117.90 | \$120.97 | \$124.11 | \$127.34 | \$130.65 |
| \$82.96 | \$85.12 | \$87.33 | \$89.60 | \$91.93 | \$94.32 | \$96.77 | \$99.29 | \$101.87 | \$104.52 |

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$\$ 105.82$ $\$ 50.96$
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$\$ 116.29$
\$130.65
\$104.52

0002 DK02 Training Specialist - Level II
0002 DL00 Web Content Administrator 0002 DM00 Web Designer
0002 DNOO Web Project Manager
0002 DO00 Web Software Developer
0002 DP00 Webmaster
0002 DQ00 Wide Area Network Administrator

| $\$ 93.33$ | $\$ 95.76$ | $\$ 98.25$ | $\$ 100.80$ | $\$ 103.42$ | $\$ 106.11$ | $\$ 108.87$ | $\$ 111.70$ | $\$ 114.60$ | $\$ 117.58$ |
| ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
| $\$ 82.96$ | $\$ 85.12$ | $\$ 87.33$ | $\$ 89.60$ | $\$ 91.93$ | $\$ 94.32$ | $\$ 96.77$ | $\$ 99.29$ | $\$ 101.87$ | $\$ 104.52$ |
| $\$ 142.07$ | $\$ 145.76$ | $\$ 149.55$ | $\$ 153.44$ | $\$ 157.43$ | $\$ 161.52$ | $\$ 165.72$ | $\$ 170.03$ | $\$ 174.45$ | $\$ 178.99$ |
| $\$ 147.26$ | $\$ 151.09$ | $\$ 155.02$ | $\$ 159.05$ | $\$ 163.18$ | $\$ 167.43$ | $\$ 171.78$ | $\$ 176.24$ | $\$ 180.83$ | $\$ 185.53$ |
| $\$ 103.50$ | $\$ 106.19$ | $\$ 108.95$ | $\$ 111.78$ | $\$ 114.69$ | $\$ 117.67$ | $\$ 120.73$ | $\$ 123.87$ | $\$ 127.09$ | $\$ 130.40$ |
| $\$ 93.33$ | $\$ 95.76$ | $\$ 98.25$ | $\$ 100.80$ | $\$ 103.42$ | $\$ 106.11$ | $\$ 108.87$ | $\$ 111.70$ | $\$ 114.60$ | $\$ 117.58$ |
| $\$ 83.99$ | $\$ 86.17$ | $\$ 88.41$ | $\$ 90.71$ | $\$ 93.07$ | $\$ 95.49$ | $\$ 97.97$ | $\$ 100.52$ | $\$ 103.14$ | $\$ 105.82$ |

