Attachment F-A1- Labor Rate Schedule

Record the fully loaded, all inclusive hourly labor rates chargeable during each contract year for the labor categories delineated and defined in Section 2.10 of the RFP

#	LABOR CATEGORY	HOURLY LABOR RATES CONTRACT YEAR*									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
		Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price	Offeror Price
66	Accountant, Cost (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
47	Administrator, Systems	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
5	Analyst, Computer Software/Integration (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
9	Analyst, Computer Systems (Junior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
8	Analyst, Computer Systems (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
68	Analyst, Financial	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
67	Analyst, Financial (Senior)	$403	$415	$427	$440	$454	$467	$481	$496	$510	$526
54	Analyst, Research	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
37	Analyst, Systems (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
17	Application Developer, Advanced Technology	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
16	Application Developer, Advanced Technology (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
11	Applications Development Expert	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
10	Applications Programmer	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
92	Archeologist /Historic Preservation Specialist	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
40	Architect, Application (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
38	Architect, Information Technology (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
61	Architect, Internet/Web	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
63	Architect, Systems (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
64	Architect, Systems Design	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
93	Architectural Historian	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
110	Audit Manager	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
111	Audit Supervisor	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
69	Auditor, IT (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
112	Auditor, Lead	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
70	Auditor (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
113	Auditor, Staff	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
72	Business Process Consultant (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
62	Computer Graphics Illustrator	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
34	Computer Operations Center Specialist	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
35	Computer Operations Research Analyst	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
42	Computer Operator	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
41	Computer Operator (Senior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
15	Computer Programmer (Junior)	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235

COMPANY NAME: Health Management Associates, Inc.
CONTRACT POC: Jeff DeVries
ADDRESS: 120 N. Washington Square, Suite 705, Lansing, MI 48933

OFFICE NUMBER: 517-482-9236
FAX NUMBER: 517-482-0920

FEIN: 38-2599727

Kelly Johnson

AUTHORIZED SIGNATURE

Vice President

TITLE

Attachment F-A1- Labor Rate Schedule

Record the fully loaded, all inclusive hourly labor rates chargeable during each contract year for the labor categories delineated and defined in Section 2.10 of the RFP

#	LABOR CATEGORY	HOURLY LABOR RATES CONTRACT YEAR*									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
14	Computer Programmer (Senior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
7	Computer Specialist	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
6	Computer Specialist (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
13	Computer Systems Programmer	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
12	Computer Systems Programmer (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
23	Database Management Specialist (Junior)	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
22	Database Management Specialist (Senior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
21	Database Manager	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
55	Documentation Specialist	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
97	Electrician, Journeyman	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
96	Electrician, Licensed Master	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
99	Electricians Helper	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
101	Engineer, Facility Operations	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
19	Engineer, Information	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
18	Engineer, Information (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
52	Engineer, Information Security	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
33	Engineer, Interdisciplinary	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
32	Engineer, Interdisciplinary (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
82	Engineer, Network (Junior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
81	Engineer, Network (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
86	Engineer, Network Security	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
95	Engineer, Radio Frequency	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
31	Engineer, Software	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
101	Engineer, Stationary	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
30	Engineer, Systems	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
29	Engineer, Systems (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
65	Engineer, Systems Design	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
99	Facilities Engineering Manager	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
105	Facilities Specialist Level I	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
104	Facilities Specialist Level II	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
103	Facilities Specialist Level III	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
102	Facilities Specialist, Lead	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
106	Facility Operations Supervisor	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
90	Geographic Information Systems (GIS) Analyst	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
91	Geographic Information Systems Specialist	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303

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Attachment F-A1- Labor Rate Schedule

Record the fully loaded, all inclusive hourly labor rates chargeable during each contract year for the labor categories delineated and defined in Section 2.10 of the RFP

#	LABOR CATEGORY	HOURLY LABOR RATES CONTRACT YEAR*									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
88	Geographic Information Systems Technician I	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
87	Geographic Information Systems Technician II	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
89	Geographic Information Systems Technician Trainee	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
	GeoSpatial Web Developer (Mid-level)	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
	GeoSpatial Web Developer (Senior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
73	Group Facilitator (Senior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
44	Help Desk Manager	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
46	Help Desk Specialist (Junior)	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
45	Help Desk Specialist (Senior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
60	Internet/Intranet Site Developer (Junior)	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
59	Internet/Intranet Site Developer (Senior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
20	IT Professional (Senior)	$403	$415	$427	$440	$454	$467	$481	$496	$510	$526
75	Market Research Consultant (Senior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
74	Marketing Consultant (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
83	Network Administrator	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
80	Network Manager	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
85	Network Technician (Junior)	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
84	Network Technician (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
43	Office Automation Specialist	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
36	Operations Research Analyst (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
108	Operator Level I	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
107	Operator Level II	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
109	Photographer	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235
39	Planner, Information Technology (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
58	Program Administration Specialist	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
1	Program Manager	$403	$415	$427	$440	$454	$467	$481	$496	$510	$526
57	Project Control Specialist	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
2	Project Manager	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
25	Quality Assurance Consultant (Senior)	$403	$415	$427	$440	$454	$467	$481	$496	$510	$526
24	Quality Assurance Manager	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
26	Quality Assurance Specialist	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
71	Risk Assessment Consultant (Senior)	$403	$415	$427	$440	$454	$467	$481	$496	$510	$526
49	Security, Computer Systems Specialist	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
50	Security, Data Specialist	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
4	Subject Matter Expert	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452

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Record the fully loaded, all inclusive hourly labor rates chargeable during each contract year for the labor categories delineated and defined in Section 2.10 of the RFP

#	LABOR CATEGORY	HOURLY LABOR RATES CONTRACT YEAR*									
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
3	Subject Matter Expert (Senior)	$403	$415	$427	$440	$454	$467	$481	$496	$510	$526
94	Systems Analyst, Wireless	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
53	System Security Research Analyst	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
51	Systems Security Specialist	$403	$415	$427	$440	$454	$467	$481	$496	$510	$526
48	Systems Security Specialist (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
78	Telecommunications Consultant (Senior)	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
77	Telecommunications Engineer	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
76	Telecommunications Engineer (Senior)	$403	$415	$427	$440	$454	$467	$481	$496	$510	$526
79	Telecommunications, System Analyst	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
27	Testing Specialist	$346	$356	$367	$378	$389	$401	$413	$426	$438	$452
28	Training Specialist/Instructor	$232	$239	$246	$254	$261	$269	$277	$286	$294	$303
56	Writer/Editor, Technical	$180	$186	$191	$197	$203	$209	$215	$222	$228	$235

* Contract year one begins on the date of contract award and continues for one year, contract year two begins one year after contract award and continues one year, etc.

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	Table F-A2, Commission Only Percentage for Telecommunication Audits (as defined in 2.3.9.1)									
	COMMISSION ONLY PERCENTAGE CONTRACT YEAR*									
	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage	Offeror Percentage
Commission Only Percentage										

* Contract year one begins on the date of contract award and continues for one year, contract year two begins one year after contract award and continues one year, etc.

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Attachment F-A2