

**INTEGRITYOne Partners
Government Site Rates**

| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
|-----------|---|-----|---------------|-------------|-------------|-------------|-------------|-------------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 2.6% | 2.6% | 2.6% | 2.6% | 2.6% |
| 0002 AA01 | Administrative Assistant – Level I | HR | \$42.32 | \$43.42 | \$44.55 | \$45.71 | \$46.90 | \$48.12 |
| 0002 AA02 | Administrative Assistant – Level II | HR | \$55.10 | \$56.53 | \$58.00 | \$59.51 | \$61.06 | \$62.64 |
| 0002 AB01 | Application Engineer – Level I | HR | \$82.64 | \$84.79 | \$87.00 | \$89.26 | \$91.58 | \$93.96 |
| 0002 AB02 | Application Engineer – Level II | HR | \$99.52 | \$102.11 | \$104.76 | \$107.49 | \$110.28 | \$113.15 |
| 0002 AC01 | Application Programmer – Level I | HR | \$70.47 | \$72.30 | \$74.18 | \$76.11 | \$78.09 | \$80.12 |
| 0002 AC02 | Application Programmer – Level II | HR | \$93.48 | \$95.91 | \$98.40 | \$100.96 | \$103.59 | \$106.28 |
| 0002 AC03 | Applications Programmer – Level III | HR | \$114.69 | \$117.67 | \$120.73 | \$123.87 | \$127.09 | \$130.39 |
| 0002 AD00 | Application Systems Analyst | HR | \$95.61 | \$98.10 | \$100.65 | \$103.26 | \$105.95 | \$108.70 |
| 0002 AE00 | Biostatistician | HR | \$103.48 | \$106.17 | \$108.93 | \$111.77 | \$114.67 | \$117.65 |
| 0002 AF01 | Business Analyst – Level I | HR | \$66.17 | \$67.90 | \$69.66 | \$71.47 | \$73.33 | \$75.24 |
| 0002 AF02 | Business Analyst – Level II | HR | \$85.25 | \$87.46 | \$89.74 | \$92.07 | \$94.46 | \$96.92 |
| 0002 AF03 | Business Analyst – Level III | HR | \$117.19 | \$120.23 | \$123.36 | \$126.57 | \$129.86 | \$133.23 |
| 0002 AG01 | Business Process Reengineering Specialist – Level I | HR | \$85.25 | \$87.46 | \$89.74 | \$92.07 | \$94.46 | \$96.92 |
| 0002 AG02 | Business Process Reengineering Specialist – Level II | HR | \$117.19 | \$120.23 | \$123.36 | \$126.57 | \$129.86 | \$133.23 |
| 0002 AG03 | Business Process Reengineering Specialist – Level III | HR | \$133.02 | \$136.48 | \$140.03 | \$143.67 | \$147.41 | \$151.24 |
| 0002 AH00 | Chief Information Security Officer | HR | \$175.52 | \$180.08 | \$184.76 | \$189.57 | \$194.49 | \$199.55 |
| 0002 AI00 | Communications Hardware Specialist | HR | \$83.45 | \$85.62 | \$87.84 | \$90.13 | \$92.47 | \$94.87 |
| 0002 AJ00 | Communications Network Manager | HR | \$116.70 | \$119.74 | \$122.85 | \$126.05 | \$129.32 | \$132.69 |
| 0002 AK00 | Communications Software Specialist | HR | \$87.55 | \$89.83 | \$92.17 | \$94.56 | \$97.02 | \$99.54 |
| 0002 AL00 | Communications Specialist | HR | \$75.78 | \$77.75 | \$79.77 | \$81.85 | \$83.98 | \$86.16 |
| 0002 AM00 | Computer Data Librarian | HR | \$46.06 | \$47.26 | \$48.49 | \$49.75 | \$51.04 | \$52.37 |
| 0002 AN00 | Computer Scientist | HR | \$139.54 | \$143.17 | \$146.89 | \$150.71 | \$154.63 | \$158.65 |
| 0002 AO01 | Computer Security System Specialist – Level I | HR | \$86.43 | \$88.68 | \$90.98 | \$93.35 | \$95.77 | \$98.26 |
| 0002 AO02 | Computer Security System Specialist – Level II | HR | \$109.20 | \$112.04 | \$114.96 | \$117.94 | \$121.01 | \$124.16 |
| 0002 AO03 | Computer Security System Specialist – Level III | HR | \$128.29 | \$131.62 | \$135.05 | \$138.56 | \$142.16 | \$145.86 |
| 0002 AP01 | Computer Systems Analyst – Level I | HR | \$78.76 | \$80.80 | \$82.91 | \$85.06 | \$87.27 | \$89.54 |
| 0002 AP02 | Computer Systems Analyst – Level II | HR | \$100.85 | \$103.47 | \$106.16 | \$108.92 | \$111.75 | \$114.66 |

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| 0002 AP03 | Computer Systems Analyst – Level III | HR | \$122.74 | \$125.93 | \$129.20 | \$132.56 | \$136.01 | \$139.55 |
| 0002 AQ00 | Configuration Management Specialist | HR | \$93.04 | \$95.46 | \$97.94 | \$100.49 | \$103.10 | \$105.78 |
| 0002 AR01 | Cost Analyst – Level I | HR | \$64.48 | \$66.15 | \$67.87 | \$69.64 | \$71.45 | \$73.31 |
| 0002 AR02 | Cost Analyst – Level II | HR | \$77.12 | \$79.12 | \$81.18 | \$83.29 | \$85.46 | \$87.68 |
| 0002 AS00 | Data Entry Clerk | HR | \$40.86 | \$41.92 | \$43.01 | \$44.13 | \$45.28 | \$46.46 |
| 0002 AT00 | Data Security Specialist | HR | \$87.86 | \$90.14 | \$92.49 | \$94.89 | \$97.36 | \$99.89 |
| 0002 AU00 | Data Standardization Specialist | HR | \$85.75 | \$87.98 | \$90.26 | \$92.61 | \$95.02 | \$97.49 |
| 0002 AV00 | Database Administrator | HR | \$108.52 | \$111.34 | \$114.24 | \$117.21 | \$120.25 | \$123.38 |
| 0002 AW01 | Database Management Specialist – Level I | HR | \$78.81 | \$80.86 | \$82.96 | \$85.12 | \$87.33 | \$89.60 |
| 0002 AW02 | Database Management Specialist – Level II | HR | \$99.45 | \$102.04 | \$104.69 | \$107.41 | \$110.21 | \$113.07 |
| 0002 AW03 | Database Management Specialist – Level III | HR | \$124.64 | \$127.88 | \$131.20 | \$134.61 | \$138.11 | \$141.71 |
| 0002 AX01 | Database Specialist – Level I | HR | \$78.81 | \$80.86 | \$82.96 | \$85.12 | \$87.33 | \$89.60 |
| 0002 AX02 | Database Specialist – Level II | HR | \$99.45 | \$102.04 | \$104.69 | \$107.41 | \$110.21 | \$113.07 |
| 0002 AX03 | Database Specialist – Level III | HR | \$121.11 | \$124.26 | \$127.49 | \$130.81 | \$134.21 | \$137.70 |
| 0002 AY00 | Data Warehousing Administrator | HR | \$110.03 | \$112.89 | \$115.83 | \$118.84 | \$121.93 | \$125.10 |
| 0002 AZ00 | Data Warehouse Analyst | HR | \$86.31 | \$88.55 | \$90.85 | \$93.22 | \$95.64 | \$98.13 |
| 0002 BA00 | Data Warehouse Programmer | HR | \$103.40 | \$106.09 | \$108.85 | \$111.68 | \$114.58 | \$117.56 |
| 0002 BB00 | Disaster Recovery Specialist | HR | \$110.46 | \$113.33 | \$116.28 | \$119.30 | \$122.41 | \$125.59 |
| 0002 BC01 | Document Control Specialist – Level I | HR | \$41.13 | \$42.19 | \$43.29 | \$44.42 | \$45.57 | \$46.76 |
| 0002 BC02 | Document Control Specialist - Level II | HR | \$53.54 | \$54.93 | \$56.36 | \$57.83 | \$59.33 | \$60.87 |
| 0002 BC03 | Document Control Specialist – Level III | HR | \$57.62 | \$59.12 | \$60.66 | \$62.24 | \$63.86 | \$65.52 |
| 0002 BD01 | Document Support Specialist – Level I | HR | \$43.96 | \$45.10 | \$46.28 | \$47.48 | \$48.71 | \$49.98 |
| 0002 BD02 | Document Support Specialist – Level II | HR | \$52.30 | \$53.66 | \$55.06 | \$56.49 | \$57.96 | \$59.46 |
| 0002 BE00 | Duplicating Machine Operator | HR | \$34.45 | \$35.35 | \$36.27 | \$37.21 | \$38.18 | \$39.17 |
| 0002 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$87.56 | \$89.84 | \$92.17 | \$94.57 | \$97.03 | \$99.55 |
| 0002 BG00 | Electronic Meeting Technographer | HR | \$37.40 | \$38.37 | \$39.37 | \$40.39 | \$41.44 | \$42.52 |
| 0002 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$122.91 | \$126.10 | \$129.38 | \$132.74 | \$136.19 | \$139.74 |
| 0002 BI00 | Facilitator | HR | \$90.80 | \$93.16 | \$95.59 | \$98.07 | \$100.62 | \$103.24 |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 BJ00 | Financial Analyst – IT | HR | \$76.72 | \$78.72 | \$80.77 | \$82.87 | \$85.02 | \$87.23 |
| 0002 BK01 | Functional Analyst – Level I | HR | \$78.17 | \$80.20 | \$82.29 | \$84.43 | \$86.62 | \$88.88 |
| 0002 BK02 | Functional Analyst – Level II | HR | \$98.34 | \$100.90 | \$103.53 | \$106.22 | \$108.98 | \$111.81 |
| 0002 BL01 | General Clerk – Level I | HR | \$39.70 | \$40.74 | \$41.80 | \$42.88 | \$44.00 | \$45.14 |
| 0002 BL02 | General Clerk – Level II | HR | \$46.93 | \$48.15 | \$49.40 | \$50.68 | \$52.00 | \$53.35 |
| 0002 BL03 | General Clerk – Level III | HR | \$52.30 | \$53.66 | \$55.06 | \$56.49 | \$57.96 | \$59.46 |
| 0002 BM00 | Geographic Information System (GIS) Specialist | HR | \$89.65 | \$91.98 | \$94.37 | \$96.82 | \$99.34 | \$101.92 |
| 0002 BN00 | Graphical User Interface Designer | HR | \$84.05 | \$86.23 | \$88.48 | \$90.78 | \$93.14 | \$95.56 |
| 0002 BO00 | Graphics Specialist | HR | \$55.09 | \$56.52 | \$57.99 | \$59.50 | \$61.04 | \$62.63 |
| 0002 BP00 | Hardware Draftsman | HR | \$56.87 | \$58.35 | \$59.87 | \$61.42 | \$63.02 | \$64.66 |
| 0002 BQ01 | Hardware Installation Technician – Level I | HR | \$70.26 | \$72.09 | \$73.97 | \$75.89 | \$77.86 | \$79.89 |
| 0002 BQ02 | Hardware Installation Technician – Level II | HR | \$74.54 | \$76.48 | \$78.47 | \$80.51 | \$82.60 | \$84.75 |
| 0002 BR00 | Hardware Specialist – Information Technology | HR | \$74.54 | \$76.48 | \$78.47 | \$80.51 | \$82.60 | \$84.75 |
| 0002 BS00 | Help Desk Manager | HR | \$89.98 | \$92.32 | \$94.72 | \$97.19 | \$99.71 | \$102.30 |
| 0002 BT00 | Help Desk Specialist | HR | \$55.63 | \$57.07 | \$58.56 | \$60.08 | \$61.64 | \$63.24 |
| 0002 BU01 | Imaging Specialist/Technician – Level I | HR | \$44.06 | \$45.21 | \$46.38 | \$47.59 | \$48.83 | \$50.10 |
| 0002 BU02 | Imaging Specialist/Technician – Level II | HR | \$57.43 | \$58.92 | \$60.45 | \$62.03 | \$63.64 | \$65.29 |
| 0002 BU03 | Imaging Specialist/Technician – Level III | HR | \$80.24 | \$82.33 | \$84.47 | \$86.67 | \$88.92 | \$91.23 |
| 0002 BV00 | Informatic Specialist/Bioinformatician | HR | \$144.81 | \$148.58 | \$152.44 | \$156.40 | \$160.47 | \$164.64 |
| 0002 BW01 | Information Engineer – Level I | HR | \$84.71 | \$86.91 | \$89.17 | \$91.49 | \$93.87 | \$96.31 |
| 0002 BW02 | Information Engineer – Level II | HR | \$111.81 | \$114.72 | \$117.70 | \$120.76 | \$123.90 | \$127.12 |
| 0002 BX00 | Information Resource Management Analyst | HR | \$95.28 | \$97.75 | \$100.29 | \$102.90 | \$105.58 | \$108.32 |
| 0002 BY00 | Information Systems Training Specialist | HR | \$81.83 | \$83.95 | \$86.14 | \$88.38 | \$90.67 | \$93.03 |
| 0002 BZ00 | IT Policy/Legislative Specialist | HR | \$113.94 | \$116.91 | \$119.95 | \$123.06 | \$126.26 | \$129.55 |
| 0002 CA00 | IT Strategic/Capital Planner | HR | \$126.26 | \$129.55 | \$132.91 | \$136.37 | \$139.92 | \$143.55 |
| 0002 CB00 | Knowledge Management Specialist | HR | \$112.51 | \$115.44 | \$118.44 | \$121.52 | \$124.68 | \$127.92 |
| 0002 CC00 | Librarian | HR | \$59.63 | \$61.18 | \$62.77 | \$64.41 | \$66.08 | \$67.80 |
| 0002 CD00 | Librarian Technician | HR | \$49.69 | \$50.99 | \$52.31 | \$53.67 | \$55.07 | \$56.50 |

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|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 CE00 | Medical Billing/Account Management Specialist | HR | \$51.79 | \$53.14 | \$54.52 | \$55.94 | \$57.39 | \$58.89 |
| 0002 CF00 | Modeling and Simulation Specialist | HR | \$97.68 | \$100.22 | \$102.82 | \$105.50 | \$108.24 | \$111.06 |
| 0002 CG00 | Network Administrator | HR | \$89.67 | \$92.01 | \$94.40 | \$96.85 | \$99.37 | \$101.95 |
| 0002 CH00 | Network Draftsman | HR | \$57.43 | \$58.92 | \$60.45 | \$62.03 | \$63.64 | \$65.29 |
| 0002 CI01 | Network Installation Technician – Level I | HR | \$59.32 | \$60.87 | \$62.45 | \$64.07 | \$65.74 | \$67.45 |
| 0002 CI02 | Network Installation Technician – Level II | HR | \$70.57 | \$72.41 | \$74.29 | \$76.22 | \$78.21 | \$80.24 |
| 0002 CJ00 | Network Support Technician | HR | \$59.32 | \$60.87 | \$62.45 | \$64.07 | \$65.74 | \$67.45 |
| 0002 CK00 | Operations Manager | HR | \$103.57 | \$106.27 | \$109.03 | \$111.86 | \$114.77 | \$117.76 |
| 0002 CL00 | Procurement Product Specialist | HR | \$76.71 | \$78.71 | \$80.75 | \$82.85 | \$85.01 | \$87.22 |
| 0002 CM00 | Program Administration Specialist | HR | \$71.60 | \$73.46 | \$75.37 | \$77.33 | \$79.34 | \$81.40 |
| 0002 CN00 | Program Analyst | HR | \$72.95 | \$74.84 | \$76.79 | \$78.79 | \$80.84 | \$82.94 |
| 0002 CO00 | Program Manager | HR | \$163.63 | \$167.89 | \$172.25 | \$176.73 | \$181.33 | \$186.04 |
| 0002 CP00 | Project Control Specialist | HR | \$84.58 | \$86.78 | \$89.04 | \$91.35 | \$93.73 | \$96.17 |
| 0002 CQ00 | Project Leader | HR | \$99.43 | \$102.01 | \$104.67 | \$107.39 | \$110.18 | \$113.04 |
| 0002 CR01 | Project Manager – Level I | HR | \$108.01 | \$110.82 | \$113.70 | \$116.65 | \$119.69 | \$122.80 |
| 0002 CR02 | Project Manager – Level II | HR | \$136.31 | \$139.85 | \$143.49 | \$147.22 | \$151.04 | \$154.97 |
| 0002 CR03 | Project Manager – Level III | HR | \$147.14 | \$150.96 | \$154.89 | \$158.91 | \$163.05 | \$167.29 |
| 0002 CS00 | Public Health Analyst | HR | \$97.65 | \$100.19 | \$102.79 | \$105.46 | \$108.21 | \$111.02 |
| 0002 CT00 | Quality Assurance Analyst | HR | \$75.57 | \$77.53 | \$79.55 | \$81.62 | \$83.74 | \$85.92 |
| 0002 CU00 | Quality Assurance Manager | HR | \$112.51 | \$115.44 | \$118.44 | \$121.52 | \$124.68 | \$127.92 |
| 0002 CV00 | Quality Assurance Specialist | HR | \$90.80 | \$93.16 | \$95.59 | \$98.07 | \$100.62 | \$103.24 |
| 0002 CW00 | Records Management Specialist | HR | \$37.54 | \$38.51 | \$39.51 | \$40.54 | \$41.60 | \$42.68 |
| 0002 CX00 | Scanner Operator | HR | \$25.57 | \$26.24 | \$26.92 | \$27.62 | \$28.34 | \$29.07 |
| 0002 CY00 | Scientific Data Analyst | HR | \$103.87 | \$106.57 | \$109.34 | \$112.18 | \$115.10 | \$118.09 |
| 0002 CZ01 | Subject Matter Expert – Level I | HR | \$154.81 | \$158.84 | \$162.97 | \$167.21 | \$171.55 | \$176.01 |
| 0002 CZ02 | Subject Matter Expert – Level II | HR | \$206.21 | \$211.58 | \$217.08 | \$222.72 | \$228.51 | \$234.45 |
| 0002 CZ03 | Subject Matter Expert – Level III | HR | \$276.16 | \$283.34 | \$290.71 | \$298.27 | \$306.02 | \$313.98 |
| 0002 DA01 | System Administrator – Level I | HR | \$69.82 | \$71.64 | \$73.50 | \$75.41 | \$77.37 | \$79.38 |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0002 DA02 | System Administrator – Level II | HR | \$85.99 | \$88.23 | \$90.52 | \$92.88 | \$95.29 | \$97.77 |
| 0002 DA03 | System Administrator – Level III | HR | \$107.34 | \$110.13 | \$112.99 | \$115.93 | \$118.94 | \$122.04 |
| 0002 DB01 | Systems Architect – Level I | HR | \$131.62 | \$135.04 | \$138.55 | \$142.16 | \$145.85 | \$149.64 |
| 0002 DB02 | Systems Architect – Level II | HR | \$146.16 | \$149.96 | \$153.86 | \$157.86 | \$161.96 | \$166.17 |
| 0002 DC01 | Systems Engineer – Level I | HR | \$82.05 | \$84.18 | \$86.37 | \$88.62 | \$90.92 | \$93.28 |
| 0002 DC02 | Systems Engineer – Level II | HR | \$97.26 | \$99.79 | \$102.39 | \$105.05 | \$107.78 | \$110.58 |
| 0002 DC03 | Systems Engineer – Level III | HR | \$119.91 | \$123.02 | \$126.22 | \$129.50 | \$132.87 | \$136.33 |
| 0002 DD00 | System Operator | HR | \$98.26 | \$100.82 | \$103.44 | \$106.13 | \$108.89 | \$111.72 |
| 0002 DE00 | System Programmer | HR | \$119.91 | \$123.02 | \$126.22 | \$129.50 | \$132.87 | \$136.33 |
| 0002 DF01 | Technical Writer/Editor – Level I | HR | \$50.20 | \$51.51 | \$52.85 | \$54.22 | \$55.63 | \$57.08 |
| 0002 DF02 | Technical Writer/Editor – Level II | HR | \$73.50 | \$75.41 | \$77.38 | \$79.39 | \$81.45 | \$83.57 |
| 0002 DF03 | Technical Writer/Editor – Level III | HR | \$89.21 | \$91.52 | \$93.90 | \$96.35 | \$98.85 | \$101.42 |
| 0002 DG01 | Telecommunications Engineer – Level I | HR | \$50.78 | \$52.10 | \$53.46 | \$54.85 | \$56.27 | \$57.73 |
| 0002 DG02 | Telecommunications Engineer - Level II | HR | \$65.44 | \$67.14 | \$68.89 | \$70.68 | \$72.52 | \$74.40 |
| 0002 DH01 | Telecommunications Specialist – Level I | HR | \$69.85 | \$71.66 | \$73.53 | \$75.44 | \$77.40 | \$79.41 |
| 0002 DH02 | Telecommunications Specialist - Level II | HR | \$87.55 | \$89.83 | \$92.17 | \$94.56 | \$97.02 | \$99.54 |
| 0002 DI00 | Test Engineer | HR | \$94.64 | \$97.10 | \$99.63 | \$102.22 | \$104.88 | \$107.60 |
| 0002 DJ00 | Training Manager | HR | \$96.88 | \$99.40 | \$101.98 | \$104.64 | \$107.36 | \$110.15 |
| 0002 DK01 | Training Specialist – Level I | HR | \$51.14 | \$52.47 | \$53.83 | \$55.23 | \$56.67 | \$58.14 |
| 0002 DK02 | Training Specialist – Level II | HR | \$75.76 | \$77.73 | \$79.75 | \$81.82 | \$83.95 | \$86.13 |
| 0002 DL00 | Web Content Administrator | HR | \$64.07 | \$65.74 | \$67.44 | \$69.20 | \$71.00 | \$72.84 |
| 0002 DM00 | Web Designer | HR | \$90.80 | \$93.16 | \$95.59 | \$98.07 | \$100.62 | \$103.24 |
| 0002 DN00 | Web Project Manager | HR | \$109.07 | \$111.91 | \$114.81 | \$117.80 | \$120.86 | \$124.01 |
| 0002 DO00 | Web Software Developer | HR | \$102.28 | \$104.94 | \$107.67 | \$110.47 | \$113.34 | \$116.29 |
| 0002 DP00 | Webmaster | HR | \$90.86 | \$93.23 | \$95.65 | \$98.14 | \$100.69 | \$103.31 |
| 0002 DQ00 | Wide Area Network Administrator | HR | \$88.01 | \$90.30 | \$92.65 | \$95.06 | \$97.53 | \$100.07 |