

| ITEM | DESCRIPTION | U/M | Contract Year | | | | |
|-----------|---|-----|---------------|--------------|--------------|--------------|--------------|
| | | | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | 1.73% | 1.73% | 1.73% | 1.73% | 1.73% |
| 0001 AA01 | Administrative Assistant – Level I | HR | \$37.66 | \$38.31 | \$38.97 | \$39.65 | \$40.33 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$53.79 | \$54.73 | \$55.67 | \$56.64 | \$57.62 |
| 0001 AB01 | Application Engineer – Level I | HR | \$84.96 | \$86.43 | \$87.93 | \$89.45 | \$91.00 |
| 0001 AB02 | Application Engineer – Level II | HR | \$117.38 | \$119.41 | \$121.47 | \$123.57 | \$125.71 |
| 0001 AC01 | Application Programmer – Level I | HR | \$73.36 | \$74.63 | \$75.92 | \$77.23 | \$78.57 |
| 0001 AC02 | Application Programmer – Level II | HR | \$97.81 | \$99.51 | \$101.23 | \$102.98 | \$104.76 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$122.27 | \$124.38 | \$126.54 | \$128.73 | \$130.95 |
| 0001 AD00 | Application Systems Analyst | HR | \$97.81 | \$99.51 | \$101.23 | \$102.98 | \$104.76 |
| 0001 AE00 | Biostatistician | HR | \$122.27 | \$124.38 | \$126.54 | \$128.73 | \$130.95 |
| 0001 AF01 | Business Analyst – Level I | HR | \$78.25 | \$79.60 | \$80.98 | \$82.38 | \$83.81 |
| 0001 AF02 | Business Analyst – Level II | HR | \$97.81 | \$99.51 | \$101.23 | \$102.98 | \$104.76 |
| 0001 AF03 | Business Analyst – Level III | HR | \$127.15 | \$129.35 | \$131.59 | \$133.87 | \$136.18 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$101.53 | \$103.28 | \$105.07 | \$106.89 | \$108.74 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$112.48 | \$114.43 | \$116.41 | \$118.42 | \$120.47 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$141.83 | \$144.29 | \$146.78 | \$149.32 | \$151.90 |
| 0001 AH00 | Chief Information Security Officer | HR | \$166.28 | \$169.15 | \$172.08 | \$175.06 | \$178.09 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$63.58 | \$64.68 | \$65.80 | \$66.94 | \$68.10 |
| 0001 AJ00 | Communications Network Manager | HR | \$108.34 | \$110.22 | \$112.12 | \$114.06 | \$116.04 |
| 0001 AK00 | Communications Software Specialist | HR | \$78.25 | \$79.60 | \$80.98 | \$82.38 | \$83.81 |
| 0001 AL00 | Communications Specialist | HR | \$102.71 | \$104.48 | \$106.29 | \$108.13 | \$110.00 |
| 0001 AM00 | Computer Data Librarian | HR | \$46.46 | \$47.26 | \$48.08 | \$48.91 | \$49.76 |
| 0001 AN00 | Computer Scientist | HR | \$166.28 | \$169.15 | \$172.08 | \$175.06 | \$178.09 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$88.03 | \$89.55 | \$91.10 | \$92.68 | \$94.28 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$112.48 | \$114.43 | \$116.41 | \$118.42 | \$120.47 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$138.89 | \$141.29 | \$143.74 | \$146.23 | \$148.76 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$78.00 | \$79.35 | \$80.72 | \$82.11 | \$83.54 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$107.59 | \$109.45 | \$111.34 | \$113.27 | \$115.23 |

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| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$127.15 | \$129.35 | \$131.59 | \$133.87 | \$136.18 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$117.38 | \$119.41 | \$121.47 | \$123.57 | \$125.71 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$68.46 | \$69.65 | \$70.85 | \$72.08 | \$73.33 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$88.03 | \$89.55 | \$91.10 | \$92.68 | \$94.28 |
| 0001 AS00 | Data Entry Clerk | HR | \$37.17 | \$37.82 | \$38.47 | \$39.13 | \$39.81 |
| 0001 AT00 | Data Security Specialist | HR | \$122.27 | \$124.38 | \$126.54 | \$128.73 | \$130.95 |
| 0001 AU00 | Data Standardization Specialist | HR | \$102.71 | \$104.48 | \$106.29 | \$108.13 | \$110.00 |
| 0001 AV00 | Database Administrator | HR | \$112.48 | \$114.43 | \$116.41 | \$118.42 | \$120.47 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$83.14 | \$84.58 | \$86.05 | \$87.53 | \$89.05 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$112.48 | \$114.43 | \$116.41 | \$118.42 | \$120.47 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$134.00 | \$136.32 | \$138.68 | \$141.07 | \$143.51 |
| 0001 AX01 | Database Specialist – Level I | HR | \$78.25 | \$79.60 | \$80.98 | \$82.38 | \$83.81 |
| 0001 AX02 | Database Specialist – Level II | HR | \$102.71 | \$104.48 | \$106.29 | \$108.13 | \$110.00 |
| 0001 AX03 | Database Specialist – Level III | HR | \$122.27 | \$124.38 | \$126.54 | \$128.73 | \$130.95 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$117.38 | \$119.41 | \$121.47 | \$123.57 | \$125.71 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$102.71 | \$104.48 | \$106.29 | \$108.13 | \$110.00 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$122.27 | \$124.38 | \$126.54 | \$128.73 | \$130.95 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$117.38 | \$119.41 | \$121.47 | \$123.57 | \$125.71 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$34.23 | \$34.82 | \$35.43 | \$36.04 | \$36.66 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$53.79 | \$54.73 | \$55.67 | \$56.64 | \$57.62 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$83.14 | \$84.58 | \$86.05 | \$87.53 | \$89.05 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$39.13 | \$39.80 | \$40.49 | \$41.19 | \$41.90 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$58.69 | \$59.70 | \$60.74 | \$61.79 | \$62.86 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$36.20 | \$36.82 | \$37.46 | \$38.11 | \$38.77 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$88.03 | \$89.55 | \$91.10 | \$92.68 | \$94.28 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$48.90 | \$49.75 | \$50.61 | \$51.48 | \$52.37 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$136.94 | \$139.31 | \$141.72 | \$144.17 | \$146.66 |
| 0001 BI00 | Facilitator | HR | \$88.03 | \$89.55 | \$91.10 | \$92.68 | \$94.28 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$92.92 | \$94.53 | \$96.16 | \$97.83 | \$99.52 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$88.03 | \$89.55 | \$91.10 | \$92.68 | \$94.28 |

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| 0001 BK02 | Functional Analyst – Level II | HR | \$114.44 | \$116.42 | \$118.43 | \$120.48 | \$122.56 |
| 0001 BL01 | General Clerk – Level I | HR | \$33.26 | \$33.83 | \$34.42 | \$35.01 | \$35.62 |
| 0001 BL02 | General Clerk – Level II | HR | \$40.10 | \$40.80 | \$41.50 | \$42.22 | \$42.95 |
| 0001 BL03 | General Clerk – Level III | HR | \$49.89 | \$50.75 | \$51.63 | \$52.52 | \$53.43 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$109.55 | \$111.45 | \$113.38 | \$115.34 | \$117.33 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$117.38 | \$119.41 | \$121.47 | \$123.57 | \$125.71 |
| 0001 BO00 | Graphics Specialist | HR | \$78.25 | \$79.60 | \$80.98 | \$82.38 | \$83.81 |
| 0001 BP00 | Hardware Draftsman | HR | \$58.69 | \$59.70 | \$60.74 | \$61.79 | \$62.86 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$68.46 | \$69.65 | \$70.85 | \$72.08 | \$73.33 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$88.03 | \$89.55 | \$91.10 | \$92.68 | \$94.28 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$95.86 | \$97.52 | \$99.21 | \$100.92 | \$102.67 |
| 0001 BS00 | Help Desk Manager | HR | \$92.92 | \$94.53 | \$96.16 | \$97.83 | \$99.52 |
| 0001 BT00 | Help Desk Specialist | HR | \$63.58 | \$64.68 | \$65.80 | \$66.94 | \$68.10 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$44.02 | \$44.78 | \$45.55 | \$46.34 | \$47.14 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$63.58 | \$64.68 | \$65.80 | \$66.94 | \$68.10 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$78.25 | \$79.60 | \$80.98 | \$82.38 | \$83.81 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$176.06 | \$179.11 | \$182.21 | \$185.36 | \$188.57 |
| 0001 BW01 | Information Engineer – Level I | HR | \$102.71 | \$104.48 | \$106.29 | \$108.13 | \$110.00 |
| 0001 BW02 | Information Engineer – Level II | HR | \$136.94 | \$139.31 | \$141.72 | \$144.17 | \$146.66 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$107.59 | \$109.45 | \$111.34 | \$113.27 | \$115.23 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$88.03 | \$89.55 | \$91.10 | \$92.68 | \$94.28 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$161.39 | \$164.19 | \$167.03 | \$169.92 | \$172.86 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$158.45 | \$161.20 | \$163.98 | \$166.82 | \$169.71 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$122.27 | \$124.38 | \$126.54 | \$128.73 | \$130.95 |
| 0001 CC00 | Librarian | HR | \$58.69 | \$59.70 | \$60.74 | \$61.79 | \$62.86 |
| 0001 CD00 | Librarian Technician | HR | \$44.02 | \$44.78 | \$45.55 | \$46.34 | \$47.14 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$72.38 | \$73.63 | \$74.91 | \$76.20 | \$77.52 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$132.05 | \$134.33 | \$136.65 | \$139.02 | \$141.42 |
| 0001 CG00 | Network Administrator | HR | \$99.77 | \$101.49 | \$103.25 | \$105.03 | \$106.85 |
| 0001 CH00 | Network Draftsman | HR | \$77.27 | \$78.61 | \$79.97 | \$81.35 | \$82.76 |

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| 0001 CI01 | Network Installation Technician – Level I | HR | \$75.31 | \$76.61 | \$77.94 | \$79.29 | \$80.66 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$93.90 | \$95.52 | \$97.17 | \$98.85 | \$100.57 |
| 0001 CJ00 | Network Support Technician | HR | \$75.31 | \$76.61 | \$77.94 | \$79.29 | \$80.66 |
| 0001 CK00 | Operations Manager | HR | \$122.27 | \$124.38 | \$126.54 | \$128.73 | \$130.95 |
| 0001 CL00 | Procurement Product Specialist | HR | \$92.92 | \$94.53 | \$96.16 | \$97.83 | \$99.52 |
| 0001 CM00 | Program Administration Specialist | HR | \$63.58 | \$64.68 | \$65.80 | \$66.94 | \$68.10 |
| 0001 CN00 | Program Analyst | HR | \$78.25 | \$79.60 | \$80.98 | \$82.38 | \$83.81 |
| 0001 CO00 | Program Manager | HR | \$180.96 | \$184.09 | \$187.27 | \$190.51 | \$193.81 |
| 0001 CP00 | Project Control Specialist | HR | \$78.25 | \$79.60 | \$80.98 | \$82.38 | \$83.81 |
| 0001 CQ00 | Project Leader | HR | \$117.38 | \$119.41 | \$121.47 | \$123.57 | \$125.71 |
| 0001 CR01 | Project Manager – Level I | HR | \$127.15 | \$129.35 | \$131.59 | \$133.87 | \$136.18 |
| 0001 CR02 | Project Manager – Level II | HR | \$150.65 | \$153.26 | \$155.91 | \$158.61 | \$161.35 |
| 0001 CR03 | Project Manager – Level III | HR | \$171.07 | \$174.03 | \$177.04 | \$180.10 | \$183.22 |
| 0001 CS00 | Public Health Analyst | HR | \$93.90 | \$95.52 | \$97.17 | \$98.85 | \$100.57 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$78.25 | \$79.60 | \$80.98 | \$82.38 | \$83.81 |
| 0001 CU00 | Quality Assurance Manager | HR | \$117.38 | \$119.41 | \$121.47 | \$123.57 | \$125.71 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$98.79 | \$100.50 | \$102.24 | \$104.01 | \$105.81 |
| 0001 CW00 | Records Management Specialist | HR | \$65.53 | \$66.67 | \$67.82 | \$68.99 | \$70.19 |
| 0001 CX00 | Scanner Operator | HR | \$34.23 | \$34.82 | \$35.43 | \$36.04 | \$36.66 |
| 0001 CY00 | Scientific Data Analyst | HR | \$127.15 | \$129.35 | \$131.59 | \$133.87 | \$136.18 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$153.56 | \$156.22 | \$158.92 | \$161.67 | \$164.47 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$180.96 | \$184.09 | \$187.27 | \$190.51 | \$193.81 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$220.08 | \$223.89 | \$227.76 | \$231.70 | \$235.71 |
| 0001 DA01 | System Administrator – Level I | HR | \$73.36 | \$74.63 | \$75.92 | \$77.23 | \$78.57 |
| 0001 DA02 | System Administrator – Level II | HR | \$89.57 | \$91.12 | \$92.70 | \$94.30 | \$95.93 |
| 0001 DA03 | System Administrator – Level III | HR | \$107.59 | \$109.45 | \$111.34 | \$113.27 | \$115.23 |
| 0001 DB01 | Systems Architect – Level I | HR | \$146.72 | \$149.25 | \$151.84 | \$154.46 | \$157.13 |
| 0001 DB02 | Systems Architect – Level II | HR | \$180.96 | \$184.09 | \$187.27 | \$190.51 | \$193.81 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$93.39 | \$95.00 | \$96.65 | \$98.32 | \$100.02 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$118.55 | \$120.60 | \$122.68 | \$124.81 | \$126.96 |

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| 0001 DC03 | Systems Engineer – Level III | HR | \$136.94 | \$139.31 | \$141.72 | \$144.17 | \$146.66 |
| 0001 DD00 | System Operator | HR | \$69.71 | \$70.91 | \$72.14 | \$73.39 | \$74.66 |
| 0001 DE00 | System Programmer | HR | \$97.81 | \$99.51 | \$101.23 | \$102.98 | \$104.76 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$52.02 | \$52.92 | \$53.84 | \$54.77 | \$55.72 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$78.64 | \$80.00 | \$81.38 | \$82.79 | \$84.22 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$96.75 | \$98.42 | \$100.12 | \$101.85 | \$103.62 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$88.03 | \$89.55 | \$91.10 | \$92.68 | \$94.28 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$112.48 | \$114.43 | \$116.41 | \$118.42 | \$120.47 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$78.25 | \$79.60 | \$80.98 | \$82.38 | \$83.81 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$102.71 | \$104.48 | \$106.29 | \$108.13 | \$110.00 |
| 0001 DI00 | Test Engineer | HR | \$98.38 | \$100.09 | \$101.82 | \$103.58 | \$105.37 |
| 0001 DJ00 | Training Manager | HR | \$102.71 | \$104.48 | \$106.29 | \$108.13 | \$110.00 |
| 0001 DK01 | Training Specialist – Level I | HR | \$68.46 | \$69.65 | \$70.85 | \$72.08 | \$73.33 |
| 0001 DK02 | Training Specialist – Level II | HR | \$88.03 | \$89.55 | \$91.10 | \$92.68 | \$94.28 |
| 0001 DL00 | Web Content Administrator | HR | \$97.81 | \$99.51 | \$101.23 | \$102.98 | \$104.76 |
| 0001 DM00 | Web Designer | HR | \$102.71 | \$104.48 | \$106.29 | \$108.13 | \$110.00 |
| 0001 DN00 | Web Project Manager | HR | \$141.83 | \$144.29 | \$146.78 | \$149.32 | \$151.90 |
| 0001 DO00 | Web Software Developer | HR | \$117.38 | \$119.41 | \$121.47 | \$123.57 | \$125.71 |
| 0001 DP00 | Webmaster | HR | \$106.61 | \$108.46 | \$110.33 | \$112.24 | \$114.18 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$97.81 | \$99.51 | \$101.23 | \$102.98 | \$104.76 |
| | Contract Year 6: SDVOSB = 04/02/2018 - 04/29/2018 | | | | | | |
| | Contract Year 7: SDVOSB = 04/30/2018 - 04/29/2019 | | | | | | |
| | Contract Year 8: SDVOSB = 04/30/2019 - 04/29/2020; SB = 05/11/2020 - 07/14/2020 | | | | | | |
| | Contract Year 9: SDVOSB = 04/30/2020 - 04/29/2021; SB = 07/15/2020 - 07/14/2021 | | | | | | |
| | Contract Year 10: SDVOSB = 04/30/2021 - 10/29/2024; SB = 07/15/2021 - 10/29/2024 | | | | | | |