

Escalation Rate ---->		4.1%	4.1%	4.1%	4.1%
	Nov _____, 2009 to Nov _____, 2010	Nov _____, 2010 to Nov _____, 2011	Nov _____, 2011 to Nov _____, 2012	Nov _____, 2012 to Nov _____, 2013	Nov _____, 2013 to Nov _____, 2014
Job Title	Base Yr	Opt Yr 1	Opt Yr 2	Opt Yr 3	Opt Yr 4
Account Manager	\$164.84	\$171.60	\$178.63	\$185.96	\$193.58
Administrative Assistant	\$91.82	\$95.58	\$99.50	\$103.58	\$107.83
Communications Engineer Senior	\$140.86	\$146.64	\$152.65	\$158.91	\$165.43
Data Base Administrator	\$138.33	\$144.00	\$149.91	\$156.06	\$162.45
Information Modeling Analyst	\$179.31	\$186.66	\$194.31	\$202.28	\$210.57
Information Security Analyst	\$113.21	\$117.85	\$122.68	\$127.71	\$132.95
Information Security Analyst Advance	\$147.13	\$153.16	\$159.44	\$165.98	\$172.78
Network Engineer	\$65.50	\$68.19	\$70.98	\$73.89	\$76.92
Network Engineer Senior	\$154.78	\$161.12	\$167.73	\$174.61	\$181.76
Program Manager	\$164.91	\$171.67	\$178.71	\$186.03	\$193.66
Project Manager	\$139.10	\$144.80	\$150.74	\$156.92	\$163.35
Software Engineer I	\$67.30	\$70.06	\$72.93	\$75.92	\$79.03
Software Engineer II	\$116.01	\$120.77	\$125.72	\$130.88	\$136.24
Software Engineer III	\$140.46	\$146.22	\$152.22	\$158.46	\$164.96
Software Engineer IV	\$149.72	\$155.85	\$162.24	\$168.90	\$175.82
Software Engineer V	\$172.16	\$179.22	\$186.57	\$194.21	\$202.18
Software Engineer Consultant	\$164.14	\$170.87	\$177.88	\$185.17	\$192.76
Systems Analyst	\$114.70	\$119.40	\$124.30	\$129.39	\$134.70
Senior Systems Analyst	\$167.29	\$174.15	\$181.29	\$188.72	\$196.46
Lead Senior Analyst	\$211.24	\$219.90	\$228.92	\$238.30	\$248.07
Systems Engineer I	\$93.00	\$96.82	\$100.79	\$104.92	\$109.22
Systems Engineer II	\$101.45	\$105.61	\$109.94	\$114.44	\$119.14
Systems Engineer III	\$162.06	\$168.70	\$175.62	\$182.82	\$190.31
Systems Engineer IV	\$156.79	\$163.22	\$169.91	\$176.88	\$184.13
Systems Engineer V	\$170.69	\$177.69	\$184.97	\$192.55	\$200.45
Information Services Consultant	\$160.98	\$167.58	\$174.46	\$181.61	\$189.05
Technical Support Analyst I	\$79.29	\$82.54	\$85.92	\$89.44	\$93.11
Technical Support Analyst II	\$84.60	\$88.07	\$91.68	\$95.44	\$99.35
Technical Support Analyst III	\$111.99	\$116.58	\$121.36	\$126.34	\$131.52
Technical Writer Specialist	\$137.93	\$143.58	\$149.47	\$155.60	\$161.98
Web Designer	\$137.29	\$142.91	\$148.77	\$154.87	\$161.22
Web Designer Senior	\$139.16	\$144.86	\$150.80	\$156.98	\$163.42
Web Software Developer Senior	\$162.49	\$169.15	\$176.08	\$183.30	\$190.82