

Attachment J.1

Accenture

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	Escalation rate		*Varies by Function (See Note)									
0001 AA01	Administrative Assistant – Level I	HR	\$42.88	\$44.03	\$45.23	\$46.48	\$47.83	\$49.29	\$50.81	\$52.36	\$53.97	\$55.67
0001 AA02	Administrative Assistant – Level II	HR	\$48.80	\$50.16	\$51.48	\$52.87	\$54.44	\$56.08	\$57.82	\$59.59	\$61.42	\$63.32
0001 AB01	Application Engineer – Level I	HR	\$78.63	\$80.73	\$83.01	\$85.36	\$87.95	\$90.64	\$93.42	\$96.32	\$99.27	\$102.32
0001 AB02	Application Engineer – Level II	HR	\$85.99	\$88.32	\$90.78	\$93.34	\$96.13	\$99.11	\$102.17	\$105.30	\$108.53	\$111.86
0001 AC01	Application Programmer – Level I	HR	\$78.09	\$80.12	\$82.43	\$84.75	\$87.30	\$89.96	\$92.73	\$95.59	\$98.52	\$101.56
0001 AC02	Application Programmer – Level II	HR	\$85.99	\$88.32	\$90.78	\$93.34	\$96.13	\$99.11	\$102.17	\$105.30	\$108.53	\$111.86
0001 AC03	Applications Programmer – Level III	HR	\$102.02	\$104.80	\$107.69	\$110.74	\$114.11	\$117.54	\$121.24	\$124.95	\$128.77	\$132.71
0001 AD00	Application Systems Analyst	HR	\$76.42	\$78.44	\$80.64	\$82.94	\$85.39	\$88.07	\$90.78	\$93.62	\$96.49	\$99.44
0001 AE00	Biostatistician	HR	\$281.44	\$288.99	\$297.04	\$305.46	\$314.60	\$324.30	\$334.32	\$344.60	\$355.23	\$366.17
0001 AF01	Business Analyst – Level I	HR	\$98.26	\$100.87	\$103.69	\$106.65	\$109.80	\$113.19	\$116.70	\$120.33	\$123.95	\$127.80
0001 AF02	Business Analyst – Level II	HR	\$158.13	\$162.39	\$166.91	\$171.67	\$176.81	\$182.28	\$187.85	\$193.63	\$199.63	\$205.76
0001 AF03	Business Analyst – Level III	HR	\$200.68	\$206.09	\$211.85	\$217.84	\$224.33	\$231.26	\$238.40	\$245.70	\$253.29	\$261.10
0001 AG01	Business Process Reengineering Specialist – Level I	HR	\$106.30	\$109.19	\$112.22	\$115.40	\$118.87	\$122.53	\$126.31	\$130.21	\$134.20	\$138.34
0001 AG02	Business Process Reengineering Specialist – Level II	HR	\$184.36	\$189.32	\$194.60	\$200.12	\$206.05	\$212.46	\$218.99	\$225.73	\$232.65	\$239.85
0001 AG03	Business Process Reengineering Specialist – Level III	HR	\$217.84	\$223.70	\$229.98	\$236.45	\$243.54	\$251.02	\$258.84	\$266.74	\$274.96	\$283.44
0001 AH00	Chief Information Security Officer	HR	\$199.21	\$204.52	\$210.24	\$216.21	\$222.68	\$229.53	\$236.61	\$243.90	\$251.43	\$259.16
0001 AI00	Communications Hardware Specialist	HR	\$100.43	\$103.13	\$106.05	\$109.03	\$112.28	\$115.74	\$119.29	\$122.98	\$126.77	\$130.71
0001 AJ00	Communications Network Manager	HR	\$136.32	\$139.98	\$143.90	\$147.98	\$152.44	\$157.10	\$161.93	\$166.95	\$172.06	\$177.35
0001 AK00	Communications Software Specialist	HR	\$100.43	\$103.13	\$106.05	\$109.03	\$112.28	\$115.74	\$119.29	\$122.98	\$126.77	\$130.71
0001 AL00	Communications Specialist	HR	\$109.06	\$111.96	\$115.13	\$118.38	\$121.92	\$125.69	\$129.55	\$133.53	\$137.64	\$141.88
0001 AM00	Computer Data Librarian	HR	\$61.71	\$63.37	\$65.16	\$67.00	\$69.02	\$71.17	\$73.34	\$75.62	\$77.94	\$80.36
0001 AN00	Computer Scientist	HR	\$146.00	\$149.91	\$154.08	\$158.44	\$163.19	\$168.25	\$173.38	\$178.72	\$184.22	\$189.93
0001 AO01	Computer Security System Specialist – Level I	HR	\$85.72	\$88.07	\$90.54	\$93.11	\$95.90	\$98.84	\$101.92	\$105.05	\$108.29	\$111.59
0001 AO02	Computer Security System Specialist – Level II	HR	\$126.29	\$129.68	\$133.29	\$137.08	\$141.17	\$145.51	\$149.96	\$154.57	\$159.36	\$164.26
0001 AO03	Computer Security System Specialist – Level III	HR	\$161.44	\$165.77	\$170.38	\$175.23	\$180.49	\$186.07	\$191.73	\$197.65	\$203.74	\$210.00
0001 AP01	Computer Systems Analyst – Level I	HR	\$60.41	\$62.00	\$63.75	\$65.56	\$67.52	\$69.60	\$71.79	\$73.97	\$76.28	\$78.60
0001 AP02	Computer Systems Analyst – Level II	HR	\$91.82	\$94.29	\$96.94	\$99.66	\$102.66	\$105.80	\$109.07	\$112.42	\$115.91	\$119.47

Accenture

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0001 AP03	Computer Systems Analyst – Level III	HR	\$161.44	\$165.77	\$170.38	\$175.23	\$180.49	\$186.07	\$191.73	\$197.65	\$203.74	\$210.00
0001 AQ00	Configuration Management Specialist	HR	\$153.71	\$157.82	\$162.23	\$166.82	\$171.84	\$177.12	\$182.60	\$188.21	\$194.02	\$199.96
0001 AR01	Cost Analyst – Level I	HR	\$62.31	\$64.00	\$65.75	\$67.63	\$69.63	\$71.80	\$74.04	\$76.28	\$78.65	\$81.06
0001 AR02	Cost Analyst – Level II	HR	\$118.45	\$121.56	\$124.88	\$128.36	\$132.17	\$136.21	\$140.45	\$144.78	\$149.19	\$153.79
0001 AS00	Data Entry Clerk	HR	\$42.88	\$44.03	\$45.23	\$46.48	\$47.83	\$49.29	\$50.81	\$52.36	\$53.97	\$55.67
0001 AT00	Data Security Specialist	HR	\$112.47	\$115.53	\$118.74	\$122.08	\$125.76	\$129.62	\$133.62	\$137.75	\$141.95	\$146.35
0001 AU00	Data Standardization Specialist	HR	\$115.91	\$119.05	\$122.42	\$125.84	\$129.59	\$133.60	\$137.71	\$141.98	\$146.31	\$150.79
0001 AV00	Database Administrator	HR	\$119.78	\$123.06	\$126.40	\$129.81	\$133.66	\$137.75	\$141.99	\$146.39	\$150.88	\$155.54
0001 AW01	Database Management Specialist – Level I	HR	\$65.75	\$67.51	\$69.37	\$71.35	\$73.50	\$75.81	\$78.12	\$80.51	\$83.02	\$85.55
0001 AW02	Database Management Specialist – Level II	HR	\$119.40	\$122.59	\$126.02	\$129.62	\$133.46	\$137.54	\$141.78	\$146.15	\$150.67	\$155.31
0001 AW03	Database Management Specialist – Level III	HR	\$184.58	\$189.59	\$194.84	\$200.34	\$206.35	\$212.72	\$219.27	\$226.02	\$232.97	\$240.12
0001 AX01	Database Specialist – Level I	HR	\$60.41	\$62.00	\$63.75	\$65.56	\$67.52	\$69.60	\$71.79	\$73.97	\$76.28	\$78.60
0001 AX02	Database Specialist – Level II	HR	\$88.43	\$90.77	\$93.35	\$95.98	\$98.88	\$101.93	\$105.06	\$108.32	\$111.63	\$115.06
0001 AX03	Database Specialist – Level III	HR	\$134.39	\$137.98	\$141.83	\$145.92	\$150.23	\$154.87	\$159.66	\$164.56	\$169.60	\$174.85
0001 AY00	Data Warehousing Administrator	HR	\$63.03	\$64.75	\$66.56	\$68.41	\$70.51	\$72.72	\$74.94	\$77.26	\$79.62	\$82.06
0001 AZ00	Data Warehouse Analyst	HR	\$100.43	\$103.13	\$106.05	\$109.03	\$112.28	\$115.74	\$119.29	\$122.98	\$126.77	\$130.71
0001 BA00	Data Warehouse Programmer	HR	\$100.43	\$103.13	\$106.05	\$109.03	\$112.28	\$115.74	\$119.29	\$122.98	\$126.77	\$130.71
0001 BB00	Disaster Recovery Specialist	HR	\$140.20	\$143.93	\$147.98	\$152.14	\$156.70	\$161.56	\$166.54	\$171.69	\$176.97	\$182.37
0001 BC01	Document Control Specialist – Level I	HR	\$52.36	\$53.80	\$55.28	\$56.86	\$58.56	\$60.40	\$62.23	\$64.19	\$66.14	\$68.15
0001 BC02	Document Control Specialist - Level II	HR	\$103.88	\$106.68	\$109.67	\$112.76	\$116.16	\$119.69	\$123.41	\$127.20	\$131.13	\$135.17
0001 BC03	Document Control Specialist – Level III	HR	\$153.71	\$157.82	\$162.23	\$166.82	\$171.84	\$177.12	\$182.60	\$188.21	\$194.02	\$199.96
0001 BD01	Document Support Specialist – Level I	HR	\$72.38	\$74.33	\$76.44	\$78.61	\$80.97	\$83.48	\$86.07	\$88.73	\$91.44	\$94.23
0001 BD02	Document Support Specialist – Level II	HR	\$93.51	\$96.08	\$98.74	\$101.56	\$104.58	\$107.81	\$111.14	\$114.55	\$118.08	\$121.72
0001 BE00	Duplicating Machine Operator	HR	\$52.36	\$53.80	\$55.28	\$56.86	\$58.56	\$60.40	\$62.23	\$64.19	\$66.14	\$68.15
0001 BF00	Electronic Data Interchange (EDI) Specialist	HR	\$140.20	\$143.93	\$147.98	\$152.14	\$156.70	\$161.56	\$166.54	\$171.69	\$176.97	\$182.37
0001 BG00	Electronic Meeting Technographer	HR	\$52.36	\$53.80	\$55.28	\$56.86	\$58.56	\$60.40	\$62.23	\$64.19	\$66.14	\$68.15
0001 BH00	Enterprise Resource Planning (ERP) Specialist	HR	\$183.22	\$188.11	\$193.40	\$198.87	\$204.84	\$211.15	\$217.62	\$224.33	\$231.24	\$238.37
0001 BI00	Facilitator	HR	\$64.41	\$66.13	\$67.98	\$69.90	\$72.02	\$74.23	\$76.51	\$78.88	\$81.29	\$83.80
0001 BJ00	Financial Analyst – IT	HR	\$89.89	\$92.32	\$94.88	\$97.58	\$100.49	\$103.57	\$106.77	\$110.07	\$113.42	\$116.94

Accenture

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0001 BK01	Functional Analyst – Level I	HR	\$137.67	\$141.36	\$145.31	\$149.41	\$153.90	\$158.67	\$163.55	\$168.59	\$173.77	\$179.14
0001 BK02	Functional Analyst – Level II	HR	\$157.27	\$161.54	\$166.02	\$170.71	\$175.82	\$181.26	\$186.85	\$192.59	\$198.51	\$204.64
0001 BL01	General Clerk – Level I	HR	\$42.88	\$44.03	\$45.23	\$46.48	\$47.83	\$49.29	\$50.81	\$52.36	\$53.97	\$55.67
0001 BL02	General Clerk – Level II	HR	\$50.83	\$52.22	\$53.62	\$55.09	\$56.67	\$58.42	\$60.26	\$62.07	\$63.99	\$65.99
0001 BL03	General Clerk – Level III	HR	\$62.74	\$64.45	\$66.21	\$67.97	\$69.97	\$72.12	\$74.32	\$76.66	\$78.99	\$81.43
0001 BM00	Geographic Information System (GIS) Specialist	HR	\$85.06	\$87.33	\$89.78	\$92.32	\$95.08	\$97.99	\$101.04	\$104.14	\$107.32	\$110.65
0001 BN00	Graphical User Interface Designer	HR	\$151.92	\$156.02	\$160.36	\$164.90	\$169.84	\$175.10	\$180.48	\$186.01	\$191.76	\$197.68
0001 BO00	Graphics Specialist	HR	\$60.41	\$62.00	\$63.75	\$65.56	\$67.52	\$69.60	\$71.79	\$73.97	\$76.28	\$78.60
0001 BP00	Hardware Draftsman	HR	\$52.36	\$53.80	\$55.28	\$56.86	\$58.56	\$60.40	\$62.23	\$64.19	\$66.14	\$68.15
0001 BQ01	Hardware Installation Technician – Level I	HR	\$52.36	\$53.80	\$55.28	\$56.86	\$58.56	\$60.40	\$62.23	\$64.19	\$66.14	\$68.15
0001 BQ02	Hardware Installation Technician – Level II	HR	\$67.62	\$69.41	\$71.37	\$73.39	\$75.57	\$77.92	\$80.31	\$82.79	\$85.35	\$87.99
0001 BR00	Hardware Specialist – Information Technology	HR	\$64.41	\$66.13	\$67.98	\$69.90	\$72.02	\$74.23	\$76.51	\$78.88	\$81.29	\$83.80
0001 BS00	Help Desk Manager	HR	\$85.14	\$87.50	\$89.90	\$92.34	\$95.02	\$97.94	\$100.97	\$104.07	\$107.26	\$110.58
0001 BT00	Help Desk Specialist	HR	\$68.96	\$70.83	\$72.77	\$74.75	\$76.90	\$79.30	\$81.73	\$84.29	\$86.83	\$89.48
0001 BU01	Imaging Specialist/Technician – Level I	HR	\$65.75	\$67.51	\$69.37	\$71.35	\$73.50	\$75.81	\$78.12	\$80.51	\$83.02	\$85.55
0001 BU02	Imaging Specialist/Technician – Level II	HR	\$126.29	\$129.68	\$133.29	\$137.08	\$141.17	\$145.51	\$149.96	\$154.57	\$159.36	\$164.26
0001 BU03	Imaging Specialist/Technician – Level III	HR	\$184.58	\$189.59	\$194.84	\$200.34	\$206.35	\$212.72	\$219.27	\$226.02	\$232.97	\$240.12
0001 BV00	Informatic Specialist/Bioinformatician	HR	\$281.44	\$288.99	\$297.04	\$305.46	\$314.60	\$324.30	\$334.32	\$344.60	\$355.23	\$366.17
0001 BW01	Information Engineer – Level I	HR	\$71.98	\$73.89	\$75.98	\$78.14	\$80.45	\$82.94	\$85.51	\$88.13	\$90.85	\$93.65
0001 BW02	Information Engineer – Level II	HR	\$76.81	\$78.86	\$81.08	\$83.36	\$85.88	\$88.56	\$91.27	\$94.06	\$96.97	\$99.95
0001 BX00	Information Resource Management Analyst	HR	\$60.41	\$62.00	\$63.75	\$65.56	\$67.52	\$69.60	\$71.79	\$73.97	\$76.28	\$78.60
0001 BY00	Information Systems Training Specialist	HR	\$63.03	\$64.75	\$66.56	\$68.41	\$70.51	\$72.72	\$74.94	\$77.26	\$79.62	\$82.06
0001 BZ00	IT Policy/Legislative Specialist	HR	\$240.83	\$247.35	\$254.24	\$261.45	\$269.26	\$277.56	\$286.08	\$294.89	\$303.97	\$313.37
0001 CA00	IT Strategic/Capital Planner	HR	\$209.59	\$215.23	\$221.29	\$227.54	\$234.33	\$241.54	\$248.94	\$256.67	\$264.58	\$272.72
0001 CB00	Knowledge Management Specialist	HR	\$199.21	\$204.52	\$210.24	\$216.21	\$222.68	\$229.53	\$236.61	\$243.90	\$251.43	\$259.16
0001 CC00	Librarian	HR	\$57.52	\$59.07	\$60.70	\$62.33	\$64.19	\$66.19	\$68.19	\$70.26	\$72.44	\$74.69
0001 CD00	Librarian Technician	HR	\$56.42	\$57.99	\$59.56	\$61.13	\$62.94	\$64.91	\$66.88	\$68.94	\$71.02	\$73.24
0001 CE00	Medical Billing/Account Management Specialist	HR	\$57.52	\$59.07	\$60.70	\$62.33	\$64.19	\$66.19	\$68.19	\$70.26	\$72.44	\$74.69

Accenture

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0001 CF00	Modeling and Simulation Specialist	HR	\$151.17	\$155.24	\$159.55	\$164.11	\$169.01	\$174.26	\$179.60	\$185.16	\$190.83	\$196.65
0001 CG00	Network Administrator	HR	\$131.46	\$134.96	\$138.73	\$142.70	\$146.97	\$151.43	\$156.11	\$160.96	\$165.87	\$170.97
0001 CH00	Network Draftsman	HR	\$84.45	\$86.67	\$89.10	\$91.65	\$94.42	\$97.32	\$100.34	\$103.39	\$106.57	\$109.86
0001 CI01	Network Installation Technician – Level I	HR	\$67.62	\$69.41	\$71.37	\$73.39	\$75.57	\$77.92	\$80.31	\$82.79	\$85.35	\$87.99
0001 CI02	Network Installation Technician – Level II	HR	\$102.50	\$105.26	\$108.23	\$111.29	\$114.58	\$118.11	\$121.73	\$125.48	\$129.36	\$133.36
0001 CJ00	Network Support Technician	HR	\$78.09	\$80.12	\$82.43	\$84.75	\$87.30	\$89.96	\$92.73	\$95.59	\$98.52	\$101.56
0001 CK00	Operations Manager	HR	\$102.74	\$105.58	\$108.44	\$111.35	\$114.64	\$118.18	\$121.80	\$125.54	\$129.40	\$133.42
0001 CL00	Procurement Product Specialist	HR	\$57.52	\$59.07	\$60.70	\$62.33	\$64.19	\$66.19	\$68.19	\$70.26	\$72.44	\$74.69
0001 CM00	Program Administration Specialist	HR	\$112.47	\$115.53	\$118.74	\$122.08	\$125.76	\$129.62	\$133.62	\$137.75	\$141.95	\$146.35
0001 CN00	Program Analyst	HR	\$160.74	\$165.06	\$169.66	\$174.48	\$179.72	\$185.24	\$190.96	\$196.83	\$202.88	\$209.18
0001 CO00	Program Manager	HR	\$281.44	\$288.99	\$297.04	\$305.46	\$314.60	\$324.30	\$334.32	\$344.60	\$355.23	\$366.17
0001 CP00	Project Control Specialist	HR	\$153.90	\$157.87	\$162.22	\$166.71	\$171.68	\$176.94	\$182.42	\$188.05	\$193.84	\$199.80
0001 CQ00	Project Leader	HR	\$163.90	\$168.29	\$173.02	\$177.94	\$183.29	\$188.94	\$194.74	\$200.72	\$206.89	\$213.30
0001 CR01	Project Manager – Level I	HR	\$163.90	\$168.29	\$173.02	\$177.94	\$183.29	\$188.94	\$194.74	\$200.72	\$206.89	\$213.30
0001 CR02	Project Manager – Level II	HR	\$179.71	\$184.52	\$189.68	\$195.05	\$200.93	\$207.11	\$213.44	\$220.03	\$226.80	\$233.80
0001 CR03	Project Manager – Level III	HR	\$199.21	\$204.52	\$210.24	\$216.21	\$222.68	\$229.53	\$236.61	\$243.90	\$251.43	\$259.16
0001 CS00	Public Health Analyst	HR	\$275.95	\$283.39	\$291.30	\$299.56	\$308.54	\$318.06	\$327.85	\$337.92	\$348.35	\$359.12
0001 CT00	Quality Assurance Analyst	HR	\$58.59	\$60.18	\$61.84	\$63.54	\$65.39	\$67.39	\$69.47	\$71.59	\$73.80	\$76.05
0001 CU00	Quality Assurance Manager	HR	\$72.78	\$74.76	\$76.79	\$78.87	\$81.20	\$83.70	\$86.29	\$88.94	\$91.68	\$94.47
0001 CV00	Quality Assurance Specialist	HR	\$101.85	\$104.67	\$107.50	\$110.39	\$113.63	\$117.18	\$120.75	\$124.46	\$128.33	\$132.26
0001 CW00	Records Management Specialist	HR	\$71.23	\$73.16	\$75.17	\$77.33	\$79.64	\$82.09	\$84.65	\$87.21	\$89.90	\$92.69
0001 CX00	Scanner Operator	HR	\$75.09	\$77.09	\$79.26	\$81.52	\$83.92	\$86.57	\$89.20	\$91.97	\$94.81	\$97.69
0001 CY00	Scientific Data Analyst	HR	\$183.22	\$188.11	\$193.40	\$198.87	\$204.84	\$211.15	\$217.62	\$224.33	\$231.24	\$238.37
0001 CZ01	Subject Matter Expert – Level I	HR	\$151.63	\$155.75	\$160.07	\$164.58	\$169.54	\$174.75	\$180.17	\$185.71	\$191.41	\$197.31
0001 CZ02	Subject Matter Expert – Level II	HR	\$236.67	\$243.07	\$249.85	\$256.90	\$264.61	\$272.74	\$281.16	\$289.80	\$298.73	\$307.96
0001 CZ03	Subject Matter Expert – Level III	HR	\$305.10	\$313.28	\$322.04	\$331.16	\$341.06	\$351.61	\$362.43	\$373.60	\$385.08	\$396.93
0001 DA01	System Administrator – Level I	HR	\$85.06	\$87.33	\$89.78	\$92.32	\$95.08	\$97.99	\$101.04	\$104.14	\$107.32	\$110.65
0001 DA02	System Administrator – Level II	HR	\$121.63	\$124.91	\$128.38	\$132.02	\$135.98	\$140.14	\$144.49	\$148.92	\$153.49	\$158.26
0001 DA03	System Administrator – Level III	HR	\$200.77	\$206.15	\$211.91	\$217.89	\$224.42	\$231.34	\$238.41	\$245.81	\$253.38	\$261.17
0001 DB01	Systems Architect – Level I	HR	\$96.68	\$99.31	\$102.07	\$104.96	\$108.10	\$111.43	\$114.86	\$118.42	\$122.01	\$125.80
0001 DB02	Systems Architect – Level II	HR	\$206.00	\$211.52	\$217.44	\$223.60	\$230.30	\$237.43	\$244.72	\$252.20	\$259.99	\$268.00
0001 DC01	Systems Engineer – Level I	HR	\$85.99	\$88.32	\$90.78	\$93.34	\$96.13	\$99.11	\$102.17	\$105.30	\$108.53	\$111.86
0001 DC02	Systems Engineer – Level II	HR	\$132.33	\$135.91	\$139.69	\$143.61	\$147.95	\$152.49	\$157.20	\$162.01	\$166.99	\$172.14

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0001 DC03	Systems Engineer – Level III	HR	\$280.55	\$288.08	\$296.19	\$304.55	\$313.64	\$323.34	\$333.28	\$343.53	\$354.09	\$365.01
0001 DD00	System Operator	HR	\$79.06	\$81.21	\$83.46	\$85.83	\$88.43	\$91.16	\$93.97	\$96.89	\$99.86	\$102.93
0001 DE00	System Programmer	HR	\$121.63	\$124.91	\$128.38	\$132.02	\$135.98	\$140.14	\$144.49	\$148.92	\$153.49	\$158.26
0001 DF01	Technical Writer/Editor – Level I	HR	\$52.36	\$53.80	\$55.28	\$56.86	\$58.56	\$60.40	\$62.23	\$64.19	\$66.14	\$68.15
0001 DF02	Technical Writer/Editor – Level II	HR	\$55.05	\$56.54	\$58.10	\$59.78	\$61.58	\$63.47	\$65.44	\$67.46	\$69.51	\$71.64
0001 DF03	Technical Writer/Editor – Level III	HR	\$64.41	\$66.13	\$67.98	\$69.90	\$72.02	\$74.23	\$76.51	\$78.88	\$81.29	\$83.80
0001 DG01	Telecommunications Engineer – Level I	HR	\$68.38	\$70.22	\$72.19	\$74.25	\$76.47	\$78.80	\$81.28	\$83.81	\$86.40	\$89.06
0001 DG02	Telecommunications Engineer - Level II	HR	\$161.44	\$165.77	\$170.38	\$175.23	\$180.49	\$186.07	\$191.73	\$197.65	\$203.74	\$210.00
0001 DH01	Telecommunications Specialist – Level I	HR	\$102.14	\$104.90	\$107.85	\$110.91	\$114.23	\$117.72	\$121.34	\$125.07	\$128.95	\$132.92
0001 DH02	Telecommunications Specialist - Level II	HR	\$152.12	\$156.23	\$160.61	\$165.12	\$170.06	\$175.31	\$180.69	\$186.27	\$192.01	\$197.96
0001 DI00	Test Engineer	HR	\$110.74	\$113.74	\$116.96	\$120.28	\$123.84	\$127.63	\$131.59	\$135.62	\$139.80	\$144.10
0001 DJ00	Training Manager	HR	\$131.42	\$134.95	\$138.70	\$142.66	\$146.89	\$151.45	\$156.13	\$160.95	\$165.91	\$171.01
0001 DK01	Training Specialist – Level I	HR	\$107.18	\$110.04	\$113.11	\$116.33	\$119.82	\$123.51	\$127.30	\$131.22	\$135.25	\$139.42
0001 DK02	Training Specialist – Level II	HR	\$125.70	\$129.11	\$132.69	\$136.44	\$140.57	\$144.88	\$149.39	\$153.94	\$158.70	\$163.55
0001 DL00	Web Content Administrator	HR	\$68.38	\$70.22	\$72.19	\$74.25	\$76.47	\$78.80	\$81.28	\$83.81	\$86.40	\$89.06
0001 DM00	Web Designer	HR	\$83.34	\$85.55	\$87.92	\$90.44	\$93.13	\$95.99	\$98.92	\$101.98	\$105.10	\$108.38
0001 DN00	Web Project Manager	HR	\$245.03	\$251.60	\$258.65	\$265.95	\$273.89	\$282.36	\$291.03	\$299.99	\$309.23	\$318.76
0001 DO00	Web Software Developer	HR	\$183.22	\$188.11	\$193.40	\$198.87	\$204.84	\$211.15	\$217.62	\$224.33	\$231.24	\$238.37
0001 DP00	Webmaster	HR	\$80.72	\$82.89	\$85.16	\$87.63	\$90.23	\$92.99	\$95.83	\$98.81	\$101.84	\$104.98
0001 DQ00	Wide Area Network Administrator	HR	\$105.59	\$108.40	\$111.48	\$114.61	\$118.03	\$121.71	\$125.42	\$129.29	\$133.27	\$137.41
NOTE												
1)	Payroll rates beyond Accenture Fiscal Year 2012 are escalated by function, as follows:											
	Function	AFY13	AFY14	AFY15	AFY16 and Beyond							
	Management Consulting	2.74%	2.91%	3.04%	3.08%							
	Technology	2.74%	2.91%	3.04%	3.08%							
	Business Process Outsourcing	2.74%	2.91%	3.04%	3.08%							
	Delivery Services	2.74%	2.91%	3.04%	3.08%							
	Business Support	2.74%	2.91%	3.04%	3.08%							

Accenture

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
	Escalation rate		*Varies by Function (See Note)									
0002 AA01	Administrative Assistant – Level I	HR	\$41.59	\$42.71	\$43.89	\$45.11	\$46.43	\$47.86	\$49.32	\$50.83	\$52.39	\$54.04
0002 AA02	Administrative Assistant – Level II	HR	\$47.34	\$48.67	\$49.98	\$51.32	\$52.85	\$54.44	\$56.14	\$57.84	\$59.63	\$61.47
0002 AB01	Application Engineer – Level I	HR	\$76.33	\$78.40	\$80.61	\$82.91	\$85.44	\$88.05	\$90.75	\$93.58	\$96.46	\$99.41
0002 AB02	Application Engineer – Level II	HR	\$83.47	\$85.75	\$88.17	\$90.66	\$93.38	\$96.27	\$99.25	\$102.30	\$105.44	\$108.67
0002 AC01	Application Programmer – Level I	HR	\$75.81	\$77.81	\$80.05	\$82.31	\$84.81	\$87.40	\$90.09	\$92.88	\$95.72	\$98.67
0002 AC02	Application Programmer – Level II	HR	\$83.47	\$85.75	\$88.17	\$90.66	\$93.38	\$96.27	\$99.25	\$102.30	\$105.44	\$108.67
0002 AC03	Applications Programmer – Level III	HR	\$99.02	\$101.76	\$104.58	\$107.58	\$110.84	\$114.19	\$117.78	\$121.38	\$125.10	\$128.93
0002 AD00	Application Systems Analyst	HR	\$74.18	\$76.16	\$78.31	\$80.56	\$82.98	\$85.56	\$88.21	\$90.95	\$93.74	\$96.60
0002 AE00	Biostatitician	HR	\$273.21	\$280.59	\$288.46	\$296.70	\$305.62	\$315.05	\$324.78	\$334.77	\$345.09	\$355.71
0002 AF01	Business Analyst – Level I	HR	\$95.61	\$98.17	\$100.94	\$103.83	\$106.91	\$110.21	\$113.63	\$117.16	\$120.70	\$124.44
0002 AF02	Business Analyst – Level II	HR	\$153.86	\$158.02	\$162.44	\$167.13	\$172.17	\$177.47	\$182.90	\$188.55	\$194.36	\$200.33
0002 AF03	Business Analyst – Level III	HR	\$195.27	\$200.55	\$206.20	\$212.08	\$218.42	\$225.16	\$232.10	\$239.24	\$246.61	\$254.21
0002 AG01	Business Process Reengineering Specialist – Level I	HR	\$103.43	\$106.25	\$109.23	\$112.34	\$115.75	\$119.30	\$122.98	\$126.78	\$130.65	\$134.70
0002 AG02	Business Process Reengineering Specialist – Level II	HR	\$179.40	\$184.25	\$189.40	\$194.84	\$200.63	\$206.86	\$213.21	\$219.77	\$226.55	\$233.55
0002 AG03	Business Process Reengineering Specialist – Level III	HR	\$211.96	\$217.70	\$223.84	\$230.22	\$237.13	\$244.42	\$252.01	\$259.71	\$267.73	\$275.97
0002 AH00	Chief Information Security Officer	HR	\$193.38	\$198.57	\$204.17	\$210.02	\$216.33	\$222.98	\$229.87	\$236.94	\$244.26	\$251.76
0002 AI00	Communications Hardware Specialist	HR	\$97.50	\$100.13	\$102.98	\$105.90	\$109.09	\$112.42	\$115.89	\$119.47	\$123.17	\$126.98
0002 AJ00	Communications Network Manager	HR	\$132.33	\$135.92	\$139.75	\$143.75	\$148.09	\$152.61	\$157.31	\$162.18	\$167.16	\$172.31
0002 AK00	Communications Software Specialist	HR	\$97.50	\$100.13	\$102.98	\$105.90	\$109.09	\$112.42	\$115.89	\$119.47	\$123.17	\$126.98
0002 AL00	Communications Specialist	HR	\$105.88	\$108.71	\$111.80	\$114.98	\$118.43	\$122.10	\$125.85	\$129.73	\$133.72	\$137.84
0002 AM00	Computer Data Librarian	HR	\$59.90	\$61.54	\$63.28	\$65.07	\$67.04	\$69.14	\$71.24	\$73.47	\$75.71	\$78.06
0002 AN00	Computer Scientist	HR	\$141.73	\$145.54	\$149.62	\$153.90	\$158.53	\$163.44	\$168.44	\$173.62	\$178.95	\$184.52
0002 AO01	Computer Security System Specialist – Level I	HR	\$83.22	\$85.51	\$87.94	\$90.46	\$93.17	\$96.01	\$99.00	\$102.05	\$105.19	\$108.41
0002 AO02	Computer Security System Specialist – Level II	HR	\$122.60	\$125.91	\$129.45	\$133.16	\$137.15	\$141.35	\$145.68	\$150.16	\$154.81	\$159.58
0002 AO03	Computer Security System Specialist – Level III	HR	\$156.71	\$160.95	\$165.45	\$170.21	\$175.33	\$180.75	\$186.26	\$191.99	\$197.92	\$204.02
0002 AP01	Computer Systems Analyst – Level I	HR	\$58.66	\$60.19	\$61.91	\$63.68	\$65.60	\$67.63	\$69.75	\$71.88	\$74.11	\$76.37
0002 AP02	Computer Systems Analyst – Level II	HR	\$89.13	\$91.54	\$94.14	\$96.81	\$99.73	\$102.78	\$105.95	\$109.22	\$112.60	\$116.07
0002 AP03	Computer Systems Analyst – Level III	HR	\$156.71	\$160.95	\$165.45	\$170.21	\$175.33	\$180.75	\$186.26	\$191.99	\$197.92	\$204.02

Accenture

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0002 AQ00	Configuration Management Specialist	HR	\$149.21	\$153.22	\$157.56	\$162.05	\$166.93	\$172.07	\$177.39	\$182.85	\$188.48	\$194.26
0002 AR01	Cost Analyst – Level I	HR	\$60.41	\$62.06	\$63.79	\$65.63	\$67.58	\$69.68	\$71.86	\$74.02	\$76.33	\$78.65
0002 AR02	Cost Analyst – Level II	HR	\$115.73	\$118.78	\$122.06	\$125.47	\$129.20	\$133.16	\$137.30	\$141.53	\$145.85	\$150.34
0002 AS00	Data Entry Clerk	HR	\$41.59	\$42.71	\$43.89	\$45.11	\$46.43	\$47.86	\$49.32	\$50.83	\$52.39	\$54.04
0002 AT00	Data Security Specialist	HR	\$109.18	\$112.17	\$115.31	\$118.59	\$122.17	\$125.92	\$129.81	\$133.81	\$137.89	\$142.16
0002 AU00	Data Standardization Specialist	HR	\$112.52	\$115.58	\$118.88	\$122.24	\$125.91	\$129.79	\$133.77	\$137.92	\$142.14	\$146.48
0002 AV00	Database Administrator	HR	\$116.19	\$119.41	\$122.68	\$126.00	\$129.74	\$133.72	\$137.85	\$142.11	\$146.46	\$151.00
0002 AW01	Database Management Specialist – Level I	HR	\$63.82	\$65.56	\$67.37	\$69.31	\$71.40	\$73.63	\$75.89	\$78.21	\$80.65	\$83.11
0002 AW02	Database Management Specialist – Level II	HR	\$115.90	\$119.03	\$122.37	\$125.91	\$129.66	\$133.64	\$137.75	\$142.00	\$146.36	\$150.88
0002 AW03	Database Management Specialist – Level III	HR	\$179.18	\$184.06	\$189.22	\$194.62	\$200.45	\$206.65	\$213.02	\$219.58	\$226.32	\$233.28
0002 AX01	Database Specialist – Level I	HR	\$58.66	\$60.19	\$61.91	\$63.68	\$65.60	\$67.63	\$69.75	\$71.88	\$74.11	\$76.37
0002 AX02	Database Specialist – Level II	HR	\$85.86	\$88.15	\$90.66	\$93.23	\$96.07	\$99.03	\$102.07	\$105.22	\$108.45	\$111.78
0002 AX03	Database Specialist – Level III	HR	\$130.46	\$133.98	\$137.73	\$141.73	\$145.95	\$150.46	\$155.11	\$159.88	\$164.77	\$169.88
0002 AY00	Data Warehousing Administrator	HR	\$61.19	\$62.87	\$64.64	\$66.47	\$68.49	\$70.63	\$72.80	\$75.06	\$77.37	\$79.72
0002 AZ00	Data Warehouse Analyst	HR	\$97.50	\$100.13	\$102.98	\$105.90	\$109.09	\$112.42	\$115.89	\$119.47	\$123.17	\$126.98
0002 BA00	Data Warehouse Programmer	HR	\$97.50	\$100.13	\$102.98	\$105.90	\$109.09	\$112.42	\$115.89	\$119.47	\$123.17	\$126.98
0002 BB00	Disaster Recovery Specialist	HR	\$136.10	\$139.73	\$143.70	\$147.78	\$152.23	\$156.94	\$161.78	\$166.80	\$171.91	\$177.18
0002 BC01	Document Control Specialist – Level I	HR	\$50.83	\$52.24	\$53.69	\$55.23	\$56.89	\$58.67	\$60.45	\$62.35	\$64.25	\$66.21
0002 BC02	Document Control Specialist - Level II	HR	\$100.85	\$103.58	\$106.50	\$109.53	\$112.83	\$116.28	\$119.87	\$123.57	\$127.39	\$131.32
0002 BC03	Document Control Specialist – Level III	HR	\$149.21	\$153.22	\$157.56	\$162.05	\$166.93	\$172.07	\$177.39	\$182.85	\$188.48	\$194.26
0002 BD01	Document Support Specialist – Level I	HR	\$70.27	\$72.17	\$74.23	\$76.37	\$78.67	\$81.10	\$83.62	\$86.19	\$88.82	\$91.54
0002 BD02	Document Support Specialist – Level II	HR	\$90.79	\$93.29	\$95.90	\$98.64	\$101.61	\$104.74	\$107.96	\$111.28	\$114.71	\$118.23
0002 BE00	Duplicating Machine Operator	HR	\$50.83	\$52.24	\$53.69	\$55.23	\$56.89	\$58.67	\$60.45	\$62.35	\$64.25	\$66.21
0002 BF00	Electronic Data Interchange (EDI) Specialist	HR	\$136.10	\$139.73	\$143.70	\$147.78	\$152.23	\$156.94	\$161.78	\$166.80	\$171.91	\$177.18
0002 BG00	Electronic Meeting Technographer	HR	\$50.83	\$52.24	\$53.69	\$55.23	\$56.89	\$58.67	\$60.45	\$62.35	\$64.25	\$66.21
0002 BH00	Enterprise Resource Planning (ERP) Specialist	HR	\$177.86	\$182.64	\$187.81	\$193.17	\$199.00	\$205.12	\$211.42	\$217.94	\$224.65	\$231.57
0002 BI00	Facilitator	HR	\$62.51	\$64.20	\$66.02	\$67.90	\$69.97	\$72.10	\$74.35	\$76.64	\$78.97	\$81.40
0002 BJ00	Financial Analyst – IT	HR	\$87.46	\$89.84	\$92.35	\$95.01	\$97.85	\$100.84	\$103.95	\$107.16	\$110.43	\$113.86
0002 BK01	Functional Analyst – Level I	HR	\$133.67	\$137.26	\$141.11	\$145.13	\$149.53	\$154.14	\$158.89	\$163.75	\$168.81	\$174.03
0002 BK02	Functional Analyst – Level II	HR	\$152.67	\$156.84	\$161.23	\$165.83	\$170.81	\$176.09	\$181.51	\$187.10	\$192.85	\$198.81

Accenture

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0002 BL01	General Clerk – Level I	HR	\$41.59	\$42.71	\$43.89	\$45.11	\$46.43	\$47.86	\$49.32	\$50.83	\$52.39	\$54.04
0002 BL02	General Clerk – Level II	HR	\$49.32	\$50.67	\$52.05	\$53.47	\$55.02	\$56.73	\$58.50	\$60.27	\$62.12	\$64.05
0002 BL03	General Clerk – Level III	HR	\$60.86	\$62.54	\$64.26	\$65.98	\$67.94	\$70.02	\$72.15	\$74.42	\$76.68	\$79.05
0002 BM00	Geographic Information System (GIS) Specialist	HR	\$82.58	\$84.78	\$87.19	\$89.68	\$92.37	\$95.19	\$98.15	\$101.17	\$104.25	\$107.49
0002 BN00	Graphical User Interface Designer	HR	\$147.47	\$151.49	\$155.74	\$160.18	\$164.99	\$170.10	\$175.33	\$180.71	\$186.29	\$192.04
0002 BO00	Graphics Specialist	HR	\$58.66	\$60.19	\$61.91	\$63.68	\$65.60	\$67.63	\$69.75	\$71.88	\$74.11	\$76.37
0002 BP00	Hardware Draftsman	HR	\$50.83	\$52.24	\$53.69	\$55.23	\$56.89	\$58.67	\$60.45	\$62.35	\$64.25	\$66.21
0002 BQ01	Hardware Installation Technician – Level I	HR	\$50.83	\$52.24	\$53.69	\$55.23	\$56.89	\$58.67	\$60.45	\$62.35	\$64.25	\$66.21
0002 BQ02	Hardware Installation Technician – Level II	HR	\$65.64	\$67.40	\$69.30	\$71.28	\$73.41	\$75.69	\$78.02	\$80.42	\$82.91	\$85.47
0002 BR00	Hardware Specialist – Information Technology	HR	\$62.51	\$64.20	\$66.02	\$67.90	\$69.97	\$72.10	\$74.35	\$76.64	\$78.97	\$81.40
0002 BS00	Help Desk Manager	HR	\$82.60	\$84.88	\$87.24	\$89.62	\$92.24	\$95.07	\$98.01	\$101.03	\$104.10	\$107.36
0002 BT00	Help Desk Specialist	HR	\$66.89	\$68.73	\$70.62	\$72.57	\$74.66	\$76.97	\$79.35	\$81.83	\$84.29	\$86.85
0002 BU01	Imaging Specialist/Technician – Level I	HR	\$63.82	\$65.56	\$67.37	\$69.31	\$71.40	\$73.63	\$75.89	\$78.21	\$80.65	\$83.11
0002 BU02	Imaging Specialist/Technician – Level II	HR	\$122.60	\$125.91	\$129.45	\$133.16	\$137.15	\$141.35	\$145.68	\$150.16	\$154.81	\$159.58
0002 BU03	Imaging Specialist/Technician – Level III	HR	\$179.18	\$184.06	\$189.22	\$194.62	\$200.45	\$206.65	\$213.02	\$219.58	\$226.32	\$233.28
0002 BV00	Informatic Specialist/Bioinformatician	HR	\$273.21	\$280.59	\$288.46	\$296.70	\$305.62	\$315.05	\$324.78	\$334.77	\$345.09	\$355.71
0002 BW01	Information Engineer – Level I	HR	\$69.88	\$71.75	\$73.79	\$75.90	\$78.17	\$80.57	\$83.06	\$85.60	\$88.26	\$90.98
0002 BW02	Information Engineer – Level II	HR	\$74.57	\$76.56	\$78.74	\$80.96	\$83.43	\$86.03	\$88.66	\$91.38	\$94.19	\$97.09
0002 BX00	Information Resource Management Analyst	HR	\$58.66	\$60.19	\$61.91	\$63.68	\$65.60	\$67.63	\$69.75	\$71.88	\$74.11	\$76.37
0002 BY00	Information Systems Training Specialist	HR	\$61.19	\$62.87	\$64.64	\$66.47	\$68.49	\$70.63	\$72.80	\$75.06	\$77.37	\$79.72
0002 BZ00	IT Policy/Legislative Specialist	HR	\$233.79	\$240.15	\$246.91	\$253.96	\$261.58	\$269.64	\$277.92	\$286.47	\$295.30	\$304.43
0002 CA00	IT Strategic/Capital Planner	HR	\$203.46	\$208.96	\$214.89	\$221.02	\$227.66	\$234.66	\$241.85	\$249.35	\$257.02	\$264.94
0002 CB00	Knowledge Management Specialist	HR	\$193.38	\$198.57	\$204.17	\$210.02	\$216.33	\$222.98	\$229.87	\$236.94	\$244.26	\$251.76
0002 CC00	Librarian	HR	\$55.80	\$57.32	\$58.92	\$60.49	\$62.30	\$64.24	\$66.20	\$68.20	\$70.32	\$72.49
0002 CD00	Librarian Technician	HR	\$54.74	\$56.25	\$57.79	\$59.33	\$61.10	\$63.00	\$64.93	\$66.92	\$68.96	\$71.11
0002 CE00	Medical Billing/Account Management Specialist	HR	\$55.80	\$57.32	\$58.92	\$60.49	\$62.30	\$64.24	\$66.20	\$68.20	\$70.32	\$72.49
0002 CF00	Modeling and Simulation Specialist	HR	\$147.09	\$151.07	\$155.32	\$159.78	\$164.57	\$169.66	\$174.87	\$180.28	\$185.79	\$191.48
0002 CG00	Network Administrator	HR	\$127.62	\$131.04	\$134.73	\$138.63	\$142.78	\$147.12	\$151.66	\$156.35	\$161.15	\$166.10
0002 CH00	Network Draftsman	HR	\$81.97	\$84.15	\$86.53	\$89.03	\$91.74	\$94.53	\$97.47	\$100.45	\$103.52	\$106.71

Accenture

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0002 CI01	Network Installation Technician – Level I	HR	\$65.64	\$67.40	\$69.30	\$71.28	\$73.41	\$75.69	\$78.02	\$80.42	\$82.91	\$85.47
0002 CI02	Network Installation Technician – Level II	HR	\$99.51	\$102.20	\$105.09	\$108.09	\$111.31	\$114.74	\$118.26	\$121.90	\$125.66	\$129.56
0002 CJ00	Network Support Technician	HR	\$75.81	\$77.81	\$80.05	\$82.31	\$84.81	\$87.40	\$90.09	\$92.88	\$95.72	\$98.67
0002 CK00	Operations Manager	HR	\$99.67	\$102.43	\$105.24	\$108.07	\$111.29	\$114.71	\$118.23	\$121.88	\$125.62	\$129.54
0002 CL00	Procurement Product Specialist	HR	\$55.80	\$57.32	\$58.92	\$60.49	\$62.30	\$64.24	\$66.20	\$68.20	\$70.32	\$72.49
0002 CM00	Program Administration Specialist	HR	\$109.18	\$112.17	\$115.31	\$118.59	\$122.17	\$125.92	\$129.81	\$133.81	\$137.89	\$142.16
0002 CN00	Program Analyst	HR	\$156.05	\$160.26	\$164.77	\$169.49	\$174.59	\$179.96	\$185.52	\$191.21	\$197.10	\$203.20
0002 CO00	Program Manager	HR	\$273.21	\$280.59	\$288.46	\$296.70	\$305.62	\$315.05	\$324.78	\$334.77	\$345.09	\$355.71
0002 CP00	Project Control Specialist	HR	\$150.36	\$154.26	\$158.53	\$162.95	\$167.82	\$172.97	\$178.33	\$183.81	\$189.50	\$195.31
0002 CQ00	Project Leader	HR	\$159.13	\$163.40	\$168.03	\$172.84	\$178.06	\$183.54	\$189.17	\$195.00	\$200.98	\$207.20
0002 CR01	Project Manager – Level I	HR	\$159.13	\$163.40	\$168.03	\$172.84	\$178.06	\$183.54	\$189.17	\$195.00	\$200.98	\$207.20
0002 CR02	Project Manager – Level II	HR	\$174.46	\$179.15	\$184.21	\$189.48	\$195.19	\$201.20	\$207.37	\$213.75	\$220.33	\$227.12
0002 CR03	Project Manager – Level III	HR	\$193.38	\$198.57	\$204.17	\$210.02	\$216.33	\$222.98	\$229.87	\$236.94	\$244.26	\$251.76
0002 CS00	Public Health Analyst	HR	\$268.51	\$275.77	\$283.54	\$291.64	\$300.40	\$309.69	\$319.22	\$329.03	\$339.18	\$349.65
0002 CT00	Quality Assurance Analyst	HR	\$56.84	\$58.39	\$60.01	\$61.67	\$63.46	\$65.43	\$67.43	\$69.50	\$71.64	\$73.81
0002 CU00	Quality Assurance Manager	HR	\$70.60	\$72.53	\$74.52	\$76.55	\$78.84	\$81.26	\$83.78	\$86.35	\$88.99	\$91.71
0002 CV00	Quality Assurance Specialist	HR	\$98.80	\$101.54	\$104.31	\$107.15	\$110.31	\$113.75	\$117.22	\$120.83	\$124.59	\$128.39
0002 CW00	Records Management Specialist	HR	\$69.07	\$70.95	\$72.92	\$75.03	\$77.29	\$79.66	\$82.15	\$84.63	\$87.24	\$89.95
0002 CX00	Scanner Operator	HR	\$72.90	\$74.85	\$76.97	\$79.19	\$81.54	\$84.10	\$86.64	\$89.34	\$92.11	\$94.92
0002 CY00	Scientific Data Analyst	HR	\$177.86	\$182.64	\$187.81	\$193.17	\$199.00	\$205.12	\$211.42	\$217.94	\$224.65	\$231.57
0002 CZ01	Subject Matter Expert – Level I	HR	\$147.19	\$151.22	\$155.44	\$159.88	\$164.69	\$169.76	\$175.02	\$180.42	\$185.94	\$191.69
0002 CZ02	Subject Matter Expert – Level II	HR	\$229.74	\$236.00	\$242.65	\$249.56	\$257.06	\$264.96	\$273.14	\$281.51	\$290.20	\$299.17
0002 CZ03	Subject Matter Expert – Level III	HR	\$296.86	\$304.88	\$313.48	\$322.40	\$332.08	\$342.34	\$352.88	\$363.75	\$374.94	\$386.47
0002 DA01	System Administrator – Level I	HR	\$82.58	\$84.78	\$87.19	\$89.68	\$92.37	\$95.19	\$98.15	\$101.17	\$104.25	\$107.49
0002 DA02	System Administrator – Level II	HR	\$118.07	\$121.28	\$124.67	\$128.25	\$132.10	\$136.15	\$140.36	\$144.67	\$149.12	\$153.74
0002 DA03	System Administrator – Level III	HR	\$194.89	\$200.16	\$205.80	\$211.64	\$218.04	\$224.74	\$231.62	\$238.79	\$246.14	\$253.71
0002 DB01	Systems Architect – Level I	HR	\$93.85	\$96.42	\$99.12	\$101.96	\$105.01	\$108.24	\$111.59	\$115.05	\$118.53	\$122.22
0002 DB02	Systems Architect – Level II	HR	\$199.97	\$205.36	\$211.17	\$217.20	\$223.75	\$230.65	\$237.73	\$245.00	\$252.59	\$260.35
0002 DC01	Systems Engineer – Level I	HR	\$83.47	\$85.75	\$88.17	\$90.66	\$93.38	\$96.27	\$99.25	\$102.30	\$105.44	\$108.67
0002 DC02	Systems Engineer – Level II	HR	\$128.46	\$131.96	\$135.66	\$139.50	\$143.74	\$148.14	\$152.69	\$157.38	\$162.23	\$167.22
0002 DC03	Systems Engineer – Level III	HR	\$272.34	\$279.72	\$287.62	\$295.85	\$304.70	\$314.11	\$323.78	\$333.73	\$343.98	\$354.61
0002 DD00	System Operator	HR	\$76.76	\$78.86	\$81.05	\$83.38	\$85.90	\$88.55	\$91.29	\$94.13	\$97.00	\$99.98
0002 DE00	System Programmer	HR	\$118.07	\$121.28	\$124.67	\$128.25	\$132.10	\$136.15	\$140.36	\$144.67	\$149.12	\$153.74

Accenture

ITEM	DESCRIPTION	U/M	Contract Year									
			1	2	3	4	5	6	7	8	9	10
0002 DF01	Technical Writer/Editor – Level I	HR	\$50.83	\$52.24	\$53.69	\$55.23	\$56.89	\$58.67	\$60.45	\$62.35	\$64.25	\$66.21
0002 DF02	Technical Writer/Editor – Level II	HR	\$53.44	\$54.90	\$56.43	\$58.06	\$59.83	\$61.66	\$63.57	\$65.54	\$67.52	\$69.60
0002 DF03	Technical Writer/Editor – Level III	HR	\$62.51	\$64.20	\$66.02	\$67.90	\$69.97	\$72.10	\$74.35	\$76.64	\$78.97	\$81.40
0002 DG01	Telecommunications Engineer – Level I	HR	\$66.40	\$68.17	\$70.11	\$72.13	\$74.30	\$76.55	\$78.95	\$81.42	\$83.92	\$86.50
0002 DG02	Telecommunications Engineer - Level II	HR	\$156.71	\$160.95	\$165.45	\$170.21	\$175.33	\$180.75	\$186.26	\$191.99	\$197.92	\$204.02
0002 DH01	Telecommunications Specialist – Level I	HR	\$99.16	\$101.87	\$104.73	\$107.73	\$110.98	\$114.37	\$117.87	\$121.52	\$125.26	\$129.14
0002 DH02	Telecommunications Specialist - Level II	HR	\$147.68	\$151.69	\$155.98	\$160.40	\$165.21	\$170.29	\$175.54	\$180.97	\$186.54	\$192.30
0002 DI00	Test Engineer	HR	\$107.52	\$110.44	\$113.56	\$116.83	\$120.32	\$124.00	\$127.85	\$131.76	\$135.81	\$139.99
0002 DJ00	Training Manager	HR	\$127.88	\$131.33	\$135.00	\$138.89	\$143.03	\$147.46	\$152.03	\$156.72	\$161.55	\$166.51
0002 DK01	Training Specialist – Level I	HR	\$104.30	\$107.10	\$110.11	\$113.26	\$116.68	\$120.25	\$123.95	\$127.77	\$131.70	\$135.75
0002 DK02	Training Specialist – Level II	HR	\$122.32	\$125.65	\$129.17	\$132.84	\$136.88	\$141.05	\$145.47	\$149.89	\$154.53	\$159.24
0002 DL00	Web Content Administrator	HR	\$66.40	\$68.17	\$70.11	\$72.13	\$74.30	\$76.55	\$78.95	\$81.42	\$83.92	\$86.50
0002 DM00	Web Designer	HR	\$80.91	\$83.07	\$85.40	\$87.85	\$90.48	\$93.24	\$96.12	\$99.07	\$102.10	\$105.30
0002 DN00	Web Project Manager	HR	\$237.84	\$244.29	\$251.17	\$258.35	\$266.08	\$274.31	\$282.72	\$291.42	\$300.41	\$309.65
0002 DO00	Web Software Developer	HR	\$177.86	\$182.64	\$187.81	\$193.17	\$199.00	\$205.12	\$211.42	\$217.94	\$224.65	\$231.57
0002 DP00	Webmaster	HR	\$78.35	\$80.47	\$82.71	\$85.12	\$87.65	\$90.34	\$93.09	\$96.01	\$98.95	\$101.98
0002 DQ00	Wide Area Network Administrator	HR	\$102.53	\$105.26	\$108.25	\$111.33	\$114.67	\$118.23	\$121.84	\$125.58	\$129.47	\$133.49
NOTE												
1)	Payroll rates beyond Accenture Fiscal Year 2012 are escalated by function, as follows:											
	Function	AFY13	AFY14	AFY15	AFY16 and Beyond							
	Management Consulting	2.74%	2.91%	3.04%	3.08%							
	Technology	2.74%	2.91%	3.04%	3.08%							
	Business Process Outsourcing	2.74%	2.91%	3.04%	3.08%							
	Delivery Services	2.74%	2.91%	3.04%	3.08%							
	Business Support	2.74%	2.91%	3.04%	3.08%							