

Labor Category	U/M	Contract Year					
		5	6	7	8	9	10
Administrative Assistant – Level I	HR	\$32.52	\$33.33	\$34.17	\$35.02	\$35.90	\$36.79
Administrative Assistant – Level II	HR	\$44.51	\$45.62	\$46.76	\$47.93	\$49.13	\$50.36
Application Engineer – Level I	HR	\$81.76	\$83.80	\$85.90	\$88.05	\$90.25	\$92.50
Application Engineer – Level II	HR	\$116.85	\$119.77	\$122.77	\$125.83	\$128.98	\$132.21
Application Programmer – Level I	HR	\$81.76	\$83.80	\$85.90	\$88.05	\$90.25	\$92.50
Application Programmer – Level II	HR	\$116.85	\$119.77	\$122.77	\$125.83	\$128.98	\$132.21
Applications Programmer – Level III	HR	\$128.76	\$131.98	\$135.28	\$138.66	\$142.13	\$145.68
Application Systems Analyst	HR	\$119.17	\$122.15	\$125.20	\$128.33	\$131.54	\$134.83
Biostatatician	HR	\$117.74	\$120.69	\$123.71	\$126.80	\$129.97	\$133.22
Business Analyst – Level I	HR	\$71.96	\$73.76	\$75.60	\$77.49	\$79.43	\$81.42
Business Analyst – Level II	HR	\$95.72	\$98.12	\$100.57	\$103.08	\$105.66	\$108.30
Business Analyst – Level III	HR	\$125.79	\$128.93	\$132.16	\$135.46	\$138.85	\$142.32
Business Process Reengineering Specialist – Level I	HR	\$104.69	\$107.31	\$109.99	\$112.74	\$115.56	\$118.45
Business Process Reengineering Specialist – Level II	HR	\$128.76	\$131.98	\$135.28	\$138.66	\$142.13	\$145.68
Business Process Reengineering Specialist – Level III	HR	\$146.62	\$150.29	\$154.04	\$157.89	\$161.84	\$165.89
Chief Information Security Officer	HR	\$171.26	\$175.55	\$179.93	\$184.43	\$189.04	\$193.77
Communications Hardware Specialist	HR	\$88.06	\$90.26	\$92.52	\$94.83	\$97.20	\$99.63
Communications Network Manager	HR	\$113.43	\$116.27	\$119.17	\$122.15	\$125.21	\$128.34
Communications Software Specialist	HR	\$102.14	\$104.69	\$107.31	\$109.99	\$112.74	\$115.56
Communications Specialist	HR	\$104.34	\$106.95	\$109.62	\$112.37	\$115.17	\$118.05
Computer Data Librarian	HR	\$43.09	\$44.17	\$45.27	\$46.40	\$47.56	\$48.75
Computer Scientist	HR	\$152.46	\$156.27	\$160.17	\$164.18	\$168.28	\$172.49
Computer Security System Specialist – Level I	HR	\$93.00	\$95.33	\$97.71	\$100.15	\$102.65	\$105.22
Computer Security System Specialist – Level II	HR	\$128.76	\$131.98	\$135.28	\$138.66	\$142.13	\$145.68
Computer Security System Specialist – Level III	HR	\$157.52	\$161.46	\$165.49	\$169.63	\$173.87	\$178.22
Computer Systems Analyst – Level I	HR	\$81.76	\$83.80	\$85.90	\$88.05	\$90.25	\$92.50
Computer Systems Analyst – Level II	HR	\$116.30	\$119.21	\$122.19	\$125.24	\$128.37	\$131.58
Computer Systems Analyst – Level III	HR	\$132.47	\$135.78	\$139.17	\$142.65	\$146.22	\$149.87
Configuration Management Specialist	HR	\$91.34	\$93.62	\$95.96	\$98.36	\$100.82	\$103.34
Cost Analyst – Level I	HR	\$81.91	\$83.96	\$86.06	\$88.21	\$90.41	\$92.67
Cost Analyst – Level II	HR	\$115.85	\$118.75	\$121.72	\$124.76	\$127.88	\$131.08

Data Entry Clerk	HR	\$38.34	\$39.30	\$40.28	\$41.29	\$42.32	\$43.38
Data Security Specialist	HR	\$116.85	\$119.77	\$122.77	\$125.83	\$128.98	\$132.21
Data Standardization Specialist	HR	\$89.75	\$91.99	\$94.29	\$96.65	\$99.06	\$101.54
Database Administrator	HR	\$130.78	\$134.05	\$137.40	\$140.84	\$144.36	\$147.97
Database Management Specialist – Level I	HR	\$81.84	\$83.89	\$85.98	\$88.13	\$90.34	\$92.59
Database Management Specialist – Level II	HR	\$104.69	\$107.31	\$109.99	\$112.74	\$115.56	\$118.45
Database Management Specialist – Level III	HR	\$122.76	\$125.83	\$128.97	\$132.20	\$135.50	\$138.89
Database Specialist – Level I	HR	\$56.53	\$57.94	\$59.39	\$60.87	\$62.39	\$63.95
Database Specialist – Level II	HR	\$89.62	\$91.86	\$94.16	\$96.51	\$98.92	\$101.40
Database Specialist – Level III	HR	\$122.76	\$125.83	\$128.97	\$132.20	\$135.50	\$138.89
Data Warehousing Administrator	HR	\$125.78	\$128.92	\$132.15	\$135.45	\$138.84	\$142.31
Data Warehouse Analyst	HR	\$120.36	\$123.37	\$126.45	\$129.62	\$132.86	\$136.18
Data Warehouse Programmer	HR	\$118.73	\$121.70	\$124.74	\$127.86	\$131.06	\$134.33
Disaster Recovery Specialist	HR	\$102.55	\$105.12	\$107.74	\$110.44	\$113.20	\$116.03
Document Control Specialist – Level I	HR	\$42.26	\$43.32	\$44.40	\$45.51	\$46.65	\$47.82
Document Control Specialist - Level II	HR	\$56.51	\$57.93	\$59.38	\$60.86	\$62.38	\$63.94
Document Control Specialist – Level III	HR	\$67.31	\$69.00	\$70.72	\$72.49	\$74.30	\$76.16
Document Support Specialist – Level I	HR	\$41.26	\$42.30	\$43.35	\$44.44	\$45.55	\$46.69
Document Support Specialist – Level II	HR	\$55.96	\$57.36	\$58.80	\$60.27	\$61.77	\$63.32
Duplicating Machine Operator	HR	\$39.53	\$40.52	\$41.53	\$42.57	\$43.64	\$44.73
Electronic Data Interchange (EDI) Specialist	HR	\$97.64	\$100.08	\$102.58	\$105.15	\$107.78	\$110.47
Electronic Meeting Technographer	HR	\$56.42	\$57.83	\$59.28	\$60.76	\$62.28	\$63.84
Enterprise Resource Planning (ERP) Specialist	HR	\$129.71	\$132.96	\$136.28	\$139.69	\$143.18	\$146.76
Facilitator	HR	\$68.62	\$70.34	\$72.09	\$73.90	\$75.74	\$77.64
Financial Analyst – IT	HR	\$107.56	\$110.25	\$113.01	\$115.83	\$118.73	\$121.69
Functional Analyst – Level I	HR	\$66.61	\$68.28	\$69.98	\$71.73	\$73.53	\$75.37
Functional Analyst – Level II	HR	\$91.70	\$93.99	\$96.34	\$98.75	\$101.22	\$103.75
General Clerk – Level I	HR	\$35.41	\$36.30	\$37.20	\$38.13	\$39.09	\$40.07
General Clerk – Level II	HR	\$40.78	\$41.80	\$42.85	\$43.92	\$45.02	\$46.14
General Clerk – Level III	HR	\$44.76	\$45.88	\$47.03	\$48.21	\$49.41	\$50.65
Geographic Information System (GIS) Specialist	HR	\$124.39	\$127.50	\$130.69	\$133.95	\$137.30	\$140.73
Graphical User Interface Designer	HR	\$116.85	\$119.77	\$122.77	\$125.83	\$128.98	\$132.21
Graphics Specialist	HR	\$96.56	\$98.97	\$101.45	\$103.98	\$106.58	\$109.25

Hardware Draftsman	HR	\$65.37	\$67.01	\$68.68	\$70.40	\$72.16	\$73.96
Hardware Installation Technician – Level I	HR	\$45.26	\$46.39	\$47.55	\$48.74	\$49.96	\$51.20
Hardware Installation Technician – Level II	HR	\$54.83	\$56.20	\$57.60	\$59.04	\$60.52	\$62.03
Hardware Specialist – Information Technology	HR	\$98.35	\$100.81	\$103.33	\$105.91	\$108.56	\$111.28
Help Desk Manager	HR	\$83.71	\$85.80	\$87.95	\$90.15	\$92.40	\$94.71
Help Desk Specialist	HR	\$66.33	\$67.98	\$69.68	\$71.43	\$73.21	\$75.04
Imaging Specialist/Technician – Level I	HR	\$55.48	\$56.87	\$58.29	\$59.75	\$61.24	\$62.77
Imaging Specialist/Technician – Level II	HR	\$65.79	\$67.43	\$69.12	\$70.84	\$72.62	\$74.43
Imaging Specialist/Technician – Level III	HR	\$84.74	\$86.86	\$89.03	\$91.26	\$93.54	\$95.88
Informatic Specialist/Bioinformatician	HR	\$126.03	\$129.18	\$132.41	\$135.72	\$139.11	\$142.59
Information Engineer – Level I	HR	\$98.24	\$100.70	\$103.21	\$105.79	\$108.44	\$111.15
Information Engineer – Level II	HR	\$119.72	\$122.71	\$125.78	\$128.92	\$132.15	\$135.45
Information Resource Management Analyst	HR	\$126.03	\$129.18	\$132.41	\$135.72	\$139.11	\$142.59
Information Systems Training Specialist	HR	\$90.15	\$92.40	\$94.71	\$97.08	\$99.51	\$101.99
IT Policy/Legislative Specialist	HR	\$124.87	\$127.99	\$131.19	\$134.47	\$137.83	\$141.28
IT Strategic/Capital Planner	HR	\$153.51	\$157.35	\$161.28	\$165.32	\$169.45	\$173.69
Knowledge Management Specialist	HR	\$100.96	\$103.48	\$106.07	\$108.72	\$111.44	\$114.23
Librarian	HR	\$43.82	\$44.92	\$46.04	\$47.19	\$48.37	\$49.58
Librarian Technician	HR	\$39.60	\$40.59	\$41.60	\$42.65	\$43.71	\$44.80
Medical Billing/Account Management Specialist	HR	\$88.35	\$90.56	\$92.82	\$95.14	\$97.52	\$99.96
Modeling and Simulation Specialist	HR	\$139.82	\$143.32	\$146.90	\$150.57	\$154.34	\$158.20
Network Administrator	HR	\$106.38	\$109.04	\$111.77	\$114.56	\$117.43	\$120.36
Network Draftsman	HR	\$72.33	\$74.14	\$75.99	\$77.89	\$79.84	\$81.83
Network Installation Technician – Level I	HR	\$66.03	\$67.68	\$69.37	\$71.11	\$72.88	\$74.71
Network Installation Technician – Level II	HR	\$88.35	\$90.56	\$92.82	\$95.14	\$97.52	\$99.96
Network Support Technician	HR	\$57.09	\$58.52	\$59.98	\$61.48	\$63.01	\$64.59
Operations Manager	HR	\$116.35	\$119.25	\$122.23	\$125.29	\$128.42	\$131.63
Procurement Product Specialist	HR	\$85.12	\$87.25	\$89.43	\$91.67	\$93.96	\$96.31
Program Administration Specialist	HR	\$71.66	\$73.45	\$75.29	\$77.17	\$79.10	\$81.08
Program Analyst	HR	\$98.16	\$100.61	\$103.13	\$105.71	\$108.35	\$111.06
Program Manager	HR	\$155.98	\$159.88	\$163.88	\$167.97	\$172.17	\$176.48
Project Control Specialist	HR	\$103.52	\$106.10	\$108.76	\$111.48	\$114.26	\$117.12
Project Leader	HR	\$130.78	\$134.05	\$137.40	\$140.84	\$144.36	\$147.97

Project Manager – Level I	HR	\$116.85	\$119.77	\$122.77	\$125.83	\$128.98	\$132.21
Project Manager – Level II	HR	\$128.76	\$131.98	\$135.28	\$138.66	\$142.13	\$145.68
Project Manager – Level III	HR	\$154.44	\$158.30	\$162.26	\$166.32	\$170.48	\$174.74
Public Health Analyst	HR	\$107.04	\$109.71	\$112.46	\$115.27	\$118.15	\$121.10
Quality Assurance Analyst	HR	\$92.27	\$94.58	\$96.94	\$99.37	\$101.85	\$104.40
Quality Assurance Manager	HR	\$129.39	\$132.63	\$135.94	\$139.34	\$142.82	\$146.40
Quality Assurance Specialist	HR	\$102.53	\$105.09	\$107.72	\$110.41	\$113.17	\$116.00
Records Management Specialist	HR	\$98.16	\$100.61	\$103.13	\$105.71	\$108.35	\$111.06
Scanner Operator	HR	\$56.32	\$57.73	\$59.17	\$60.65	\$62.17	\$63.72
Scientific Data Analyst	HR	\$117.42	\$120.36	\$123.37	\$126.45	\$129.61	\$132.85
Subject Matter Expert – Level I	HR	\$100.41	\$102.92	\$105.49	\$108.13	\$110.83	\$113.60
Subject Matter Expert – Level II	HR	\$119.49	\$122.48	\$125.54	\$128.68	\$131.89	\$135.19
Subject Matter Expert – Level III	HR	\$171.92	\$176.22	\$180.62	\$185.14	\$189.77	\$194.51
System Administrator – Level I	HR	\$98.16	\$100.61	\$103.13	\$105.71	\$108.35	\$111.06
System Administrator – Level II	HR	\$110.48	\$113.24	\$116.07	\$118.98	\$121.95	\$125.00
System Administrator – Level III	HR	\$125.16	\$128.29	\$131.49	\$134.78	\$138.15	\$141.60
Systems Architect – Level I	HR	\$117.05	\$119.97	\$122.97	\$126.04	\$129.20	\$132.43
Systems Architect – Level II	HR	\$175.69	\$180.09	\$184.59	\$189.20	\$193.93	\$198.78
Systems Engineer – Level I	HR	\$104.69	\$107.31	\$109.99	\$112.74	\$115.56	\$118.45
Systems Engineer – Level II	HR	\$118.73	\$121.70	\$124.74	\$127.86	\$131.06	\$134.33
Systems Engineer – Level III	HR	\$139.40	\$142.88	\$146.46	\$150.12	\$153.87	\$157.72
System Operator	HR	\$41.20	\$42.23	\$43.28	\$44.36	\$45.47	\$46.61
System Programmer	HR	\$135.47	\$138.86	\$142.33	\$145.89	\$149.54	\$153.28
Technical Writer/Editor – Level I	HR	\$76.53	\$78.44	\$80.40	\$82.41	\$84.47	\$86.59
Technical Writer/Editor – Level II	HR	\$90.26	\$92.52	\$94.83	\$97.20	\$99.63	\$102.12
Technical Writer/Editor – Level III	HR	\$116.85	\$119.77	\$122.77	\$125.83	\$128.98	\$132.21
Telecommunications Engineer – Level I	HR	\$90.92	\$93.19	\$95.52	\$97.91	\$100.35	\$102.86
Telecommunications Engineer - Level II	HR	\$124.65	\$127.77	\$130.96	\$134.24	\$137.59	\$141.03
Telecommunications Specialist – Level I	HR	\$74.32	\$76.18	\$78.09	\$80.04	\$82.04	\$84.09
Telecommunications Specialist - Level II	HR	\$103.46	\$106.05	\$108.70	\$111.41	\$114.20	\$117.05
Test Engineer	HR	\$102.45	\$105.01	\$107.64	\$110.33	\$113.08	\$115.91
Training Manager	HR	\$98.36	\$100.82	\$103.34	\$105.92	\$108.57	\$111.29
Training Specialist – Level I	HR	\$70.31	\$72.07	\$73.87	\$75.71	\$77.61	\$79.55

Training Specialist – Level II	HR	\$100.98	\$103.50	\$106.09	\$108.74	\$111.46	\$114.25
Web Content Administrator	HR	\$119.04	\$122.02	\$125.07	\$128.19	\$131.40	\$134.68
Web Designer	HR	\$130.78	\$134.05	\$137.40	\$140.84	\$144.36	\$147.97
Web Project Manager	HR	\$119.04	\$122.02	\$125.07	\$128.19	\$131.40	\$134.68
Web Software Developer	HR	\$119.04	\$122.02	\$125.07	\$128.19	\$131.40	\$134.68
Webmaster	HR	\$119.04	\$122.02	\$125.07	\$128.19	\$131.40	\$134.68
Wide Area Network Administrator	HR	\$113.46	\$116.30	\$119.20	\$122.18	\$125.24	\$128.37