		Base Year	rs 1-5			
SIN	Labor Category	FEB 2019- FEB 2020	FEB 2020- FEB 2021	FEB 2021- FEB 2022	FEB 2022- FEB 2023	FEB 2023- FEB 2024
874-1	Administrative Support I	\$48.07	\$49.23	\$50.41	\$51.62	\$52.86
874-1 874-1	Administrative Support II	\$57.50	\$58.88 \$69.54	\$60.30	\$61.74	\$63.22
874-1	Administrative Support III Analyst I	\$67.91 \$72.30	\$74.03	\$71.21 \$75.81	\$72.91 \$77.63	\$74.66 \$79.49
874-1	Analyst II	\$88.57	\$90.70	\$92.87	\$95.10	\$97.39
C132-51	Applications Analyst I	\$87.38	\$89.48	\$91.62	\$93.82	\$96.07
C132-51 C132-51	Applications Analyst II Applications Analyst III	\$120.20 \$137.25	\$123.09	\$126.04	\$129.07	\$132.16 \$150.90
C132-51	Applications Systems Analyst I	\$82.73	\$140.54 \$84.72	\$143.91 \$86.75	\$147.37 \$88.83	\$90.96
C132-51	Applications Systems Analyst III	\$124.37	\$127.36	\$130.41	\$133.54	\$136.75
874-1	Business Analysts I	\$70.02	\$71.70	\$73.42	\$75.19	\$76.99
874-1 874-1	Business Analysts II Business Analysts III	\$89.28 \$112.96	\$91.42 \$115.67	\$93.61 \$118.45	\$95.86 \$121.29	\$98.16 \$124.20
874-1	Business Process Analyst III	\$80.29	\$82.21	\$84.19	\$86.21	\$88.28
874-1	Communications Analyst I	\$78.73	\$80.62	\$82.55	\$84.53	\$86.56
874-1	Communications Analyst III	\$108.40	\$111.00	\$113.66	\$116.39	\$119.18
874-1	Configuration Management I	\$84.96	\$87.00	\$89.09	\$91.23	\$93.42
874-1 874-1	Configuration Management II Configuration Management III	\$118.50 \$129.68	\$121.34 \$132.80	\$124.26 \$135.98	\$127.24 \$139.25	\$130.29 \$142.59
874-1	Customer Service Specialist I	\$36.52	\$37.39	\$38.29	\$39.21	\$40.15
874-1	Customer Service Specialist II	\$44.49	\$45.56	\$46.65	\$47.77	\$48.92
874-1	Customer Service Specialist III	\$56.58	\$57.94	\$59.33	\$60.75	\$62.21
874-1 C132-51	Data Analyst III Database Administrator I	\$91.52 \$103.98	\$93.72 \$106.47	\$95.96 \$109.03	\$98.27 \$111.64	\$100.63 \$114.32
C132-51	Database Administrator II	\$118.50	\$121.34	\$109.03	\$127.24	\$130.29
	Database Administrator III	\$131.25	\$134.40	\$137.63	\$140.93	\$144.31
	Electronic Technician I	\$37.13	\$38.02	\$38.93	\$39.87	\$40.82
	Electronic Technician II Electronic Technician III	\$44.89 \$60.68	\$45.96 \$62.13	\$47.07 \$63.62	\$48.20 \$65.15	\$49.35 \$66.71
C132-51	Engineer I	\$103.83	\$106.32	\$108.88	\$111.49	\$114.16
C132-51	Engineer II	\$118.32	\$121.16	\$124.07	\$127.05	\$130.10
	Engineer III	\$131.66	\$134.82	\$138.06	\$141.37	\$144.77
	Graphic Designer II Information Assurance I	\$52.85 \$100.41	\$54.11 \$102.82	\$55.41 \$105.29	\$56.74 \$107.81	\$58.11 \$110.40
	Information Assurance II	\$125.56	\$102.82	\$131.66	\$134.82	\$138.06
	Information Assurance III	\$145.44	\$148.93	\$152.51	\$156.17	\$159.91
	Incident Management Specialist III	\$84.90	\$86.93	\$89.02	\$91.16	\$93.34
	Network Analyst I Network Analyst II	\$78.42	\$80.30	\$82.22	\$84.20	\$86.22
	Network Analyst II Network Analyst III	\$100.74 \$125.64	\$103.16 \$128.65	\$105.63 \$131.74	\$108.17 \$134.90	\$110.76 \$138.14
C132-51	Network Infrastructure Engineer I	\$89.90	\$92.06	\$94.27	\$96.53	\$98.85
C132-51	Network Infrastructure Engineer II	\$105.78	\$108.32	\$110.92	\$113.58	\$116.31
C132-51	Network Infrastructure Engineer III	\$137.96	\$141.27	\$144.66	\$148.13	\$151.69
874-1 874-1	Operational Research Analyst I Operational Research Analyst II	\$74.64 \$91.44	\$76.43 \$93.63	\$78.27 \$95.88	\$80.15 \$98.18	\$82.07 \$100.54
874-1	Program Manager III	\$174.51	\$178.70	\$182.99	\$187.38	\$191.87
874-1	Project Analyst III	\$84.48	\$86.50	\$88.58	\$90.71	\$92.88
874-1	Project Control Specialist I	\$42.14	\$43.16	\$44.19	\$45.25	\$46.34
874-1 874-1	Project Control Specialist II Project Manager I	\$68.59 \$105.82	\$70.23 \$108.36	\$71.92 \$110.96	\$73.64 \$113.63	\$75.41 \$116.35
874-1	Project Manager III	\$103.82	\$108.36	\$158.05	\$161.85	\$165.73
874-1	Quality Assurance I	\$64.84	\$66.39	\$67.99	\$69.62	\$71.29
874-1	Quality Assurance II	\$78.26	\$80.14	\$82.06	\$84.03	\$86.05
874-1 C132-51	Quality Assurance III	\$96.14	\$98.45	\$100.81	\$103.23	\$105.71
C132-51	Security Analyst I Security Analyst II	\$105.31 \$129.19	\$107.84 \$132.29	\$110.43 \$135.46	\$113.08 \$138.71	\$115.80 \$142.04
C132-51	Security Analyst III	\$149.65	\$153.24	\$156.92	\$160.69	\$164.54
874-1	SME I	\$140.04	\$143.40	\$146.84	\$150.36	\$153.97
874-1	SME II	\$164.29	\$168.23	\$172.27	\$176.40	\$180.64
874-1 C132-51	SME III System Analyst I	\$181.73 \$79.93	\$186.09 \$81.85	\$190.56 \$83.81	\$195.13 \$85.82	\$199.81 \$87.88
C132-51	System Analyst II	\$101.17	\$103.59	\$106.08	\$108.63	\$111.23
C132-51	System Analyst III	\$125.04	\$128.04	\$131.11	\$134.26	\$137.48
874-1	Technical Writer II	\$68.61	\$70.26	\$71.95	\$73.67	\$75.44
874-4	Training Specialist I	\$69.60	\$71.27	\$72.98 \$85.12	\$74.73 \$87.16	\$76.52 \$89.25
Q71 1						
874-4 874-4	Training Specialist II Training Specialist III	\$81.18 \$92.21	\$83.12 \$94.43	\$96.69	\$99.01	\$101.39

Option 1 Years 6-10							
SIN	Labor Category	FEB 2024- FEB 2025	FEB 2025- FEB 2026	FEB 2026- FEB 2027	FEB 2027- FEB 2028	FEB 2028- FEB 2029	
874-1	Administrative Support I	\$54.12	\$55.42	\$56.75	\$58.12	\$59.51	
874-1 874-1	Administrative Support II Administrative Support III	\$64.74 \$76.46	\$66.30 \$78.29	\$67.89 \$80.17	\$69.52 \$82.09	\$71.18 \$84.06	
874-1	Analyst I	\$81.40	\$83.35	\$85.35	\$87.40	\$89.50	
874-1	Analyst II	\$99.72	\$102.12	\$104.57	\$107.08	\$109.65	
C132-51	Applications Analyst I	\$98.38	\$100.74	\$103.16	\$105.63	\$108.17	
C132-51	Applications Analyst II	\$135.33	\$138.58	\$141.91	\$145.31	\$148.80	
C132-51	Applications Analyst III Applications Systems Analyst I	\$154.52 \$93.15	\$158.23 \$95.38	\$162.03 \$97.67	\$165.92 \$100.02	\$169.90 \$102.42	
C132-51	Applications Systems Analyst III	\$140.03	\$143.39	\$146.83	\$150.36	\$153.96	
874-1	Business Analysts I	\$78.84	\$80.73	\$82.67	\$84.65	\$86.68	
874-1	Business Analysts II	\$100.52	\$102.93	\$105.40	\$107.93	\$110.52	
874-1	Business Analysts III	\$127.18	\$130.23	\$133.36	\$136.56	\$139.84	
874-1 874-1	Business Process Analyst III Communications Analyst I	\$90.40 \$88.64	\$92.57 \$90.77	\$94.79 \$92.94	\$97.06 \$95.17	\$99.39 \$97.46	
874-1	Communications Analyst III	\$122.04	\$124.97	\$127.97	\$131.04	\$134.19	
874-1	Configuration Management I	\$95.66	\$97.95	\$100.30	\$102.71	\$105.18	
874-1	Configuration Management II	\$133.42	\$136.62	\$139.90	\$143.26	\$146.70	
874-1	Configuration Management III	\$146.01	\$149.51	\$153.10	\$156.78	\$160.54	
874-1	Customer Service Specialist I	\$41.11	\$42.10	\$43.11	\$44.14	\$45.20	
874-1 874-1	Customer Service Specialist II Customer Service Specialist III	\$50.09 \$63.70	\$51.30 \$65.23	\$52.53 \$66.80	\$53.79 \$68.40	\$55.08 \$70.04	
874-1	Data Analyst III	\$103.04	\$105.51	\$108.05	\$110.64	\$113.29	
C132-51	Database Administrator I	\$117.07	\$119.88	\$122.75	\$125.70	\$128.72	
C132-51	Database Administrator II	\$133.42	\$136.62	\$139.90	\$143.26	\$146.70	
C132-51	Database Administrator III	\$147.77	\$151.32	\$154.95	\$158.67	\$162.48	
C132-51	Electronic Technician I Electronic Technician II	\$41.80 \$50.54	\$42.81 \$51.75	\$43.83 \$52.99	\$44.88 \$54.27	\$45.96 \$55.57	
C132-51	Electronic Technician III	\$68.32	\$69.96	\$71.63	\$73.35	\$75.11	
C132-51	Engineer I	\$116.90	\$119.71	\$122.58	\$125.52	\$128.54	
C132-51	Engineer II	\$133.22	\$136.42	\$139.69	\$143.04	\$146.48	
C132-51	Engineer III	\$148.24	\$151.80	\$155.44	\$159.17	\$162.99	
C132-51	Graphic Designer II Information Assurance I	\$59.50 \$113.05	\$60.93 \$115.76	\$62.39 \$118.54	\$63.89 \$121.39	\$65.42 \$124.30	
	Information Assurance II	\$141.37	\$144.77	\$148.24	\$121.39	\$155.44	
C132-51	Information Assurance III	\$163.75	\$167.68	\$171.71	\$175.83	\$180.05	
C132-51	Incident Management Specialist III	\$95.58	\$97.88	\$100.23	\$102.63	\$105.10	
C132-51	Network Analyst I	\$88.29	\$90.41	\$92.58	\$94.80	\$97.07	
C132-51	Network Analyst II Network Analyst III	\$113.42 \$141.45	\$116.15 \$144.85	\$118.93 \$148.33	\$121.79 \$151.89	\$124.71 \$155.53	
C132-51	Network Infrastructure Engineer I	\$101.22	\$103.65	\$106.13	\$108.68	\$111.29	
C132-51	Network Infrastructure Engineer II	\$119.10	\$121.96	\$124.89	\$127.88	\$130.95	
C132-51	Network Infrastructure Engineer III	\$155.33	\$159.06	\$162.88	\$166.78	\$170.79	
874-1	Operational Research Analyst I	\$84.04	\$86.06	\$88.12	\$90.24	\$92.40	
874-1 874-1	Operational Research Analyst II Program Manager III	\$102.95 \$196.48	\$105.42 \$201.19	\$107.95 \$206.02	\$110.54 \$210.97	\$113.20	
874-1	Project Analyst III	\$95.11	\$97.40	\$99.73	\$102.13	\$216.03 \$104.58	
874-1	Project Control Specialist I	\$47.45	\$48.59	\$49.75	\$50.95	\$52.17	
874-1	Project Control Specialist II	\$77.22	\$79.08	\$80.97	\$82.92	\$84.91	
874-1	Project Manager I	\$119.15	\$122.01	\$124.93	\$127.93	\$131.00	
874-1 874-1	Project Manager III	\$169.71 \$73.00	\$173.78 \$74.75	\$177.95 \$76.55	\$182.22 \$78.38	\$186.60 \$80.26	
874-1 874-1	Quality Assurance I Quality Assurance II	\$73.00 \$88.11	\$74.75 \$90.23	\$76.55	\$78.38 \$94.61	\$80.26	
874-1	Quality Assurance III	\$108.25	\$110.85	\$113.51	\$116.23	\$119.02	
C132-51	Security Analyst I	\$118.57	\$121.42	\$124.33	\$127.32	\$130.37	
C132-51	Security Analyst II	\$145.45	\$148.94	\$152.51	\$156.18	\$159.92	
C132-51	Security Analyst III	\$168.49 \$157.67	\$172.54 \$161.45	\$176.68	\$180.92 \$169.29	\$185.26 \$173.36	
874-1 874-1	SME I	\$157.67 \$184.97	\$161.45 \$189.41	\$165.33 \$193.96	\$169.29	\$173.36 \$203.38	
874-1	SME III	\$204.61	\$209.52	\$214.55	\$219.70	\$224.97	
C132-51	System Analyst I	\$89.99	\$92.15	\$94.36	\$96.63	\$98.95	
C132-51	System Analyst II	\$113.90	\$116.64	\$119.43	\$122.30	\$125.24	
C132-51	System Analyst III	\$140.78	\$144.16	\$147.62	\$151.16	\$154.79	
874-1 874-4	Technical Writer II Training Specialist I	\$77.25 \$78.36	\$79.10 \$80.24	\$81.00 \$82.17	\$82.95 \$84.14	\$84.94 \$86.16	
874-4	Training Specialist II	\$78.36	\$93.59	\$95.83	\$98.13	\$100.49	
874-4	Training Specialist III	\$103.82	\$106.31	\$108.87	\$111.48	\$114.15	
C132-51	Web Developer II	\$83.76	\$85.77	\$87.83	\$89.93	\$92.09	

Option Period 2 Years 11-15								
SIN	Labor Category	FEB 2029-	FEB 2030-	FEB 2031-	FEB 2032-	FEB 2033-		
5111	Labor Category	FEB 2030	FEB 2031	FEB 2032	FEB 2033	FEB 2034		
874-1	Administrative Support I	\$60.94	\$62.40	\$63.90	\$65.43	\$67.00		
874-1 874-1	Administrative Support II	\$72.89 \$86.08	\$74.64 \$88.15	\$76.43 \$90.26	\$78.27 \$92.43	\$80.15 \$94.65		
874-1	Administrative Support III Analyst I	\$91.64	\$93.84	\$90.26	\$92.43	\$100.76		
874-1	Analyst II	\$112.28	\$114.97	\$117.73	\$120.56	\$123.45		
C132-51	Applications Analyst I	\$110.77	\$113.42	\$116.15	\$118.93	\$121.79		
C132-51	Applications Analyst II	\$152.37	\$156.03	\$159.77	\$163.61	\$167.54		
C132-51 C132-51	Applications Analyst III Applications Systems Analyst I	\$173.98	\$178.15 \$107.39	\$182.43 \$109.97	\$186.81 \$112.61	\$191.29 \$115.31		
C132-51	Applications Systems Analyst III	\$104.87 \$157.66	\$161.44	\$165.32	\$169.29	\$173.35		
874-1	Business Analysts I	\$88.77	\$90.90	\$93.08	\$95.31	\$97.60		
874-1	Business Analysts II	\$113.17	\$115.89	\$118.67	\$121.52	\$124.43		
874-1	Business Analysts III	\$143.19	\$146.63	\$150.15	\$153.75	\$157.44		
874-1 874-1	Business Process Analyst III Communications Analyst I	\$101.78	\$104.22	\$106.72	\$109.28	\$111.90		
874-1	Communications Analyst III	\$99.80 \$137.41	\$102.19 \$140.71	\$104.65 \$144.08	\$107.16 \$147.54	\$109.73 \$151.08		
874-1	Configuration Management I	\$107.70	\$110.29	\$112.93	\$115.64	\$118.42		
874-1	Configuration Management II	\$150.22	\$153.82	\$157.51	\$161.29	\$165.16		
874-1	Configuration Management III	\$164.39	\$168.34	\$172.38	\$176.52	\$180.75		
874-1 874-1	Customer Service Specialist I Customer Service Specialist II	\$46.29 \$56.40	\$47.40 \$57.76	\$48.54 \$59.14	\$49.70 \$60.56	\$50.90 \$62.01		
874-1	Customer Service Specialist II Customer Service Specialist III	\$56.40 \$71.72	\$73.44	\$39.14 \$75.21	\$77.01	\$78.86		
874-1	Data Analyst III	\$116.01	\$118.80	\$121.65	\$124.57	\$127.56		
C132-51	Database Administrator I	\$131.81	\$134.97	\$138.21	\$141.53	\$144.92		
C132-51	Database Administrator II	\$150.22	\$153.82	\$157.51	\$161.29	\$165.16		
C132-51 C132-51	Database Administrator III	\$166.38	\$170.37	\$174.46 \$49.35	\$178.65	\$182.94		
	Electronic Technician I Electronic Technician II	\$47.07 \$56.90	\$48.19 \$58.27	\$59.67	\$50.54 \$61.10	\$51.75 \$62.56		
	Electronic Technician III	\$76.92	\$78.76	\$80.65	\$82.59	\$84.57		
	Engineer I	\$131.62	\$134.78	\$138.02	\$141.33	\$144.72		
C132-51	Engineer II	\$149.99	\$153.59	\$157.28	\$161.05	\$164.92		
C132-51 C132-51	Engineer III Graphic Designer II	\$166.90 \$66.99	\$170.91 \$68.60	\$175.01 \$70.25	\$179.21 \$71.93	\$183.51 \$73.66		
C132-51	Information Assurance I	\$127.28	\$130.34	\$133.47	\$136.67	\$139.95		
	Information Assurance II	\$159.17	\$162.99	\$166.90	\$170.91	\$175.01		
C132-51	Information Assurance III	\$184.37	\$188.79	\$193.32	\$197.96	\$202.71		
C132-51	Incident Management Specialist III	\$107.62	\$110.20	\$112.85	\$115.55	\$118.33		
C132-51 C132-51	Network Analyst I Network Analyst II	\$99.40 \$127.70	\$101.79 \$130.77	\$104.23 \$133.91	\$106.73 \$137.12	\$109.30 \$140.41		
C132-51	Network Analyst III	\$159.26	\$163.09	\$167.00	\$171.01	\$175.11		
C132-51	Network Infrastructure Engineer I	\$113.96	\$116.70	\$119.50	\$122.36	\$125.30		
C132-51	Network Infrastructure Engineer II	\$134.09	\$137.31	\$140.61	\$143.98	\$147.44		
C132-51	Network Infrastructure Engineer III	\$174.89	\$179.08 \$96.89	\$183.38	\$187.78 \$101.60	\$192.29		
874-1 874-1	Operational Research Analyst I Operational Research Analyst II	\$94.62 \$115.91	\$118.69	\$99.22 \$121.54	\$101.60	\$104.04 \$127.45		
874-1	Program Manager III	\$221.22	\$226.52	\$231.96	\$237.53	\$243.23		
874-1	Project Analyst III	\$107.09	\$109.66	\$112.29	\$114.98	\$117.74		
874-1	Project Control Specialist I	\$53.42	\$54.71	\$56.02	\$57.36	\$58.74		
874-1 874-1	Project Control Specialist II Project Manager I	\$86.94 \$134.15	\$89.03 \$137.37	\$91.17 \$140.66	\$93.36 \$144.04	\$95.60 \$147.50		
874-1	Project Manager III	\$191.07	\$195.66	\$200.36	\$205.17	\$210.09		
874-1	Quality Assurance I	\$82.19	\$84.16	\$86.18	\$88.25	\$90.37		
874-1	Quality Assurance II	\$99.21	\$101.59	\$104.03	\$106.52	\$109.08		
874-1	Quality Assurance III Security Analyst I	\$121.88	\$124.80	\$127.80	\$130.87	\$134.01		
C132-51	Security Analyst I Security Analyst II	\$133.50 \$163.76	\$136.71 \$167.69	\$139.99 \$171.72	\$143.35 \$175.84	\$146.79 \$180.06		
C132-51	Security Analyst II	\$189.71	\$194.26	\$198.92	\$203.70	\$208.59		
874-1	SME I	\$177.52	\$181.78	\$186.14	\$190.61	\$195.18		
874-1	SME II	\$208.26	\$213.26	\$218.38	\$223.62	\$228.99		
874-1 C122-51	SME III	\$230.37	\$235.90	\$241.56	\$247.36	\$253.29		
C132-51	System Analyst I System Analyst II	\$101.32 \$128.24	\$103.76 \$131.32	\$106.25 \$134.47	\$108.80 \$137.70	\$111.41 \$141.00		
C132-51	System Analyst III	\$158.50	\$162.31	\$166.20	\$170.19	\$174.27		
874-1	Technical Writer II	\$86.98	\$89.06	\$91.20	\$93.39	\$95.63		
874-4	Training Specialist I	\$88.23	\$90.34	\$92.51	\$94.73	\$97.01		
874-4 874-4	Training Specialist II Training Specialist III	\$102.90	\$105.37 \$110.70	\$107.90 \$122.57	\$110.49 \$125.51	\$113.14		
C132-51	Web Developer II	\$116.89 \$94.30	\$119.70 \$96.57	\$122.57 \$98.88	\$125.51 \$101.26	\$128.53 \$103.69		
C134-31	1100 Developer II	Ψ/Τ.JU	Ψ/0.37	Ψ20.00	ψ101.20	Ψ103.07		

SIN Labor Category		Option Period 3 Years 16-20						
RFB 2005 FEB 2005 FEB 2005 FEB 2005 FEB 2005 FEB 2005	SIN	Labor Category						
SP4-1 Administrative Support III		0.1						
SP4-1 Administrative Support III \$96.92 \$99.25 \$101.63 \$104.07 \$113.45 \$874-1 Analyst II \$103.18 \$103.66 \$105.60 \$105.20 \$110.79 \$113.45 \$874-1 Analyst II \$126.41 \$129.45 \$132.55 \$135.74 \$133.89 \$137.12 \$137.12 \$132.13 \$137.12 \$132.13 \$137.12 \$132.13 \$137.12 \$132.13 \$137.12 \$132.13 \$133.99 \$137.12 \$132.13 \$132.14 \$132.13 \$132.		• • • • • • • • • • • • • • • • • • • •						
State								
C132-51 Applications Analyst								
C132-51 Applications Analyst III								
C132-51 Applications Analyst II								
C132-51 Applications Systems Analyst II \$118.08 \$120.91 \$123.81 \$126.79 \$129.83								
SP4-1 Business Analysts			\$118.08					
Strict								
Strict								
State		7						
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