

Citizant Proprietary and Confidential

| Instructions: Please only input Labor Rate for Contract Year 5 only (the ramp on open season period of performance is the remaining period of performance of the original GWAC). Please fill-in Escalation rate for Contract Years 6 - 10. Escalation rate is in percentage. | | | | | | | | |
|---|---|-----|---------------|-------------|-------------|-------------|-------------|-------------|
| ITEM | DESCRIPTION | U/M | Contract Year | | | | | |
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| | Escalation rate | | | 3.0% | 3.0% | 3.0% | 3.0% | 3.0% |
| 0001 AA01 | Administrative Assistant – Level I | HR | \$50.34 | \$51.85 | \$53.41 | \$55.01 | \$56.66 | \$58.36 |
| 0001 AA02 | Administrative Assistant – Level II | HR | \$55.96 | \$57.64 | \$59.37 | \$61.15 | \$62.99 | \$64.88 |
| 0001 AB01 | Application Engineer – Level I | HR | \$101.96 | \$105.02 | \$108.17 | \$111.41 | \$114.76 | \$118.20 |
| 0001 AB02 | Application Engineer – Level II | HR | \$112.44 | \$115.81 | \$119.28 | \$122.86 | \$126.55 | \$130.34 |
| 0001 AC01 | Application Programmer – Level I | HR | \$95.74 | \$98.61 | \$101.57 | \$104.62 | \$107.76 | \$110.99 |
| 0001 AC02 | Application Programmer – Level II | HR | \$102.01 | \$105.07 | \$108.22 | \$111.47 | \$114.81 | \$118.26 |
| 0001 AC03 | Applications Programmer – Level III | HR | \$110.64 | \$113.96 | \$117.38 | \$120.90 | \$124.53 | \$128.26 |
| 0001 AD00 | Application Systems Analyst | HR | \$97.40 | \$100.32 | \$103.33 | \$106.43 | \$109.62 | \$112.91 |
| 0001 AE00 | Biostatistician | HR | \$102.06 | \$105.12 | \$108.28 | \$111.53 | \$114.87 | \$118.32 |
| 0001 AF01 | Business Analyst – Level I | HR | \$96.20 | \$99.09 | \$102.06 | \$105.12 | \$108.28 | \$111.53 |
| 0001 AF02 | Business Analyst – Level II | HR | \$103.98 | \$107.10 | \$110.31 | \$113.62 | \$117.03 | \$120.54 |
| 0001 AF03 | Business Analyst – Level III | HR | \$114.61 | \$118.05 | \$121.59 | \$125.24 | \$129.00 | \$132.87 |
| 0001 AG01 | Business Process Reengineering Specialist – Level I | HR | \$81.16 | \$83.59 | \$86.10 | \$88.68 | \$91.34 | \$94.08 |
| 0001 AG02 | Business Process Reengineering Specialist – Level II | HR | \$89.19 | \$91.87 | \$94.62 | \$97.46 | \$100.38 | \$103.40 |
| 0001 AG03 | Business Process Reengineering Specialist – Level III | HR | \$100.01 | \$103.01 | \$106.10 | \$109.28 | \$112.56 | \$115.94 |
| 0001 AH00 | Chief Information Security Officer | HR | \$169.11 | \$174.18 | \$179.40 | \$184.79 | \$190.33 | \$196.04 |
| 0001 AI00 | Communications Hardware Specialist | HR | \$103.84 | \$106.96 | \$110.16 | \$113.47 | \$116.87 | \$120.38 |
| 0001 AJ00 | Communications Network Manager | HR | \$148.32 | \$152.76 | \$157.35 | \$162.07 | \$166.93 | \$171.94 |
| 0001 AK00 | Communications Software Specialist | HR | \$103.84 | \$106.96 | \$110.16 | \$113.47 | \$116.87 | \$120.38 |
| 0001 AL00 | Communications Specialist | HR | \$90.39 | \$93.10 | \$95.90 | \$98.77 | \$101.74 | \$104.79 |
| 0001 AM00 | Computer Data Librarian | HR | \$76.65 | \$78.95 | \$81.32 | \$83.76 | \$86.27 | \$88.86 |
| 0001 AN00 | Computer Scientist | HR | \$107.87 | \$111.11 | \$114.44 | \$117.88 | \$121.41 | \$125.06 |
| 0001 AO01 | Computer Security System Specialist – Level I | HR | \$88.28 | \$90.93 | \$93.65 | \$96.46 | \$99.36 | \$102.34 |

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|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 AO02 | Computer Security System Specialist – Level II | HR | \$95.65 | \$98.52 | \$101.47 | \$104.52 | \$107.65 | \$110.88 |
| 0001 AO03 | Computer Security System Specialist – Level III | HR | \$105.57 | \$108.74 | \$112.00 | \$115.36 | \$118.82 | \$122.39 |
| 0001 AP01 | Computer Systems Analyst – Level I | HR | \$93.96 | \$96.78 | \$99.68 | \$102.67 | \$105.75 | \$108.92 |
| 0001 AP02 | Computer Systems Analyst – Level II | HR | \$99.47 | \$102.46 | \$105.53 | \$108.70 | \$111.96 | \$115.32 |
| 0001 AP03 | Computer Systems Analyst – Level III | HR | \$107.50 | \$110.72 | \$114.04 | \$117.46 | \$120.99 | \$124.62 |
| 0001 AQ00 | Configuration Management Specialist | HR | \$106.54 | \$109.74 | \$113.03 | \$116.42 | \$119.91 | \$123.51 |
| 0001 AR01 | Cost Analyst – Level I | HR | \$76.89 | \$79.19 | \$81.57 | \$84.02 | \$86.54 | \$89.13 |
| 0001 AR02 | Cost Analyst – Level II | HR | \$82.73 | \$85.21 | \$87.76 | \$90.40 | \$93.11 | \$95.90 |
| 0001 AS00 | Data Entry Clerk | HR | \$39.31 | \$40.49 | \$41.71 | \$42.96 | \$44.25 | \$45.58 |
| 0001 AT00 | Data Security Specialist | HR | \$102.31 | \$105.38 | \$108.54 | \$111.80 | \$115.15 | \$118.61 |
| 0001 AU00 | Data Standardization Specialist | HR | \$106.57 | \$109.77 | \$113.06 | \$116.45 | \$119.95 | \$123.54 |
| 0001 AV00 | Database Administrator | HR | \$115.21 | \$118.66 | \$122.22 | \$125.89 | \$129.67 | \$133.56 |
| 0001 AW01 | Database Management Specialist – Level I | HR | \$97.97 | \$100.91 | \$103.94 | \$107.06 | \$110.27 | \$113.58 |
| 0001 AW02 | Database Management Specialist – Level II | HR | \$107.17 | \$110.38 | \$113.70 | \$117.11 | \$120.62 | \$124.24 |
| 0001 AW03 | Database Management Specialist – Level III | HR | \$119.36 | \$122.94 | \$126.63 | \$130.43 | \$134.34 | \$138.38 |
| 0001 AX01 | Database Specialist – Level I | HR | \$97.97 | \$100.91 | \$103.94 | \$107.06 | \$110.27 | \$113.58 |
| 0001 AX02 | Database Specialist – Level II | HR | \$107.17 | \$110.38 | \$113.70 | \$117.11 | \$120.62 | \$124.24 |
| 0001 AX03 | Database Specialist – Level III | HR | \$119.36 | \$122.94 | \$126.63 | \$130.43 | \$134.34 | \$138.38 |
| 0001 AY00 | Data Warehousing Administrator | HR | \$115.21 | \$118.66 | \$122.22 | \$125.89 | \$129.67 | \$133.56 |
| 0001 AZ00 | Data Warehouse Analyst | HR | \$96.14 | \$99.02 | \$102.00 | \$105.05 | \$108.21 | \$111.45 |
| 0001 BA00 | Data Warehouse Programmer | HR | \$107.87 | \$111.11 | \$114.44 | \$117.88 | \$121.41 | \$125.06 |
| 0001 BB00 | Disaster Recovery Specialist | HR | \$121.02 | \$124.65 | \$128.39 | \$132.24 | \$136.21 | \$140.30 |
| 0001 BC01 | Document Control Specialist – Level I | HR | \$80.25 | \$82.65 | \$85.13 | \$87.69 | \$90.32 | \$93.03 |
| 0001 BC02 | Document Control Specialist - Level II | HR | \$85.89 | \$88.47 | \$91.12 | \$93.86 | \$96.67 | \$99.57 |
| 0001 BC03 | Document Control Specialist – Level III | HR | \$93.78 | \$96.60 | \$99.49 | \$102.48 | \$105.55 | \$108.72 |
| 0001 BD01 | Document Support Specialist – Level I | HR | \$39.51 | \$40.70 | \$41.92 | \$43.17 | \$44.47 | \$45.80 |
| 0001 BD02 | Document Support Specialist – Level II | HR | \$45.02 | \$46.37 | \$47.76 | \$49.20 | \$50.67 | \$52.19 |
| 0001 BE00 | Duplicating Machine Operator | HR | \$42.44 | \$43.71 | \$45.02 | \$46.37 | \$47.76 | \$49.20 |
| 0001 BF00 | Electronic Data Interchange (EDI) Specialist | HR | \$107.98 | \$111.22 | \$114.55 | \$117.99 | \$121.53 | \$125.17 |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 BG00 | Electronic Meeting Technographer | HR | \$52.11 | \$53.68 | \$55.29 | \$56.94 | \$58.65 | \$60.41 |
| 0001 BH00 | Enterprise Resource Planning (ERP) Specialist | HR | \$105.84 | \$109.02 | \$112.29 | \$115.65 | \$119.12 | \$122.70 |
| 0001 BI00 | Facilitator | HR | \$61.62 | \$63.47 | \$65.37 | \$67.33 | \$69.35 | \$71.43 |
| 0001 BJ00 | Financial Analyst – IT | HR | \$101.82 | \$104.87 | \$108.02 | \$111.26 | \$114.60 | \$118.04 |
| 0001 BK01 | Functional Analyst – Level I | HR | \$81.16 | \$83.59 | \$86.10 | \$88.68 | \$91.34 | \$94.08 |
| 0001 BK02 | Functional Analyst – Level II | HR | \$89.19 | \$91.87 | \$94.62 | \$97.46 | \$100.38 | \$103.40 |
| 0001 BL01 | General Clerk – Level I | HR | \$39.48 | \$40.67 | \$41.89 | \$43.14 | \$44.44 | \$45.77 |
| 0001 BL02 | General Clerk – Level II | HR | \$44.93 | \$46.28 | \$47.67 | \$49.10 | \$50.57 | \$52.09 |
| 0001 BL03 | General Clerk – Level III | HR | \$48.74 | \$50.21 | \$51.71 | \$53.26 | \$54.86 | \$56.51 |
| 0001 BM00 | Geographic Information System (GIS) Specialist | HR | \$65.92 | \$67.90 | \$69.94 | \$72.04 | \$74.20 | \$76.42 |
| 0001 BN00 | Graphical User Interface Designer | HR | \$95.98 | \$98.85 | \$101.82 | \$104.87 | \$108.02 | \$111.26 |
| 0001 BO00 | Graphics Specialist | HR | \$47.82 | \$49.25 | \$50.73 | \$52.25 | \$53.82 | \$55.43 |
| 0001 BP00 | Hardware Draftsman | HR | \$67.81 | \$69.85 | \$71.94 | \$74.10 | \$76.33 | \$78.62 |
| 0001 BQ01 | Hardware Installation Technician – Level I | HR | \$64.33 | \$66.26 | \$68.24 | \$70.29 | \$72.40 | \$74.57 |
| 0001 BQ02 | Hardware Installation Technician – Level II | HR | \$68.89 | \$70.95 | \$73.08 | \$75.27 | \$77.53 | \$79.86 |
| 0001 BR00 | Hardware Specialist – Information Technology | HR | \$111.70 | \$115.05 | \$118.50 | \$122.06 | \$125.72 | \$129.49 |
| 0001 BS00 | Help Desk Manager | HR | \$102.59 | \$105.66 | \$108.83 | \$112.10 | \$115.46 | \$118.92 |
| 0001 BT00 | Help Desk Specialist | HR | \$57.08 | \$58.80 | \$60.56 | \$62.38 | \$64.25 | \$66.17 |
| 0001 BU01 | Imaging Specialist/Technician – Level I | HR | \$47.52 | \$48.95 | \$50.42 | \$51.93 | \$53.49 | \$55.09 |
| 0001 BU02 | Imaging Specialist/Technician – Level II | HR | \$55.96 | \$57.64 | \$59.37 | \$61.15 | \$62.98 | \$64.87 |
| 0001 BU03 | Imaging Specialist/Technician – Level III | HR | \$63.25 | \$65.15 | \$67.10 | \$69.12 | \$71.19 | \$73.33 |
| 0001 BV00 | Informatic Specialist/Bioinformatician | HR | \$108.71 | \$111.98 | \$115.33 | \$118.79 | \$122.36 | \$126.03 |
| 0001 BW01 | Information Engineer – Level I | HR | \$101.38 | \$104.42 | \$107.55 | \$110.78 | \$114.10 | \$117.52 |
| 0001 BW02 | Information Engineer – Level II | HR | \$111.70 | \$115.05 | \$118.50 | \$122.06 | \$125.72 | \$129.49 |
| 0001 BX00 | Information Resource Management Analyst | HR | \$84.81 | \$87.36 | \$89.98 | \$92.68 | \$95.46 | \$98.32 |
| 0001 BY00 | Information Systems Training Specialist | HR | \$76.89 | \$79.19 | \$81.57 | \$84.02 | \$86.54 | \$89.13 |
| 0001 BZ00 | IT Policy/Legislative Specialist | HR | \$156.72 | \$161.43 | \$166.27 | \$171.26 | \$176.39 | \$181.69 |
| 0001 CA00 | IT Strategic/Capital Planner | HR | \$103.98 | \$107.10 | \$110.31 | \$113.62 | \$117.03 | \$120.54 |
| 0001 CB00 | Knowledge Management Specialist | HR | \$107.17 | \$110.38 | \$113.70 | \$117.11 | \$120.62 | \$124.24 |

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|-----------|---|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 CC00 | Librarian | HR | \$50.47 | \$51.99 | \$53.55 | \$55.15 | \$56.81 | \$58.51 |
| 0001 CD00 | Librarian Technician | HR | \$45.00 | \$46.35 | \$47.74 | \$49.17 | \$50.65 | \$52.17 |
| 0001 CE00 | Medical Billing/Account Management Specialist | HR | \$48.89 | \$50.36 | \$51.87 | \$53.42 | \$55.03 | \$56.68 |
| 0001 CF00 | Modeling and Simulation Specialist | HR | \$123.86 | \$127.58 | \$131.41 | \$135.35 | \$139.41 | \$143.59 |
| 0001 CG00 | Network Administrator | HR | \$95.12 | \$97.97 | \$100.91 | \$103.94 | \$107.05 | \$110.27 |
| 0001 CH00 | Network Draftsman | HR | \$67.81 | \$69.85 | \$71.94 | \$74.10 | \$76.33 | \$78.62 |
| 0001 CI01 | Network Installation Technician – Level I | HR | \$64.33 | \$66.26 | \$68.24 | \$70.29 | \$72.40 | \$74.57 |
| 0001 CI02 | Network Installation Technician – Level II | HR | \$68.89 | \$70.95 | \$73.08 | \$75.27 | \$77.53 | \$79.86 |
| 0001 CJ00 | Network Support Technician | HR | \$88.75 | \$91.41 | \$94.15 | \$96.98 | \$99.88 | \$102.88 |
| 0001 CK00 | Operations Manager | HR | \$157.26 | \$161.97 | \$166.83 | \$171.84 | \$176.99 | \$182.30 |
| 0001 CL00 | Procurement Product Specialist | HR | \$88.83 | \$91.50 | \$94.24 | \$97.07 | \$99.98 | \$102.98 |
| 0001 CM00 | Program Administration Specialist | HR | \$88.75 | \$91.41 | \$94.15 | \$96.97 | \$99.88 | \$102.88 |
| 0001 CN00 | Program Analyst | HR | \$61.62 | \$63.47 | \$65.37 | \$67.33 | \$69.35 | \$71.43 |
| 0001 CO00 | Program Manager | HR | \$170.32 | \$175.43 | \$180.69 | \$186.11 | \$191.70 | \$197.45 |
| 0001 CP00 | Project Control Specialist | HR | \$89.73 | \$92.42 | \$95.19 | \$98.05 | \$100.99 | \$104.02 |
| 0001 CQ00 | Project Leader | HR | \$118.11 | \$121.66 | \$125.31 | \$129.07 | \$132.94 | \$136.93 |
| 0001 CR01 | Project Manager – Level I | HR | \$107.18 | \$110.40 | \$113.71 | \$117.12 | \$120.64 | \$124.25 |
| 0001 CR02 | Project Manager – Level II | HR | \$118.11 | \$121.66 | \$125.31 | \$129.07 | \$132.94 | \$136.93 |
| 0001 CR03 | Project Manager – Level III | HR | \$130.60 | \$134.52 | \$138.56 | \$142.71 | \$147.00 | \$151.41 |
| 0001 CS00 | Public Health Analyst | HR | \$58.59 | \$60.34 | \$62.15 | \$64.02 | \$65.94 | \$67.92 |
| 0001 CT00 | Quality Assurance Analyst | HR | \$78.90 | \$81.26 | \$83.70 | \$86.21 | \$88.80 | \$91.46 |
| 0001 CU00 | Quality Assurance Manager | HR | \$139.14 | \$143.31 | \$147.61 | \$152.04 | \$156.60 | \$161.30 |
| 0001 CV00 | Quality Assurance Specialist | HR | \$78.90 | \$81.26 | \$83.70 | \$86.21 | \$88.80 | \$91.46 |
| 0001 CW00 | Records Management Specialist | HR | \$114.53 | \$117.97 | \$121.51 | \$125.15 | \$128.90 | \$132.77 |
| 0001 CX00 | Scanner Operator | HR | \$37.83 | \$38.97 | \$40.14 | \$41.34 | \$42.58 | \$43.86 |
| 0001 CY00 | Scientific Data Analyst | HR | \$93.66 | \$96.47 | \$99.37 | \$102.35 | \$105.42 | \$108.58 |
| 0001 CZ01 | Subject Matter Expert – Level I | HR | \$146.38 | \$150.78 | \$155.30 | \$159.96 | \$164.76 | \$169.70 |
| 0001 CZ02 | Subject Matter Expert – Level II | HR | \$157.55 | \$162.28 | \$167.15 | \$172.16 | \$177.33 | \$182.65 |

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|-----------|--|-----|---------------|----------|----------|----------|----------|----------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 |
| 0001 CZ03 | Subject Matter Expert – Level III | HR | \$178.96 | \$184.32 | \$189.85 | \$195.55 | \$201.42 | \$207.46 |
| 0001 DA01 | System Administrator – Level I | HR | \$91.10 | \$93.84 | \$96.65 | \$99.55 | \$102.54 | \$105.61 |
| 0001 DA02 | System Administrator – Level II | HR | \$99.23 | \$102.21 | \$105.28 | \$108.43 | \$111.69 | \$115.04 |
| 0001 DA03 | System Administrator – Level III | HR | \$110.41 | \$113.72 | \$117.13 | \$120.64 | \$124.26 | \$127.99 |
| 0001 DB01 | Systems Architect – Level I | HR | \$119.99 | \$123.59 | \$127.30 | \$131.12 | \$135.05 | \$139.10 |
| 0001 DB02 | Systems Architect – Level II | HR | \$132.88 | \$136.87 | \$140.97 | \$145.20 | \$149.56 | \$154.04 |
| 0001 DC01 | Systems Engineer – Level I | HR | \$102.48 | \$105.55 | \$108.72 | \$111.98 | \$115.34 | \$118.80 |
| 0001 DC02 | Systems Engineer – Level II | HR | \$111.32 | \$114.66 | \$118.10 | \$121.64 | \$125.29 | \$129.05 |
| 0001 DC03 | Systems Engineer – Level III | HR | \$123.28 | \$126.98 | \$130.79 | \$134.71 | \$138.75 | \$142.92 |
| 0001 DD00 | System Operator | HR | \$55.78 | \$57.45 | \$59.18 | \$60.95 | \$62.78 | \$64.67 |
| 0001 DE00 | System Programmer | HR | \$107.87 | \$111.11 | \$114.44 | \$117.88 | \$121.41 | \$125.06 |
| 0001 DF01 | Technical Writer/Editor – Level I | HR | \$81.98 | \$84.44 | \$86.98 | \$89.59 | \$92.27 | \$95.04 |
| 0001 DF02 | Technical Writer/Editor – Level II | HR | \$89.09 | \$91.76 | \$94.51 | \$97.35 | \$100.27 | \$103.27 |
| 0001 DF03 | Technical Writer/Editor – Level III | HR | \$98.38 | \$101.33 | \$104.37 | \$107.50 | \$110.73 | \$114.05 |
| 0001 DG01 | Telecommunications Engineer – Level I | HR | \$95.74 | \$98.61 | \$101.57 | \$104.61 | \$107.75 | \$110.99 |
| 0001 DG02 | Telecommunications Engineer - Level II | HR | \$103.83 | \$106.95 | \$110.16 | \$113.46 | \$116.86 | \$120.37 |
| 0001 DH01 | Telecommunications Specialist – Level I | HR | \$95.03 | \$97.88 | \$100.82 | \$103.84 | \$106.96 | \$110.17 |
| 0001 DH02 | Telecommunications Specialist - Level II | HR | \$103.84 | \$106.96 | \$110.16 | \$113.47 | \$116.87 | \$120.38 |
| 0001 DI00 | Test Engineer | HR | \$106.07 | \$109.25 | \$112.52 | \$115.90 | \$119.38 | \$122.96 |
| 0001 DJ00 | Training Manager | HR | \$131.32 | \$135.26 | \$139.32 | \$143.50 | \$147.80 | \$152.24 |
| 0001 DK01 | Training Specialist – Level I | HR | \$69.66 | \$71.75 | \$73.90 | \$76.12 | \$78.40 | \$80.76 |
| 0001 DK02 | Training Specialist – Level II | HR | \$76.73 | \$79.03 | \$81.40 | \$83.84 | \$86.36 | \$88.95 |
| 0001 DL00 | Web Content Administrator | HR | \$102.10 | \$105.16 | \$108.31 | \$111.56 | \$114.91 | \$118.36 |
| 0001 DM00 | Web Designer | HR | \$77.23 | \$79.55 | \$81.93 | \$84.39 | \$86.92 | \$89.53 |
| 0001 DN00 | Web Project Manager | HR | \$118.11 | \$121.66 | \$125.31 | \$129.07 | \$132.94 | \$136.93 |
| 0001 DO00 | Web Software Developer | HR | \$100.63 | \$103.65 | \$106.76 | \$109.96 | \$113.26 | \$116.66 |
| 0001 DP00 | Webmaster | HR | \$101.51 | \$104.56 | \$107.69 | \$110.92 | \$114.25 | \$117.68 |
| 0001 DQ00 | Wide Area Network Administrator | HR | \$95.12 | \$97.97 | \$100.91 | \$103.94 | \$107.05 | \$110.27 |